

Huxlow Academy

Second in English

Remuneration: MPS / UPS (Plus TLR2B - £5,024)

Huxlow Academy is a fully inclusive school, located in Irthlingborough, East Northamptonshire. Our students are a vibrant and varied mix that bring an energy that is not found in many other schools. The loyalty the students show for the staff and community, whom they recognise care so deeply about them, is what makes Huxlow a very rewarding and fun place to work. If you want to work with a team committed to making a difference to the lives of the young people in our community, we want to hear from you!

We require a talented and committed Second in English to join the English Department in this vibrant and exciting school. You will inspire others within the department through high quality teaching for learning, enabling students to achieve their potential through engaging lessons. Student outcomes continues to be a currency for the future, and being able to achieve excellent outcomes for all your teaching groups is important, but moreover, supporting other students and colleagues is also vital. Key to the role will also be the building on the success of the department through networking with our new trust to deliver best practice.

The successful candidate will:

- Be a team player, committed to departmental priorities.
- Demonstrate consistently positive progress with their teaching groups.
- Be committed to evidence-based pedagogy to drive standards in English.
- Be determined that all students should have the best opportunity for success.

Candidates must be eligible to live and work in the UK.

Training and development opportunities will be offered. All staff are encouraged to study further and the trust will actively support staff to obtain relevant further qualifications where possible.

Tove Learning Trust is a fast moving and exciting place to work. The trust schools have a shared vision and purpose: to deliver outstanding educational experiences that lead to inspiring outcomes. Each academy has a strong individual identity and tailors their educational provision to serve their local community. Academies within the trust collaborate to share expertise and maximise opportunities and experiences for our students.

The Trustees of Tove Learning Trust are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

How to apply: All documents including the full job description, person specification and application form are available on our website <https://www.huxlow.northants.sch.uk/> Please ensure your application form and covering letter includes examples of your experience and how you meet the criteria outlined in the job description and person specification. Further information requests or completed applications should be sent to Sonya Earby-Martin or Kerry Hughes E: hr@huxlow.northants.sch.uk T:01933 650496

Closing date: 9am on Wednesday 26th April 2023

Interview date: W/C Monday 1st May 2023

Second in English Job Description

Role:	Second in English
Reports to:	Head of English
Location:	Huxlow Academy
Contract:	Full-time / Permanent
Remuneration:	MPS / UPS (Plus TLR2B - £5,024)

Purpose of the Role

To support the Head of English through the leadership of specific aspects of effective curriculum intent and implementation, leading to high levels of impact for staff and students.

Job Context

The English department at Huxlow is a closeknit and supportive team, comprising of experienced teachers and ECTs. The department is looking for a new leadership team at this exciting stage in our improvement journey. We believe that English is at the heart of the success of any improvement at Huxlow and we are seeking leaders that have a coherent vision and philosophy for a highly effective English curriculum and its teaching. If you care deeply about providing students with the expectations and experience in your English department that builds the skills and knowledge that enables every student to achieve success and find enjoyment in the power of English to change lives, then apply today! We are looking for an inspirational practitioner to join the English leadership team as we strive for excellence, and to take the English curriculum and its teaching to the next level.

Key Responsibilities

- To develop a curiosity, excitement, and passion for English within students at Huxlow.
- To contribute to raising standards of student attainment and build a culture of excellence in all classes.
- To monitor and support the overall progress and development of students as a Teacher/Form Tutor.
- Contribute to the planning and implementation of the English curriculum.
- To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.
- Lead on the curriculum development and implementation for a Key Stage.
- Play a key role in the writing and analysis of assessments across a Key Stage.
- With the Head of Department, oversee the Evaluation and Monitoring of teaching for learning, implementing support when required.
- Manage the intervention provision, monitoring and evaluating its impact on progress of key groups.

Specific Responsibilities

The Second in English is required to play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example. This includes taking a leading role in the whole school's day to day management of events, staff, and students.

The Second in English is accountable for the totality of performance in their area of responsibility. They should be a positive role model in terms of their knowledge, skills, expertise, and practice professionalism. The Second in English is expected to have a commitment to their own professional development and have a working knowledge of relevant statutory requirements.

With the Head of English, the Second in English is required to ensure provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying across a Key Stage, in accordance with the aims of the school and the curricular policies determined by the Governing Body and Headteacher of the school.

Within their area of responsibility and with the Head of English, the Second in English is required to ensure that “whole school policies” are adhered to. They should represent team views, concerns, and interests at appropriate meetings, liaise with external agencies, other school leaders, support staff and parents.

They are required to ensure that:

- Students and teachers have high expectations.
- Aspirational targets are set, that are in line with whole school targets.
- Students are fully aware of what is required of them to meet their aspirational target.
- Teaching offers the students every opportunity to achieve their aspirational target.
- Data is collected and used to analyse student and teacher performance and where necessary take appropriate actions so that future cohorts achieve and expected targeted levels of progress.

With the Head of English, the Second in English is accountable for the quality of Teaching & Learning that takes place within their department.

They are required to ensure that teaching:

- Is abreast of developments in pedagogy, scrutiny and enables up to date learning.
- Is supported by high quality schemes of work that incorporate the best use of ICT, guidance on appropriate pedagogy and methodology and maximise opportunities for all students to progress.
- Is supported by high quality target setting and assessment procedures.
- Meets the needs of all pupils, including disadvantaged students and students with challenging behaviour.
- Is supported by effective behaviour management systems.
- Is targeted towards whole school priorities and foci.

With the Head of English, the Second in English should ensure that their area of responsibility seeks Continuous Improvement.

They are required to:

- Contribute to the process of constructing and reviewing the Department Review Document (DRD), including strategic priorities for the English department.
- Monitor and evaluate progress and standards.
- Monitor and evaluate teaching and learning through lesson observations/learning walks, scrutiny of student work, etc.
- Evaluate their own performance.
- Coordinate training.
- Contribute to the development of students’ spiritual, moral, social, and cultural development.
- Develop the whole child in line with school policy.
- Coach and mentor appropriate members of their team.

The above list of job duties is not exclusive or exhaustive and the postholder will be required to undertake such tasks as may reasonable be expected within the scope and grading of the post.

Tove Learning Trust expects its employees to work flexibly within the framework of the job description. This means the post holder may be expected to carry out work that is not specified in the job description but which is within the remit of the role, duties, and responsibilities.

Tove Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff & visitors to share this commitment.

It is the post holder's responsibility for promoting and safeguarding the welfare of children and young people for whom s/he comes into contact with and adhering to and ensuring compliance with the School's Safeguarding and Child Protection Policy at all times. If, in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the s/he must record the details and take appropriate action, according to the nature of the concern, to safeguard the young person and inform the relevant staff within school, including the Designated Safeguarding Lead.

Identity, Prohibition, Qualification, Barred List, Enhanced DBS, Section 128, Overseas, Right to work, Reference, Criminal Record and Medical Checks are essential for all applicable posts at the School.

KCSiE 2022 Online Searches - In accordance with paragraph 221 of Keeping Children Safe in Education 2022 schools are now required, to carry out an online search for shortlisted candidates. If shortlisted for the role an appropriate online search will be undertaken on your name(s). Any information given will be treated as confidential and will only be used in relation to the post for which you have applied.

Second in English

Person Specification

	ESSENTIAL	DESIRABLE
PRE-EMPLOYMENT CHECKS		
Criminal Records	*	
Enhanced Disclosure and Barring	*	
Proof of identity	*	
Medical Questionnaire	*	
Satisfactory References	*	
QUALIFICATIONS/TRAINING		
Candidate must hold QTS	*	
COMPETENCIES		
An effective classroom practitioner with experience of teaching KS3 and KS4	*	
A commitment to, and a passion for, the teaching of English	*	
A clear understanding of what constitutes effective English learning	*	
A commitment to work with other teachers in the curriculum area	*	
Excellent subject knowledge and a clear understanding of recent subject developments	*	
High standards of classroom management and a willingness to share practice and ideas	*	
The capacity to assist in the leadership and development of the English department	*	
The ability to be a good Form Tutor	*	
A commitment to Inclusion	*	
An enthusiastic practitioner able to inspire learning through excellent teaching	*	
A track record of successful A Level teaching		*
The potential to grow into a more significant leadership role		*
The capacity to interpret data in order to monitor progress and identify intervention strategies.		*
A commitment to developing their own pedagogy and that of others	*	
PREVIOUS EXPERIENCE		
Effective organisation and communication skills	*	
The ability to use ICT to raise standards		*
Is committed to and meets all the requirements for safeguarding children	*	
PERSONAL ATTRIBUTES		
Work in accordance with the Trust's values and behaviours	*	
Eligible to live and work in the UK	*	
Willing to work flexibly in accordance with policies and procedure to meet the operational needs of the Trust	*	
A commitment to continuing personal development and training	*	
A commitment to safeguarding and promoting welfare of children and young people	*	

Why Join Huxlow Academy?

Letter from the Headteacher

Dear Candidate

Thank you for your interest in the role of Second in English at Huxlow Academy. We trust this application pack provides you with an insight into life at our school and encourages you to apply for the role.

We are incredibly proud of our school, a medium-sized Secondary Academy (11-18), located in Irthlingborough, East Northamptonshire. As a fully inclusive school our students are a vibrant and varied mix that bring an energy that is not found in many other schools. The loyalty the students show for the staff and community, whom they recognise care so deeply about them, is what makes Huxlow a very rewarding and fun place to work. If you want to work with a team committed to making a difference to the lives of the young people in our community, we want to hear from you!

I believe that every student and staff member that walks through the doors of Huxlow is a valuable member of our community, and we work hard to ensure they are welcomed, supported, and challenged to be the best version of themselves that they can be.

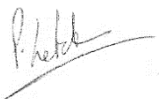
We are in an exciting new phase in the history of Huxlow and place a pursuit of excellence at the core of everything we do. This is underpinned by our core values of Respect, Ambition and pride. I hope that you feel inspired to aim high and come and join us as we strive to make Huxlow even better.

Academic success is hugely important to us as we recognise its power to open doors for young people. We have a rich history of students of all abilities, and from a wide variety of backgrounds, meeting and exceeding their potential. In 2019, Year 11 students achieved some of the best GCSE results in the school's history. 53% of students gained 5 GCSE's including English and Maths at Grade 4 and above. Recent CAGs and TAGs have returned record progress data for the school for KS4 and KS5. Post Covid results have returned to similar levels and reflect the high level of dedication of both our students and staff. As the Headteacher, I am committed to improving the school even further for our students. The English department and curriculum are central to our improvement aims.

We place an emphasis on ambition and respect for each other and working together to ensure that our community is constantly developing. Huxlow students are exceptional, staff go the extra mile, and we are dedicated to Professional Learning and Development.

Please explore our website, the recent Headteacher's letters section and our social media, to gain a flavour of what it means to be part of the Huxlow Academy community. We hope you are as impressed by our school as we are. I look forward to receiving your application should you decide you want to be a part of the proud Huxlow team.

Please contact the school if you have any questions or require any further information.



Paul Letch
Headteacher

Huxlow Academy Information

The Curriculum

Our ambitious curriculum is designed to deliver our vision of “Thriving Through Excellence”. This means we offer a carefully crafted balance of academic learning, personal development, and enrichment.

All teaching and learning is designed to meet our high expectations and aspirations with a clear focus on sharing knowledge and developing lifelong skills. Every child is pushed to do the very best they can do, whilst taking account of every individual’s needs.



Our Key Stage 4 programme aims to develop deeper understanding and mastery of subjects at GCSE, in order to achieve the highest outcomes and to aspire for every student to reach their potential.

- All students study English, Mathematics, Science, Religious Studies, Physical Education and French
- At Key Stage 3 (Years 7 & 8) students also study Technology, Geography, History, Music, and Drama
- At Key Stage 4 (Years 9, 10 & 11) alongside our core subjects students make a number of option choices from
- the range of other subjects including Psychology, iMedia, Sociology, Photography, Dance and Business Studies.

All of this is supplemented by a rich programme of enrichment, curriculum themes and extra-curricular activities.

Our excellent Key Stage 5 provision is delivered alongside our fellow Tove Learning Trust partner, Rushden Academy, as part of The East Northamptonshire School (TENC). Our joint provision has one of the most comprehensive choice of subjects in the county, consisting of over 20 A Level courses and additional BTEC Level 3 courses. Please visit www.tenconline.co.uk for more details.



Huxlow Academy Information

Extra-Curricular and Enrichment

At Huxlow Academy there is a strong commitment from staff to offer our students an inclusive and enriching educational experience, both within the curriculum and through a wide range of extracurricular opportunities.

An exciting array of clubs, activities and trips provide a springboard for developing key life skills. There really is something for everyone! Inspiration is achieved through our many day and residential trips.



Post Covid we are also once again offering highly popular and enriching residential trips and experiences.

These include:

- Duke of Edinburgh expeditions
- Normandy/ Paris/ Holland – Cultural trips
- Austria Ski Trip
- Uganda - International Youth Conference.

Students have the opportunity to visit places of interest in the UK, including theatres, university campuses, science conventions and careers establishments. They are able to experience visiting speakers, authors, and theatre groups during their time at Huxlow. We are also extremely proud of our sporting achievements. Huxlow students have repeatedly achieved excellent results at District, County and National level. Many team and individual sports are run as clubs and activities by our motivated and competitive Physical Education team.



Huxlow Academy Information

Vision, Mission, and Values

Our Vision and Mission:

At Huxlow Academy we create the opportunities to enable everyone that walks through our doors to ultimately achieve our vision of “Thriving Through Excellence”.

Our mission is to achieve this by building an exceptional learning community of aspirational and responsible citizens.



Huxlow is an inclusive school where every student matters. Students come to Huxlow Academy from a variety of backgrounds and quickly become a part of the Huxlow family. Alongside high-quality teaching, we provide a wide variety of effective support. Our success is achieved by knowing every student as an individual and caring for them personally and academically. Students are prepared to successfully navigate the many opportunities and challenges that are presented by the modern world.



To fulfil our mission we work, study, and collaborate by placing a focus on three core values.

- **AMBITION** - We strive hard to achieve the very best in all that we do, and we celebrate achievement and excellence. We enable our students to fulfil their academic and personal purpose.
- **RESPECT** - We pride ourselves on being a school that fosters relationships in an atmosphere built upon empathy, mutual respect, dignity, equity, diversity, and fairness.
- **PRIDE** - Pride in all we do, both from within school and across the wider community, is at the core of our actions. Our students go on to become successful adults and we enable our students to develop the pride and character we need them to have in the future.



This is ‘The Huxlow Way.’