



**HEAD OF ENGLISH
(TLR1c £13,548pa)**

Weavers Academy

'Striving for success, focusing on learning'.

You can find out more at:
www.creativeeducationtrust.org.uk

Dear Colleague



Whether you are just browsing or actively looking, I am pleased that you have shown an interest in Weavers Academy.

I understand what a difficult decision moving schools can be so whether you have made up your mind or you are just seeing what is out there, we are happy to talk or meet with you to ensure you make the right choice. We value transparency. This is more to us than a business transaction!

I am excited to be recruiting for the post of Head of English (TLR1c) join us at our forward thinking and positive school, Weavers Academy, Wellingborough.

Having achieved a 2022 Ofsted grading of 'good', in all areas including leadership, inspectors found that pupils are proud of Weavers and as a result behave well in lessons and around the school. The academy has pursued a rigorous and continuous programme of educational improvement which can be seen and measured throughout the academy. Work that the school has done to further improve behaviour and attendance has resulted in students becoming increasingly ambitious for their futures.

We are committed to ensuring that all students reach their full educational potential. This comprises of our 4 key curriculum areas in Academic, Ambition and our Co-curricular & Extracurricular programmes. Our curriculum development has resulted in a highly effective and sequenced curriculum that provides a secure platform ready for expert delivery.

Our ethos and values are underpinned by our vision, 'Striving for success, Learning with PRIDE'. 'Learning with PRIDE' helps identify the values that students and staff should embody in order to be successful, lifelong learners. Perseverance, Respect, Independence, Determination and Engagement are values we develop in our students and expect in all staff. This ethos drives us forward, every day.

We are proud of the co-curricular and extra-curricular programmes that all staff play an active part in, that means over 1300 pupils per week have access to high quality and planned additional activities. The options range from skiing to singing, chess to climbing and performance options to provisional driving licence preparation. We are very proud to show you and find out what you might offer!

We have a commitment to staff development, and we have put in place a detailed programme of profession development that provides weekly CPD for staff. As a result, curriculum planning, teaching strategies and assessment techniques have advanced and drive student progress.

Following our 'good' judgement from Ofsted in May 2022, we are determined not to be complacent and want to achieve much more for our students and staff. We seek to appoint an ambitious committed colleague to be a key contributor to our continued development. This is only the start of a challenging and exciting journey, please get in touch if you'd like to be part of it.

You can find out more at:

www.creativeeducationtrust.org.uk

We would welcome applications from staff who are experts in their field and are determined, independent and highly engaged. You will be joining a highly effective team with a collective focus to improve student achievement by providing a positive culture. You will need to be a team member, undertaking duties as required to meet the needs of the school, students and the team.

I strongly advise that you visit us prior to application, I would be pleased to share our exciting academy with you. Early applications are encouraged as we will review applications as we receive them; and applicants may be contacted before the closing date.

Yours sincerely

Jon Hunt
Principal

For further information and an application form please visit our website (we are in the process of updating and improving our online provisions): www.weaversacademy.org.uk

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.

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www.creativeeducationtrust.org.uk

ABOUT CREATIVE EDUCATION TRUST



Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.

Our Mission

To give every child in our schools the best possible start in life through excellent education and wide-ranging co-curricular opportunities



Our Vision

To send out into the world educated, creative, confident and responsible young people, who can succeed in their ambitions and make their communities better places

Our Values

Ambition

We are ambitious in everything because only the best will do

Excellence

We do not stop at 'good enough'

Creativity

We connect our knowledge in innovative ways

Resilience

When the going gets hard, we up our game and reach our goal

Inclusion

Every child and every colleague matters – we will work for and with them all

Respect

We value the ideas of others and make sure all voices are heard

You can find out more at:

www.creativeeducationtrust.org.uk

ABOUT WEAVERS ACADEMY



We are a mixed secondary school, catering for children between the ages of 11 and 18 years and located in Wellingborough.

Since September 2013 we have been part of the Creative Education Trust. This has enabled the school to rigorously pursue rapid improvement for the children we teach.

The school boasts many facilities, and we strive to provide an inclusive and expansive education for all of the young people in our care.

Our on-site facilities include:

- Multiple Sports Fields
- Extensive Multi-Use Games Area
- School hall with stage, equipment with auditorial technology
- Drama studio complete with sound system and mirrored wall;
- IT suites with state-of-the art technology;
- Interactive whiteboards in all classrooms;
- Modern and open-plan library with wide range of reading materials
- Brand new gym facilities
- 3 large sport halls
- Bespoke 6th Form Centre
- Leadership Hub



Summary of Weavers Academy's Progress

- The atmosphere in lessons is positive. Pupils respond well to the challenges provided by teachers.
- This is a school where staff care for pupils and are determined that they will succeed.
- The way that behaviour is managed has improved the standard of behaviour across the school.
- **Ofsted GOOD – May 2022**

To see full details of the school performance data please visit:

<https://www.compare-school-performance.service.gov.uk/school/139068/Weavers-academy>

SUPPORT FOR OUR STAFF

We are committed to providing our staff with the highest quality support and challenge to ensure that they excel and give our students the education they deserve.

We are committed to providing our staff with the highest quality support and challenge to ensure that we excel and give our students the opportunities and provision they deserve. Senior leaders are encouraged where possible to sit on the academy council of another CET school which is a very valuable experience.

Each of the Creative Education Trust's schools benefit from a comprehensive programme of support and challenge, including working with former HMI's.

On a Wednesday afternoon, all staff take part in professional development. Each week a priority theme is explored, such as 'Improving Literacy', 'Meeting the needs of students with SEND' and 'Assessment for Learning'. Staff have opportunities to deliver a session for other staff and staff can choose which session to attend to support their own CPD goal.

All teaching staff are invited to join our Exceptional Teaching Group who meet weekly and are committed to developing evidence-informed teaching practice to improve the pedagogy and practice of our staff so that students achieve the best possible outcomes.

Creative Education Trust places a strong emphasis on CPD for teachers and for senior and middle leaders. They run a regular programme of training events to improve teaching performance and also provide focused management development and one-to-one coaching opportunities.

There are also a number of cross-group, phase leader and year-specific forums to facilitate collaboration across the schools.

You can find out more at:
www.creativeeducationtrust.org.uk

ENGLISH LEARNING AREA

The English learning area is line managed by the Vice Principal for Quality of Education. The Head of Department is supported by two Key Stage leaders and an Expert Practitioner.

Students enjoy learning English at Weavers Academy; outcomes have continued to improve in line with national averages.

We attribute these successes to the importance that we place on the quality of teaching and learning. Whole class feedback and student response to feedback is particularly strong in the English curriculum area and as a result it reinforces learning and progress.

The English department is located in its own building. All classrooms are equipped with projectors and visualisers and are serviced by teacher laptops.

The school is fortunate to have a well-stocked library, staffed by a full-time librarian. All Key Stage 3 English classes have a reading lesson per fortnight in the library.

Organisation of teaching and learning

- Lessons are taught in 1-hour periods.
 - At KS3, KS4 and KS5 students have 9 periods of English a fortnight.
 - At KS4 students study the AQA English Language and AQA English Literature programmes
 - At KS5 students follow the AQA English Lang & Lit specification
 - All KS3 students access Accelerated Reader
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HEAD OF ENGLISH

JOB DESCRIPTION

Weavers Academy is seeking a dedicated and highly motivated practitioner with a proven track record of driving up standards, a flexible team player with excellent interpersonal skills to join our team on our journey to impart our passion to ensure our students success, potential and opportunity.

We are looking for a teacher who can lead the delivery of our quality English Language and English Literature education. A leader who loves teaching, language and Literature, a practitioner who thrives on leading effective delivery across all classrooms and inspires every day.

Our new colleague will be kind and caring! Here, at Weavers Academy we have worked hard to create an environment where we look after and care for each other. Whilst being incredibly rewarding, working in schools can sometimes be hard. Colleagues at Weavers know that we work together as a team and we look out for each other; the environment here is one of care, nurture and support along with a bit of challenge!

LOCATION

Weavers Academy, Wellingborough

GRADE: MPR/UPR + TLR 1c

REPORTS TO: Vice Principal: Quality of Education

THE ROLE

- To be accountable for leading, managing and developing the subject area.
- To raise standards of student attainment and achievement within the whole curriculum area and to monitor and support student progress.
- To ensure the provision of an appropriately broad, balance, relevant and differentiated curriculum for students studying in the department, in accordance with the aims of the academy and curricular policies.
- To teach the relevant subject across the age and ability range.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To effectively manage and deploy staff, financial and physical resources within the department.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

- Operational and strategic planning (including formulating the subject and faculty improvement plans, and leading the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching strategies)
- Ensuring the delivery of an appropriate, comprehensive, high quality and cost effective curriculum and leading development of the subject and its delivery
- Staff development (including recruiting, building and managing an effective team of motivated staff)
- Student outcomes (including ensuring the effective operation of target setting, monitoring and evaluation systems and the input and maintenance of accurate student data)
- Pastoral system (including being a form tutor to a selected group of students)
- Teaching, including acting as an outstanding role model

CURRICULUM PROVISION

- To lead the development and implementation of an inspiring, well sequenced and ambitious modern curriculum at all Key Stages.
- To promote cross curricular themes within the curriculum, in line with school expectations and priorities.
- To keep up-to-date with developments in the subject, pedagogy and methodology.
- To create and source a variety of well selected, appropriate resources in order to facilitate effective learning and teaching.
- To ensure that assessment is robust and in line with school expectations, standardising assessed work across the department.
- To develop a shared understanding with parents and carers of the curriculum, approach to learning and the standards of work expected, establishing a partnership which involves them in their child's learning as well as providing information about attainment, progress and targets.

QUALITY OF TEACHING, MARKING, ASSESSMENT

You can find out more at:
MAIN AREAS OF RESPONSIBILITY
www.creativeeducationtrust.org.uk

- To lead and manage teaching and learning to ensure that best teaching practice is systematically shared and embedded across the English learning area.
- To ensure that own teaching is consistently good and better to ensure that students make good progress.
- To undertake a designated programme of teaching in English
- To support the English teachers in their career progression and in improving their practice.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

STAFFING

- Take part in the school's staff development programme by leading training and ongoing developmental support of teachers in the English learning area.
- Continue personal development in the relevant areas including subject knowledge and teaching methods.
- Lead and manage the performance management review process.
- Ensure all staff in English have a clear understanding of student data and accountability measures.

MONITORING, EVALUATION AND REVIEW

- Undertake regular, systematic monitoring of the quality of teaching, marking and assessment together with attitudes and behaviour to learning and present clear summary findings to a range of staff.
- Utilise findings from monitoring activities to produce clear evaluative reports to a range of staff, utilising recommendations to agree, plan and implement strategic and action plans to drive learning and progress.
- Engage with staff in the English learning area to involve them in all aspects of self-evaluation, involving them in decision making and future planning.
- Support whole school assessment, recording and reporting processes

MANAGEMENT INFORMATION

You can find out more at:

www.creativeeducationtrust.org.uk

- Ensure that the academy's systems, policies and processes are adhered to by all staff in English
- Actively support the Academy Improvement Board and the Academy Council to deliver its functions effectively.
- Implement good organisations and record keeping across the area.

SUPPORTING THE WORK OF CREATIVE EDUCATION TRUST

- Develop strong, positive relationships with Creative Education Trust colleagues, participating in trust-wide work and projects as appropriate.
- Participate with internal and external partners and specialists to share best practice, contribute to the development of Trust strategies and policies and promote the school and Creative Education Trust in a national context.
- To take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review days and liaison events with partner schools
- To contribute to the development of effective subject links with external agencies
- Undertake any other reasonable duties deemed appropriate to the role.

SCHOOL ETHOS AND COMMUNITY

- Foster a culture where students respect others and their physical surroundings through implementing a range of strategies developed with external consultants, monitoring their impact on outcomes.
- This job description is not necessarily a comprehensive definition of the post, and the post holder will be required to undertake other duties appropriate to the grade and character of the work as directed
- The job description will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the post holder. The duties may be varied to meet the changing demands of the school at the reasonable discretion of the principal.

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATION	<ul style="list-style-type: none"> Degree relevant to the subject. Qualified Teacher Status with a track record of achieving good outcomes for students. 	<ul style="list-style-type: none"> Additional professional qualifications
EXPERIENCE	<ul style="list-style-type: none"> Successful experience of teaching English at Key Stage 3 and 4. Evidence of recent success in leading on and securing significant improvements in outcomes in English 	<ul style="list-style-type: none"> Successful experience of teaching English at KS5. Experience of teaching the AQA specification Experience of English language or Literature exam marking.
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> Possess the knowledge and relevant skills required to deliver strong outcomes in English through quality of teaching, marking and assessment. Expertise in planning the progression of subject skills within individual sequences of lessons in English. Proven track record of high expectations and knowledge of effective strategies to secure good attitudes to learning and behaviour in English. Relevant skills and experience in tracking student learning and progress with the ability to present complex information in a clear and concise manner to others including governors. Analytical skills and experience and skills in self-evaluation processes in English. Experience in utilising school processes to drive continuous improvement in English. 	
PERSONAL QUALITIES	<ul style="list-style-type: none"> Ability to persuade and influence others. Ability to communicate effectively and relate well to all stakeholders (including written, oral and presentation skills). Evidence of working constructively under pressure. Demonstrate good decision-making skills with an ability to identify and implement solutions to problems. Be committed to continuing professional development and be open to constructive criticism. 	
EQUAL OPPORTUNITIES	<ul style="list-style-type: none"> A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity 	
SAFEGUARDING	<ul style="list-style-type: none"> A thorough understanding of up-to-date safeguarding requirements and best practice. 	

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