

Samuel Ward Academy

Lead Practitioner:

English & Whole-School Reading

Recruitment Pack



Start Date: September 2025

Pay-scale: Leadership L5-9

*We ensure that our students **aspire** to be their very best, tackle challenges **bravely** and work together with **compassion** to build an inclusive community in which each individual can flourish.*

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UNITY SCHOOLS PARTNERSHIP

The vision of Unity Schools Partnership is to achieve the highest standards of education in its primary, secondary and special schools.

- It is our intention that all trust schools, and the trust as a whole, be recognised locally and nationally for the exceptional quality of its educational provision.
- We are a family of interdependent schools with a shared ambition to transform lives.
- We are committed to the development of a very high-quality, and evidence-informed, model of how excellence is achieved.
- Our work is fostered by geographical hubs of schools in close proximity that understand their specific communities.

The trust expects its work to be characterised by:

- Integrity
- Inclusion
- Kindness

<https://www.unitysp-careers.co.uk/our-aims/>

Dear Prospective Applicant,

Thank you for showing an interest in this pivotal and important post at Samuel Ward Academy. We are looking to add to the strength of teaching within the English team with the appointment of an exceptional Lead Practitioner of English, who will also oversee our whole-school reading strategy. The successful candidate will be a successful, experienced GCSE and A Level teacher. The department is well-organised and has a clear vision for future successes and supported excellently by the English and curriculum leaders at Unity Schools Partnership. Reading underpins academic success for all of our students and by working alongside the SEND team, Heads of Department, Tutors and the SLT, the successful candidate will make a real difference to the academic outcomes, and therefore the lives of some of our most vulnerable students. We have clear values by which we work, and if you share a commitment to inclusive education, so that all students can develop to reach their full potential, make a positive contribution to society and are given excellent foundations to lead enriching and interesting lives, then this could be the role for you!

We are a member of Unity Schools Partnership, working closely with colleagues in other schools in Haverhill and across the region to share best practice and develop innovative approaches supported by an experienced and well-resourced central team. There will be the opportunity for the successful candidate to work across the Trust schools including other secondaries and our primary feeder schools. By working together, we will be able to ensure smoother transition, greater access to resources, more opportunities to develop reading and English skills, greater sharing of expertise and a common approach to supporting all of our students to achieve. Together, our commitment is to provide excellent education, excellent care and excellent opportunities as part of an 'all-through' education; from early years to A-Levels.

Our staff and students are our biggest assets. Staff care deeply for their students, drive standards in teaching and learning (for example, through the newly established 'Pedagogical Leadership Team') and work together to create a culture in which everyone feels like they belong. Students are engaging, strive to achieve and take pride in belonging to their school. They are a joy to teach and motivated by the strong pastoral and academic life of the school. Students enjoy their learning, behaviour around the school is good, and parents support the aims and ambitions of the school. In fact, feedback from a parent recently was a joy to read:

My two children (Y7 and Y9) are thoroughly enjoying school. They are animated when talking about it, they tell me about lessons and what they are doing and they are forming some meaningful teacher-pupil relationships which are helping them to feel settled and valued at school. They are also energised by the rewards system - they love the golden tickets... It's lovely to get messages and phone calls home and they are super proud when I tell them. I would like to say thank you for that... Please pass this on to all your staff - it takes team effort and continued commitment, and everyone pulling in the same direction to make system and culture changes work but from our point of view, it is certainly working and I can't thank you all enough.

(Parent, December 2024)

Finally, if you are passionate about working with young people and really believe you can join our team in making a difference, then I warmly invite you to apply. This will enable you to take a look at us in more detail and really experience at first hand the friendly and professional environment we have established.

If you would like more information, or to visit, please do not hesitate to contact us and I will be more than happy to accommodate your request.



Tom Johnston
Headteacher



TEAM ENGLISH AT SAMUEL WARD ACADEMY

Head of Department: Georgie Crawford

Assistant Head of Department: Eve Sheehan

The English department aims to inspire and instill a life-long love of literature in all students.

The English Department at SWA includes the full range of experience and talent, and is a genuine team, in which each colleague benefits from mutual support and collegiality. They benefit from a suite of classrooms within our new 'B Block' building with interactive whiteboards, a team office, excellent resources including interactive whiteboards and excellent schemes of learning. The department further benefits from the guidance of Ben Godsal, the USP English Lead who supports both students and staff in person and through access to a range of resources and materials.

As with all schools in Unity Schools Partnership, we follow AQA at GCSE and also teach A Level Language and Literature within Haverhill Community Sixth Form.

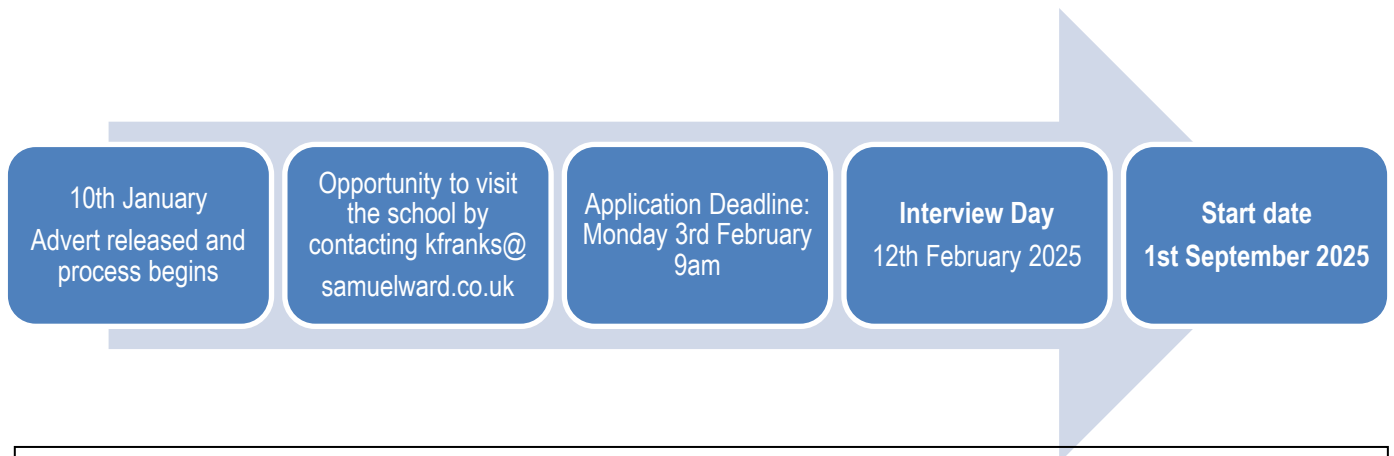
All students at SWA undergo reading age testing and there is a detailed reading programme to reinforce reading progress in place for students across the spectrum of need, from phonics through to advanced reading for pleasure. This term we will be re-introducing the USP Tutor-time Reading Programme across Year 7/ KS3, which is centrally resourced and builds upon similar provision in our feeder primary schools.

Our SEND department is run by Vicki Eldred (AHT/ SENCO) and within that area, there are Lexia, Spelling Zone and other interventions in place across the school.

We also have a well-stocked library with a full calendar of events planned in by our dedicated librarian Angela Lane.



THE RECRUITMENT PROCESS



Benefits, Wellbeing and Professional Development

Training opportunities are significant due to the presence of our own teaching school ([Suffolk Borders Teaching Alliance](#)) at the heart of the trust which is driving outstanding opportunities for professional development, research, teacher training and collaboration between schools and across phases. The three elements of the Teaching School's responsibility are effective school-to-school support, high quality initial teacher training and provision of evidence-informed continuing professional and leadership development.

Unity Schools Partnership also has a research school and through the various strands of Research School activity, Unity Schools Partnership has extended its reach and reputation for collaborative school improvement work with connections with the Department for Education, Chartered College of Teaching, Teaching School Council, Royal Society, Ofsted and UCL.

The Trust offers a wide range of Wellbeing, Staff Benefits and Professional Development. Full details can be found on the Unity Schools Partnership website: <https://www.unitysp-careers.co.uk/training-and-benefits.html>

SAMUEL WARD ACADEMY VISION AND VALUES

SWA Vision:

We are an inclusive community committed to creating rich and fulfilling futures for each child. We do this through academic excellence, mutual respect, supportive relationships, high aspirations for all and by instilling strong values.



SWA Values: Aspirational, Brave, Compassionate

- A I am Aspirational - I seek opportunities and strive to develop my skills and knowledge.
- B I am Brave - I am willing to step out of my comfort zone and stand up for what is right at all times.
- C I am Compassionate - I treat everyone with respect and support others in need.



THE ADVERT

Lead Practitioner: English & Whole-School Reading

Salary: Leadership range 5-9 (FTE: £54,939 - £60,644 per annum)

Contract: Full-time, Permanent.

Start Date: September 2025, or by negotiation

Samuel Ward Academy is looking to appoint a well-qualified, optimistic, and successful Lead Practitioner to join our friendly, high-performing English department and Pedagogical Leadership Team. Alongside teaching A Level and GCSE English, the successful candidate will lead the strategy for whole-school reading, alongside the SEND department, SLT and Heads of Department across the schools. There will also be the opportunity to make a contribution across Unity Schools Partnership which includes secondary, special and primary schools. This is an excellent opportunity for an inspiring English teacher with a passion for ensuring that each student can fully access the curriculum, be supported to read well and to achieve highly in their GCSE and A Level examinations.

We are a warm, welcoming school, at the heart of our community, committed to creating rich and fulfilling futures for each child. We ensure that our students aspire to be their very best, tackle challenges bravely and work together with compassion to build an inclusive community in which each individual can flourish. We are an Ofsted Good school with the ambition to be a great school. You will join a staff dedicated to promoting a positive culture of tolerance, respect and excellence. The successful candidate will be a teacher of the highest calibre who has the ability to motivate, challenge and inspire our students. You will be a highly skilled, innovative and enthusiastic practitioner with a determination to achieve the highest outcomes. Already an excellent teacher, you will be ambitious to have an impact across the whole curriculum and possibly the Trust as well.

All staff at SWA benefit from close links with colleagues in the other secondary schools in the Unity Schools Partnership. You will join a highly visible and supportive SLT in a school with a sensible approach to workload and a calm, respectful working environment, alongside a professional and dedicated team of staff. Samuel Ward is a successful 11-18 co-educational academy. We are situated in pleasant surroundings on the western edge of Suffolk, within easy reach of Cambridge and Bury St Edmunds. We benefit from a modern building and excellent facilities.

Candidates are encouraged to visit our website to learn more about us and to see our Staff Well-being Charter. We encourage prospective applicants to come and visit us during the school day. Please contact Tom Johnston, Headteacher for more information, an informal conversation or to make a pre-application visit (email Kirsty Franks, Headteacher's PA on Kfranks@samuelward.co.uk)

Closing date: 3rd February 09:00am, 2025

Interviews: w/c 10th February 2025 TBC

For the Job Description, Person Specification and to [apply online](#), please visit the Unity Schools Partnership Careers Site:

<https://www.unitysp-careers.co.uk/job-search/>



WHY TEACH IN HAVERHILL?

Haverhill is superbly located in the centre of the east of England. We are a short drive from Cambridge, Sudbury and Bury St. Edmunds and also Bishop's Stortford and Braintree. We are a short drive from the A11, which leads on to the M11 and some of our staff commute from north London.

Haverhill is a rural town community in West Suffolk surrounded by beautiful countryside and small villages. It is an historic market town, offering a busy town centre with a range of shops and facilities including the markets on Fridays and Saturdays in the High Street and Market Square.

An economic and industrial centre, Haverhill is home to a large number of manufacturing, scientific and international companies. There is also a Research Park, which includes The EpiCentre innovation and conference centre alongside the bypass.

Haverhill has two football clubs, Haverhill Rovers F.C. and Haverhill Borough F.C., who both play in the Eastern Counties Football League which share the New Croft ground which is directly next to Samuel Ward Academy. The town also has a tennis club, baseball club, cricket club, a rugby club, and an angling club. There is a leisure centre (with swimming pool, gym and a children's soft play area, Kid City, an 18-hole golf course, a dance school and a skate park.

Haverhill Arts Centre is housed within the grade II listed town hall and features a cinema as well as hosting live music, drama, dance and comedy. There is also a separate 5-screen multiplex cinema complex. Additionally, Haverhill is within striking distance of Cambridge with the excellent range of resources, and opportunities that are on offer there.

Due to its location and easy access to a range of destinations, Haverhill is becoming a very desirable destination for commuters. The demand for housing is on the increase and there are a range of developments offering good quality housing at prices that look very favorable when compared to Cambridge or other towns in the region. There are excellent primary schools and childcare providers, most of which are part of Unity Schools Partnership.

