



Teacher of English

**September 2026
Full time
MPR /UPR**



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, appearing 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

Teacher of English



The KS3 English curriculum is exceptionally well sequenced and planned with a very strong commitment to reading and literacy throughout the school. In English, students follow the KS3 national curriculum, giving them a strong entitlement to a rich variety of texts alongside students building their reading, writing, speaking and listening skills to ensure they communicate with fluency across all disciplines.

It is our ambition that every child's reading age will match their chronological age. Beyond a huge appreciation and promotion of reading within English, both as part of following the canon, and reading for pleasure, students also read in morning House time, follow the Accelerated Reading scheme and for our less able readers, they take part in a range of reading interventions. We know that when students' literacy skills are exceptional, they will make outstanding progress across all their subjects. We are relentless in our pursuit of ensuring our students' literacy skills the very best they can be with the teaching of English being the springboard for this at HLNA.

More about English at HLNA:

- Pupils are taught for 7 hours of English per fortnight in Years 7 and 8.
- Pupils are initially be grouped according to ability.
- Pupils are taught an ambitious, carefully planned and sequenced English knowledge curriculum. Every lesson is centred on reducing cognitive overload to ensure that our practice is fully inclusive with .

As a House Champion and Teacher of English you will also lead and support with initiatives to improve handwriting and spelling across the school.

There is a suite of English classrooms with ICT facilities available, including the use of a Visualiser in each classroom. The spacious library is situated within the heart of the school and is fully stocked with a range of texts suitable for every child.

Super-curricular activities are an important part of our curriculum offer of entitlement to ensure that our students experience the best of what has been thought and said in each subject.

Every department offers a weekly activity linked to their subject that provides students with the opportunity to develop their cultural capital and passion for a range of subjects and interests.

In your application, please include details of what you can offer your growing department.

As part of the North Guarantee for pupils, we also offer trips and visits over the five years that subject teachers and leaders will initiate.

You will be provided with a laptop to help support your teaching and learning.

Main purpose

As a Teacher of English you will take responsibility for providing high quality English teaching to ensure HLNA students make exceptional progress. You will be keen to work productively as a small team initially and seek to both share your expertise and continually reflect as a practitioner of English. You will do all of this within a highly supportive professional environment. You will be able to demonstrate:

- High-quality teaching and subject knowledge of English
- Improved standards of learning and achievement for all pupils
- Exceptional relational practice with students
- Consistent use of assessment to further promote learning and progress
- Effective use of resources

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.hlna.co.uk) and email them to jobs@hlna.co.uk, indicating in the message title the post that you are applying for. If you would like to chat about this post, please contact Emma Riley, Curriculum Leader for English on 02475 106910.

The closing date for applications is 1200pm Wednesday 28th January 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 Teacher of English both within the classroom and beyond to ensure students at Higham Lane North Academy are safe, happy and make excellent progress.

About Higham Lane North Academy



'Everyone will excel through our high expectations and high levels of care and support. Higham Lane North Academy is a school where everyone is included and everyone belongs.'

Kirstie Robinson

Headteacher

Higham Lane North Academy is a vibrant, ambitious and inclusive school committed to providing high-quality education that inspires, challenges and supports every learner. We pride ourselves on our strong community ethos, excellent teaching standards, and a culture that values both academic achievement and personal development for both experienced teachers and ECTs.

Why be a key part of Higham Lane North Academy?

We are seeking an enthusiastic, dynamic and dedicated **Teacher of English** to join our small but highly successful English department. The ideal candidate will be passionate about literature and language, committed to high academic standards, and able to foster a love of learning in all students.

The second year and beyond at Higham Lane North Academy

As we embark upon our second year at HLNA, 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.

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

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 your lessons
- Contribute to school improvement planning, working closely with the Curriculum Leader for English

Subject knowledge and curriculum development

- Use extensive, up-to-date subject knowledge to lead English and keep up to date with developments in pedagogy and the curriculum
- Ensure the planned curriculum is effectively and consistently implemented within Year 7
- Work with teachers to build links between the English curriculum/literacy skills and the wider curriculum
- Promote a high standard of speaking, listening, writing and reading of English

Monitoring and assessment

- Quality assure data within the subject to ensure it is accurate, reliable and valid
- Analyse internal and external assessment data for your classes with the Curriculum Leader of English 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
- Moderate assessments with the Curriculum Leader of English to make sure accurate judgements of pupils' progress are made.

Managing resources

- Audit, check and manage English resources termly, to ensure they are available, up to date, varied and diverse, and match pupil and curriculum needs within your lessons.
- Provide support with classroom displays to ensure they are stimulating, of high quality, and inspire curiosity in pupils.



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always do what is right.**

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Person Specification

Qualifications and training

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



Experience

- Experience of teaching in English/literacy (desirable)
- Teaching experience



Skills and knowledge



- Expert knowledge of the National Curriculum, particularly the English 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.





Contact Us

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