



Job Description and Person Specification

Reports to:	Assistant Principal
Start date:	September 2022
Salary:	Leadership Scale L10 – L13

The Role

The Director of English, a middle leader, will work with the Principal and the Senior Team in ensuring Avanti House School provides an outstanding education for all pupils, rooted in the inclusive and distinctive Avanti Schools ethos of *educational excellence, character development and spiritual insight*.

The Director of English is a critical middle leadership role. The key responsibilities laid out here are those, which will be assumed by the successful candidate upon appointment.

The school has now moved to its new £25-million-pound building located in Stanmore, Wemborough Road HA7 2EQ. you will be able to teach in facilities that are up to date and at the cutting edge of technology. You will have your own classroom space dedicated to your subject enabling you to develop the very best teaching and learning practices. There are a full range of other facilities including; state of the art sports grounds and hall, performing Arts spaces and fantastic teaching rooms.

Avanti schools are Hindu-designated faith schools. However, all staff members at Avanti House School will ***not be required to present themselves*** from any specific faith background and there will be no preference given in this regard. This is an exciting time to join the school as it continues its journey to outstanding.

The successful candidate must have an established English or Performance background and proven successful experience as a teacher in a good or outstanding school or schools and a track record of successful outcomes.

Key responsibilities:

- **Vision Implementation:** Work with the Principal as part of a team of middle and senior leaders on the effective implementation and coordination of the vision, ethos and strategy for the school, within the context of the Avanti Schools Trust vision – taking a strategic lead on the leadership and management of the subject of English.
- **Curriculum Development:** The appointed candidate takes the strategic lead on developing the English curricula and delivery of this subject and be well informed and continue to implement the new GCSE and BTEC specification in English and performing arts.
- **Extra-curricular Development:** The appointed candidate takes the strategic lead on developing the extra-curricular provision of English including whole school performances and productions.



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- **British Values:** As part of the development of the curricula, find opportunities to ensure that the fundamental British values are both understood and actively promoted within English.
- **Learning Leader, Assessment and Tracking:** Take a lead on pedagogical development, standards of teaching and learning within the English department – supporting non specialists/less experienced teachers in the delivery of excellent teaching at all key stages.

(S)he will also lead in target setting, tracking, intervention and reporting to parents and other stakeholders as well as undertaking performance management and holding colleagues to account in a manner that is open and in line with company policies and procedures.

- **Infrastructure, Health and Safety:** Take a lead on the effective provisioning and use of technology and other learning infrastructure within English and also on all aspects of safety risk management within the areas (including trips organised in the name of the subject).
- **External Links:** Contribute towards developing links across local, regional and national groups, business & industry with an interest in English – including community and neighbourhood groups, as well as our Avanti Schools trust wide.
- **Pastoral Support:** To act as a Form Tutor and to carry out the duties associated with that role. To contribute to the school's pastoral programme and other cross-curricular areas according to school policy.

Standards in the Subject Areas

- **Outstanding Practitioner:** As a teacher the appointed candidate would be expected to lead from the front and set an example as an outstanding practitioner in their own right.
- **Safety, Risk Management and Safeguarding:** Putting the highest standards of safety and safeguarding above all else, you will lead on developing and administering systems and procedures that assess and risk manage effectively across all spheres of activity within the department.
- **Outstanding Teaching, Learning and Assessment/Reporting:** Work alongside the SLT, and other English faculty colleagues, to ensure the highest standards of teaching and learning across the faculty; to this end contributing to a highly effective programme of coaching, mentoring, classroom based research and development.

Contribute to the self-evaluation of teaching and learning across the English faculty, through scrutiny, monitoring, review and evaluation. Robust assessment and reporting regimes will be implemented, monitored, evaluated and adapted by the successful candidate.

- **Outstanding Outcomes:** The post-holder will be expected to contribute towards ensuring the achievement of standards (attainment and progress) in English, at Key Stages 3, 4 and 5 that reflect those that would be achieved by students working in the top 10% of schools with a similar intake (FFT:5)
- **Stakeholder Engagement:** The post-holder will be expected to maintain strong, positive and highly effective working relationships with parents/carers, the local and regional community, agencies and stakeholders, other schools and the Governing Body.



Person Specification (A Application, R References, I Interview)

Qualification Criteria

- **Essential:** Qualified to Bachelor or higher degree level in English or similar background. (A)
- **Essential:** QTS Qualified. (A)
- **Essential:** Right to teach and work in the UK.(A)

Experience

- **Essential:** Proven teaching experience in one or more good or outstanding schools – demonstrably delivering high standards. (A/R)
- **Essential:** Up to date knowledge of the new GCSE/BTEC and A Level Specifications (A/I)

Leadership

- **Essential:** Ability to coach and develop members of staff (R/I)
- **Essential:** Ability to lead staff in planning, teaching and evaluation (R/I)
- **Essential:** Ability to monitor and evaluate the quality of teaching and learning and standards (R/I)
- **Essential:** Genuine passion for lifelong learning (R/I)
- **Essential:** A belief in the unique potential of every student. (R/I)
- **Essential:** Able to self-start, work independently and collaboratively as part of a team- whether led or leading. (R/I)
- **Essential:** Effective and compelling management style that secures the buy-in of stakeholders and encourages confidence and creativity alongside high levels of personal and team organisation. (R/I)
- **Essential:** Shows initiative and takes personal responsibility for their own actions with the motivation to work very hard, long hours, embrace any activity that is in the interests of protecting and education children and to continually raise standards. Can initiate, complete and finish; be effectively strategic and where appropriate, innovative. (R)
- **Essential:** Resilience, the ability to work well with others and the motivation to support the senior leadership team in leading the subject area through day-to-day challenges while maintaining a clear strategic vision and direction. Extremely positive and solutions-driven when faced with seemingly insurmountable challenges. (R/I)
- **Essential:** Commitment to the safeguarding and welfare of all students. (R/I)

Skills, Vision and strategy

- **Essential:** Vision aligned with the Avanti Schools Trust's emphasis on educational excellence coupled with *embedded* character development and spiritual insight; having high aspirations and high expectations of self and for others. Able to work entirely within the framework of the Trust's Ethos Handbook – including the promotion of the Faith Ethos of the school. (I)
- **Essential:** Clear vision and understanding of how to implement and sustain a high quality of teaching and learning within English. (A/R/I)
- **Essential:** Up to date on national changes to the educational landscape; particularly relating to English.
- **Essential:** Excellent organisational skills and ability to delegate. (R/I)



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- **Essential:** Excellent skills in the use and application of technology. (R/I)
- **Essential:** Able to use of data to inform and diagnose weaknesses that need addressing. (R/I)