



The Belvedere  
Academy

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**G D S T**  
GIRLS' DAY SCHOOL TRUST

# Application Pack

# Welcome from our Principal

Welcome to The Belvedere Academy. It is my privilege to lead Belvedere working with a body of pupils and staff who are committed, creative and energetic.

There has been a school here for over 140 years and throughout that time Belvedere has provided high quality and innovative learning for all its pupils within an environment in which we are all enabled to build knowledge, develop skills and make life-long memories.

The Belvedere School became Belvedere Academy in 2007 and since then has grown from having around 400 pupils to welcoming over 1000 young people from across Liverpool.

Joining the staff at Belvedere Academy is about so much more than just doing your job. You will be joining a vibrant and proactive group of people of all ages who bring a range of fabulous life experiences to their work. You will be given the chance to develop professionally and personally and will be encouraged to challenge yourself and get involved in all aspects of the academy life. Enrichment is a key element of our offer at Belvedere as is an outstanding approach to personal development. Staff, pupils and families operate within a triangulated relationship which is hugely rewarding creating a learning environment which is responsive to the changes and challenges of contemporary life.

As Principal, I want colleagues who are positive, collaborative and solution-focused; who are creative thinkers and who are committed to enabling young people to learn and to grow and to leave the academy with qualifications, life experiences and the self-awareness required to be successful adults.



Julie Taylor, Principal of Belvedere



# Welcome

## from our Chair of Governors

On behalf of the Local Governing Body, thank you for your interest in applying for a role at The Belvedere Academy. My name is Jill Galvin and it is my great privilege to be the Chair of Governors here at Belvedere, having been a Parent Governor here since 2021 and appointed as Chair in 2023.

This document outlines the many benefits of working at The Belvedere Academy. The Belvedere Academy is an outstanding school in every sense and truly offers a broad and diverse education and student experience to students from across the Liverpool City Region. The extra-curricular and enrichment offer at Belvedere is unrivalled in the city and the excellent educational outcomes are a testament to the fantastic students but also the dedication and professionalism of the staff here at Belvedere. If you were to join the staff community here, you would join a group of passionate, committed and talented professionals who ensure that every student thrives and becomes the best young person they can be.

One of the benefits from my perspective as Chair of Governors is the excellent leadership from the Senior Leadership Team and the Principal, Mrs Taylor. Having worked very closely with Mrs Taylor over the last three years, I have witnessed first hand how her excellent leadership and management has ensured the school has continued to offer a fantastic education to all students through some very challenging times. Mrs Taylor is also passionate about staff wellbeing, ensuring that staff feel valued and are happy and comfortable in their roles in order to be able to deliver the excellent Belvedere education to all students. Mrs Taylor has also created and harnessed an inclusive and welcoming environment which celebrates diversity across the school community.

I am very proud to be associated with The Belvedere Academy and to be Chair of Governors, it is an exceptional school. Thank you again for your interest in the role and wish you the best of luck with the application.

Jill Galvin, Chair of LGB



# The GDST

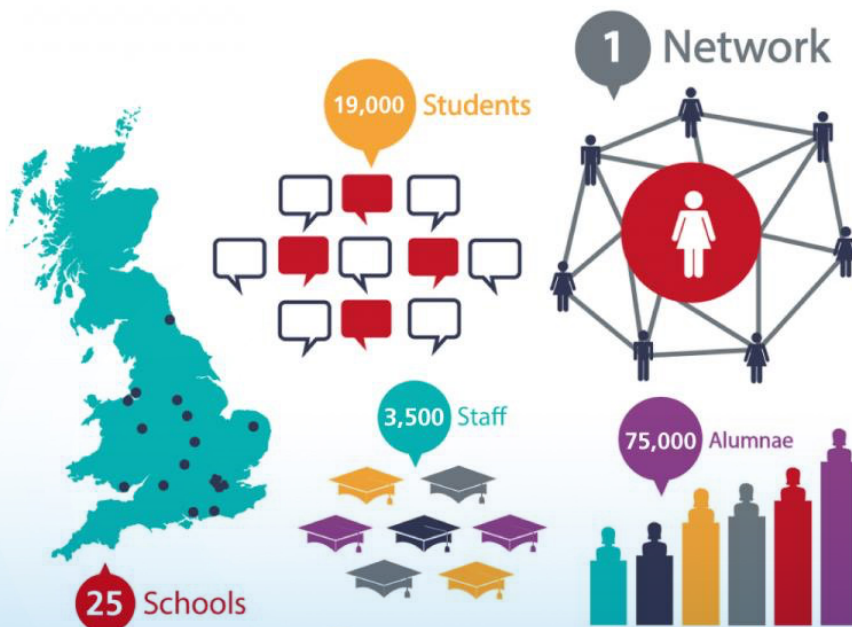
## Where girls learn without limits

The Girls' Day School Trust is the UK's leading family of 25 independent girls' schools including two academies. In all of our schools, academic excellence is a given – at the GDST we develop character beyond the curriculum.

We focus not only on what is learned but how it is learned. Ensuring our girls are confident and fearless, determined to show what they can do. Nothing holds our girls back – they're encouraged to embrace every role and subject. As a result, they trust their own abilities and are alive to every opportunity.

We concentrate on creating an environment where all can thrive and learn from one another. Physical and emotional wellbeing is paramount, which is why every GDST school provides an incredible array of extra-curricular activities and wellbeing programmes.

We are a part of this trust and our students benefit from fantastic opportunities such as the annual Northern Trust Sporting Rally, leadership conferences, competitions and much more. Furthermore, our staff collaborate with GDST teachers all around the country embarking on some excellent cross curricular and research projects. The GDST offers an extensive range of training and CPD.



# Our Ethos

## Our visions and values

### **Be Brave. Be Bold. Be Belvedere.**

We know that education gives us confidence and we celebrate everyone's different successes.

We have high expectations which we achieve by thinking creatively, setting clear goals and developing self-belief.

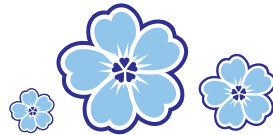
We celebrate diversity and uniqueness, give everybody a voice and accept everyone for who they are.

We embrace the importance of caring for and respecting each other, our families and the environment.

We recognise the importance of doing our best.

# Our Ethos

## Our visions and values



### Being Belvedere

#1 **KIND & COMPASSIONATE** to ourselves, to others, to our community and to our environment;

#2 **APPRECIATIVE** of each other's uniqueness - we should understand our differences, celebrate how we are different and be consciously inclusive in our outlook;

#3 **SUPPORTIVE** of one another in everything we do;

#4 **PERSISTENT** and not put off by challenge. Instead we embrace what comes and accept that getting things wrong is a vital part of learning both academically and as people;

#5 **CREATIVE & INQUISITIVE** and be ready to get involved and have a go;

#6 **COMMITTED TO LEARNING** and to getting an all round education of the highest standard so that we can get the best qualifications we can because we know this will shape our futures;
















#7 **CELEBRATED** for all the things we do - this includes academic success but is so much broader than this;

#8 **RESOURCEFUL** in all ways - this isn't about being academically successful, but is about being sharp in the way we live our lives - in how we manage challenge, how we negotiate the modern world and how we manage relationships;

#9 **EMPOWERED** and ready to make a difference.

# Rewards and benefits of working at Belvedere

Our staff are our greatest asset and staff wellbeing is one of our key priorities. In addition to competitive rates of pay and benefits, we also offer:

-  **Generous holiday (14 days extra per year for teaching staff)**
-  **Email curfew 5pm-7am (unless there are safeguarding/wellbeing concerns)**
-  **Employee Assistance Programme (AXA)**
-  **Weekly CPD sessions**
-  **Principal has an open door policy**
-  **Staff Enrichment**
-  **Flexible approach to family appointments and child events**
-  **More PPA than the local average**
-  **Half-termly wellbeing events organised by Wellbeing Committee including seasonal treats, bacon sandwiches, fortnightly toast, annual Christmas lunch and other staff events**
-  **Parcel collection point**
-  **Half-termly staff voice group**
-  **On-site parking**
-  **Mental Health Coordinator**
-  **HUB groups and HUB breakfasts**
-  **High priority in our Y7 admissions process (see Admissions Policy on our website)**

## Job Description

### **Curriculum Leader for English, Media and MFL**

**Start: January 2026**

**Pay: Leadership Pay Scale, L4-9**

## Status of the post

This is a senior middle leadership post within the academy.

## Job Purpose

The Curriculum Leader will strategically lead the direction and development of this newly created Curriculum Area in accordance with each subject's Action Plan and the overall Academy Improvement Plan. They will continually seek ways to raise standards of pupil progress and achievement within the Curriculum Area by ensuring that Subject Leaders and staff have designed curriculum maps and lessons that are ambitious, stimulating and exciting. They will also work closely with four other Curriculum Leaders and the Senior Leadership Team to assist with the operational and strategic planning of the academy as a whole.

## Main responsibilities of the post

The post holder is required to fulfil the professional responsibilities which are common to all classroom teachers in the Academy, as outlined in the current School Teachers' Pay and Conditions Document. In particular, the post holder's key responsibilities will be for improving the standards of learning and raising levels of student achievement for all students in their care.

The post holder is accountable to the SLT Senior Line Manager and to the Principal.

# Professional responsibilities

The post holder will be expected to match the characteristics described in the Teachers' Standards Framework for a classroom teacher (Main Scale or QTS, as appropriate) and will be required to exercise his/her professional skills and judgement to carry out, in a collaborative manner, the professional duties set out below: -

## Leadership

- To provide the strategic leadership across the curriculum area in accordance with the aims and objectives in the whole academy improvement plan
- To be accountable for the establishment and effectiveness of the policies and procedures needed to achieve these aims and objectives.
- To be responsible for the management of resources to ensure that the aims and objectives can be achieved.
- To monitor and evaluate the progress of staff and pupils towards meeting the overall aims and objectives.
- To be accountable for pupil progress and staff performance in the area.
- To lead on managing change that affects the Curriculum Area, being a positive role model at all times and demonstrating a positive, 'can do' and 'solution based' approach
- To work with the Senior Leadership Team and other Curriculum Leaders to ensure that the work in the curriculum area fully reflects the academy's distinctive ethos and direction.
- To attend regular meetings with other Curriculum Leaders and the Senior Leadership Team to help plan the strategic direction of the whole academy.

## Curriculum

- To lead curriculum development for the whole curriculum area
- To ensure that appropriately written Action Plans are in place for each subject area within the curriculum area and to regularly review the progress towards the curriculum area's overall aims and objectives
- To liaise with Subject Leaders and the Senior Leadership Team to ensure the delivery of an ambitious, high quality curriculum programme which meets the needs of all pupils.

- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
- To lead the development of appropriate syllabi, resources, schemes of work, assessment policies, and teaching and learning strategies in the area.
- To maintain accreditation with the relevant examination and validating bodies.
- To develop cross-curricular links to support pupils' learning
- To conduct 'learning walks' and other learning evaluation strategies (e.g. work scrutiny) in accordance with whole academy strategies

## Staff Development

- To work with the SLT Line Manager to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- To undertake Performance Management Review(s) and to act as reviewer for selected curriculum area staff including both Assistant Curriculum Leaders.
- To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with academy procedures.
- To be responsible for the efficient and effective deployment of any relevant associate staff.
- To participate in a range of teacher training programmes, as and when appropriate

## Assessment

- To oversee the pupil tracking process within the curriculum area using tools such as Sisra to compare pupil progress against Expected Attainment Pathway (EAP) grades
- To oversee all curriculum area intervention strategies - setting realistic deadlines where necessary and reviewing progress on the action taken.
- To ensure the maintenance of accurate and up-to-date information concerning marking, the recording of behaviour and other monitoring data across the curriculum area, and wider academy.
- To produce reports on examination performance, including the use of value-added data.
- To provide all relevant bodies with robust information relating to the curriculum area's performance and development.

## Other specific professional responsibilities

The post holder will be accountable for:

- Ensuring that the aims and objectives of the Curriculum Area are the subject of regular review and consultation
- Management oversight of all funds allocated to the Curriculum Area
- Liaison and collaboration with peers in other schools to share, disseminate and develop good practice
- Ensuring appropriate pupil behaviour and conduct within the Curriculum Area.
- Overseeing events/provision delivered to students by outside organisations
- Carrying out any other reasonable duties as assigned by the Principal

## Note

- This job description is not necessarily a comprehensive definition of the post
- The particular duties and responsibilities listed above may be subject to reasonable change from time to time following consultation between the Curriculum Leader and the Principal
- Remuneration for this post will be on the Leadership Scale and therefore the post holder may be asked to undertake wider tasks and duties as and when the Principal sees fit.

# Person Specification: Curriculum Leader: English, Media and MFL

A- Application Form      LO- Lesson Observation      I- Interview      R- Reference  
DBS- Disclosure and Barring Service

Characteristics	Essential	Desirable	Evidence
Qualifications	<p>Qualified Teacher</p> <p>Degree level qualification or equivalent</p>	<p>Evidence of continuous professional development</p> <p>Willingness to undertake further professional development</p> <p>NPQ qualification or similar middle leadership accreditation</p>	<p>A</p> <p>A, I</p> <p>A</p>
Experience and Knowledge	<p>High level of specialist subject knowledge in either English and Media and/or MFL</p> <p>Successful teaching experience of teaching either English, Media or MFL up to A level</p> <p>Knowledge of the curriculum across English, Media and MFL</p> <p>Successful experience of leading a curriculum / whole school initiative(s) to improve teaching and learning</p>	<p>Knowledge of core standards for teachers and how they apply in practice</p> <p>Currently in a middle leadership position in a school setting</p> <p>Experience of contributing to middle leadership meetings /</p>	<p>I, R, LO</p> <p>A, I, LO</p> <p>I</p> <p>A, I,</p>

Characteristics	Essential	Desirable	Evidence
	<p>Ability to inspire learners and colleagues</p> <p>Experience of holding others to account e.g. line managing a colleague</p> <p>Ability to implement and manage coursework deadlines</p>	<p>leading whole staff CPD sessions</p> <p>Knowledge of core standards for teachers and how they apply in practice</p>	<p>A, I, R</p> <p>A, I</p> <p>A, I</p>
Vision and Values	<p>Commitment to a comprehensive, inclusive, but highly academic education</p> <p>Commitment to safeguarding and protecting children and young people</p> <p>Passion for own subject specialism/ excellence</p> <p>A willingness to contribute to the Belvedere Academy Enrichment programme</p>		<p>A, I</p> <p>I</p> <p>R, I, LO</p> <p>A, I</p>
Skills / Aptitudes	<p>Ability to motivate learners of all abilities to learn and to make good progress</p> <p>Very good oral &amp; written communication skills</p>	<p>Ability to use digital technologies (e.g. Google Classroom) effectively</p>	<p>R, I</p> <p>A, I, LO</p>

Characteristics	Essential	Desirable	Evidence
	<p>Ability to listen &amp; respond to young people establishing excellent relationships with them</p> <p>Ability to analyse data effectively and use data to set clear, challenging targets</p> <p>Ability to use ICT for planning, teaching, organisation and assessment purposes</p> <p>Ability to plan consistently, creatively and effectively to support excellent progress</p> <p>Ability to organise learning resources and pupil tracking information efficiently</p> <p>Very good classroom management</p> <p>Ability to reflect upon own practice &amp; respect the contribution of others</p> <p>Ability to work effectively as part of a team</p>		<p>A, I</p> <p>I, R</p> <p>R, A, LO</p> <p>R, A</p> <p>I</p> <p>I, R, LO</p> <p>R, A</p> <p>A, I</p>
Personal qualities	<p>Good sense of humour and positive attitude</p> <p>Excellent role model to staff, learners &amp; students</p>	<p>Understanding of Health &amp; Safety</p> <p>Willingness to get involved the planning and leading of trips both locally and abroad</p>	<p>I</p> <p>R, I</p> <p>R</p>

Characteristics	Essential	Desirable	Evidence
	Conscientious, honest and reliable Good health and attendance record Emotionally Intelligent Resilient		R R R
Personal Circumstances	A criminal records check at enhanced level.		DBS

A- Application Form                      LO- Lesson Observation              I- Interview              R- Reference  
DBS- Disclosure and Barring Service

## How to apply

Further information about the academy is available at [www.belvedereacademy.net](http://www.belvedereacademy.net)

Please complete the application and monitoring forms that can be found on our website.  
<https://www.belvedereacademy.net/Vacancies/>

Return the application forms to [jobs@belvedereacademy.net](mailto:jobs@belvedereacademy.net). *(Please note that all applications will be acknowledged by e-mail.)*

**Closing date: Monday 6th October 2025, 9am**

**Shortlisting date: Wednesday 8th October 2025**

**Interview dates: Monday 13th and Tuesday 14th October 2025**

