



**THOMAS ALLEYNE'S
HIGH SCHOOL**



“Progress Opportunity Individuality”

Head of English Application Pack



**INNOVATE2EDUCATE
Partnership**

“Inspiring Teachers, Inspired Children and Young People”

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Introduction

We have an exciting opportunity to join our English Department as a Curriculum Leader. This key role will lead the curriculum team providing class teachers with expert subject knowledge and leadership.

The post of Head of English at Thomas Alleyne's High School, will involve leading and teaching English at KS3, KS4 and KS5. The successful candidate will have a strong passion and firm commitment to securing exceptional outcomes in GCSE English Language and Literature, alongside recruiting students and enabling students to realise their full potential in A-Level English Literature and Language. In addition, they will have a firm commitment to raising whole-school achievement; have a professional approach to staff development; high expectations; and a determination to succeed.

Thomas Alleyne's High School is a 13 – 18 school at the heart of its community, committed to excellence and to providing a broad and balanced curriculum for students.

Thomas Alleyne's High School is a 13 – 18 school at the heart of its community, which provides a broad and balanced curriculum for all students. We are committed to ensuring that every child has access to an outstanding education. Our successful track record of ensuring students make excellent progress has ensured improved outcomes for young people.

We are passionate about staff development and are looking to develop future leaders and outstanding teachers. We offer a comprehensive CPD programme to develop teaching practice as well as supporting emerging leaders, both through internal development and external programmes. If you would like to discuss the role please contact Rebekah Lindsay at lindsayrfl@tahs.org.uk or for more information and an application pack download the attached documents.

Site visits can be arranged through prior arrangement.

We look forward to hearing from you.

"Inspiring Teachers,
Inspired Children and Young
People"

Thomas Alleyne's High School – Mission, Vision and Values

'Progress Opportunity Individuality'

Our Mission:

. "All students experience excellence in every aspect of their development"

Our Vision:

We are committed to serving our community. Making a difference by embracing excellence and transforming lives.

This responsibility lies at the heart of our school vision which is captured in the words, 'Opportunity, Progress, and Individuality.' It is our mission that every child will have a wide range of opportunities at Thomas Alleyne's which will enable them to progress to achieve their goals; fulfilling their potential in education, life and employment.

The learning environment at Thomas Alleyne's is one of

- Respect
- Keeping safe
- Being ready to learn

The focus for students and staff is one of

- Making Progress
- Developing Opportunity
- Creating Individuality.

We will achieve this by:

Challenging, supporting and guiding students of all abilities to achieve their full potential.

Maintaining a disciplined and caring school to ensure our students are safe, happy and enthused about their learning.

Delivering excellent results across a broad, innovative and exciting curriculum of academic, vocational, cultural and sporting activities to equip students for the demands and opportunities of the 21st century.

Creating leaders who are socially and environmentally responsible who will lead the way to create a better society for all with respect and tolerance for all at the heart of their education in the local area and the wider world.

Providing strong leadership and highly motivated, professional staff to meet the academic and pastoral needs of every student.

Ensuring mutual respect and partnership between students, staff, parents, the school and the wider Community - making them proud to be associated with Thomas Alleyne's High School.

Advert

Head of English Permanent, Full-time Required from September 2025

The post is offered as: **TMS - UPS3 plus TLR 1.2 - £11,586 per annum**

Do you have the potential to inspire, engage, motivate and support students to raise attainment?

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Visit our website: <http://www.thomasalloynes.uk/page/?title=Vacancies&pid=134>

e-mail: personnel@tahs.org.uk

Telephone: 01889 561820

Closing Date: 9.00am on Friday 7th February 2025

Interviews will be held: Friday 14th February 2025

Please email completed and full applications to: personnel@tahs.org.uk

Innovate2educate is committed to safeguarding and promoting the welfare of young people and expect all staff and volunteers to share this commitment. This position is subject to a criminal record check from the Disclosure and Barring Service (DBS, formerly CRB) which will require you to disclose details of all unspent and unfiltered spent reprimands, formal warnings, cautions and convictions in your application form. All staff are also required to complete safeguarding training.

Thomas Alleyne's High School

'Progress Opportunity Individuality'

Thomas Alleyne's High School is a successful and popular 13 – 18 school serving children from a broad geographical area. Our school is genuinely comprehensive in its social academic mix and has an established reputation for the quality of teaching and learning it provides and the strong pastoral system that supports students during their academic journey.

In 2019, Thomas Alleyne's High School's commitment to excellence, and track record of strong academic progress, led to us being selected to become a national teaching school, taking a leading role in recruiting and training new entrants to the profession and in training experienced teachers. Whilst the teaching school model changed in 2021, we continue to be committed to ensuring effective professional development for all our staff.

We are also a member of the innovate2educate partnership working with Oldfields Hall Middle School, Ryecroft Middle School, Windsor Park Middle School, Picknalls First School, Hutchinson Memorial First School, Richard Clarke First School, All Saints Church Leigh and Bramshall Meadows First School. The aim of our multi-academy trust is to provide the most effective quality of education and transition for students from the age of 3 to 18.

A school at the Heart of its community

Thomas Alleyne's High School is a successful and popular 13-18 school serving the local community. This school is genuinely comprehensive in its social academic mix and has an established reputation for allowing individual talent to flourish and for ensuring the highest pastoral care for students.

In 2019, on average students made more progress at Thomas Alleyne's High School than at 90% of schools in Staffordshire. A unique feature of our school is our House system which underpins our strong academic performance and enables all students to feel part of a thriving, busy community from their first day.

We pride ourselves in offering a broad curriculum which meets the needs of all our learners and ensures students have the qualifications and skills for the next stage of their lives - whether it is post -16 study in 6th form, college or an apprenticeship.

A hallmark of Thomas Alleyne's High School is the quality and dedication of the whole school staff. Both are important in ensuring the high standard of service we offer and we are proud of the strong reputation that we have within the local community. The school occupies a site between the centre of the market town of Uttoxeter and the open fields of the Dove Valley. The school buildings are in a rich variety of styles and periods and include two Georgian listed buildings, grassy areas and courtyards. They provide excellent facilities for our young people.

Head of English: Job Description

To secure continuous improvement in the teaching of English in the school, producing the highest standards of pupils' achievement and ensuring that all pupils develop their knowledge, understanding, skills, and abilities within an orderly, challenging and motivating educational environment.

Teaching, Learning and the Curriculum

The Head of Department will:

- Establish a well-informed vision for English and its contribution to pupils' overall education including their academic, social, moral, cultural and spiritual development
- Establish short medium and long term plans for the development and resourcing of English which ensures coverage, continuity and progression for all pupils
- Establish and implement clear policies for English including schemes of work.
- Ensure that lessons well differentiated to all levels; especially when groups are of wide mixed abilities.
- Ensure that attendance, classwork and homework are checked and marked with appropriate feedback; and accurate records are maintained.

Monitoring, Evaluating and Improving

The Head of English will:

- Monitor and evaluate the teaching of English in the school, taking action as necessary to improve the quality of teaching and learning; including validating professional estimates.
- Monitor and evaluate progress and achievement in English by all pupils, taking action as necessary to raise achievement and setting clear targets for improvement, taking account of relevant local and national information.

Head of English: Job Description

Relationships within the Department

The Head of English will set expectations for staff teaching within the context of school policies in relation to:

- Working practices and relationships to be fostered with pupils, including those relating to behaviour, discipline and attitudes;
- Working practices between staff including those relating to team working and mutual support.
- Deploy staff teaching English to make the best use of their abilities.
- Lead professional development in English for example, coaching, peer support, target setting and the identification of development and training needs and provision, including supporting the development of Early Career Teachers.

Relationships External to Department.

The Head of English will:

- Manage and develop effective working relationships with the Headteacher, Senior Leadership Team and other subject leaders and staff at the school.
- Report, as required to the Headteacher, SLT, governing body and parents on pupils' progress and achievement and the department improvement plan.
- Develop effective working relationships with parents, other professionals and relevant agencies including the local community, to ensure that they play a key role in improving and sustaining pupils' achievement.

Managing Resources

The Head of English will:

- Establish resource needs for English, setting priorities for expenditure and allocating those resources to meet the objectives of the whole school and the department.
- Investigate measures to create an effective and safe working and learning environment.
- Maintain existing resources and explore opportunities to develop new resources from a wide range of sources inside and outside the school.

Person Specification: Head of English

Description	Essential	Desirable	Assessed through application	Assessed through interview and/or task
Qualifications and Training:				
A relevant good honours degree or equivalent qualification and Qualified Teacher Status	Y		Y	
An outstanding practitioner with substantial successful teaching experience across the 13-18 age and an ability to teach up to A-level English in specialism	Y		Y	
Recent relevant personal professional development	Y		Y	
Experience of teaching A Level English Literature and Language.		Y	Y	
Leadership & Management Experience:				
Experience of recent relevant leadership within a secondary and/or High School setting	Y			
A recent and relevant leadership qualification or eagerness to undertake such qualifications		Y	Y	
Successful experience of leading an 'initiative'	Y		Y	Y
High profile in the school community	Y		Y	
Proven ability to raise standards	Y		Y	Y
Proven ability to set and achieve targets by being consistently focused on achieving high educational standards	Y			Y
Successful experience of strategic development planning, implementation, monitoring and evaluation with clear, successful outcomes at a team level	Y			Y
Experience of developing individualised learning that has impacted on students' learning and teaching approaches adopted by staff	Y		Y	Y
Leadership & Management Skills:				
A commitment to manage and develop further high-performance teams	Y		Y	Y
Consistent approach to the promotion of high standards of behaviour, supporting the values of respectful, safe and ready to learn	Y			Y
Good understanding of key national educational priorities, policies and programmes of study in relation to English.	Y			Y
Consistent approach to high teaching standards	Y			Y
Commitment to team and whole school professional development	Y		Y	Y
Able to articulate the approach to maintaining and developing the school's existing reputation	Y		Y	
A track record of organising curricular and extra-curricular events		Y	Y	

Person Specification: Head of English

A track record of organising curricular and extra-curricular events		Y	Y	
Ability to articulate a vision underpinned by targets and goals aligned with an ability to empower others	Y			Y
Resilience to manage one's own work pressures and the capacity to manage effectively the work of others	Y			Y
Be high profile and accessible around the department and school	Y			Y
Personal Attributes and Skills:				
High personal and professional standards	Y		Y	Y
Highly developed interpersonal and communication skills	Y		Y	Y
Ability to establish a positive ethos and sense of achievement for all	Y		Y	Y
Strong negotiating and influencing skills	Y		Y	Y
Emotional Intelligence	Y		Y	Y
Enthusiasm, flexibility and maturity of approach	Y		Y	Y
Good team player at all levels	Y		Y	
Ability to prioritise and use time effectively	Y		Y	Y
Generosity of spirit	Y		Y	Y
Integrity and loyalty	Y		Y	Y

The English Department

The English team is passionate about English language and literature. We aim to cultivate students who are keen readers, articulate writers and analytical thinkers. We are ambitious for all our students, and always strive for further improvement.

Our English team consists of six full-time and six part-time teachers in the department who are responsible for all aspects of the teaching of English throughout the school. We teach all levels of ability and age ranges including A-Level.

All members of the department work collaboratively to continue to improve both teaching and learning within the department. Students in Y10 and 11 follow the AQA GCSE course. Students in Year 12 and 13 follow the Edexcel English Language and Literature combined A-Level course.

We would welcome you to talk with us prior to application to learn more about the Department.

How to apply

Salary package: TMS - UPS3 plus TLR 1.2 - £11, 586 per annum

Contract type - Permanent, Full Time

Closing date - 9.00am on Friday 7th February 2025

Interviews will be held: Friday 14th February 2025

Our ambition is to appoint a candidate starting the Autumn term.

How to apply

Please register your interest in applying for the post no later than 9.00am on Friday 7th February 2025. Your registered interest should be accompanied by the completion of an application form. Your application form should be supported by a separate personal statement saying in no more than two sides of A4 why you think you are the person we need to lead the English Department at Thomas Alleyne's High School. relating this to your current experience, skills, and knowledge. Your registered interest and accompanying application form and statement should be e-mailed to Julie Titterton at personnel@tahs.org.uk



Registered address:

Thomas Alleyne's High School

Dove Bank

Uttoxeter

Staffordshire

ST14 8DU

Company number: 10547353

