



Rhyddings



JOB APPLICATION PACK

English Teacher

Location: Rhyddings, Haworth Street, Oswaldtwistle, Lancashire, BB5 3EA

Contract: Full-time, permanent

Salary: MPR 1 to UPR3 (currently £32,916 to £51,048 per annum)

Closing Date: Tuesday 13 October, 12 noon

Interview Date: Monday 19 October 2026

Start Date: 1 January 2027



LET
EDUCATION
TRUST

AMBITIOUS | INCLUSIVE | RESILIENT

Welcome from the Chief Executive Officer

Thank you for your interest in joining Rhyddings as a Teacher of English.

At LET Education Trust, we believe that every child should leave school with the knowledge, skills and confidence they need to succeed. English sits at the heart of that ambition. The ability to read, write, communicate and think critically not only opens the door to success across the curriculum, but gives young people a voice and creates opportunities that extend far beyond the classroom.

As a Teacher of English, you will have the opportunity to inspire a love of language and literature, while equipping pupils with the skills they need for their next steps. Whether introducing pupils to texts that challenge and broaden their thinking, developing confident writers, or helping a young person discover that they can achieve more than they thought possible, the impact of an excellent English teacher can last a lifetime.

At the heart of the role is excellent teaching. We are looking for someone who is passionate about their subject, has high expectations of what pupils can achieve and is committed to ensuring that every young person can experience success. You will join colleagues at Rhyddings who are focused on continually improving the quality of education we provide and securing the very best outcomes for our pupils.

You will also become part of the wider LET Education Trust community. We want our schools to benefit from being part of something bigger; sharing expertise, learning from one another and creating opportunities for both our pupils and our staff to grow and develop.

Our Trust values, Ambitious, Inclusive and Resilient, underpin the way we work. We are ambitious for our pupils, our schools and one another; inclusive in our belief that every young person should have the opportunity to succeed; and resilient in our determination to keep improving and overcome the challenges that stand in the way of success.

If these are values you share and you are excited by the opportunity to make a difference to the young people at Rhyddings, I hope you will consider joining us. I look forward to receiving your application and wish you every success in the recruitment process.

Jeniffer Sing
Chief Executive Officer
LET Education Trust

Welcome from the Headteacher

Thank you for your interest in joining Rhyddings as a Teacher of English.

I am incredibly proud to be the Headteacher of Rhyddings and feel privileged to lead a school with such enormous potential. We are ambitious for every young person at Rhyddings. We want our pupils to enjoy coming to school, feel that they belong and leave us having achieved the very best they can. Central to achieving that is excellent teaching.

I firmly believe that what happens in the classroom, lesson after lesson, makes the biggest difference to our pupils. We are investing in our teachers, strengthening subject leadership and creating a culture where colleagues work together, share what works, and continually improve. I want Rhyddings to be a school where excellent teachers are supported, challenged and able to thrive.

English will play a hugely important part in our journey. We want our pupils to become confident readers, writers and communicators, but we also want them to enjoy English, encounter great texts, broaden their horizons and develop the confidence to express themselves. For many of our young people, a great education can genuinely change what they believe is possible for their future.

We are looking for someone who shares that ambition. You will be passionate about English, have high expectations of yourself and your pupils and, most importantly, believe that every young person can succeed. Whether you are an experienced teacher looking for a new challenge or earlier in your career, what matters to me is that you care about your subject, care about young people, and want to keep getting better.

This is an exciting time to join Rhyddings. We are honest about the work we still have to do, but hugely ambitious about where this school can go. You will be joining colleagues who want to make a difference and, as part of LET Education Trust, you will have opportunities to collaborate, develop and learn from others.

If you are excited by the opportunity to be part of what we are building, I would be delighted to receive your application. I would also warmly encourage you to come and visit us. Meet our pupils and staff, see the school for yourself and get a feel for the community you could become part of.

I look forward to meeting you.

Dave Swarbrick
Headteacher
Rhyddings

Job Description

The following goals outline the core expectations for this position.

- To plan and deliver high quality English lessons across the school.
- To teach English at KS3 and KS4.

Core Tasks

- To fulfil the expected role of a main scale teacher.
- To fulfil the role of a form tutor.
- To assess and report on the achievement of pupils' learning.
- To structure lessons building on prior attainment.
- To be aware of individual pupil needs and cater for these.
- To ensure work is set and assessed according to the departmental policy.
- To set high expectations for pupil behaviour through building positive and productive relationships.
- To apply school policies effectively and consistently.
- To be aware of recent pedagogy within your subject.

School

- To carry out the duties in accordance with school-based policies and health and safety procedures.
- To contribute to the provision of an effective environment for learning.
- To support the promotion of positive relationships with parents and outside agencies.
- To engage in the school's appraisal scheme.
- To take care for their own and other people's health and safety.
- To be aware of the confidential nature of issues.

Equal Opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Safeguarding Commitment

This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Duties may be modified or interchanged by the Headteacher to meet evolving requirements, consistent with the grade of the post.

Person Specification

	Essential	Desirable
Qualifications and Experience	• Qualified teacher status. • Good honours degree or equivalent. • Good ICT skills. • A willingness to be part of a team.	• Evidence of subject based professional development.
Teaching	• Evidence of good classroom practice. • Good understanding of effective and engaging teaching methods. • The ability to engage, enthuse and motivate pupils. • Experience of teaching KS3 and KS4. • A good knowledge and understanding of current developments in English (including GCSE and NC requirements) • The ability to plan lessons and sequences of lessons with clear objectives to ensure progression for all pupils.	• An understanding of current educational initiatives, including national priorities and legislation. • Willingness to teach another subject if required. • Evidence of improved pupil outcomes.
Professional Attributes	• A genuine belief in the value of every child. • To be aspirational for every child. • High personal standards and high expectations of themselves and others. The ability to relate well to all members of the school community. • A sense of humour. • A flexible approach to school life. Excellent communication skills.	
Other	• A commitment to safeguarding and protecting the welfare of children. • A commitment to excellent attendance. • A commitment to health and safety. • A commitment to equality and diversity. • A strong belief in the importance of extra-curricular activities and a willingness to be involved. • The ability to manage time effectively and prioritise work.	

SAFEGUARDING AT RHYDDINGS

Safeguarding and Pre-Employment Requirements

LET Education Trust is steadfast in its commitment to safeguarding and promoting the welfare of children and young people; we expect all staff and volunteers to share this unwavering dedication.

Criminal Record and Background Checks

In accordance with Keeping Children Safe in Education (KCSIE), this position is subject to a robust vetting process:

- **DBS Disclosure:** As this role involves "regulated activity," the successful candidate will be required to obtain an Enhanced Disclosure from the Disclosure and Barring Service (DBS).
- **Rehabilitation of Offenders:** This post is not exempt from the Rehabilitation of Offenders Act 1974. However, certain "protected" convictions and cautions are "filtered" and do not need to be disclosed.
- **Self-Disclosure:** Shortlisted candidates will be required to complete a criminal records self-disclosure form before the interview.
- **Online Vetting:** In line with statutory guidance, the Trust will conduct online searches for all shortlisted candidates to identify any incidents or issues that may affect their suitability to work with children.

Statutory Compliance

- **Right to Work:** To comply with the Immigration, Asylum and Nationality Act 2006, all shortlisted candidates will be asked to provide evidence of their legal right to work in the UK on the day of the interview.
- **Language Proficiency:** This role is identified as a public-facing position under Part 7 of the Immigration Act 2016. Therefore, the ability to fulfil all spoken aspects of the role with confidence and fluency in English is an essential requirement.

All appointments are subject to satisfactory references and medical clearances.

Application Process

Thank you for taking the time to consider joining Rhyddings and LET Education Trust.

To apply, please complete the Trust's application form and submit it together with a supporting letter of no more than two sides of A4. Your supporting letter should demonstrate how your experience, leadership and values have prepared you for this role, and why you believe you are the right person to help shape the next chapter of Rhyddings' journey.

Key Dates

- Application Deadline: Tuesday 13th October 2026 at 12.00 noon
- Interview Day: Monday 19th October 2026

Arrange a Tour or Informal Conversation

We would love to welcome you to Rhyddings or arrange an informal conversation about the role before you apply. To book a tour or schedule a phone call, please contact Ms Pearce:

- Phone: 01254 355521
- Email: pearcek@rhyddings.co.uk

Submitting Your Application

Please download the application form from the LET Education Trust website and return your completed document to Ms Pearce at pearcek@rhyddings.co.uk

We look forward to receiving your application and wish you every success.

THANK YOU

