Oaklands School

"The best for all, the best from all"



Montgomery Way, Winsford, Cheshire, CW7 1NU

Teacher of English & Maths -

Permanent post

Candidate Application pack

An OFSTED Outstanding School 2024/2025

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Montgomery Way, Winsford
Cheshire, CW7 1NU
Telephone: 01606 551048

Head Teacher: Neil Oxley

9th November 2026

Dear Colleague

Re: Permanent Teacher of English & Maths (Main Scale + SEN Lower Point) to start April 2027 – start of the summer term, or earlier if possible.

Thank you for showing an interest in this exciting opportunity to join the team at Oaklands School.

We are looking for an enthusiastic, inspiring and committed teacher of English and Maths who shares our belief that every young person can achieve, make progress and fulfil their potential. **Candidates who have experience of working in the primary sector are welcome to apply.**

At Oaklands, we are passionate about providing an inclusive, nurturing and ambitious education for young people. We believe that great teaching makes a difference and that every student, regardless of their starting point or individual needs, deserves access to high-quality learning experiences, ambitious expectations and opportunities to succeed.

We are looking for someone who:

- Is passionate about making a positive difference to the lives of young people
- Has strong subject knowledge and a genuine enthusiasm for teaching English and Maths.
- Can deliver the National Curriculum through engaging, well-structured and ambitious lessons, adapted to meet the diverse needs of our learners.
- Creates an inclusive classroom where every student feels safe, valued, respected and able to participate.
- Uses assessment effectively to check understanding, respond to students' needs and provide purposeful, timely verbal feedback that moves learning forward.
- Has high expectations for all students and is committed to securing meaningful progress from their individual starting points.
- Is reflective, collaborative and enthusiastic about developing their own practice and contributing to the wider life of the school.

In return, you will:

Join an experienced, supportive and dedicated team who are passionate about providing the very best opportunities for our students. You will be part of a school that values professional development, collaboration and a shared commitment to excellent teaching and learning.

You will have the opportunity to contribute to an ambitious curriculum and make a genuine difference to young people's lives, helping them develop the knowledge, skills, confidence and independence they need for their futures.

If you share our ambition for young people, believe in the power of great teaching and want to be part of a school where every achievement matters, we would love to hear from you!

Visits to the school are warmly welcomed. Please contact the school office to arrange a convenient time to meet us and see Oaklands for yourself.

If you would like to apply for this exciting post, then please complete the enclosed application form and return to the school with a covering letter by noon on **Wednesday the 2nd December 2026. Shortlisting will take place on Thursday the 3rd of December, and Interviews will be held on Friday the 11th December 2026.**

The school is committed to safeguarding and promoting the welfare of our children and expects all staff and volunteers to share this commitment. A copy of our safeguarding policy can be found in the School Info/Policy section of our website: www.oaklandsschool.org. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service, and successful candidates will be subject to an enhanced DBS check. Please be aware it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. In order to comply with Asylum and Immigration Act 1996 (as amended by S147 of the Nationality, Immigration and Asylum and Immigration Act 2002), all prospective employees will be required to supply evidence of eligibility to work in the UK. All candidates called for interview must bring with them three forms of identification, preferably driving license, passport, birth or marriage certificate and a document showing their current address. In addition, it is a requirement that copies of all relevant qualifications should be brought to the interview.
This is a wonderful opportunity to make a positive difference to the lives of many young people and I look forward to receiving your application. Should you require further information prior to completing your application, please do not hesitate to contact me.
Yours sincerely



Mr Neil Oxley
Headteacher

INFORMATION ABOUT OAKLANDS SCHOOL

Type of School:	Secondary Special School (a school for children with cognition and learning difficulties)
School Category:	Community
Age Range of Pupils:	11-17
Gender of Pupils	Mixed
Number on Roll:	181
School Address:	Montgomery Way Winsford, Cheshire, CW7 1NU
Telephone Number:	01606 551048
E Mail:	c.shepherd@oaklandsschool.org
Appropriate Authority:	Governing Body
Name of Chair of Governors:	Mr John Williamson
Name of Headteacher:	Mr Neil Oxley

ABOUT US

Oaklands is a child-centred outstanding school, where pupils learn in a nurturing and happy environment. Nestled in the heart of Cheshire West and Chester, our school embodies a transformative 'can do' philosophy, where every pupil is supported to achieve their full potential. With a deeply caring and supportive staff, we create a happy, nurturing environment that celebrates individual progress and enriches each pupil's educational journey.

Our school's core motto, "The best for all, the best from all," reflects our unwavering commitment to providing exceptional, personalised education. We believe in creating an inclusive atmosphere where pupils can develop crucial life skills, overcome challenges, and discover their unique strengths.

All pupils have an Education, Health and Care Plan with moderate learning difficulties stated to be their most significant difficulty. However, a small number of pupils also have severe learning difficulties, social and emotional difficulties, or speech and communication difficulties. In line with their learning difficulties, the attainment of pupils is well below what is expected for their age when they enter the school. There are three classes in each of the five-year groups from Year 7 to Year 11, as well as a small sixth form, and these are organised largely by academic ability and appropriate educational pathways.

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The Headteacher/Governing Body seek to appoint with effect from April 2027 – start of the summer term, or earlier if possible.

An outstanding Teacher of English & Maths – Permanent position

(Main Scale + SEN Lower Point)

The Headteacher and Governing Body of Oaklands School are seeking to appoint an enthusiastic, inspiring and committed **Teacher of English and Maths** to join our dedicated team.

This is an exciting opportunity for a teacher who is passionate about their subjects and believes in the power of high-quality teaching to transform the lives of young people.

At Oaklands, we are ambitious for every student. We believe that all young people, regardless of their starting points or individual needs, deserve an inclusive education that challenges, inspires and enables them to succeed. We are looking for someone who can bring learning to life, create a positive and nurturing classroom environment and ensure that every student is supported and challenged to make meaningful progress.

You will join our established Core Subject team, working alongside an experienced and supportive team who value collaboration, share good practice and are committed to continually developing the quality of teaching and learning. We believe that great teaching makes a difference and are keen to welcome someone who shares our enthusiasm for developing innovative, engaging and inclusive approaches to learning.

A strong interest in, and enthusiasm for, teaching English and Maths is essential. The successful candidate will have the ability to deliver engaging and well-structured lessons across Key Stages 3 and 4, adapting their teaching to meet the diverse needs of our learners. A willingness to teach across all year groups is essential. We welcome applications from Early Career Teachers (ECTs) as well as experienced teachers.

Our students have a wide range of abilities and learning needs, with many working significantly below age-related expectations on admission. Through ambitious and carefully adapted teaching, we support students to make progress from their individual starting points, with some achieving Level 2 qualifications. Our students are positive about their learning, enjoy coming to school and are a pleasure to teach.

We are particularly interested in hearing from teachers who are passionate about inclusive classroom practice, understand the importance of removing barriers to learning and can use effective modelling, scaffolding, questioning and purposeful feedback to help all students succeed. Above all, we want someone who shares our belief that every student can achieve and deserves the very best educational opportunities.

Closing date for applications: **Noon on Wednesday the 2nd December 2026.**

Shortlisting will take place on Thursday the 3rd of December 26, and Interviews will be held on Friday the 11th December 2026.

Oaklands is a 2024/25 OFTSED Outstanding School. Please see our website for further details.

Our commitment to safeguarding: Oaklands School is committed to ensuring the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff to share this commitment. We adopt a fair, robust and consistent recruitment process in line with Keeping Children Safe in Education guidance. All offers of employment are subject to an Enhanced DBS check, references, and where applicable, a prohibition from teaching check.

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PERSON SPECIFICATION – Teacher of English & Maths

Qualifications/Experience	Essential	Desirable	How Evidenced
Education and Training	Graduate Qualified Teacher Keeps appraised of new ideas/developments in education		Application form/interview
Relevant Experience	Recent experience of teaching English & Maths across appropriate ability range Excellent classroom management skills Ability to deliver outstanding teaching and learning	Experience of teaching pupils with Moderate Learning Difficulties Recent experience of teaching other subject areas	Application form/ interview/references Lesson observation
Specific skills and knowledge	A strong understanding of effective teaching and learning strategies that enable all students, regardless of their starting points or individual needs, to make meaningful progress. An understanding of adaptive teaching and the ability to identify and remove barriers to learning through appropriate scaffolding, modelling, visual support and assistive technology. A commitment to high expectations and the ability to plan and deliver engaging, well-structured lessons that meet the diverse needs of learners.	A good understanding of curriculum developments in English & Maths	Application form, interview and references Lesson observation Lesson observation Lesson observation Lesson observation Lesson observation

	A sound understanding of formative and summative assessment and how assessment can be used to check understanding, inform teaching and support progress. The ability to use effective questioning, modelling and purposeful feedback to develop students' knowledge, understanding and independence. An understanding of the importance of developing communication, oracy, literacy and numeracy skills across the curriculum. The ability to work collaboratively and effectively with Teaching Assistants, ensuring that support promotes student engagement, participation and independence. Excellent organisational, planning and time-management skills.		
Safeguarding	Understanding of the issues surrounding the safeguarding of children and commitment to child welfare and safety Safeguarding training Knowledge of child protection procedures		Application form and interview
Additional factors	A flair for teaching and the ability to contribute and work as a member of a strong team		Application form, interview and references

	A passion for supporting young people with SEND A well-developed sense of humour An excellent communicator Enthusiastic		

Key Responsibilities:

- Plan and deliver engaging and well-structured lessons in English / Maths, tailored to the needs of our pupils.
- Assess and monitor pupil progress, adapting teaching methods to support individual learning needs.
- Foster a positive and inclusive classroom environment that encourages curiosity and a love for English & Maths.
- Collaborate with colleagues to develop and implement the core curriculum, ensuring alignment with school policies and values.
- Contribute to the wider school community and participate in professional development opportunities.
- Create an inclusive classroom environment that sparks scientific curiosity

- Participate in ongoing professional development

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CONDITIONS OF SERVICE

Teaching staff serve under the direction of the Headteacher and exercise their office in accordance with: -

The provisions of the Education Act 1944 and/or any amending Acts.
The Education (School Teachers' Pay & Conditions) Order 2009.
The Professional Standards for Teachers.
The Articles of Government in force for the school.

In addition the appointment is subject to: -

The Articles of Government of the School;
The Authority's relevant Conditions being in force at the time;
Disclosure of any criminal background/CRB check/a satisfactory medical report and positive confidential references

A detailed job description will be negotiated on appointment.

INTERVIEW ARRANGEMENTS

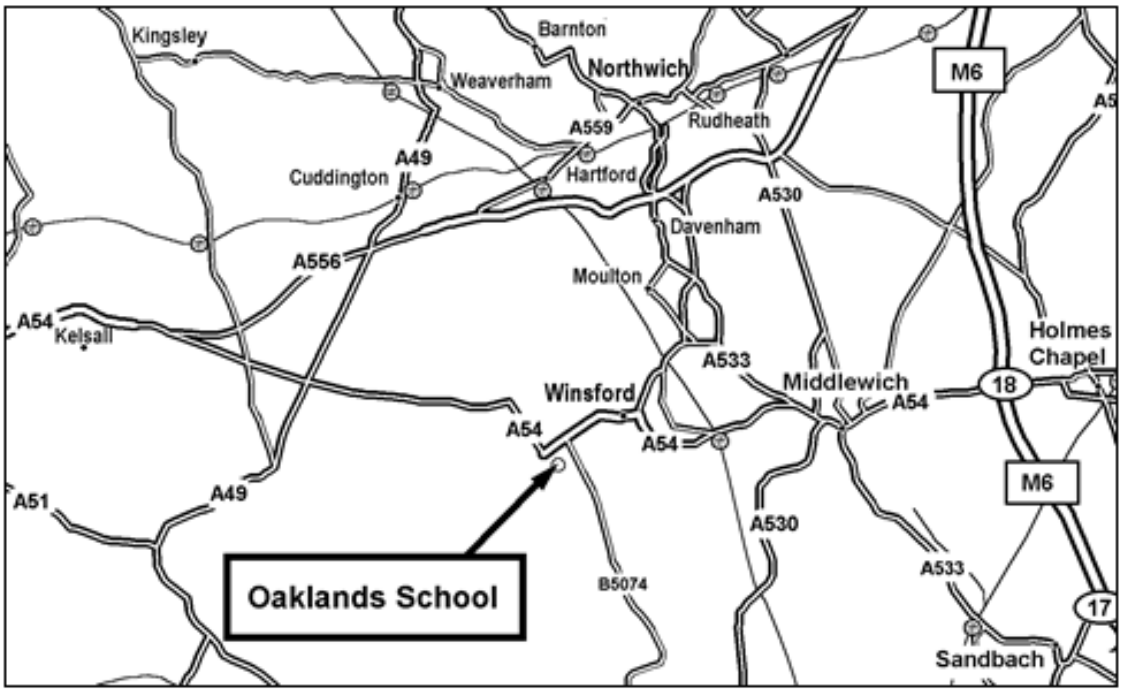
Interviews will be conducted by the Headteacher and Senior Staff. Interviews will be held on **Friday 11th of December 2026.**

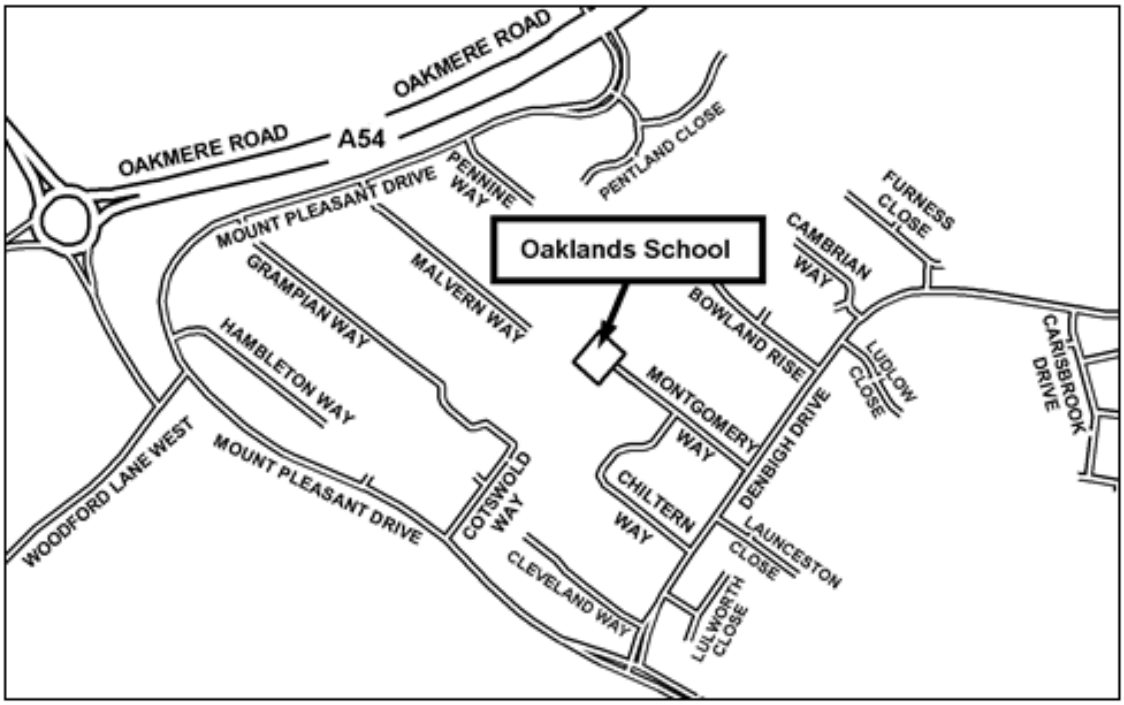
As part of the interview process, shortlisted applicants will be observed teaching a lesson.

Prospective candidates are actively encouraged to visit the school.

Oaklands School

Montgomery Way, Winsford, Cheshire, CW7 1NU
Tel: 01606 551048
Email: office@oaklands.cheshire.sch.uk
Website: www.oaklands.cheshire.sch.uk





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