



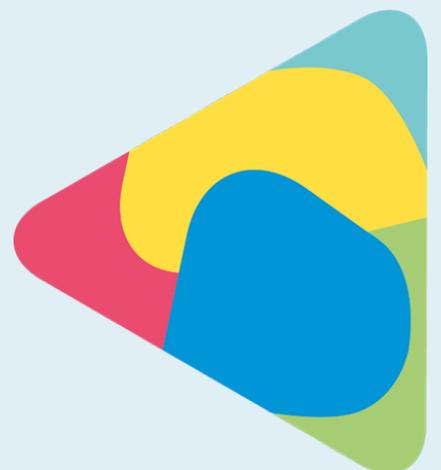
# Application Pack

## Curriculum Team Leader of English

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UNITY SCHOOLS TRUST

*Excellence through collaboration*



# Welcome from the CEO

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Our vision is to be a community where, by working in partnership together, we are able to deliver the best possible opportunities and outcomes for all of our students. Our motto- Excellence through collaboration– encapsulates our belief that cooperation and teamwork enable us all to grow and develop into the best version of ourselves.

Excellence is realised in many ways, not least through the achievements of the students in our schools. However, it is also seen through the relentless focus of our staff on delivering the highest standards of teaching, learning and student support which enable those successes to be accomplished. As a learning community we believe that every day presents a new opportunity to gain



fresh insight and understanding and to implement newly acquired knowledge and experience for the benefit of all.

Our curriculum model has been designed to encourage the development of confident, independent, learners with the skills and comprehension necessary to succeed in an increasingly competitive world. In conjunction with the extensive enrichment

opportunities provided by the schools within the Trust our students are able to grow in maturity and understanding.

We are an outward facing Trust with strong links in our communities where we engage in partnership work with many of our feeder primary schools. We have a particular specialism in the promotion of science and scientific discovery and regularly support the production and delivery of the primary curriculum in this area.

I hope that you will find the information in this document helpful and informative but please do get in touch for further information. I look forward to the opportunity to speak with you directly about working with us.

**Michael del R o**  
**Chief Executive Officer**

# About Unity Schools Trust

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Unity Schools Trust is a Multi-Academy Trust formed in September 2015 by the partnership of The Magna Carta School and Bishop David Brown School. The Trust is currently responsible for the education of over 1800 children supported by more than 230 staff. Our schools are located in Staines-upon-Thames and Woking.

## **Ethos and Values**

The stated objective of Unity Schools Trust is to achieve Excellence through collaboration. The Greek philosopher, Aristotle, believed that excellence came in both intellectual and moral forms. The Trust aims to instil a love of learning by the full engagement of all of its community- students and staff- in the process of acquiring and applying knowledge. Furthermore, the Trust seeks to promote the development of positive ‘habits’ through a wide range of character-building opportunities. When combined, we believe that these two elements support the development of the whole person enabling us to be the best version of ourselves. Our vision is *to be an outstanding learning community where together we learn to know, to do, to be and to live together.*

## **Our Objective**

The Academy Trust’s primary objective, as stated in its articles of association, is ‘to advance for the public benefit education in the United Kingdom’. Unity Schools Trust is listed as a charitable company limited by guarantee at Companies House.

## **Partnerships**

A significant part of the Trust’s work is in the forging and development of partnerships with neighbouring schools. This includes primary liaison work and support for the provision of specialist subjects. The Trust’s work in fulfilment of its objective through collaboration involves sharing people, sharing resources, sharing ideas and sharing progress.

## **Services**

The Trust provides core support in a number of areas to all of its constituent academies including school improvement activities, finance, ICT and operations.

# Why work for UST?

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## Employee Benefits

- ▶ Learning and Development opportunities
- ▶ Free use of school gym at specified times
- ▶ Reduced gym membership at Eastwood Sports Centre
- ▶ Access to Employee Assistance Programme (EAP)
- ▶ Free on-site staff parking
- ▶ Free tea and coffee available in the staff room
- ▶ Scheduled Wellbeing weeks
- ▶ Allowance for running after-school enrichment activities
- ▶ Enrolment into the Teachers' Pension Scheme or Local Government Pension Scheme (Support staff)



# The Magna Carta School

## *Learning Shapes Lives*



The Magna Carta School is an 11-16 academy based in Staines-Upon-Thames, with approximately 1100 students on role. The school is a founder member of Unity Schools Trust and the 1215 Learning Partnership, determined to enhance lives for young people across this area of Surrey.

The school has a long and proud tradition of educating students from our local community. To facilitate high aspirations, progress and achievement, we have high expectations of behaviour, rooted in respect for one another. We are particularly proud of our students; they are aspirational and enthusiastic about their learning and as a result make good progress and achieve impressive GCSE results. They consistently and successfully progress on to further education and apprenticeships.

Our Academy Council provides a strong voice for students to present their ideas and concerns and to develop the skills necessary to become advocates for positive change. We believe listening to, and reflecting upon, the experience of our whole school community is an important part of our continuous development journey.

We strive to provide a welcoming, challenging, secure and inclusive learning environment where all students and staff feel that they belong. We are committed to realising our vision that *Learning Shapes Lives* by creating a culture in which everyone aspires to achieve in a reflective educational environment and a school community where together we learn to know, to do, to be and to live together.

If you think you can make a positive and confident contribution to our team, we would be delighted to hear from you.



***“Pupils are engaged in their lessons. Teachers have strong subject and pedagogical knowledge.”***

**The Magna Carta School, Ofsted June 2022**

# Job Advert

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## Curriculum Team Leader of English

**Job Type:** Full Time/Permanent

**State date:** April or September 2024

**Salary:** L5 to L10 £53,383 to £60,261 Fringe dependent on skills & experience

**Closing date:** 13<sup>th</sup> March 2024 at 12 noon

**Interviews will take place:** TBC

At the Magna Carta School, we are guided by our vision that *Learning Shapes Lives* and are relentless in our work to ensure that our students achieve the highest possible outcomes

**Empower young minds: Be a Curriculum Team Leader and champion excellence in English education!** We are seeking an exceptional and driven Curriculum Team Leader of English to join our dedicated team of practitioners in delivering a curriculum which informs, transforms and generates a lifelong love of learning. This is an exciting opportunity for a visionary Leader with a deep understanding of the English curriculum to really champion a cutting-edge curriculum.

### We're looking for someone with:

- 🌈 Ensure the quality of teaching and learning continues to meet the high aspirations of our learners, providing them with the skills, knowledge and qualifications required for success in their chosen next steps
- 🌈 Play an ongoing role in curriculum refinement and development
- 🌈 Maintain and further develop a rigorous system of monitoring, evaluating and improving the quality of teaching and learning and student outcomes across the curriculum
- 🌈 Enthusiasm for innovation and willingness to explore new teaching methods.

At the heart of our ethos lies a profound commitment to fostering professional growth, nurturing collaboration, and facilitating career advancement. We strive to empower our team members to excel in their current roles while also paving the way for their future career progression. For a comprehensive overview of the benefits we offer to our employees, we invite you to visit our Benefits page.

**To arrange a visit or request a conversation about this post, please email [recruitment@unityschoolstrust.co.uk](mailto:recruitment@unityschoolstrust.co.uk) or telephone 0193 290 1351.**

# Job Description

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**Job Title:** Curriculum Team Leader of English

**Accountable To:** CEO & Board of Trustees

**Responsible To:** Head of School

## **Accountable for:**

Strive to ensure all areas of school life actively promote outcomes exceeding expectations for our students, particularly in academic standards, progress, and overall achievement.

Foster and embed the school's ethos as a cornerstone of excellence, where mutual respect, tolerance, care, and support permeate all activities. By nurturing this positive environment, we inspire everyone to take pride in all aspects of school life.

As team leaders, we champion the quality of all aspects of provision within our respective areas.

## **Responsibilities**

### **Teaching and Learning**

1. To be responsible for standards of teaching and learning within the curriculum areas.
2. To develop and maintain a rigorous system of monitoring, evaluating and improving the quality of teaching and learning within the curriculum areas.
3. To ensure that all staff within the area team understand and implement the assessment for learning procedures developed by the school and the area team.

### **Curriculum**

1. To ensure that appropriate aims and objectives and schemes of work are fully developed and in place for all subjects within this area.
2. To develop and maintain a programme of activities which contributes to the enrichment programme of the school.

### **Leadership and Management**

1. To build a strong team which is enthusiastic, ambitious and determined to achieve the highest standards and outcomes for students.
2. To produce (with colleagues) an annual Improvement Plan, incorporating aims, priorities, targets and actions.
3. To deploy the staffing and resources available within the Area to make the maximum impact on the raising of standards.
4. To ensure that appropriate line management and support systems are in place for all staff within the team and to ensure that the school's Performance Management and Professional Development Arrangements

are fully operational.

5. To ensure that the professional understanding and practice of all staff within the area Team is promoted, particularly through the sharing of best practice within the Team.
6. To ensure that there is a regular formal programme of Area Team meetings.
7. To contribute personally to the improvement and development of the school beyond the Area Team, working collaboratively with fellow Team Leaders, across the MAT and with Senior Staff.

### **Students and Parents**

1. To ensure that the Area Team is fully aware of the progress students are making through an effective Assessment for Learning system and is able to support students in maintaining and/or accelerating the rate of progress.
2. To ensure that the Area Team provides appropriate academic care and guidance to students.
3. To develop within the Area Team a positive approach to behaviour management, ensuring that staff consistently apply the behaviour policy, including the use of rewards and sanctions.
4. To ensure that students' work is displayed attractively throughout the curriculum area.
5. To ensure that Parents are kept fully informed regarding their child's attainment and progress in line with the school's policies and procedures for reporting to Parents.
6. To promote, wherever feasibly, systems and actions that will assist Parents in contributing to their child's learning.

### **Partnership Working**

1. To promote a culture of working with other Area Teams and external agencies to enrich the quality of the curriculum and learning experienced by the students.

### **Other Requirements**

1. To carry out any other duties as may be reasonably required by the Head of School/ CEO.
2. To be aware of and adhere to all Trust and school policies and procedures.
3. To maintain confidentiality at all times.
4. To promote and safeguard the welfare of children and young people at the school.
5. To work in support of the School Improvement Plan.
6. To take time to read notices, keep to deadlines and carry out duties to the best of your ability.

***This job description is a guide, not a limit. We encourage your initiative and innovative ideas to shape your role and help us achieve our mission meaning the post holder may be required to do other duties appropriate to the level of the role.***

## Person Specification

	<i>Essential</i>	<i>Desirable</i>
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• An honours degree</li> <li>• Relevant, recent professional leadership development</li> <li>• QTS Status</li> </ul>	<ul style="list-style-type: none"> <li>• Post Graduate qualification</li> <li>• Relevant professional development over the last 2 years</li> </ul>
<b>Professional Experience and Knowledge</b>	<ul style="list-style-type: none"> <li>• Evidence of successful English teaching at KS3 and KS4</li> <li>• Recent experience of teaching to all Key Stages</li> <li>• Experience of teaching across at least two Key Stages in training</li> <li>• An understanding of the use of assessment to inform planning</li> <li>• Experience of performance management cycles and systems</li> <li>• Some experience of understanding and interpreting data to identify and act upon underachievement and underperformance</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated passion for the English language and a deep understanding of the National Curriculum.</li> <li>• Proven experience in planning and delivering engaging and effective English lessons</li> <li>• Promotion of the subject area across curriculum</li> <li>• Knowledge of changes to SEND</li> </ul>
<b>Skills Knowledge and Aptitude</b>	<ul style="list-style-type: none"> <li>• Able to teach to Key Stage 4</li> <li>• Excellent organisational, planning and interpersonal skills</li> <li>• Ability to take initiative, lead, motivate, inspire and support students to achieve excellence</li> <li>• Ability to ensure that technologies are used effectively to improve learning</li> <li>• Able to use a range of strategies for creating a positive climate for learning</li> <li>• Evidence of good/outstanding classroom practice with a proven record or exam success</li> <li>• Knowledge and understanding of current curriculum developments</li> <li>• Ability to plan lessons and sequences of lessons with clear objectives to ensure progression for all students</li> <li>• Ability to inspire young people to learn and engage parents in supporting student learning</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to be involved in extended curriculum opportunities in the subject area and across the school</li> </ul>

<b>Personal Qualities</b>	<ul style="list-style-type: none"><li>• Ability to work collaboratively and effectively within a team environment</li><li>• Able to liaise appropriately and sensitively with colleagues, students, parents and carers</li><li>• A commitment to diversity and equality</li><li>• A professional approach in all areas of work</li><li>• A commitment to inclusive education</li><li>• A commitment to the safeguarding of children and young people</li></ul>	
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# Application Process

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To apply please complete our application form that can be found by visiting the vacancies section of our website <https://unityschoolstrust.co.uk/current-vacancies/>.

For further information or to arrange a school visit please contact:

**The Magna Carta School, Thorpe Road, Staines, TW18 3HJ**

**Email: [recruitment@unityschoolstrust.co.uk](mailto:recruitment@unityschoolstrust.co.uk)**

**Website: [www.magnacarta.surrey.sch.uk](http://www.magnacarta.surrey.sch.uk)**

**Telephone: 01784 454 320**

The Magna Carta School reserves the right to interview suitably qualified candidates ahead of the application deadline where appropriate.

Please note that a CV will not be accepted in place of our application form as they do not meet our assessment criteria and commitment to equal opportunities.

## **Applicants with disabilities**

Applicants with a disability may request and return the application on tape, large print or as a word document. If you have a disability (as defined by the Equality Act 2010, as amended from time to time) you will be invited for interview if you meet the essential criteria for the position. If you are invited for interview we will try to meet any special requirements that you may have, but it is essential that you let us know as soon as possible to enable us to make the necessary arrangements to accommodate your needs.

## **Disclosure & Barring Service Check (DBS)**

An Enhanced DBS Clearance is required for all positions. Candidates are advised that a criminal record will not necessarily be a bar to obtaining a position in the school and each case will be considered on its merits. It is illegal for anyone barred from working with children or young people by the DBS, to work or apply to work with children or young people. Further information is available on the UST website (vacancies) regarding disclosing criminal record information on your application form.

## **Recruitment monitoring**

Monitoring of equality information in the recruitment and selection process is vital to our policy development and ensuring equal opportunity in our processes and throughout our workforce. All applicants are required to complete the recruitment monitoring page.

*The Unity Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be subject to an Enhanced DBS check and other pre-employment check. Candidates selected for short-listing should be aware that online searches may be done as part of the UST due diligence checks.*





**Chief Executive Officer:** Mr M del Rio MTH, BScEcon (Jt Hons), PGCE, NPQH  
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Unity Schools Trust is a charitable company limited by guarantee and registered in England and Wales with company no. 07692130  
The registered office is at Unity Schools Trust, Thorpe Road, Staines-upon-Thames, Surrey TW18 3HJ