



Sidney Stringer
Academy



Sidney Stringer
Multi Academy Trust



Teacher of
English - Leader
of Key Stage 4

MPS / UPS
Information Pack
Believe | Achieve | Succeed



WHO ARE:

WE

The Sidney Stringer Multi Academy Trust (SSMAT) is a network of five diverse schools educating over 3,500 pupils and employing more than 600 dedicated teaching and support staff. Based in Coventry, England, the Trust encompasses:

- **Sidney Stringer Academy:** The lead school is located in Hillfields, offering secondary education for students aged 11-18.
- **Radford Primary Academy:** Providing a nurturing primary education for young minds.
- **Ernesford Grange Community Academy:** Serving the community with quality secondary education.
- **Riverbank Academy:** A broad spectrum school supporting students with various needs.
- **Sidney Stringer Primary Academy:** Located opposite SSA, provides an all-through provision from reception to 11 years old through to the secondary school.

Collaboration is at the heart of the SSMAT, with all schools working closely together to:

- Share best practices and resources.
- Offer a seamless educational journey across different stages.
- Support the professional development of staff.
- Ensure all students receive an outstanding education, reaching their full potential.

You will be based at SSA but will be expected to visit all of the schools regularly to work closely with the schools' Headteachers, Business Operations & Finance managers.

We are a growing Trust and have been approved as sponsors for **Woodfield Special School** which will join the Trust in the next 12 months. We have been working closely with the school, since February 2021, and during this time it has gone from Ofsted Inadequate (March 2020) to Good in all areas (November 2023). It also involves relocating the school onto the Old Woodland Boys' School. This will provide us with an excellent opportunity to expand our Community links, deliver our own Alternative Provision and provide a first class education for all these young people.





Sidney Stringer
Multi Academy Trust

CEO/ HEADTEACHER MESSAGE:

“This is an exciting time for our MAT and we are constantly looking at how we can work together for the benefit of all the children in our schools.”



TAKING YOUR CAREER TO THE NEXT LEVEL:

“The Trust is forward thinking and if you join our team, your professional development will be a priority. We are looking for someone who has the experience and skills to take us to the next level.”

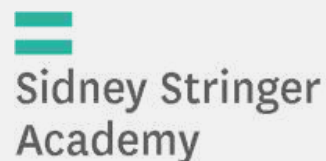
“Sidney Stringer Multi Academy Trust is a very successful group of schools. The Trust is made up of two secondary schools, two primary schools, and one special school, with another special school joining soon. All schools are Good or better and Sidney Stringer Academy and Sidney Stringer Primary are the most popular secondary and primary schools in the city and all schools are full with many year groups having a waiting list.

We are well respected within the city and our Trust leads the Coventry SCITT (School-Centred Initial Teacher Training) where we train the next generation of teachers, for us and also the wider city/region.

Our vision is 'working together to achieve excellence for all' and we do this by working closely as a team of leaders and groups of schools to share good practice and expertise. We try very hard to not do things for the sake of it, but we do things that make a difference.

If you join our team then we will expect you to work hard for the children and in return we, as a Trust, will work hard for you.”

OUR ACADEMY VALUES



OUR CORE VALUES:

Our core values are the humanitarian values of **DRIVE:**

- Determination
- Respect
- Integrity
- Virtue
- Equality

OUR CURRICULUM PRINCIPLES:

Immersive:

Students are immersed in their subjects and learning. Change and disruption is minimised.

Inclusive:

Learning, curriculum and timetables are personalised to meet the needs of all students and ensure social justice.

Ambitious:

We have high expectations of our students and what they can achieve in life by overcoming their barriers to development and learning.





WHO WE ARE:

Welcome to Sidney Stringer Academy

Our ambition at Sidney Stringer Academy is to create a vibrant, happy and successful academy which delivers the very highest standards of education and nurtures each student's talents and skills and plays a central role in meeting the needs of our local community.

Sidney Stringer Academy is a very successful school. In 2023, we were judged as outstanding by Ofsted in three categories: Leadership and Management, Personal Development and Sixth-form provision.

We are currently very oversubscribed and an extremely popular local school.

The curriculum we offer both stretches the gifted and talented and supports those with special needs. Ofsted commented that "The Academy supports students exceptionally well". We set high standards and have high expectations of all.

We all look forward to working in partnership with parents and appreciate your support in providing an outstanding education for all of our pupils.

We also lead the Coventry SCITT which involves us training our own teachers.

This is an exciting time to be a student or member of staff at Sidney Stringer. If you want to find out more please come and visit us and see for yourself, you are most welcome.



**Anna Ford - Associate
Headteacher**

WHY WORK AT SIDNEY STRINGER ACADEMY ?



Why should you invest in shaping the future of the students at Sidney Stringer Multi Academy Trust? To shed light on the reasons our dedicated staff members cherish their roles, we've gathered some of their testimonials:



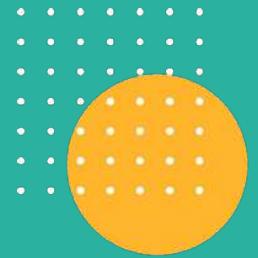
- "I have been at SSA for over 13 years and have worked in a range of Coventry and Warwickshire schools. The team here at Stringer is diverse with a range of skill and every person here is deeply passionate about the power of education."

- "During my three years at in the SSMAT, I have met people fuelled by a shared passion for making a difference for the students. The support and collaboration here are truly inspiring and motivates me to push myself everyday. I am confident in the development opportunities available."
- "Riverbank is a very special place to work in. I have always felt valued, worked with some fantastic colleagues, I feel privileged to still work here and have a job where I make a difference to students lives."

- "I work at SSMAT because it's an amazing environment where everyone is treated and valued with respect. We do what we do because we care and we have a heart for the needs of our students."
- The team here at Ernesford is diverse and every person here is deeply passionate about the power of education. We are all working towards a common goal and that is to give young people the opportunity to thrive in their communities.



JOB



Description

Sidney Stringer Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.

**Teacher and Key Stage Four
Coordinator for English**

Post: Teacher of English

Contract/Salary: Permanent - MPS/UPS and TLR 2b

Accountable to: Subject Leader

Responsible for: Carrying out the duties of a subject teacher as set out in the most recent Teachers' Pay & Conditions Document.
Leadership of English standards at Key Stage Four.

JOB PURPOSE

We are looking for a motivated and enthusiastic teacher to become part of our team. The ideal candidate will design and deliver engaging lessons that align with the curriculum, inspiring students to achieve their full potential. This role involves creating a supportive and dynamic learning environment while fostering both academic growth and personal development in every student.

KEY TASKS & RESPONSIBILITIES:

We are seeking a dedicated and passionate teacher to join our team. The successful candidate will plan, deliver, and review high-quality lessons in accordance with the curriculum, ensuring that all students are engaged and making exceptional progress. This role requires a commitment to fostering a positive learning environment and supporting students' academic and personal development.

Key Responsibilities:

- Plan, deliver, and review lessons that are appropriate to students' age and ability, facilitating their learning progression.
- Ensure teaching is broad, balanced, engaging, and appropriately differentiated to maximize student potential.
- Identify and address individual student needs to ensure outstanding progress and wellbeing.
- Promote and maintain discipline in line with the academy's behavior policy.
- Use formative and summative assessments effectively to inform lesson planning and interventions.



Continued...



- Provide constructive feedback that supports students' learning and development.
- Manage the classroom and resources to create a positive and effective learning environment.
- Set and monitor homework assignments where appropriate.
- Fulfill pastoral responsibilities by supporting students throughout the school day.
- Engage in professional development to enhance teaching practices and contribute to the academy's strategic objectives.
- Attend and lead meetings, training sessions, and administrative tasks as required.
- Implement all trust policies consistently and contribute to decision-making processes.
- Report any safeguarding concerns immediately to the designated safeguarding lead.
- Carry out any other reasonable duties as requested by the Headteacher.

Continued...



As Key Stage Coordinator:

Strategic Leadership & Vision:

- Develop and articulate a clear vision and strategic direction for KS4 English, aligned with whole-school priorities and promoting excellence for all student groups.
- Translate the vision into ambitious, measurable targets for student attainment and progress across all qualifications (GCSEs, Functional Skills, Entry Level Certificates).
- Lead the development, implementation, and evaluation of KS4 English departmental improvement plans.
- Stay abreast of national educational developments, curriculum changes, examination board requirements, and best practices in English teaching, particularly concerning inclusivity and diversity.

Curriculum & Qualifications:

- Oversee the design, planning, and delivery of engaging, coherent, and challenging KS4 English curricula for all relevant qualifications.
- Ensure curricula are well-sequenced, build upon KS3 learning, and effectively prepare students for terminal examinations and future pathways.
- Ensure the curriculum and chosen resources reflect and celebrate the diversity of the school community and wider society, promoting inclusive practices.
- Manage the selection and implementation of appropriate qualifications (GCSE English Language, GCSE English Literature, Functional Skills, Entry Level Certificates) to meet the diverse needs of the student cohort

Teaching, Learning & Assessment:

- Model excellent and inclusive English teaching practice within own classroom teaching.
- Lead the development and implementation of effective, research-informed teaching and learning strategies across the KS4 English team.

Continued...



- Establish and monitor high expectations for student behaviour and engagement within English lessons, ensuring consistent application of the school's behaviour policy.
- Develop and oversee a robust KS4 assessment strategy, including formative and summative assessments, mock examinations, and standardised marking procedures.
- Lead departmental moderation activities to ensure assessment accuracy and consistency in line with examination board standards.

Staff Leadership, Management & Development:

- Lead, manage, motivate, support, and challenge the team of teachers delivering KS4 English.
- Set clear expectations for staff performance and conduct regular monitoring of teaching quality through our faculty focus programme.
- Identify the professional development needs of the KS4 English team and facilitate access to relevant training and coaching (subject knowledge, pedagogy, exam board specifics, inclusive practices).
- Facilitate effective team meetings, collaboration, and sharing of best practice within the KS4 English team.
- Contribute to the appraisal process for KS4 English teachers, setting appropriate objectives linked to student outcomes.
- Support Early Career Teachers (ECTs) and trainee teachers working within the KS4 English team as required.

Continued...



Student Progress, Attainment & Intervention:

- Rigorously monitor, analyse, and evaluate KS4 English performance data (attainment, progress, gaps between groups) across all qualifications.
- Identify underachieving students and groups (e.g., SEN, EAL, PP, gender) and lead the planning and implementation of targeted intervention strategies.
- Track the impact of interventions and adjust strategies accordingly to maximise student progress.
- Work collaboratively with the SENCO, EAL Coordinator, Pastoral Leaders, and other relevant staff to ensure effective support for students with specific needs.
- Celebrate student success and effort in KS4 English.

Quality Assurance & Evaluation:

- Implement robust quality assurance processes for KS4 English (e.g., curriculum review, assessment moderation, monitoring teaching and learning).
- Regularly evaluate the effectiveness of KS4 English provision and use findings to drive continuous improvement.
- Prepare reports on KS4 English performance, progress, and development for the Head of Department, Academy Leadership Team (ALT), and Governors as required.
- Ensure compliance with all relevant examination board regulations and school policies.

Continued...



Communication & Collaboration:

- Communicate effectively with students and parents/carers regarding KS4 English expectations, progress, and support available.
- Liaise effectively with the overall Head of English/Faculty Lead.
- Collaborate with KS3/5 English leads to ensure smooth transition and curriculum continuity.
- Liaise with external agencies and examination boards as necessary.

Resource Management:

- Manage KS4 English resources effectively, including textbooks, digital platforms, and potentially a delegated budget, ensuring value for money and equitable access for staff and students.
- Oversee the organisation and maintenance of KS4 English learning environments where applicable.
- Carry out any other reasonable duties as requested by the Leadership team and Head of Faculty.

PERSON SPECIFICATION



Sidney Stringer
Multi Academy Trust

Aspect	Essential	Desirable	Measured By
Education & Qualifications	<ul style="list-style-type: none"> - Qualified Teacher Status (QTS) - Degree in relevant subject 	<ul style="list-style-type: none"> - Postgraduate qualification - Further CPD in teaching methods 	Application form
Knowledge & Experience	<ul style="list-style-type: none"> - Understanding of the National Curriculum - Experience teaching KS3 & KS4 (and KS5 if applicable) - Effective classroom management strategies 	<ul style="list-style-type: none"> - Experience in pastoral roles - Experience with SEN or EAL students - Knowledge of recent educational developments 	Application form Lesson observation Interview

Skills & Abilities	<ul style="list-style-type: none"> - Strong communication and interpersonal skills - Ability to differentiate lessons for diverse needs - Effective assessment and feedback strategies - Ability to inspire and engage students 	<ul style="list-style-type: none"> - Use of technology in education - Ability to lead extracurricular activities - Experience in mentoring or coaching 	Application form Lesson observation Interview
Other	This post is exempt from provisions of the Rehabilitation of Offenders Act 1974. A Criminal Record Disclosure will be required prior to appointment.		

Document Control

Reviewer	Role of Reviewer	Date of Last Review
Emily Bennett	Head of English	10th March 2025





SAFEGUARDING

All staff are accountable for the way in which they exercise authority, manage risk, use resources and protect students from discrimination and avoidable harm. All staff have a duty to keep young people safe and to protect them from physical harm. By accepting a role that involves working with children and young people they need to understand and acknowledge that the responsibilities and trust are inherent in that role.

- The jobholder is expected to observe their obligations in accordance with the Academy's Child Protection Procedure, and to report any concerns that they may have regarding a child or young person's welfare to the appropriate person. The Academy's Child Protection Procedure can be obtained from the jobholder's line manager.
- The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



Rehabilitation of Offenders Act 1974

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions and reprimands being considered. Any convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Principal by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with the Academy's Disciplinary Procedure.



Health and Safety

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in the Academy's Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

CONTINUED...



Equality and Diversity

Sidney Stringer Multi Academy Trust is committed to equality and values diversity. As such the Academy is committed to fulfilling its Equality Duty obligations, and expects all staff and volunteers to share this commitment. The Duty requires the Academy to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they come into contact with, with dignity and respect, and are entitled to expect this in return.



This job description reflects the major tasks to be carried out by the jobholder and identifies the level of responsibility at which the jobholder will be required to work, as at the date on which the last review took place.

This job description may subject to review and/or amendment at any time to reflect the requirements of the job. Any amendments will be made in consultation with any existing jobholder, and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.



Training and Development

Sidney Stringer Academy has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development, and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.



Sidney Stringer
Multi Academy Trust

HOW TO APPLY:

WE LOOK FORWARD TO RECEIVING YOUR COMPLETED APPLICATION FORM.



VISIT OUR WEBSITE

For further details, an application form, and to apply, please visit our website:

www.sidneystringertrust.org.uk

Alternatively you can contact us on WhatsApp on 02476633946.



VIA EMAIL

Please send completed application form electronically to Laura Niblock MAT Head of HR:

recruitment@sidneystringeracademy.org.uk

[no hard copies to be sent in the post].

CLOSING DATE

Friday 2nd May 2025 at 12pm

Interview date - TBC



QUERIES AND WHATSAPP

If you would like any further information or have any questions then please email

ebennett.staff@sidneystringeracademy.org.uk

or contact us on WhatsApp on 02476633946.