



**North East  
Learning Trust**

**Head of English  
Easington Academy**  
Applicant information pack

# **Head of English**

## **Required September 2022**

### **Full time, Permanent**

#### **MPS/UPS plus TLR 1.5 (£12,115)**

Easington Academy is a part of the North East Learning Trust and we are seeking to appoint a highly qualified, motivated and ambitious leader with the highest personal and academic standards to lead our English Department, someone who is an outstanding practitioner, with high expectations and a record of achieving the best outcomes from their students. We are looking for a leader with drive, energy, a genuine love for teaching and learning and a passion for English, someone who has the vision and determination to lead the English Department to ensure all our students receive excellence every day.

At Easington Academy, students consistently achieve good GCSE results year-on-year and we are on a steady path of positive progress. In 2019 we were rated as 'Good' by Ofsted and we are now on a journey of excellence. Our primary aim is for each young person to be both courageous and caring, resilient and determined as they strive for excellence, an active and well-rounded citizen with deep integrity and one who respects others and contributes positively to society.

Our vision, along with all schools in the Trust, is that every child experiences excellence every day.

#### **We are committed to:**

- A vibrant learning community with enthusiastic and engaging students
- A positive and caring ethos
- An excellent learning environment and resources
- A team of hardworking, dedicated and friendly staff where everyone is valued

#### **The successful candidate will:**

- Lead the strategic direction and development of the department
- Drive forward the quality of teaching and learning in the department
- Lead and manage staff
- Effectively deploy resources
- Work alongside a dedicated English Research Lead to share interventions that impact on pupil outcomes
- Performance Management responsibilities

#### **Deadline: Noon on Friday 1<sup>st</sup> April 2022**

Shortlisting will take place Friday 1<sup>st</sup> April with interviews taking place w/c 4<sup>th</sup> April 2022.

#### **How to apply:**

Letters of application should be no more than two sides of A4 and should be returned with application forms to [tracey.hann@easingtonacademy.co.uk](mailto:tracey.hann@easingtonacademy.co.uk) or by post to Tracey Hann, Support Services Manager, Easington Academy, Stockton Road, Easington, Peterlee, SR8 3AY. Please do not submit a CV unless it is to complement your application form.



# Job description

**Post title:** Head of English  
**Responsible to:** Assistant Headteacher  
**Salary Band:** MPS/UPS plus TLR 1.5

## Duties and responsibilities:

You will be required to carry out the duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document.

In addition to the duties above you will be required to demonstrate the leadership skills specified in the National Standards for Subject Leaders and to undertake the following responsibilities in relation to the post:

### Generic Responsibilities:

- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.
- To ensure provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the curriculum area, in accordance with the aims of the school and the curricular policies determined by the Governing Body, Executive Headteacher and Headteacher of the school.
- To act as a Curriculum Lead and be responsible for leading and developing this area.
- To develop and enhance the teaching practice of others.
- To monitor and support the overall progress and development of students as a manager within the curriculum area and as a Form Tutor.
- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.

### Strategic:

- To coordinate the delivery of the English curriculum, resources, schemes of work, marking policies, assessment and teaching strategies in the department.
- The day-to-day management, control and operation of the curriculum provision within the department.
- To monitor and follow up student progress.
- To implement school Policies and Procedures.
- To work with colleagues to formulate aims and objectives for the department which have coherence and relevance to the needs of students and to the aims and objectives of the school.
- To ensure that the planning activities of the department reflect the needs of the students and the aims and objectives of the school.
- To manage the application of ICT in the Curriculum area.

### Curriculum:

- To ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the school's strategic objectives.
- To keep up to date with national developments in the subject area and teaching practice and methodology.
- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.

- To maintain accreditation with the relevant examination and validating bodies.
- To promote and develop appropriate extra-curricular and community activities within the department.

#### **Staffing:**

- To work with Senior Leadership Team to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- To contribute to Personal Development Review and to act as reviewer for a group of staff within the designated department.
- To promote teamwork and to motivate staff to ensure effective working relations.
- To ensure the effective efficient deployment of classroom support.
- To participate in the school's ITT programme.

#### **Quality Management:**

- To ensure the effective operation of quality control systems.
- To set targets within the department and to work towards their achievement.
- To establish common standards of practice within the department and develop the effectiveness of teaching and learning styles in all relevant curriculum areas within the department.
- To contribute to the school procedures for lesson observation.
- To implement school quality procedures and to ensure adherence to those within the department.
- To participate in the monitoring and evaluation of the curriculum area/department in line with agreed school procedures including evaluation against quality standards and performance criteria.
- To implement modification and improvement where required within the relevant curriculum area.
- To ensure the maintenance of accurate and up-to-date information concerning the relevant curriculum area on the management information system.
- To produce reports within the quality assurance cycle.
- To identify appropriate courses and coordinate exam entries within the department.

#### **Pastoral Support:**

- To monitor and support the overall progress and development of students within the curriculum area
- To monitor student attendance together with students' progress ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.
- To act as Form Tutor and carry out the duties associated with the role as outlined in the generic job description.
- To contribute to SMSC according to the school policy.
- To implement the Behaviour Management system in the department so that effective learning can take place.

#### **Other Specific Duties:**

- To support the school in meeting its legal requirements for worship.
- To promote actively the school's corporate policies.
- To continue personal development as agreed.
- To actively engage in the staff review and development process.
- To undertake any other duty as specified by STPCB not mentioned in the above.

The above list of duties is extensive but not exhaustive and may not identify each individual task which may reasonably be requested of the post holder. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown, but, in consultation with you, may be changed by the Executive Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.

## Person specification

	Essential	Desirable
Education/training	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• First degree or equivalent in English</li> <li>• Recent and relevant Continual Professional Development</li> </ul>	<ul style="list-style-type: none"> <li>• Good Honours Degree in English</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Recent and successful teacher experience in the relevant subject area at both KS3 and KS4</li> <li>• Proven track record of delivering excellent outcomes for students of all abilities</li> <li>• Minimum of two years' experience in a successful English Department or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leading or managing developments in the curriculum area</li> <li>• Experience of making a significant contribution to improving student outcomes at departmental level</li> <li>• Experience of organising and participating in extra-curricular work</li> <li>• Recent and successful teacher experience in the relevant subject area at KS5</li> </ul>
Aptitude and skills	<ul style="list-style-type: none"> <li>• Excellent communication skills both verbal and written</li> <li>• Excellent classroom teacher</li> <li>• Ability to work under pressure</li> <li>• Ability to lead, motivate, challenge and inspire staff and students</li> <li>• Ability to initiate and successfully implement change</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in the use of new technologies to improve teaching and learning</li> </ul>
Personal qualities	<ul style="list-style-type: none"> <li>• Reliable and conscientious</li> <li>• Desire and ability to learn new skills</li> <li>• High expectations of all students</li> <li>• Caring and supportive</li> <li>• Enthusiastic team player</li> <li>• Organise, plan and prioritise effectively</li> <li>• Flexibility, adaptability and creativity</li> </ul>	

## References:

References will be requested prior to interview, except for non-teaching roles where there are exceptional circumstances, and the applicant does not give consent to do so on the application form.

**DBS:**

North East Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

An application for a DBS certificate will be submitted for all candidates once they have been offered the position. For posts in regulated activity, the DBS check will include a barred list check. During the recruitment process, any offences, or other matters relevant to the position will be considered on a case-by-case basis.

Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.

**Pre-occupational health:**

Pre-occupational health check is an essential part of the selection and recruitment process to assess if any reasonable adjustments are required.

**Equal opportunities:**

We are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the community.

Applicants with disabilities will be granted an interview if the essential job criteria are met.