

Academy



NOTTINGHAM UNIVERSITY
SAMWORTH ACADEMY

JOB APPLICATION PACK

Assistant Head Teacher (Quality of Education)

Salary: Scale L11 – L15 (£68,691 to £75,664 per year)

Contract: Permanent, full time

Closing Date: Friday 9th October 2026 at 9am

Start Date: Week commencing Monday 4th January 2027





NOTTINGHAM UNIVERSITY
SAMWORTH ACADEMY



Welcome from the Head Teacher

Dear Applicant,

Thank you for your interest in this role at Nottingham University Samworth Academy (NUSA).

We are delighted that you have chosen to apply to work at NUSA. NUSA is a popular, oversubscribed, 11-18 school located in the heart of Bilborough, Nottingham.

The academy has increased in popularity over the past two years and we now have a waiting list across our year groups.

We pride ourselves on the values of integrity, grit and purpose, and expect our students to represent 'NUSA 24/7'. Through doing this we aspire for the best outcomes for each and every one of our students.

I hope the information below and the information on our website provides you with a flavour of what NUSA has to offer, however, we always welcome people to come in school for a tour around so that you can see NUSA in action.

Further details about the school can be found on the website www.nusa.org.uk.

I look forward to receiving your application and meeting you in the future.

Carl Elder

Head Teacher

About NUSA



Nottingham University Samworth Academy (NUSA) provides a caring community for students to grow, learn and achieve together, both academically and as young people.

Ethos

- **We work hard and are kind**
- **We have high expectations of students and staff**
- **We believe every student can succeed**
- **We ensure barriers to learning are challenged and overcome**
- **We expect teaching to be well planned, varied and stimulating**
- **We believe learning should be active, focused and engaging**
- **We insist on high standards of behaviour**
- **We support students to engage in effective learning**

Pastoral Care

At NUSA, we pride ourselves on the quality of support, care and guidance given to individual pupils. We operate a year system which is led by a Head of Year and supported by a group of Pastoral Support Managers who work alongside all year groups.

Our pastoral team is also made up of our attendance and safeguarding leaders who work together to ensure that pupils receive as much support as is needed to enable them to be successful in school.

Our pastoral system provides pupils with the care that they need whilst allowing them to nurture friendships and develop a strong sense of community.

Mentors play an active role in ensuring that pupils are happy, well supported and fully engaged in school life. Mentors also serve as the first point of contact between school and home. NUSA is a very caring community and the health, happiness and well-being of students underpins the overall ethos and philosophy.

Quality of Education

At NUSA, we develop a clear and compelling curriculum intent that will transform the lives of young people. Our curriculum is broad and rich to allow all students to learn the cumulative knowledge, skills and cultural capital they need to succeed in life.

We continually develop and cohere the curriculum in response to regular review of effectiveness and provide even greater depth and ambition than the National Curriculum, deliberately focusing on the needs of the students and their community.

We ensure the curriculum is successfully adapted, designed or developed to ambitiously meet the needs of all pupils, including those with SEND. The curriculum is implemented so pupils' learning of it is secure, consistent and effective in all subjects. Effective home learning is integrated well within the curriculum and contributes to making learning more secure whilst complimenting learning in class.

Bespoke and effective CPL programmes allow all teachers to develop expert knowledge and highly-effective pedagogical skills and practice. Strategically build leadership capacity within Subject Leaders.

Enrichment

We offer a comprehensive programme of extra-curricular opportunities, enabling students to extend their learning beyond the classroom and providing them with further opportunity to learn new skills. A broad range of sporting, artistic and academic courses are available allowing students to fully explore and develop their potential.

Focused Provision Unit for the Deaf

We are proud to say that NUSA houses a Focused Provision Unit to support the needs of their deaf students. The students in the Focused Provision Unit, or 'Deaf Base' as it is fondly referred to by the students, are very much part of the school community and join in with all aspects of school life.

Leadership and Culture

Our leaders place their values at the heart of everything they do and a compelling culture exists within the school. They are innovative and willing to share expertise, time and capacity to support the quality of experience for students. Ambition thrives within the school and the community, with all stakeholders working openly and collegially to provide a deeper, richer experience for all.

Our staff eagerly invest in their personal and professional development and we are proud that staff well-being and professional development sits at the heart of all school planning and practices.

Our students are self-regulating and intrinsically motivated to become the best version of themselves. The school community is truly inclusive and self-generates a culture in which the contributions and achievements of all are valued and celebrated.



Job description



Post: Assistant Head Teacher (Quality of Education)

Department/Faculty: Senior Leadership team

Responsible to: Head Teacher

Purpose

This is a fantastic opportunity to join the forward-looking and ambitious leadership team at NUSA.

We are seeking to appoint a dynamic and committed Assistant Head Teacher to join our Senior Leadership Team (SLT) in their pursuit of continual school improvement. This is a key leadership role and will suit someone with real drive, vision, and a collaborative approach to leadership.

Teamwork and communication are central to this role – you will work closely with other SLT members, lead and support middle leaders, collaborate with teaching and support staff, engage with parents, and liaise with external agencies to ensure that every student receives the highest quality education and care.

The Assistant Head Teacher will significantly contribute to the strategic development of the school, they will take on leadership responsibilities focused on quality of education and will work alongside the other school leaders to enhance teaching and learning across the school, ensuring that high standards and the school's vision are embedded in everyday practice. They will also work closely with the pastoral team to ensure that every student is supported to achieve their full potential.

Candidates should have substantial experience in middle or senior leadership roles, with a proven track record of raising standards and driving improvement. They should be able to demonstrate the impact of their current leadership responsibilities on school outcomes.

We are looking for someone with a genuine commitment to raising aspirations and a deep understanding of how care, guidance, and support transform the lives and futures of young people and their families.

At NUSA, we believe that every child has the ability to succeed, and it is our aim to ensure that all pupils reach their full potential both in and out of the classroom. We are proud of our school and invite you to join our future success

This job description covers core elements of the post. Specific responsibilities, in addition to those outlined below, will be decided on based on the strengths and experiences of the successful candidate and the requirements of the school. These will be incorporated into the final job description for the post.

Key responsibilities

Either:

- To work with the DHT (Quality of Education) to lead on the development of teaching and learning across the school.
- To lead on staff CPL on all aspects of Teaching and Learning.
- To lead the whole-school literacy strategy, including oversight of literacy in the curriculum, reading and oracy.
- To ensure effective quality assurance of all aspects of Teaching and Learning.

Or:

- To work with the DHT (Quality of Education) to lead on raising achievement across the school, with particular focus on Year 11 outcomes.
- To oversee all aspects of data and assessment across the school.
- To have overall responsibility for KS4 exams, including leadership of the exams team.

The main requirements relating to the leadership standards are detailed below and involve the following commitments as well as the specific areas of responsibility:

Shaping the Future

- To support the Head Teacher and governors in establishing and delivering the vision for the future development of the school
- To play a leading role in the school improvement planning process, taking account of the agreed priorities of the school
- To contribute to the identification of key areas of strength and weakness in the school and to lead in relevant areas e.g. catch up, use of pupil premium funding
- To attend governor meetings and present reports relating to areas of responsibilities
- To work to a high standard in implementing agreed policies and priorities, and to set high expectations and a good example for other colleagues
- To be a good team member, promote a culture of teamwork, in which the views of all members of the school community are valued and taken into account
- To contribute to the self-evaluation of the school and produce reports/evidence to support the school self-analysis and review.

Developing Self and Working with Others

- To promote equal opportunities and safeguard the safety and welfare of all those in the school
- To develop understanding of best practice and strategically lead developments related to the quality of education
- To contribute to the creation of a positive school ethos, in which every individual is treated with dignity and respect and the safety and welfare of children and young people is paramount e.g. through taking school assemblies
- To support the development of collaborative approaches to learning within the school, the wider trust and beyond
- To support the induction of staff new to the school
- To set high expectations for your own performance and that of others and to assist with the setting and monitoring of professional standards in the work of all staff members
- To engage in relevant professional development activity as necessary and to guide staff in their training and personal development.

Managing the Organisation

- To monitor the quality of learning ensuring that pupil interventions are effective and have impact

- To monitor the quality of teaching and learning in the school and to promote improvement
- To contribute to a regular review of the organisation of the education aspects of the school to ensure it meets statutory requirements
- To develop action plans in specified areas of responsibility, in order to bring about improvements
- To lead on the development and implementation of school policies
- To contribute to the planning process for the distribution of resources, to ensure they meet the school's identified priorities
- To line manage the Assistant Head teacher – Achievement
- To lead Development and Growth across the academy
- To contribute to the regular evaluation of the impact of the use of resources in relation to the quality of education of the students and value for money
- To maintain a high profile in the life of the school through being a visible leader around the site, overseeing the operation of duty teams and by attending extra-curricular events
- To be directly associated with responsibilities relating to assemblies, tutor meetings and quality assurance.

Securing Accountability

- To support the governing body in meeting its responsibility to account for the performance of the school
- To be directly linked with named curriculum areas in terms of monitoring and evaluation and in support of improvement planning and performance review
- To support staff in understanding their own accountability, and promote performance management as a means of improving teaching, learning and leadership in the school
- To assist with the reporting of the performance of the school to parents, carers, governors and other key partners as necessary
- To provide reports and information related to your areas of responsibility as required.

Strengthening Community

- To undertake stakeholder engagement to ensure the needs of the school community are being met
- To gain an understanding of the diversity of the school community and use this to effectively improve provision
- To contribute to policies and practice which promote equality of opportunity and tackle prejudice
- To contribute to the development of opportunities for students to enhance their learning and experience within the wider community
- Develop opportunities to enhance their 'cultural capital' through educational visits and reward activities
- To promote and model good relationships with parents, which are based on partnerships to support and improve students' achievement
- To promote links and good relationships with the local community and outside agencies
- Work pro-actively with local authority officers to ensure effective school provision for students within Nottingham.

General

- It is a requirement of all posts within the Academy that Health and Safety requirements are upheld in the performance of duties
- All employees of the Academy are required to uphold the Equality and Diversity Policy and the Academy's Code of Conduct
- All staff will ensure the safeguarding of young people by the implementation of Child Protection and other safeguarding policies.



Person specification

	Essential	Desirable
Qualifications	• Has Qualified Teacher Status • Has a honours degree (1 or 2.1 honours) • Has undertaken professional development in preparation for SLT role	
Experience	• Has leadership experience demonstrating impact in whole school areas • Has successfully led, planned, managed and evaluated change which has had a significant impact at whole school level • Has experience of managing intervention to achieve impact in student performance • Has experience of sixth form teaching • Has experience of school achievement role	• Has successful leadership as an Assistant Head Teacher or equivalent • Has demonstrated the ability to work strategically and successfully to improve quality of education intent, implementation or impact • Has experience of developing and sustaining a learning culture that has inclusion at its core, including high expectations and standards of behaviour, attendance and achievement
Skills and knowledge	• Has a proven record of outstanding teaching and outstanding results with examination classes • Demonstrates outstanding, sustained, and successful experience as a teacher in a secondary context	• Can demonstrate strategic thinking and planning that builds, communicates and carries forward a coherent and shared vision for the quality of education – impact, implementation and intent • Can demonstrate an awareness of growing a culture to support achievement of students, engagement of parents and recruitment and retention of staff
Personal qualities	• Embed successful change across the school by effectively completing tasks and evaluating outcomes within agreed timescales • Inspires, challenges, motivates and empowers teams and individuals to achieve high goals • Demonstrates personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people • Demonstrates personal and professional integrity, including modelling values and vision • Prioritises, plans and organises themselves and others • Thinks analytically and creatively and demonstrates initiative in solving problems • Is aware of their own strengths and areas for development and listens to, and reflects constructively and acts upon as appropriate, feedback from others	

Application details



Application forms

These can be accessed from the school website www.nusa.org.uk. Wherever possible, please provide email addresses for your referees.

How to apply

To find out more about our school community, please send an expression of interest to Leah Miller Head Teacher: lmiller@novaeducationtrust.net

The closing date for applications is **Friday 9th October 2026 at 9am.**

Interview

The provisional date for interview is Friday 16th October 2026. If you have not heard from us within two weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

Safeguarding

Nottingham University Samworth Academy is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior consent.

Child Protection statement

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We endeavour to provide a safe and welcoming environment where children are respected and valued. We will be alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice. The procedures contained in this policy apply to all staff, volunteers and governors and are consistent with those of Nottinghamshire Safeguarding Children Board (NSCB).

Equal opportunities

We are an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all colleagues.

Our commitment is to treat every individual how they would like to be treated. This is so that you experience a sense of inclusion, feel respected, valued, safe, trusted, and that ultimately, you belong.

If you would like to discuss any accessibility requirements for the recruitment process or the role, please contact hr@novaeducationtrust.net and we will be happy to discuss.

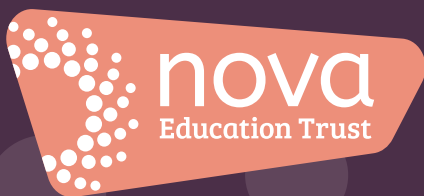
How we monitor recruitment

On application we will ask you to fill in an anonymised form which indicates your protected characteristics. This is you helping us to achieve our equal opportunities commitments.

We analyse Equalities information to look at trends and to see if our diversity initiatives are having an impact across our recruitment processes. Your data will help us measure our progress and understand where we need to act.

All Equalities data is anonymised and will be kept separate from your application form and will not be forwarded to the interview panel should you be selected.





Welcome from the CEO

Dear Applicant,

Thank you for your interest in working at the heart of **Nova Education Trust**. I hope that you will find this pack useful and informative in helping you to find out more about our organisation and to complete your application.

Since 2011, Nova Education Trust has successfully supported schools of all phases to secure improved educational standards. Over the last few years, our organisation has undergone a significant transformation and is unrecognisable culturally, educationally, financially and in governance terms from the organisation it was pre-2021.

Educationally, we go from strength to strength. 94% of our academies are now judged by Ofsted as Good or Outstanding, compared to 47% that weren't when they joined us. Nova's KS2 SATs performance is strong whilst Progress 8 and 5+ EM across all of the schools is currently ranked as one of the highest in the region. We are highly valued and respected by the DfE, the Local Authorities and other local trusts. This is testament to our brilliant pupils, staff and the communities that we serve. Our trust support and governance is strong and has been externally recognised as amongst the best in the sector and our organisation is financially stable. We understand and we believe that schools belong to their communities — the mission is the same, but the vision may look different in our range of contexts and settings.

We are committed to our vision, values, ambitions and principles, and we are determined to achieve our mission of creating transformational schools. We are looking for a talented and inspirational leader who is committed to transforming the lives of our learners, with the imagination, passion and experience to support and challenge us to even greater things in the service of our young people.

Nova Education Trust is an organisation that trusts and empowers its staff. Front and centre to this is our commitment to well-being and engagement because we believe in enabling people to be at their best. We

are changing the way we support people to grow and develop, through 'coaching, not telling' — we now have over 150 professionally-trained coaches in the organisation and we have plans to train all middle and senior leaders. We think it's essential that colleagues can access excellent professional development and progression pathways which suit their individual needs. We pledge to lead the way with Diversity, Equity and Inclusion in our organisation. We will introduce new and innovative ways to increase the diversity of our workforce and continue to strive for an inclusive culture in which people have a voice and can contribute, feel a sense of belonging and are able to be themselves.

It is such a pleasure and privilege to lead such a talented group of staff who are forever looking for new and innovative ways to make us even better, each and every day. I am so proud of what we have achieved so far but I know that we can do even better, despite the challenging educational landscape that we find ourselves in. We have a highly skilled, experienced, dynamic and diverse board. They are so supportive yet professionally challenging and there is a great synergy and trust between the board and the executive team.

If you have got a sense of humour, drive, energy and enthusiasm to make us even better then we'd love to hear from you. This is a fantastic opportunity to join a values-driven trust at an exciting stage in our development.

Further information can be found at novaeducationtrust.net/careers.

A. Rahman

Ashfaq Rahman

Chief Executive Officer



About Nova Education Trust

As a cross-phase Multi Academy Trust, we create compelling school cultures where all are motivated to aspire and grow.

We establish aspirational, purposeful, celebratory and inclusive learning cultures for pupils, staff and our wider community.

We are committed to excellence; we are confident about our future and determined to achieve our aims.

Our mission is to create transformational schools.

Our family is currently made up of 19 academies (six primaries, 12 secondaries and one sixth form college), which includes our two partner schools in the Madani Schools Federation in Leicester.

The trust is growing and has plans to expand into other areas and regions in the very near future.

We also run a successful School Centred Initial Teacher Training (SCITT) programme making us a key player in the region by developing new teachers and providing training and development programmes for existing teachers and support/operational staff throughout their careers.

Our values

We work with **honesty, integrity, humility** and **professionalism**.

We **trust** and are **loyal** to each other — we demonstrate a selfless commitment in all that we do.

We **innovate** and **influence** — we create opportunities for sharing and learning, and we pioneer civic collaborations.

We all **learn** together in our **vibrant, creative, diverse** and **inclusive** family of schools.

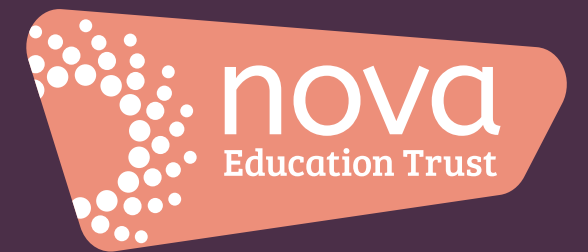
We are highly **ambitious** — staff and learners believe through **kindness** and **hard work**, all can succeed and grow.





WORK
HARD

BE KIND



Our principles

Excellence: We will always aspire for excellence in all that we do by showing courage, heart, determination, hard work and discipline. We want excellence to become a habit.

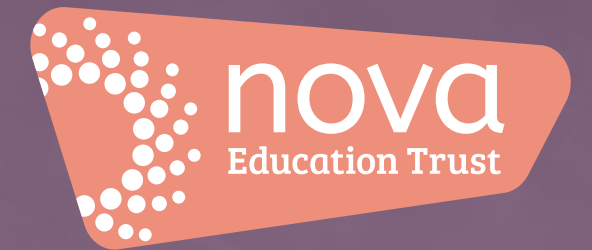
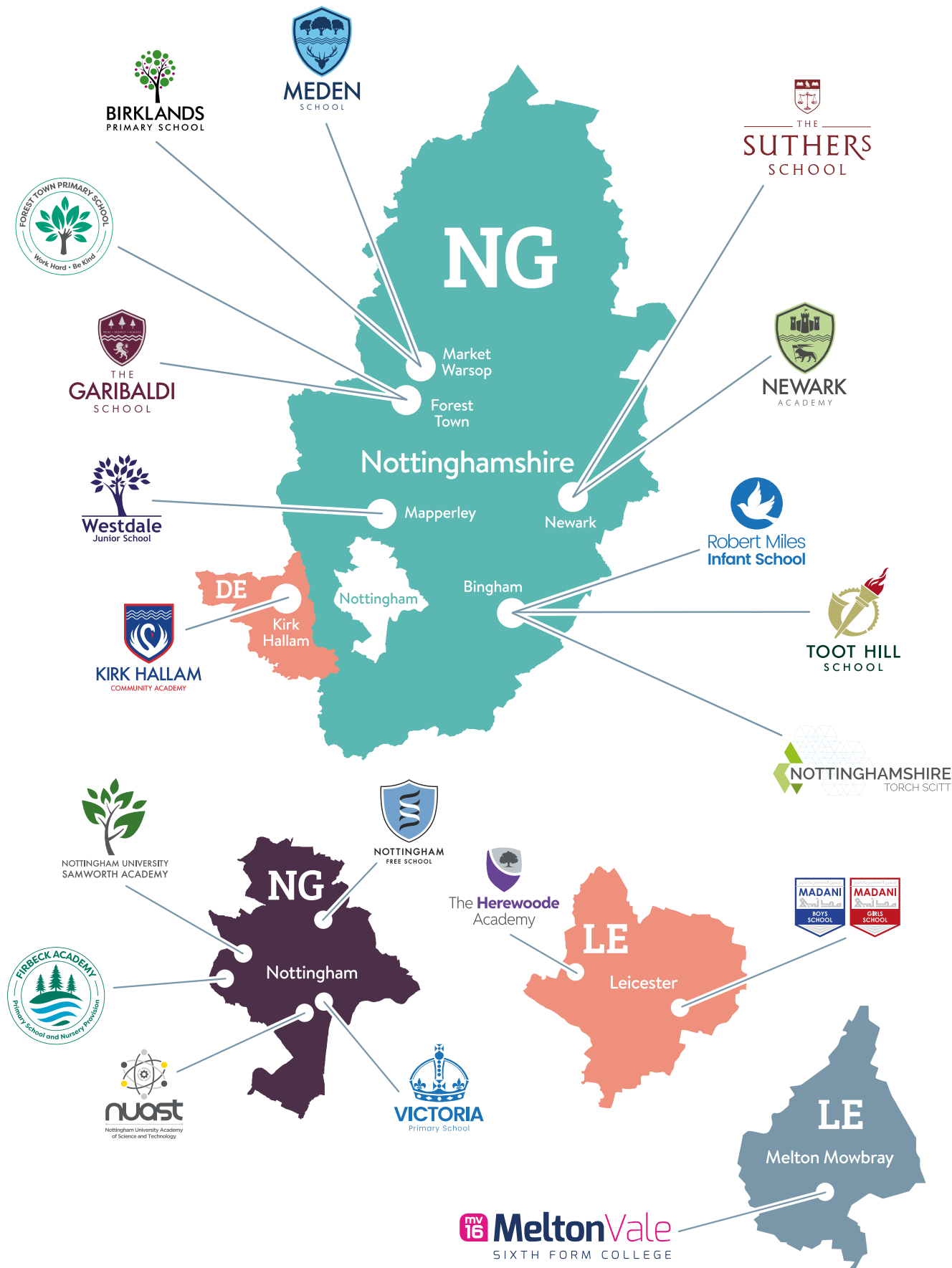
Partnership: By listening to our whole communities, opening conversations and providing opportunities for everyone's voice to be heard.

Expertly trained and professional staff: By investing in the professional development of all our staff so that they become experts in their professions.

Trust and empower all staff: By demanding that we act with honesty, integrity, clarity, rigour and simplicity in all that we do.

Focus on learning: An exceptional curriculum and highly effective pedagogy at the heart of all that we do, ensuring our strategy is evidence informed.

Our family



Our central team

We employ a skilled cohort of colleagues to provide specialist support to our family of schools to enable them to be operationally sound and to provide capacity for them to focus on teaching and learning and leadership development.

Our central team is based at the University of Nottingham Innovation Park (UNIP) on the Jubilee Campus as the central hub of all of our schools.

The Executive Leadership Team, with the CEO, meet weekly to support the development and improvement of the trust and deliver three Head Teacher training and briefing sessions as scheduled throughout the academic year.

We employ circa 40 colleagues across the **central team**.

We pride ourselves on our vibrant and dynamic team and foster a sense of collaboration and connectedness through our daily interactions, weekly briefings and our purposeful and deliberate Away Days.

We operate an informal hybrid model of working, which includes working on-site from the head office, school visits and remote working through our Dynamic Working Policy.



Supporting our colleagues

We're proud to offer an exciting, dynamic and collegiate place to work. Our colleagues are dedicated to having an impact and they make a lasting difference to the lives of our children and young people.

We nurture a culture within our trust where everyone feels respected, valued, safe, trusted and ultimately have a sense they belong. We feel, it's that sense which enables people to be their best selves, to grow and succeed as highly competent professionals and add transformational value.

We put well-being and engagement front and centre:

- You'll have access to regular check-ins with your line leader, to discuss how things are going and to talk about what's important to you.
- You'll have opportunities to directly influence trust plans for well-being and engagement.

We develop leaders who:

- Actively listen, communicate clearly, invest time in coaching and nurturing talent, and recognise your contributions.
- Cultivate supportive and inclusive teams who are open and committed to learning from each other, sharing different ideas and practices.

We will encourage and support you to develop and grow:

- Ensuring you have access to focused growth conversations so you can develop both personally and professionally.
- Facilitating trust wide professional networks and communities where you can draw on expertise and collaborate with like-minded and diverse talented colleagues.
- Providing opportunities to network with colleagues outside of the trust as part of our commitment to civic collaboration.

Providing access to range of fantastic benefits through 'Nova Perks', including:

- Bike scheme
- Technology scheme
- Motorsave
- Lifestyle benefits
- Instant discounts
- Savings club
- Workplace ISAs
- Financial planning
- Financial education resource module
- Peer-to-peer
- Lift-share
- Car salary sacrifice
- Health cash plan
- Gym scheme
- Healthy living resource module

Nova Perk Day

In addition to our standard leave provision, we offer all colleagues the opportunity to take one paid '**Nova Perk Day**' per academic year. This can be taken during term time for any chosen reason. This is in support of our continued commitment to colleagues to achieve a healthy work-life balance.

Sick pay

All colleagues are entitled to a generous sick pay entitlement depending on their continuous service.

Pension

All colleagues are auto-enrolled into the relevant pension scheme. LGPS for support staff and Teachers Pension for teaching staff.



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SAMWORTH ACADEMY



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