



Nova Hreod Academy

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Part of United Learning

Candidate Briefing

Job title: Associate Assistant Headteacher – Head of English

Closing date: 2nd May 2025

Welcome from our Principal

Dear Candidate,

Thank you for your interest in this position at Nova Hreod.

Nova Hreod is committed to becoming one of the country's top-performing schools. At Nova we believe that all children have limitless potential and that all children can succeed when they are educated in an environment that is characterised by high standards of behaviour and excellent teaching. Our entire staff share a common goal: giving every child the best possible chance of success. We are determined to prove that students in Swindon can achieve at the very highest levels.

At Nova Hreod, we are proud to foster a disruption-free environment that allows teachers to teach and students to learn without interruption. Every second of every lesson is dedicated to high-quality education. Teachers at Nova Hreod are the experts in the classroom, and we have designed our school to ensure that they can truly make a difference.

We believe that the most effective way for students to learn is through clear, explicit teaching. We work closely with United Learning to design and develop our curriculum, which is structured in a traditional manner. Hard work and effort are at the core of everything we do, and we set extremely high expectations for our students every single day. Our lessons and curriculum are based on cognitive science principles, with a strong emphasis on Rosenshine's principles and the *Teach Like a Champion* series.

In our school, inclusivity is fundamental, and we ensure that every student is able to engage fully with all aspects of school life. We are a school rich in diversity, and we celebrate this every day. We believe that every student, regardless of background or starting point, can be successful.

We are driven by our values of **Excellence**, **Hard Work** and **Kindness**. This means that we expect the best possible outcomes for all our students, and we require all our students to work exceptionally hard every day. Our students demonstrate excellence in every single day in the quality of their work, the smartness of their uniforms and the completion of their homework.



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Students daily show kindness through their polite interactions with adults and with other students.

As a teaching team, we work together to continuously improve our practice, celebrate successes, and foster a sense of community to ensure that all students are prepared for success each day. All teaching staff have access to weekly professional development sessions, along with regular instructional coaching.

We are looking for colleagues who share our commitment to proving that students in Swindon can achieve at the very highest levels. At Nova Hreod, we work together with a shared moral purpose to ensure that our children have the best possible chance of success.

Our website provides a clear picture of our aspirations and vision. However, please do not hesitate to contact us if you require further information. We look forward to receiving applications from candidates whose personal values and qualities, align with those in the person specification.

Kind regards,

James Harding-Mbogo
Principal



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Job Description

Job title: **Associate Assistant Headteacher – Head of English**

Location: **Nova Hreod Academy**

Salary: **£62,522 - £63,898 per annum**

Contract type: **Full time, term time only**

Responsible to: **Senior Vice Principal**

Responsible for: **English Department**

Purpose

The main purpose of this post is to assist the Principal in the strategic and operational leadership of the school. The Associate Assistant Principal will be an inspiring and transformational leader responsible for leading the English Faculty, as part of this work they will:

- Develop a vision and to set a direction for your subject and its contribution to the learning experience of all students.
- Build a subject team that delivers high quality teaching and learning and that collectively raises standards including levels of engagement, aspiration and attainment.
- Ensure that Academy policies are fully developed, communicated, implemented, monitored and evaluated.

Key Responsibilities

Senior Leader:

- Be a constant presence and a visible leader around the school and be persistent and insistent in the pursuit of high standards for students and staff and to support all
- issues and practices
- Monitor and evaluate the quality of teaching and learning across the school and devise and implement strategies for improvement as appropriate
- Promote and support high standards of behaviour, attendance and punctuality across the school
- Ensure that all students in the school are appropriately safeguarded
- Ensure the implementation of whole school policies and engage in regular monitoring and evaluation of school policies
- Build and maintain effective relationships with staff and gain their credibility
- Attend and contribute to weekly SLT meetings
- Carry out all duties/responsibilities of the SLT to the highest of standards

Head of English:

- To set high expectations for standards of teaching and learning and to model excellent practice.
- To ensure the consistent application of whole school teaching and learning policies and practices across your team.
- To lead the subject knowledge and pedagogy development of your team.



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- To promote the building and sharing of good practice across your team.
- To ensure that all teachers continue to develop their classroom practice.
- To lead the ongoing development, resourcing and evaluation of the English Curriculum.
- To monitor and evaluate standards of teaching and learning through classroom observation, sampling students' work and student feedback.
- To monitor and evaluate standards of attainment through the analysis of performance data.
- To contribute to regular school and department self-evaluation.
- To ensure the efficient and effective deployment of staff and resources.
- To create a stimulating learning environment across your subject area that promotes its identity and its contribution to the whole academy curriculum.
- To create, implement and regularly update your faculty improvement plan.
- To develop effective departmental policies and ensure they are consistently implemented.
- To keep up to date with current research and use this to inform practice across your department.
- To keep abreast of national developments in your subject area and apply them where relevant.

Person Specification

The successful candidate will have demonstrated the following in their application / interview:

- A genuine passion for education and a deep commitment to improving the life chances of every student.
- A willingness to work hard with a commitment to ensuring that our English department delivers outcomes for our students significantly above the national average.
- Excellent organisational ability with a relentless focus on high standards and an eye for detail.
- The ability to be solution focused and never give up.
- Commitment to being a team player.
- A passion for their subject and excellent understanding of subject pedagogy and the curriculum in their subject.
- A commitment to maintaining and further developing the school's ethos of diversity, inclusivity, and equality of opportunity.
- Evidence of excellent student attainment.
- Have evidence of supporting or training other colleagues and of working with students beyond those that they teach.
- Successful experience as a middle leader with a proven record of achievement.

This document is considered to provide an outline of the areas that this role involves. This document does not preclude the post holder developing systems and structures not specifically mentioned but related to his/her broad areas of responsibility. The roles outlined above are indicative and do not preclude anything else which may be reasonably requested commensurate with the post held and duties undertaken.



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About Nova Hreod

We have a very clear set of beliefs about key areas of the school that are based on our core values and that influence how our school is run.

Mindset: At Nova our works starts from a belief that our students have limitless potential. Many of our students may face barriers to their learning but we believe that it is our job as professionals to dismantle these barriers, so that our student's potential may be realised.

Curriculum: At Nova Hreod we believe that all our students have the right to learn the expert knowledge required to develop mastery of our different subject disciplines. At Nova we teach a centralised curriculum to ensure all our students learn the same expert knowledge.

Behaviour: The SLT own behaviour at this school. Teachers all teach using a set of core routines which supports our behaviour policy. The SLT and Pastoral Team run centralised detentions and the reflection room. As a result of this teachers at Nova Hreod are able to teach in a disruption free environment.

Teaching: At Nova we teach in a traditional manner. Our lessons follow a consistent I, We, You structure and we ensure that every lesson there is 20 minutes of independent practice. All staff take part in weekly, 15-minute CPD focussed on the development of our Nova Core Routines.

Organisation: We aspire to be a school where excellence is shown in our organization, in our systems and processes. That they are defined by simplicity and clarity as we know this leads to the consistency that is absolutely vital in highly successful schools.

Teamship: At Nova we believe that together we are greater than the sum of our parts. We know that there is power in consistency, therefore we make a choice daily to row together. We choose 'teamship' because we know that together we can achieve great things.

Honesty: We believe that one of the greatest forms of kindness is being honest with people. Feedback is important it makes us better at what we do, it is what improves consistency as a team and it is what strengthens our team here at Nova.



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Joy: We work hard to make this a fun and enjoyable place to study and work. We ensure that we make space regularly for fun and togetherness both as a staff and as a whole school.

Rewards and Benefits

Our pledge, to all our academy teachers, is that by working for us you will benefit from **more pay, more time, and more support**.

More pay...	more time...	and more support
<ul style="list-style-type: none">• We pay an average of 5% above national scales – the best rates of pay in the sector• Cash towards medical treatment• Generous staff discount scheme through Perkbox	<ul style="list-style-type: none">• Three extra INSET days for planning• At least one personal day a year• More than 10% PPA time (currently 20%) which is more than other local schools.	<ul style="list-style-type: none">• Great training for your career• Exceptional curriculum resources• Expert subject advice• Support for your wellbeing

How to Apply

To join our dedicated and talented team, click apply here:

ce0374li.webitrent.com/ce0374li_webrecruitment/wrd/run/ETREC179GF.open?WVID=0696509C2D&VACANCY_ID=950281HeyL

United Learning is committed to safeguarding and promoting the welfare of all children and young people and expects all staff and volunteers to share this commitment. All positions are subject to an Enhanced Disclosure and Barring check from the Disclosure and Barring Service (DBS) and shortlisted candidates will be subject to an online check.

The closing date for this post is 4th April 2025.

For more information about this role, please contact:

Name / title: James Harding-Mbogo/Principal

Email address: J.Harding-Mbogo@novahreodacademy.org.uk



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About United Learning

United Learning is a Group of schools which aims to provide excellent education to children and young people across the country. We seek to improve the life chances of all the children and young people we serve and make it our mission to bring out ‘the best in everyone’ – pupils, staff, parents and the wider community. We uniquely comprise schools in both the state and independent sectors.

As a Group, we can offer more to both staff and young people than any single school could offer alone. The growing range of outstanding group-wide activities that we can provide will mean that more young people will have truly exceptional and inspiring experiences.

We believe that our Group contains the most developed relationships and practical interaction between independent and state schools in the country, creating benefits for all the schools involved.

United Learning comprises both United Church Schools Trust, which operates our fee-paying independent schools, and United Learning Trust, which operates our state-funded academies.

To find out more about United Learning, please visit the website www.unitedlearning.org.uk.



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