



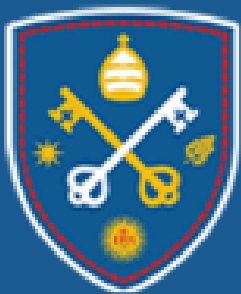
The Salesian Academy of

St. John
Bosco

RECRUITMENT PACK Teacher of English

Enabling schools, aspiration, and faith to flourish:

Unity happens when we walk together.



Pope Francis
Catholic Multi Academy Trust

Welcome from the CEO



Pope Francis
Catholic Multi Academy Trust



Dear Candidate,

Thank you for your interest in Pope Francis Catholic Multi Academy Trust. We were the first of the permanent Catholic Multi Academy Trusts (CMATs) set up by the Archdiocese of Liverpool and currently look after three secondary schools and four primary schools across the area.

Pope Francis Catholic Multi Academy Trust aims to provide the very best Catholic education for the young people in our schools. We are enabling schools, aspiration and faith to flourish: **'Unity happens when we walk together'**.

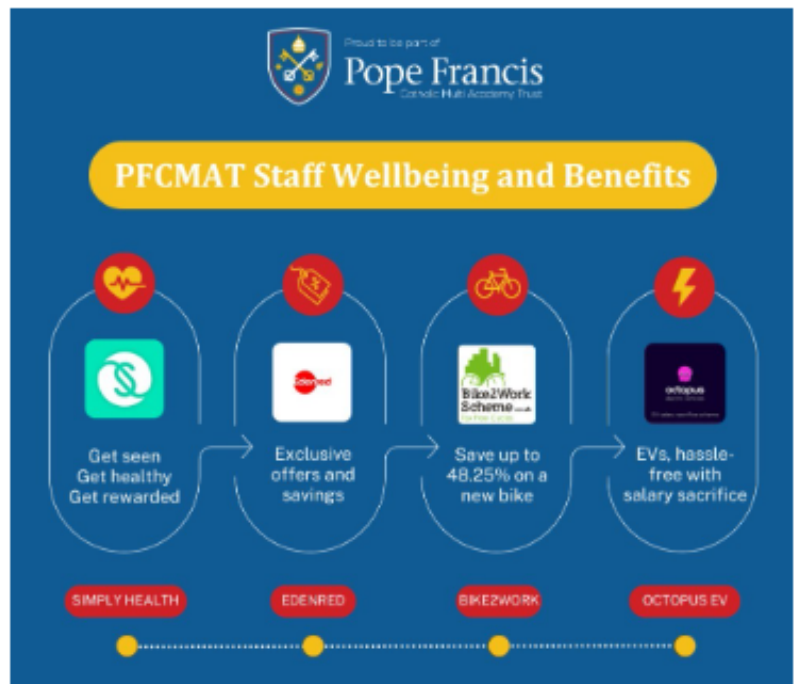
Being part of a Trust is like a family of schools at which you are always welcome, and which help each other to provide better opportunities for all staff, pupils and our local communities.

Our aim is to facilitate Catholic schools to retain their identity and history, whilst supported by trust that offers systems, services and a policy framework that allows all its schools and academies to flourish. Pope Francis CMAT ensures all students receive an excellent Catholic education, knowing more, remembering more and achieving the best outcomes they can.

What We Can Offer

We recognise that employee wellbeing and work-life balance are essential to thriving in the workplace. The Trust places a high value on providing a range of benefits for all colleagues, beyond the essentials of receiving professional recognition, networking and CPD, commensurate financial reward and job satisfaction.

Take a look at our website and social media to get a sense of the support that we provide to all our employees, including our full staff benefits package: www.pfcmat.org/Staff-Benefits-Package/



Andrew Dawson

CEO
Pope Francis CMAT

Welcome from the Headteacher



The Salesian Academy of

St. John
Bosco



Dear Candidate,

As the Headteacher of The Salesian Academy of St John Bosco I am delighted with your interest in joining our team.

At our academy, we have a clear and inspiring vision: to be a school defined by our faith and the strength of our Salesian and Catholic values, becoming the number one choice for families in our community. This ambition is supported by the robust partnership between Pope Francis Catholic Multi Academy Trust and the Salesians.

In the spirit of St. John Bosco, we are committed to ensuring that every pupil knows they are valued and loved. Our goal is to provide an education that nurtures their diverse talents, fosters both academic and personal excellence, promotes health and safety, and empowers them to make meaningful contributions to society.

We are also excited about the upcoming transition to our new school building in November 2026 - an inspiring environment for both staff and pupils.

We are seeking an enthusiastic and dedicated English teacher to join our successful and dynamic department. This role is ideal for both Early Career Teachers and experienced practitioners who share a genuine passion for the subject and a commitment to inspiring young people. The successful candidate will be driven to secure strong outcomes for all pupils, equipping them with the knowledge, skills and confidence needed to progress to further education, apprenticeships or future careers.

If you believe you possess the qualities, skills, and experience we seek - along with the enthusiasm, knowledge, and resilience to positively impact the future of our school. I eagerly await your application.

Thank you for considering this opportunity.

Sue Bourgade
Headteacher

*"All staff serve as outstanding role models, and this ensures that the school's Salesian charism is fully reflected in their work. Pastoral care is outstanding, with a real focus on supporting the most vulnerable within its community." **Catholic Schools Inspection, 2025***

Why Choose Our School?

Our School Mission, Vision and Values

To be a Catholic School that seeks to appreciate and develop the talent and skills of each individual. We aim to instill the Salesian values of Respect, Understanding, Affection and Humour RUAH.

These four values underpin every aspect of our school life and together spell out the Hebrew word for 'breath of life' or 'spirit'. These values are evident in our orderly and settled environment, where we insist on the highest standards of politeness, behaviour and appearance.



The Salesian Academy of
**St. John
Bosco**



Young people not only need to be loved, they need to know that they are loved."

This is one of Don Bosco's most important statements about working with young people. He was the founder, in 1859, of the congregation of Salesian Priests and Brothers and has a special place in the life of the Catholic Church, as a saint and visionary educator. He sought to bring the love of God to young people, so that they would know they were valued and rich in potential.

And so, in this increasingly secular world, we are proud to be part of a worldwide Catholic Salesian community that has young people 'our future' at the heart of its Mission and Vision.

Our Catholic Schools Inspection in January 2025 shows how we live out these values: "Pupils fully understand the school's mission statement, speaking eloquently about respect, understanding, affection and humour. They know that they are loved and know that they have to model that to feel loved themselves."



Proud to be part of

Pope Francis
Catholic Multi Academy Trust

Application Process



The Role

The English Teacher will deliver high-quality teaching that inspires pupils to develop a strong understanding and appreciation of English language and literature.

The role involves planning and delivering engaging, differentiated lessons that meet the needs of all learners, alongside accurate assessment, regular feedback and targeted intervention to ensure strong progress. The successful candidate will contribute to curriculum development, enrichment opportunities and the promotion of literacy across the school. They will maintain high expectations of behaviour and achievement, fostering a positive and inclusive learning environment where pupils can thrive. In addition, the teacher will support pupils' wider development through roles such as form tutoring, contribute to departmental and whole-school initiatives, and engage with parents and carers.

Working collaboratively with colleagues, the English Teacher will play a key role in preparing pupils for examinations and their next steps in education or future careers.

How to apply:

To apply for this post, please use our website 'Vacancies' page, on which you can find each document to be completed and submitted alongside your cover letter, including:

- CES Application Form
- CES Consent to Obtain References
- CES Monitoring Form
- Rehabilitation of Offenders Act 1974 Disclosure Form
- Covering letter stating how your skills and experience meet the job description and person specification.

Closing Date: Monday 20th April 9.00 am

Interviews will be held: week commencing Monday 20th April

Completed applications should be clearly marked with the post title and returned electronically for the attention of Mrs B.Deegan at admin@sjb.pfcmat.org.

Please note - we reserve the right to make an appointment before the closing date. Candidates are therefore encouraged to apply as soon as possible

If you have any feedback on the application process and how we can make it more accessible, please let us know via info@pfcmat.org. Pope Francis Catholic MAT and The Salesian Academy of St John Bosco are committed to safeguarding and promoting the welfare of children and young people, and we can expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check. **[Please see the link to our school's Child Protection Policy here.](#)**

Job Description



The Salesian Academy of
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General Duties

- Teaching assigned classes of pupils in English to enable them to progress
- Actively promoting the progress of pupils in English through teaching that meets their learning needs, accurate assessment of their work and regular feedback on how to reach the next grade or level.
- Ongoing professional development and training.

Post Title: Teacher of English

Pay Scale: Main scale or UPS (£32,916 to £51,048)

Contract: Permanent

Start date: September 2026

- Carrying out regular assessment of pupil progress, recording progress data on the school data system and using this data to target intervention strategies at pupils who are not making the required progress.
- Actively contributing to enhance literacy and numeracy across the curriculum.
- Promotion of the wellbeing of pupils across the school through roles such as being an active form tutor.
- Contributing to courses and schemes of work across the English Department
- Delivery of curriculum enrichment and extracurricular activities.
- Maintaining good discipline amongst pupils.
- Maintaining pupils' health and safety
- Attendance at departmental and parental meetings as required
- Undertaking emergency cover
- Preparing pupils for public examinations
- Contributing to aspects of school management
- Undertaking agreed organisational and administrative tasks

Other Responsibilities - including the ability to:

- Achieve targets as identified in the appraisal process and undertake CPD and training as required
- Promote the work of the curriculum area, e.g. through parents' evenings and assemblies.
- Attend all scheduled meetings for the curriculum area
- Work closely with subject leaders and support staff to promote inclusion, a positive ethos and personalised learning for pupils.
- Adhere to the processes outlined in the Academy's Behavioural Policy.
- Maintain high expectations of pupil behaviour, demonstrating discipline through positive and productive relationships and well-focused teaching.
- Undertake additional duties as expected by the headteacher to ensure the effective running of the curriculum area.

"One pupil commented, 'The school is like a moral compass, which helps with the decisions I make when I'm with my friends and the staff'. All staff, expertly led by senior leaders and the school's Chaplain, strive to offer opportunities that enable pupils to respond to the needs of their peers, the local community and those further afield." Catholic Schools Inspection, 2025

Teaching and Learning:

- Carry out class teaching duties as agreed.
- Set high expectations which inspire, motivate and challenge pupils.
- Implement and deliver an appropriately broad, relevant curriculum that builds on pupils' prior knowledge.
- Deliver lessons appropriate to pupils' different abilities and educational needs, ensuring they are all able to progress to their potential.
- Monitor and support the overall progress and development of pupils in line with the curriculum requirements.
- Provide and contribute to oral and written assessments, reports and references relating to individual or groups of pupils.
- Mark and monitor pupils' class and homework regularly, providing constructive oral and written feedback.
- Develop effective assessment practices to support the teaching the curriculum.
- Use assessment of pupils' progress to inform future teaching.
- Ensure good subject knowledge and a pupil focused environment.
- Ensure lesson subject matter is presented clearly, encouraging appropriate discussion about what is being taught.
- Ensure pupils' understanding of the curriculum is checked systematically, misconceptions are identified accurately, and feedback is clear and direct.
- Prepare informative and constructive written reports for parents which identify how each pupil is performing, and how they can improve within the classroom.
- Select resources that reflect the Academy's ambitious intentions for the subject, that support the intent of the planned curriculum and provide pupils with knowledge and skills for the future.
- Ensure the work given to pupils matches the aims of the curriculum.
- Employ a range of teaching methods to keep pupils engaged, e.g. through effective questioning, clear presentation and use of departmental resources.
- Share and support the Academy's duty to provide and monitor opportunities for personal, academic and spiritual growth.

Person Specification



The Salesian Academy of
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Applicants must meet all of the essential requirements for this post.

Catholic Dimension	Essential	Desirable	Application / Interview
Understanding of the distinctive nature of Catholic Schools	Y		I
Strong support for our ethos and values as a Salesian Academy	Y		I
Safeguarding	Essential	Desirable	Application / Interview
Understanding and commitment to pupil welfare and safeguarding	Y		A / I
Qualifications and Training	Essential	Desirable	Application / Interview
A degree or equivalent in English or a related subject	Y		A / I
Qualified Teacher Status (QTS)	Y		A / I
Evidence of relevant professional development for this post		Y	A / I
Experience	Essential	Desirable	Application / Interview
Experience of teaching in an 11-16 school	Y		A / I
Proven successful classroom practitioner		Y	A / I
Experience working with parents/carers to support pupil welfare and achievement.		Y	A / I
Knowledge of how to meet the needs of pupils in specifically defined groups: SEND, Disadvantaged, Most Able	Y		A / I

Person Specification



Applicants must meet all of the essential requirements for this post.

Job Related Skills and Knowledge	Essential	Desirable	Application / Interview
The ability to effectively analyse internal and external data to track progress of pupils and evaluate curriculum impact in English		Y	A / I
The ability to maintain and improve, where necessary, pupil behaviour	Y		A / I
The commitment and ability to deliver curriculum enrichment and extra-curricular activities	Y		A / I
The ability to use IT as a management and teaching tool in English	Y		A / I
Personal Qualities	Essential	Desirable	Application / Interview
The ability to inspire pupils	Y		I
Excellent communication skills	Y		I
The ability to work collaboratively with others	Y		A / I
The ability to work effectively as a team	Y		A / I
To be self-reflective with the ability and desire to improve own performance	Y		I
Excellent record of personal attendance, punctuality and health	Y		A

Applicants should be able to provide a well-constructed and concise application providing demonstrable evidence of the essential requirements for the role.

The Trust Board and its Local Governing Bodies are committed to safeguarding and promoting the welfare of children. This post is subject to the Enhanced Disclosure procedures.



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