



**HIGHAM LANE
NORTH ACADEMY**

KS2-3 Teacher

**September 2026
Full Time
MPR/UPR**



KS2/KS3 Teacher



Main purpose

The successful candidate will deliver high-quality teaching that enables students who join our school below the expected standard to make exceptional progress across the curriculum. Adapting the KS3 curriculum across several subjects, and in particular for literacy and numeracy, to meet needs for these students will be a key aspect of the role. The successful candidate will benefit from a highly supportive professional environment working closely as a team with our SEND, pastoral and curriculum leader colleagues to deliver high quality lessons.

We welcome applications from both primary and secondary colleagues due to the overlap between KS2 and KS3 content. We understand that you may not have taught all subjects. Please don't let this deter you from applying. You will benefit from having excellent well planned and sequenced schemes of learning that are fully resourced, to teach from.

Additionally, you will be able to show evidence of:

- High-quality teaching and KS2/KS3 subject knowledge (either of one subject/range of subjects)
- Improved standards of learning and achievement for all pupils
- Exceptional relational practice with students
- Consistent use of assessments
- Effective use of resources

Welcome to Higham Lane North Academy

Higham Lane North Academy is a school where 'everyone belongs and everyone is included.' Our students (and staff!) know that they are part of 'Team North', and for students, as North Stars we ensure that they benefit from our exceptionally high expectations alongside our high levels of care, nurture and support. Our highly effective and well-designed pastoral system places the wellbeing of students at the centre of our school, where through our House System and the role of House Champions, we ensure that students feel safe and happy with the confidence to thrive.

Our students live by our motto that we are 'proud because we always do what is right' and they exhibit our school values that 'we are conscientious, we are compassionate and we are confident' both within lessons and beyond. We are extremely passionate about providing a highly ambitious curriculum and our embedded quality-first approach for teaching and learning ensures that students learn our enriching curriculum exceptionally well. Students are highly motivated and commit fully to the comprehensive range of ambitious opportunities that all students have an entitlement to.

We opened our school in September 2026 to 150 students. As we embark upon our second year at HLNA, as a highly popular and over-subscribed school again, you will be joining at a unique time where you will support our continuing growth as an exceptional school. Committed to the highest standards for education, as a team of dynamic and committed professionals, we look forward to your ideas and contributions as we seek to embed our very strong practice in this pastoral role.



Kirstie Robinson
Headteacher

Welcome from the CEO of Central England Academy Trust



Thank you for your interest in joining Central England Academy Trust. Our growing Trust currently consists of a diverse family of five schools in the Nuneaton area: a primary special school, a secondary special school, a primary school and two mainstream secondary schools.

Our Trust's core values summarise what is important to us and what we actively promote:



working together and with others to achieve the very best for the staff, pupils and families that we serve.



recognising the individuality and uniqueness of our staff and pupils, and that we do not all start from the same place. We strive to provide all of our staff and pupils with what they need in order to have equal access to opportunities, to thrive and to succeed.



to be ambitious for all of our staff and pupils and have the highest expectations of them, supporting them to achieve to the very best of their potential.



ensuring that everyone in our MAT feels safe and supported in all that they do.

I hope this application pack provides you with the information needed to consider applying for this position, and I wish you every success with your application.

Best wishes

A handwritten signature in black ink, which appears to read 'A. Dickinson'.

Andrew Dickinson
Chief Executive Officer

Employee Benefits of working at Central England Academy Trust

We strive to be an employer of choice, and are committed to ensuring our employees feel valued, appreciated and at the heart of what we do.



We have a number of core benefits which include:

Professional Development

- We support all our schools and services to offer professional development that is rooted in the evidence of what improves teaching and learning
- We listen to what your career aspirations are and how we can support you within your role
- We provide Trust-wide CPD in key areas, including SEND, behaviour and teaching and learning
- We support staff in accessing a wide range of qualifications, including Diplomas, Masters and National Professional Qualifications (NPQs)

Appraisal

- Our staff appraisal focuses on supporting our employees to be the very best they can be. There is no performance-related pay in our Trust, and we put staff at the heart of what we do so they can put children at the heart of what they do

Apprenticeship Levy

- As a large employer we pay into the Apprenticeship Levy Fund and are therefore able to offer a wide range of apprenticeships to both new and existing staff.

Pension Schemes

- A contributory pension scheme relevant to your role: Teachers' Pension Scheme for teaching staff, and the Local Government Pension Scheme for non-teaching staff.

Employee Support Schemes

- Subsidised eye care for extended VDU users
- A Gym Membership Scheme
- A Cycle to Work Scheme
- An Employee Assistance Programme, providing practical and emotional support.
- An Employee Benefits Scheme, offering discounts on everyday essentials
- A Health Cash Plan benefit, providing reimbursements for various health-related expenses, including dental treatments, optical care, physiotherapy and more

We are proud because
we always do what is right

Compassion - Compassion - Confidence

How to apply

Please complete the Application form, as well as the Equality Details Form, that you will find on the School's website (www.hlina.co.uk) and email them to jobs@hlina.co.uk, indicating in the message title the post that you are applying for. We welcome telephone discussions about the role and it is also possible to arrange a school visit before your application. To arrange either, please contact Kirstie Robinson, Headteacher, on 02475106910.

The closing date for applications is: Monday 20th April 2026

Please address the following points when completing the 'Additional Information' section of the application form: -

- Why you feel your personal qualities and experience make you an excellent candidate for this position;
- Your specific ideas about what you can do as a KS2-3 Teacher both within the classroom and beyond to ensure students at Higham Lane North Academy are safe, happy and make excellent progress.

Your Environment

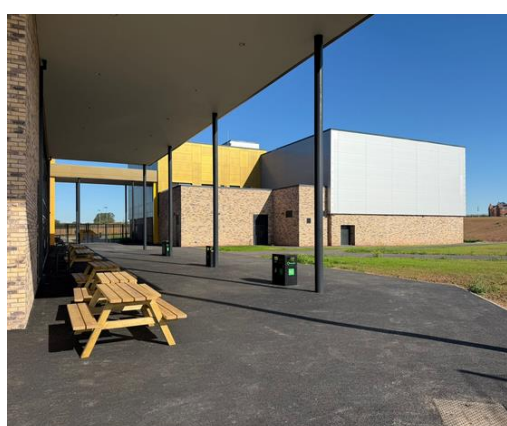


The school building and grounds

Higham Lane North Academy's building and grounds have been planned to create a learning environment that provides high-quality educational provision, academic excellence, exceptional pastoral care and personal development in a school that is at the heart of the community. Our convenient location provides easy access from the new Northern Link road that links new housing developments in the north and east of Nuneaton, from the A5, and by bus. There is also a dedicated walking/cycling lane along the new access route and a secure compound for bike storage.

The impressive, state of the art facilities include:

- An impressive assembly hall
- A well-stocked library and learning space
- Designated staff work room areas with facilities
- IT-rich classrooms
- Spacious dining hall with outdoor canopy
- Drama studio
- Dance/activity studio
- Curriculum habitat areas
- Outdoor learning spaces
- Indoor Sports England accredited sports hall
- Four outdoor tennis/basketball/volleyball/netball courts
- Four outdoor multi-use pitches for sports such as rugby, football and athletics plus a grass running track around the largest of these with capacity for field events
- Outdoor amphitheatre
- Separate optional entrance for children with SEND
- Designated SEND garden
- Meadow grass planting and flowering lawns creating an ecological corridor across the site



**HLNA is a school where everyone belongs
and everyone is included.**

HLNA staff benefit from:

- 01** A supportive, collaborative working environment that places staff workload and wellbeing at the heart of all working practices.
- 02** A clear behaviour and praise policy that enables all teachers to teach, and all pupils to learn effectively with a highly visible and supportive senior leadership team. This includes a centralized detention system, ensuring that you are fully supported with your practice.
- 03** A commitment to an ambitious, broad and balanced knowledge curriculum that is highly considerate of teacher workload and wellbeing, particularly around planning, assessment and feedback.
- 04** Research-based teaching and learning practice and strategies developed with workload and wellbeing in mind. Alongside this you will work within an environment that has a genuine passion and enthusiasm for teaching and learning that will enable you to thrive and flourish within the classroom.
- 05** Weekly CPD opportunities with a careful balance between whole-school, subject and personal priorities to be even more effective.
- 07** Opportunities to obtain professional qualifications and develop your career over the coming years in a growing school. We will provide bespoke career stage training such as NPQH and ELP (Exemplary Leadership Programme).
- 08** The opportunity to work with a highly experienced, effective, forward-thinking and ambitious senior leadership and Trust team.
- 09** A supportive senior leadership and trust team that will regularly seek your feedback to hear your views on what is going well, and how we can be even more effective, giving you control over your work practice and contributions.
- 10** The opportunity to work collaboratively with other schools within our Trust, particularly with Higham Lane School and Oak Wood Primary and Oak Wood Secondary Schools.

Duties and responsibilities



- Plan and deliver a high-quality, adapted Key Stage 2/3 curriculum to meet the needs of students who enter secondary school below the expected standard.
- Assess students' prior attainment on entry and use this information for targeted learning programmes that accelerate progress.
- Use a range of teaching strategies, including scaffolding, modelling and adaptive instruction, to support literacy, numeracy and core subject development.
- Monitor, track and evaluate student progress regularly, using data to inform teaching and ensure rapid improvement.
- Provide timely, constructive feedback that helps students understand how to improve and take ownership of their learning.
- Create a supportive and inclusive classroom environment that builds confidence, resilience and positive learning behaviours.
- Implement effective behaviour management strategies in line with the school's policy.
- Work closely with the SENCo, pastoral staff and subject teachers to ensure a cohesive approach to student support and transition into the wider curriculum.
- Contribute to the development and refinement of intervention programmes aimed at closing attainment gaps.
- Communicate effectively with parents and carers to support student progress and engagement.
- Maintain accurate records of student achievement, attendance and interventions.
- Participate in professional development and remain up to date with best practice in supporting lower-attaining learners.
- Support students in developing the skills and confidence needed to successfully access the full secondary curriculum.

Person Specification



Qualifications and training



- Degree
- Qualified teacher status
- Further professional qualifications (desirable)

Experience



- Experience of teaching in KS2 or KS3 (desirable)
- Teaching experience

Skills and knowledge



- Expert knowledge of the National Curriculum
- Understanding of high-quality teaching and learning strategies in the subject, and the ability to model this for others and support others to improve
- Ability to conduct quality assurance activities and act effectively upon findings
- Awareness of local and national research and practice that can provide support with delivering the subject
- Ability to build effective working relationships with staff and other stakeholders
- Understanding of how to adapt teaching to meet pupils' needs
- Knowledge of guidance and requirements around safeguarding children
- Good IT skills
- Effective communication and interpersonal skills, with the ability to communicate a vision and inspire others

Personal qualities



- Ability to uphold and promote the ethos and values of the school
- Commitment to safeguarding and equality
- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
- Ability to work under pressure and prioritise effectively
- Maintain confidentiality at all times

Higham Lane North Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be subject to an enhanced DBS check and will also be taken through the School's vetting procedure. Higham Lane North Academy is also strongly committed to protecting personal data. Our Privacy Notice, which can be found under the GDPR section on the School website, describes why and how we collect and use personal data and provides information about individuals' rights.



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Contact Us

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