# **Impact North West School**

Impact North West Schools (INWS) is a rapidly expanding independent special school situated in Birkenhead. Our school is dedicated to providing exceptional educational experiences for our students, with a specialised focus on supporting their social, emotional, and mental health (SEMH) needs.

We are a mixed school, supporting 11-16 year olds.

At INWS, we believe in creating a nurturing, inclusive, and holistic environment where every student can thrive. Our staff are trained in trauma-informed and attachment-aware practices, ensuring we can effectively support the diverse needs of our learners. We work closely with families, fostering proactive partnerships to enhance understanding and co-create strategies for each child's progress.

Our multi-sensory and engaging learning approach is designed to captivate and re-engage students, empowering them to achieve their full potential. With a strong emphasis on emotional regulation, resilience, and life skills, we prepare our students for success beyond the classroom.

INWS is proud to be recognised as “Good” by OFSTED and a Centre of Excellence by the Inclusion Quality Mark for our exceptional outcomes and innovative practices. We are committed to continuous improvement, driven by our positive and empowering school culture, where students feel valued, understood, and encouraged to succeed.

# **English Specialist Teacher**

We are seeking an exceptional English specialist teacher to join our dedicated team and make a lasting impact on the lives of our students. In this role, you will be responsible for planning, delivering, and leading high-quality English lessons that support the unique needs of our SEMH students.

## **Key Responsibilities:**

* Design and implement a curriculum that promotes literacy, creativity, and academic progress
* Monitor and assess student progress, using data to inform teaching strategies and interventions
* Support and train staff in embedding literacy skills across the curriculum
* Foster a safe, inclusive, and positive classroom environment, using trauma-informed and attachment-aware approaches
* Work collaboratively with pastoral teams to address barriers to learning and promote emotional resilience
* Organise literacy events, competitions, and enrichment activities to inspire students

## **Requirements:**

* Qualified Teacher Status (QTS) or equivalent
* Extensive experience in teaching English, with a proven track record of improving student outcomes
* Expertise in supporting students with SEMH needs, using evidence-based, trauma-informed approaches
* Excellent communication and interpersonal skills, with the ability to build strong relationships with students, staff, and parents
* Commitment to continuous professional development and a passion for driving school improvement

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#### **Safeguarding**

The English specialist teacher will play a key role in safeguarding and promoting the welfare of children at Impact North West School. This includes:

* Adhering to the school's safeguarding and child protection policies and procedures
* Recognising and responding to signs of abuse, neglect, and other safeguarding concerns
* Working closely with the Designated Safeguarding Lead and other pastoral staff to support students' emotional well-being and address any barriers to learning
* Participating in regular safeguarding training and updates to ensure a robust understanding of child protection issues
* Promoting a culture of vigilance and a safe environment for all students within the English department

The English specialist teacher will be expected to maintain the highest standards of professional conduct and to act as a positive role model for students and colleagues.

## **Why Join Us?**

At Impact North West School, we offer a competitive salary from £32,000, as well as a range of benefits to support your professional and personal growth:

* Free parking on-site
* National College subscription and excellent CPD opportunities
* Competitive salaries and holiday pay
* Nest Pension scheme

This is an exciting opportunity to develop our English education in a dynamic and supportive school environment. If you are passionate about making a difference in the lives of our students, we encourage you to apply.

**Job Description and Responsibilities**

#### **Job Title and Level**

**English Specialist Teacher**

#### **Main Purpose of the Role**

The English Specialist Teacher at Impact North West Schools plays a crucial role in driving the school's vision and values, which emphasise promoting literacy, creativity, and academic progress for all students. As the subject leader for English, the postholder will be responsible for designing and implementing a curriculum that inspires and engages students, while also supporting staff in embedding literacy skills across the curriculum.

In this SEMH (Social, Emotional, and Mental Health) school context, the English Specialist Teacher will work collaboratively with pastoral teams to address barriers to learning and promote emotional resilience, fostering a safe, inclusive, and positive classroom environment that aligns with the school's trauma-informed and attachment-aware approaches.

#### **Key Responsibilities and Duties**

**Curriculum Development and Implementation**

* Design and implement a curriculum that promotes literacy, creativity, and academic progress for all students
* Ensure the English curriculum is well-planned, sequenced, and relevant to the needs of Impact North West Schools students
* Monitor and evaluate the effectiveness of the English curriculum, making adjustments as necessary to improve student outcomes

**Teaching and Learning**

* Monitor and assess student progress in English, using data to inform teaching strategies and interventions
* Support and train staff in embedding literacy skills across the curriculum, providing guidance and resources as needed
* Foster a safe, inclusive, and positive classroom environment, using trauma-informed and attachment-aware approaches

**Collaboration and Pastoral Support**

* Work collaboratively with pastoral teams to address barriers to learning and promote emotional resilience
* Organise literacy events, competitions, and enrichment activities to inspire students and foster a love of learning

**Leadership and Management**

* Provide leadership and guidance to the English department, ensuring a cohesive and effective approach to teaching and learning
* Contribute to the school's self-evaluation and development planning processes, with a focus on the effectiveness of the English curriculum
* Manage the English department's budget and resources, ensuring they are used effectively to support student learning

#### **Skills and Competencies**

* Strong subject knowledge and understanding of the English curriculum, including current best practises and research
* Excellent teaching and assessment skills, with the ability to adapt to the needs of SEMH students
* Effective communication and interpersonal skills, with the ability to work collaboratively with colleagues, students, and families
* Data analysis and interpretation skills, to use assessment information to inform teaching and learning
* Commitment to continuous professional development and a willingness to share best practises with colleagues
* Ability to foster a safe, inclusive, and positive learning environment, using trauma-informed and attachment-aware approaches
* Strong organisational and time management skills, with the ability to prioritise and manage multiple tasks effectively

#### **Professional Development**

Impact North West Schools is committed to supporting the professional development of all staff, including the English specialist teacher. The postholder will have access to a range of training and development opportunities, both within the school and through external providers, to enhance their subject knowledge, pedagogical skills, and leadership capabilities.

The school will also encourage the English specialist teacher to engage in peer-to-peer learning, collaborative planning, and opportunities to share best practices with colleagues across the school and within the wider educational community.

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* Recognising and responding to signs of abuse, neglect, and other safeguarding concerns
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* Participating in regular safeguarding training and updates to ensure a robust understanding of child protection issues
* Promoting a culture of vigilance and a safe environment for all students within the English department

The English specialist teacher will be expected to maintain the highest standards of professional conduct and to act as a positive role model for students and colleagues.

Impact North West Schools is committed to safeguarding and promoting the welfare of children and young people in its school. Impact North West Schools complies with the statutory legislative requirements and guidance that seeks to protect children including ‘Keeping Children Safe in Education Guidance’. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

**Safer Recruitment**

Job descriptions and persons specifications make reference to safeguarding and child protection and all posts are subject to a Disclosure and Barring Service certificate (DBS). All advertisements include our safeguarding statement and commitment.

*Application Stage*

All applicants are scrutinised to verify identity and academic or vocational qualifications.

Professional references are requested using our standard proforma for shortlisted candidates.

References must cover a period of the last 5 years of employment. As a minimum these should be from the two most recent employers. References are checked against previous employment history and gaps in employment.

Professional references must be obtained from professional email addresses.

The application form requires applicants to complete a disclosure of any criminal convictions.

*Shortlisting*

Only those candidates meeting the criteria outlined in the person specification will be shortlisted.

*Interview*

Shortlisted candidates will take part in an in-depth interview and selection process.

Candidates will be asked to address any discrepancies, anomalies or gaps in employment in their application form and this includes their employment history.

Candidates at the end of their interview will be reminded of their responsibility to disclose criminal convictions that are subject to DBS check if they have not already done so on the application.

*Appointment*

Disclosure and Barring Service and other pre-employment compliance checks.

An enhanced Disclosure and Barring Service Certificate (DBS) will be required for all appointed posts.

Keeping Children Safe in Education declaration.

Further identity checks to determine you are who you say you are.

Inclusion on our Single Central Record (SCR).

Prohibition checks

Proof of right to work in the UK must also be provided.

*Probation*

All new staff will be subject to the Impact North West School probation procedure for a period of six months.

The probation period is to enable the assessment of an employee’s suitability for the job for which they have been employed which includes the monitor and review of the performance of new staff in relation to duties, skills, qualifications and experience outlined in the job description and person specification.

This will also include an employee’s suitability to work with children and young people and their commitment to safeguarding and child protection.

*Equal Opportunities*

Impact North West Schools recognises the value of, and seeks to achieve, a diverse workforce which includes people from all backgrounds.

Impact North West Schoosl takes positive steps to create an employment culture in which people feel confident of being treated with fairness, dignity and tolerance irrespective of their individual differences.

This commitment extends beyond the relationship between and conduct of employees and potential employees, to the whole community.

Impact North West Schools is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.

*General Data Protection Regulation*

Impact North West Schools is committed to ensuring that your privacy is protected. By signing a contract of employment you will agree for Impact North West Schoolsl and/or agents appointed by the Trust, to process your personal data, including “sensitive personal data” as defined in the General Data Protection Regulation (GDPR), for the purposes of the operation, management, security and/ or administration, as well as, complying with applicable laws, regulations and procedures.

The information you provide (except Equality Monitoring Information) may be shared with partner organisations that provide services to Impact North West School .

Impact North West Schools are committed to safeguarding and promoting the welfare of children and expects all staff, visitors, and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check before taking up the post.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the postholder will carry out. The postholder may be required to do other duties appropriate to the level of the role.

Impact North West Schools is committed to creating a diverse workforce. We will consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.