

Dorrington Academy



Key Stage 2 Class Teacher Literacy Subject Lead Recruitment Pack

October 2025

Table of Contents

03 Welcome from the Headteacher

04 About the School

05 About the Role

06 Job Description

09 Person Specification

12 How to Apply



Welcome from the Headteacher

Dear Candidate,

Thank you for your interest in this role with Dorrington Academy.

We are looking to appoint a Key Stage 2 Class Teacher, and Literacy Subject Lead who will build on the strong foundations at Dorrington Academy, enabling all children to not only secure a wonderful academic grounding but possess high levels of both social and emotional intelligence in order to flourish and enjoy greater life chances and choices.

Visits to the school are welcome and strongly encouraged. Please contact the School Office to make an appointment.

Applicants should complete the application form **in full**, addressing the requirements of the person specification.

I hope you will find all the attached information helpful and are encouraged to submit an application.

Thank you for showing an interest in Dorrington Academy.

Yours sincerely,

Mr John Harrison
Headteacher



About the School



Dorrington Academy is an Outstanding, three-form entry Single Academy Trust in Birmingham that continues to be a school of choice for the local area of Perry Barr.

We aspire to be a diverse and inclusive community school where every child is empowered to reach their full potential. We aim for our children to leave equipped with the academic knowledge, skills and personal attributes needed to become successful citizens in modern Britain.

Guided by our core values of **contribution, compassion, respect, positivity and perseverance**, we embrace a creative, personalised curriculum that nurtures the spiritual, moral and social wellbeing of our diverse community.

We relentlessly strive for our children to be happy and feel safe in school, extending their learning through a broad and balanced, experience-rich curriculum that creates challenges and fosters growth. Our curriculum is carefully planned and sequenced so that our children are taught the right things at the right time – building on what has come before.

Our motto:

"Together we are stronger"



About the Role



The Governors of this successful three-form entry school wish to appoint an enthusiastic Subject Key Stage 2 Class Teacher, and Literacy Subject Lead to join our Leadership Team who pride themselves in working together collaboratively; supporting each other in moving the education of pupils forward.

The post involves having responsibility for your own class in Key Stage 2 and being Subject Leader for Literacy.



You will be expected to:

- Be an outstanding classroom practitioner.
- Have the skills and abilities to lead and manage this role throughout the school.
- Work in a creative and inspirational way with high expectations and be committed to raising standards.
- Have a flexible and positive approach to challenge and change.
- Have excellent communication skills and a commitment to working as part of a team.

Job Description

Job title	Key Stage 2 Class Teacher Literacy Subject Lead
Salary	Main Scale & UPS + TLR
Responsible to:	Headteacher
Contract type:	Full-time, Permanent from January 2026
Start date	January 2026

Core Purpose

The subject leader will take lead responsibility for providing leadership and management for a designated core subject to secure:

- High-quality teaching and subject knowledge of staff
- A coherently planned and sequenced curriculum
- Improved standards of learning and achievement for all
- Consistent assessment and accurate teacher judgements within the subject
- Effective use of resources

Job Description

Duties and Responsibilities

Strategic direction

- Set high expectations which inspire, motivate and challenge pupils
- Develop effective teaching and learning strategies
- Promote and monitor the use of school policies within the subject
- Contribute to school improvement planning, including creating subject action plans and evaluating the effectiveness of the subject

Subject knowledge and curriculum development

- Use extensive, up-to-date subject knowledge to lead across the school, and keep up to date with developments in pedagogy and the curriculum
- Oversee the planning of curriculum content, ensuring it is well sequenced to promote pupil progress
- Ensure the planned curriculum is effectively and consistently implemented across the school
- Work with teachers and other subject leads to build links between subject skills and the wider curriculum
- Promote a high standard of speaking, listening, writing and reading of English among colleagues
- Demonstrate a clear understanding of subject specific knowledge and pedagogy across the entire primary phase

Professional development

- Provide training, practice and coaching so all staff become experts in teaching
- Attend relevant training courses and share new knowledge with colleagues

Monitoring and assessment

- Quality assure data within the subject to ensure it is accurate, reliable and valid
- Analyse internal and external assessment data to track pupil progress and attainment
- Identify where pupils have learning gaps or are not making the expected progress, and make sure interventions target these
- Monitor the quality of teaching and learning across the subject, including book scrutinies, teacher planning scrutinies, lesson observations and learning walks
- Moderate assessment to make sure teachers are making accurate judgements of pupils' progress

Job Description

Leading and managing colleagues

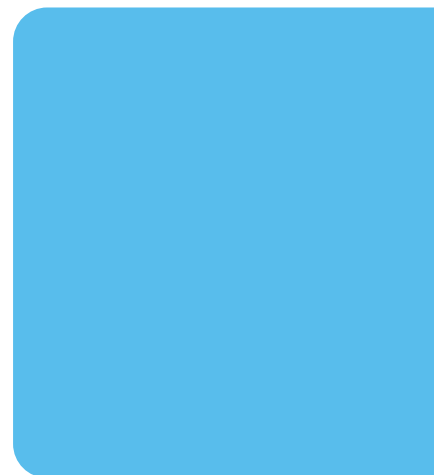
- Establish positive working relationships among colleagues, modelling effective teamworking and support
- Help colleagues develop positive communication with pupils and parents
- Appraise colleagues and help them develop professionally following the school policy

Managing resources

- Audit, check and manage subject specific resources termly, to ensure they are available, up to date, varied and diverse, and match pupil and curriculum needs
- Provide support with classroom displays for the subject area across the school to ensure they are stimulating, of high quality, and inspire curiosity in pupils

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the literacy leader will carry out. The postholder may be required to do other duties appropriate to the level of the role as directed by the Headteacher.

Dorrington Academy is committed to creating a diverse workforce. We'll consider all qualified applicants for employment without regard to sex, race, religion, belief, sexual orientation, gender reassignment, pregnancy, maternity, age, disability, marriage or civil partnership.



Person Specification

Key: E = essential criteria and D = desirable criteria.

	ESSENTIAL / DESIRABLE
QUALIFICATIONS AND TRAINING	
Degree	E
Qualified teacher status	E
Evidence of recent professional development	E
NPQ subject leadership	D
EXPERIENCE	
Extensive experience of teaching and a thorough working knowledge of each KS curricula	E
Teaching experience	E
Active involvement in the development and development of school policies	E
Experience a range of other summative and formative assessment procedures	E
Experience of leading and managing within a school	D
Experience of working in more than one key stage	D
Knowledge of EYFS	D
Experience of leading and managing a curriculum subject, SEN or other relevant area	D

Person Specification

Key: E = essential criteria and D = desirable criteria.

	ESSENTIAL / DESIRABLE
SKILLS AND KNOWLEDGE	
Understanding of high-quality teaching and learning strategies in the subject, and the ability to model this for others and support others to improve	E
Awareness of local and national organisations that can provide support with delivering the subject	E
Ability to build effective working relationships with staff and other stakeholders	E
Understanding of how to adapt teaching to meet pupils' needs	E
Knowledge of guidance and requirements around safeguarding children	E
Good IT skills	E
Effective communication and interpersonal skills, with the ability to communicate a vision and inspire others	E
Ability to maximise resources	E
Experience of organising/delivering teacher training	D
Experience of mentoring or supporting colleagues	D

Person Specification

Key: E = essential criteria and D = desirable criteria.

	ESSENTIAL / DESIRABLE
PERSONAL QUALITIES	
Ability to uphold and promote the ethos and values of the school	E
Commitment to safeguarding and equality	E
Ability to work as part of a team	E
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	E
Ability to work under pressure and prioritise effectively	E
Maintain confidentiality at all times	E
Experience of working with other agencies or organisations	D

Note:

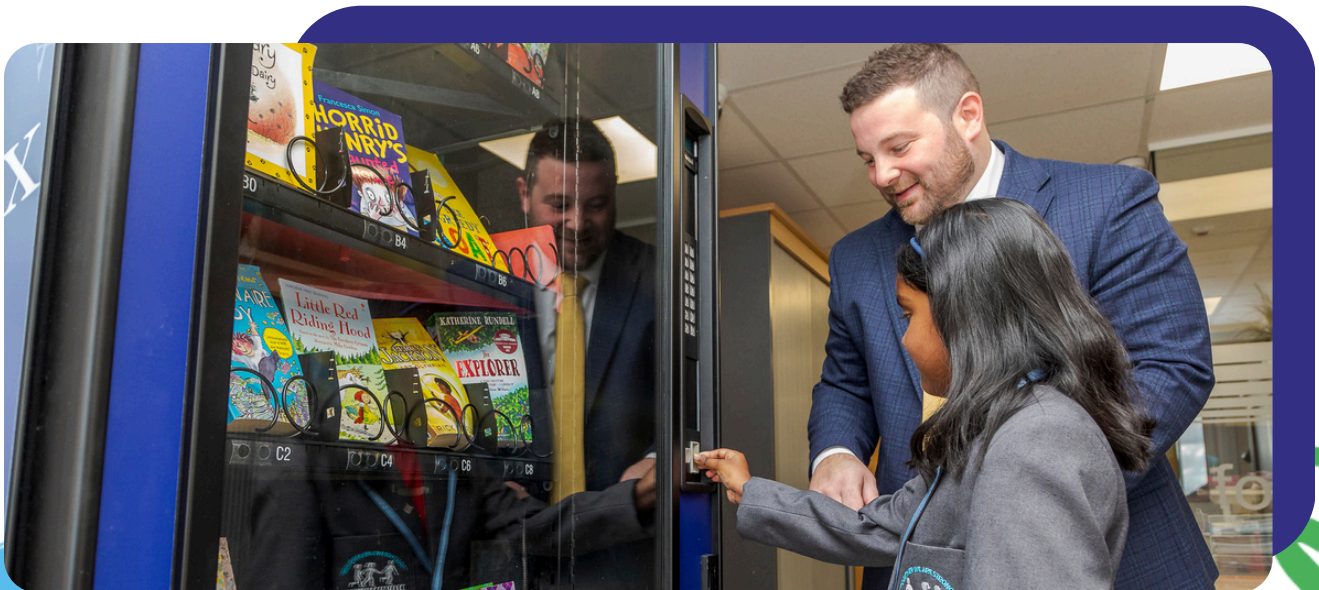
This job description may be amended at any time in consultation with the postholder.

How to apply...

For further information about the post, or to arrange a visit, which is strongly recommended, please contact the School Office.

To apply please fill out the application form in full, and email to recruitment@dorrington.bham.sch.uk

- **Closing date:** Wednesday 15th October 2025
- **Shortlisting and interviews:** w/c Monday 20th October 2025
- **Start date:** January 2026



Dorrington Academy
Dorrington Road
Perry Barr
Birmingham
B42 1QR