Recruitment & Selection of
Senior Director of Subjects

English & Mathematics.

APPLICATION PACK

Required to start 01 January 2018

NORTHERN EDUCATION TRUST

Northern Education Trust
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INTRODUCTION



Message from the Chief Executive
Northern Education Trust

The Trust is looking to attract teaching leaders of the highest calibre who have a desire to lead on improving the quality of teaching and outcomes across the Trust. As a Senior Director of a subject across the secondary academies, your top priority will be to ensure that teachers deliver excellent outcomes.

You will be an inspirational leader and professional role model who can direct, mentor and coach colleagues leading primary phases or secondary faculties. You will have the stature and confidence to command the respect of academy principals, providing them with specialist advice and guidance in curriculum design and teaching standards for your specialism. Your knowledge and skills will be such that you can deliver training or modelling of teaching to the very highest standard. Your analytical skills in reaching judgements about standards will be excellent.

The Senior Directors will each be located in an academy and be a member of the academy leadership team, contributing to the raising of standards. The Trust is keen to develop talent and encourage all employees with their career aspirations and we will ensure that your journey to meeting the National Standards of Excellence is supported.

You will share NET's values and the absolute belief that all pupils are entitled to receive outstanding teaching. You will therefore be passionate about driving and demanding improvement and possess a proven track record in leading and driving improvement in a school.

This is a unique opportunity to inspire and develop the talents of teachers in our Trust. Our values and ethos are central to everything we do and all staff of the Northern Education Trust will abide by the one academy rule:

'All students and adults are expected to behave in a responsible manner both to themselves and others, showing consideration, courtesy and respect for other people at all times'.

If your experience, energy, personal qualities and values support ours, then we look forward to receiving your application.

Yours sincerely



Rob Tarn
Chief Executive

ABOUT US

The Sponsor
Northern Education Trust

Established in 2012, Northern Education Trust is a not-for-profit education charity and sponsor of 20 academies, 10 primary and 10 secondary, throughout the North East and North West of England.

Based just outside of Newcastle upon Tyne, Northern Education Trust is a nationally recognised and trusted academy sponsor with an excellent track record and can demonstrate vast experience of school improvement.

The Trust has a great deal of specialised experience it can call upon, benefiting from established routes into the further education, higher education, private and voluntary sectors as well as schools and local authorities.

The organisation can provide direct expertise and support on curriculum development, teaching and learning, leadership and organisational effectiveness, performance management, marketing, HR, finance and property development.







ABOUT US

The Region
North East and North West England

Although we work throughout the North of England, our operational base is just outside Newcastle upon Tyne, but while many of our core operations team are based there, it is quite usual for them to travel between academies in the course of the week.

Northern Education Trust academies are located in Blyth, Newcastle, Gateshead, Sunderland, Hartlepool, Stockton on Tees, Bradford, Halifax, Keighley, Barnsley and Bolton

Our primary academies are:

- **Abbey Park Primary Academy, Halifax** www.abbeyparkacademy.org
- **Ferns Primary Academy, Bolton** www.thefernsacademy.org
- **Frederick Nattrass Primary Academy, Stockton on Tees** www.fredericknattrassacademy.org
- **Hilton Primary Academy, Newcastle upon Tyne** www.hiltonacademy.org
- **Merlin Top Primary Academy, Keighley** www.merlintopacademy.org
- **Mount Pellon Primary Academy, Halifax** www.mountpellonacademy.org
- **Norton Primary Academy, Stockton on Tees** www.nortonacademy.org
- **Oak Tree Academy, Stockton on Tees** www.theoaktreeacademy.org
- **Ryecroft Primary Academy, Bradford** www.ryecroftacademy.org
- **Southmere Primary Academy, Bradford** www.southmereacademy.org

Our secondary academies are:

- **The Blyth Academy, Blyth, Northumberland** www.theblythacademy.org
- **Dyke House Sports &Technology College, Hartlepool** www.dykehousecollege.com
- **Grangefield Academy, Stockton on Tees** www.grangefieldacademy.org
- **Kearsley Academy, Bolton** www.kearsleyacademy.org
- **Kirk Balk Academy, Barnsley** www.kirkbalkacademy.org
- **Manor Community Academy, Hartlepool** www.manoracademy.org
- **North Shore Academy, Stockton on Tees** www.northshoreacademy.org
- **Red House Academy, Sunderland** www.redhouseacademy.org
- **Thomas Hepburn Community Academy, Gateshead** www.thomashepburn.org.
- **Thorp Academy, Ryton, Gateshead** www.thorpacademy.org

More information about Northern Education Trust, its vision and values and the websites for each of our academies can be found at **www.northerneducation.com**

ABOUT US



Barnsley
(Kirk Balk Academy)

Barnsley, South Yorkshire is located between Sheffield and Leeds and is a former industrial town founded on coal mining and glassmaking. It is lightheartedly believed to be where 'Yorkshire' was invented.

Famous for their brass bands, and their Barnsley chops, Barnsley folk have a reputation for saying what they mean, but are also known for their honesty, friendliness and community spirit. Supporting Barnsley F.C. is one way to ensure you start off on a good footing with the locals!

With a population of 92,000, Barnsley is surrounded by several smaller settlements which form the Metropolitan Borough of Barnsley, with Barnsley as the administrative centre. The western half of the borough stretches from the M1 to the edge of the Peak District and is rural in character. The market town of Penistone and Wentworth Castle with its Grade I listed gardens, Cannon Hall Park and Museum, Cawthorne Jubilee Museum, Wortley Hall and gardens, and Wortley Top Forge (16th century Forge) provide cultural and historic interest.

Historically, Barnsley was a stop-off point en route between Leeds, Wakefield, Sheffield and London, developing into a centre for linen weaving and important 19th century manufacturing town.

Today it continues its tradition of good transport links, providing easy access to the M1 motorway and a railway station on the Hallam and Penistone Lines. The town has attracted major companies including online retailer ASOS, Premier Foods, Rexam Glass, double glazing joinery manufacturers and other large food manufacturers.

Regeneration in the town centre has culminated in a new transport interchange, a cultural centre in the old Civic Hall, a Digital Media Centre (opened 2007), and new offices and apartments.

Outside the town centre are large retail parks and supermarkets including Asda, Morrisons, Currys, and Halfords.

House prices are below the national average and popular locations to live include Cawthorne and Ardsley, (two of the nicest) and Worsbrough Village. Parts of Elsecar are popular too (about 5 miles from Barnsley town centre). Staincross, Mapplewell, Darton, Kexbrough are also favourites.

ABOUT US



Blyth, Northumberland (The Blyth Academy)

Blyth lies just twenty minutes north east of NewcastleGateshead and is a historic town founded originally on salt manufacturing; evaporating sea water in large pans. It was the first industry in Blyth from medieval times until salt became heavily taxed during the 18th century and the industry was replaced by coal mining, engineering and shipbuilding.

Blyth's collieries were opened in 1663 to exploit a rich coal outcrop. Market Street in the town occupies the course of an old wagonway which brought coals to the quay. The wagonway influenced the irregular development of streets in Blyth as the 19th century progressed. Blyth was also a manufacturer of ropes for shipping; and a major shipbuilding port until 1967. It was also a wartime submarine base.

Blyth's proud heritage and people are remembered in St Cuthbert's Churchyard, burial place of many prominent residents and home to ornate and listed grave stones. The Harbour Commissioner's Offices built in 1913 marks the town's nautical legacy as does the Grade II listed "High Light" lighthouse to the rear of Bath Terrace.

The town has much to offer residents, being located in an economically active part of north east England with excellent road and rail links to the wider region. Nearby Cramlington is a major employer with various industrial parks, shopping and various housing choices from rural to suburban, many industries and investment powering the wider economy.

Blyth contains an attractive park with a fantastic children's water play area, a thriving market place with shops, a wide variety of pubs and restaurants and an outstanding leisure facility in Blyth Sports Centre with large pool, squash and badminton courts, 5-a-side, basketball, netball, dance club and spa. The beautiful beach at Blyth is popular with surfers, canoeists, sea anglers and families alike and is situated close to a brand new children's play area with walks, cycle paths and a popular fish and chip restaurant.

Football fans will admire the strong local support for Blyth Spartans Association Football Club, while those with sea-legs will enjoy Blyth Marina, home to the Royal Northumberland Yacht Club. Appropriately, Blyth's seafaring and nautical heritage was celebrated this August Bank Holiday weekend when it became a visiting port for the Tall Ships' Regatta 2016 showcasing everything Blyth has to offer; quality food, drink and entertainment set against a stunning backdrop of the North Sea coastline.

ABOUT US



Bolton
(The Ferns Primary Academy and Kearsley Academy)

Proud, diverse and distinctive Bolton has a lot to offer from museums jam-packed with ancient artifacts to breathtaking countryside and everything else in between with its award-winning attractions, fast-paced sport and leisurely country walks. One of the fastest growing towns in the UK, the university attracts students in their thousands and after years of redevelopment elsewhere in the North West, Bolton is now getting its fair share of investment cash.

A compact city, the main routes into town are well served and Bolton has ample city centre parking with 20 designated long-stay and short-stay car parks. The A6 passes through Hunger Hill and Westhoughton and the A666 dual carriageway is the main route into the town centre from the M61/M60 interchange. Situated on the West Coast Mainline there are good commuter services between local train stations such as Bromley Cross, Blackrod, Horwich and Farnworth; First Bus, and Arriva Buses serve all local routes.

Culture vultures will enjoy The Octagon Theatre, Bolton Museum with a collection of ancient Egyptian artifacts. The Industrial Heritage Town Centre Walking Trail has 12 sites of interest together with historic buildings and statues.

Leisure centres, sports and fitness clubs are dotted throughout the city, while Bolton Wanderers Football Club Stadium Tours, sports hall and merchandise superstore are located at the magnificent Macron Stadium.

Adjacent, the countryside of the West Pennine Moors is stunning. The Last Drop Village is a picturesque collection of Georgian farm buildings converted into craft shops, florist, hairdresser, antique and jewellery shops. Jumbles Country Park boasts a beautiful parkland, reservoir and picturesque walks. The town centre itself has a traditional Victorian Park with ornamental gardens, lakes, play area and bowling green.

Bolton's growth has led to a buoyant picture for property prices with the redevelopment of many areas, such as the £200m Church Wharf mixed-use development with 600 new homes. Away from the town centre, the borough contains traditional and more affluent areas including Heaton, Horwich, Harwood and Smithills.

ABOUT US



Bradford
(Merlin Top Primary Academy, Ryecroft Primary Academy, Southmere Primary Academy)

Bradford lies on the edge of beautiful Bronte country and is full of surprises. Ongoing regeneration projects are transforming the city into a vibrant, modern place to live and work, with new public spaces rising up from once dilapidated industrial sites; renovated historic architecture and new builds are complemented by improved transport links. Bradford is a stylish, cosmopolitan and desirable place to live and work.

Bradford city centre is small and compact compared to neighbouring Sheffield and Leeds, but has ample car parking, and superb local bus routes linking to Bradford Interchange, the main train station which, along with Bradford Forster Square, operates main line routes to Ilkley, Keighley, Shipley, Saltaire and Bingley as well as Leeds and Manchester.

Like all northern cities Bradford delivers a dazzling range of pubs, clubs and restaurants and is famously known as the 'Curry Capital of Europe'. It also serves up many other international dishes in a mouthwatering array of eateries predominantly located around the new Centenary Square development.

Buzzing markets and shopping attracts 11 million visitors every year to the city, notably Oastler Market, with Kirkgate, Keighley and St James's Wholesale adding further retail choice. Surprising to many visitors is the range of exclusive parks and gardens, dotted throughout the city, including the renowned Mughal Garden based on the Shalamar Gardens at Lahore.

The gem in the cultural crown of the city is the National Museum of Photography, Film & Television with five floors of media history and the IMAX – Britain's largest cinema screen. Historic interest is provided at the Bolling Hall Museum and The Brontë Parsonage Museum while nearby Saltaire, a 19th century industrial town on the UNESCO World Heritage List hosts a large David Hockney exhibition, restaurants and shops.

Housing is varied and abundant. The heartland of the Industrial Revolution, Bradford was marked by cotton production and many old mills have been converted into chic loft apartments such as Lister Mills. City centre redevelopment provides additional modern apartments and penthouses, including High Point, Market Urban Village and Goitside Urban Village. The Bradford Canal area, described as Yorkshire's Docklands is undergoing a £470m redevelopment creating 5,000 new homes while out of town, the suburbs of Eccleshill, Allerton, Giggleswick, Horton in Ribblesdale and Settle are also popular locations.

ABOUT US



Halifax
(Abbey Park Primary Academy, Mount Pellon Primary Academy)

Halifax, West Yorkshire has been described as 'somewhere with a bit of the best of everything'. It's a friendly and historic town spread over four hills in the Pennines ensuring stunning views from most vantage points.

The town centre, though compact has everything residents need with a lovely Victorian covered market and lots of welcoming real ale pubs as well as traditional shops still going strong such as fishmongers, bakers, ironmongers, patisseries, thriving alongside the bigger supermarkets. Halifax is known for Mackintosh's chocolate and toffee products including Rolo and Quality Street. The Halifax Bank and Yorkshire Bank were also founded here.

Sport and leisure opportunities are good with plentiful parks, trees and green spaces and a cultural centre comprising beautiful Victorian architecture, a theatre, restaurants, bowling alley, swimming pool, assorted gyms and a new multiscreen cinema. The town's football team, F.C. Halifax Town participates in the National League, the fifth tier of English football and share the Shay Stadium with the town's rugby league club, Halifax RLFC.

Halifax also boasts a canal system and towpath where visitors can walk or cycle along to Elland, Sowerby Bridge or Brighouse. Sowerby Bridge is fast becoming the region's hotspot for wining and dining with a national survey crowning it one of the most desirable locations in Yorkshire and the north east to live.

Housing choice is abundant and varied with many people living in Halifax commuting to the bigger cities, benefiting from Halifax's excellent road, rail and bus connections. There is easy access to the M62 and acres of countryside on the doorstep with scenic Yorkshire Dales to the north and the Peak District to the south, complemented by big city benefits in Leeds and Manchester just 20 minutes and 45 mins drive respectively.

Huddersfield is even closer with more good amenities. Frequent trains run from Halifax to Leeds which is connected by a regional rail link from the West Coast (Blackpool, Liverpool) via Halifax, Leeds and York to Newcastle. Links to Manchester are also good.

ABOUT US



Hartlepool, Tees Valley (Dyke House Sports & Technology College, Manor Community Academy)

Hartlepool is one of the five Tees Valley Boroughs - Darlington Middlesbrough, Redcar & Cleveland and Stockton-on-Tees comprising the others.

Hartlepool town developed in Victorian times on the prosperity brought by the railways, coal shipments and timber imports to the port. The masts of the restored HMS Trincomalee, Europe's oldest floating warship now form the centrepiece of the recreated Historic Quay and marina, overlooked by stylish apartments and offices.

Major regeneration investment has benefited the town and surrounding region in recent years and the area has much to offer, ranking highly for affordability and excellent range of housing, high levels of disposable income, good shopping and leisure facilities and low congestion levels. Hartlepool has a good range of amenities, some excellent restaurants including Italian, Indian and Algerian, and excellent access to the wider region provided by easy road (A1M) and rail links to Newcastle and Middlesbrough.

Culturally, the region also delivers with MIMA, the Middlesbrough Institute of Modern Art, Darlington's Head of Steam Museum, Hartlepool's Maritime Experience in the 500-berth Hartlepool Marina and lots of history to boot. Just over 30 minutes away by car, is the World Heritage Site of Durham, with Durham Cathedral, as well as proximity to the spectacular North York Moors. Durham Tees Valley Airport is just over 20 miles away with flights to 200+ destinations.

More locally, Hartlepool's Seaton Carew beach boasts an imposing seafront area with impressive stretches of clean, golden sand. The original old settlement of Hartlepool on the promontory of the Headland nestles beneath St Hildas Church, a Grade I listed late 12th century building on the site of the monastery founded by St Aidan, where St Hilda was abbess.

And West Hartlepool is a lovely Victorian/Edwardian area with a couple of large and excellent parks only 10 minutes' walk from town. Old Hartlepool boasts some fantastic architecture (Oxford Road and Verills are noteworthy) and popular pubs.

ABOUT US

NewcastleGateshead, Tyne and Wear
(Thorp Academy (Ryton), Hilton Primary Academy, Thomas Hepburn Academy (Gateshead)

A great place to live and work, this clean, modern European city stuns the first time visitor with its chic cosmopolitan style, enviable infrastructure and architecture, superb transport links and friendly welcome.

NewcastleGateshead has proud industrial roots and has transformed itself over two decades with impressive regeneration programmes into an internationally recognised world-class cultural centre, diverse and vibrant with breathtaking leisure opportunities and the added renown of being one of Europe's safest and friendliest cities linked to the world by Newcastle International Airport.

Commuting is a dream with major motorway links, an efficient underground rail system, The Metro and bus routes for quick and easy access throughout the city, perfect for managing work life balance and for enjoying a pot pourri of things to do. Main attractions are the Sage Gateshead music centre and Baltic Arts centre on the Gateshead bank of the river connected to Newcastle's Quayside by the iconic Millennium and Tyne bridges. Here you'll find theatres, shops and art galleries (many of them located on Grey Street, recently voted 'Best Street in Britain'). Discover further retail and leisure opportunities in Newcastle's Eldon Square and Gateshead's MetroCentre, two of the largest shopping centres in the UK and must-visits for fashionistas and shopaholics.

Two outstanding universities and colleges are magnets for students of all nationalities and the city is a renowned technology hub as well as being a vibrant creative cluster and conferencing destination rivalling Birmingham, Manchester and London. Business tourism delivers over £77m per year and supports over 1,600 jobs. With famous St James Park on the skyline there's no need to mention how fantastic the city is for football and sport lovers.



A short trip from the city centre you will discover beautiful countryside in Northumberland with its magnificent castles, golden coastline and of course, Hadrian's Wall. NewcastleGateshead is also just 10 miles from the City of Sunderland and 20 miles from beautiful Durham City with its cathedral.

House prices are slightly lower than the national average with a great range of options from chic apartments to country castles and everything in between.

ABOUT US

Stockton on Tees
(Grangefield Academy, North Shore Academy, Frederick Nattrass Primary Academy, Norton Primary Academy, Oak Tree Primary Academy)

There is a great quality of life in the North East of England. Tees Valley is to be found nestling between North Yorkshire and County Durham. The five Tees Valley Boroughs - Darlington, Hartlepool, Middlesbrough, Redcar and Cleveland and Stockton-on-Tees - all boast their own distinctive character but each share a commitment to development and regeneration, supported by a spirited tradition of industry and creativity.

House prices are below the national average and a high investment in further education facilities is making a positive impact. Furthermore, £70 million has been recently secured to develop the public transport system.

You are never far away from stunning coastline or rolling countryside in Tees Valley – Lonely Planet labelled Tees Valley the "most exciting, beautiful and friendly region in England."

Local attractions include boutique shopping in Yarm (voted best UK high street by the BBC), golfing or relaxing in five star luxury at the Rockcliffe Hall Hotel and Spa or for the more active, you could try your hand at white water rafting at the Tees Barrage International White Water Centre, enjoy a day at the races at Redcar Racecourse or the magnificent wetland area of Saltholme where you will find the RSPB bird sanctuary.

Culturally, the region also has much to offer including MIMA, the Middlesbrough Institute of Modern Art, Darlington's Head of Steam Museum, Hartlepool's Maritime Experience and just over 30 minutes away by car, is the World Heritage Site of Durham, home to Durham Cathedral, one of Europe's greatest medieval buildings.

The quality of housing and standard of amenities is also excellent. Right on the doorstep of five of our academies is Norton with its beautiful high street and a history that dates back to at least the Anglo Saxon period. Yarm is only five miles away and Stokesley, a small market town in the Hambleton district of North Yorkshire, is 13 miles away, not far from the spectacular Roseberry Topping – not the highest hill you will ever climb, but a local, distinctive and iconic landmark affording panoramic views of North Yorkshire and Cleveland.



ABOUT US



Sunderland, Wearside (Red House Academy)

Sunderland in north east England is NewcastleGateshead's 'neighbour city' at the mouth of the River Wear. Football rivalry aside, there's an inseparable connect between these two thriving cities with industry being the lynchpin. Engineering and manufacturing technology and a skilled workforce have enabled Sunderland to be the Headquarters for Nissan in the UK, while Sunderland Software City has also added to Sunderland's reputation as an innovative and technological powerhouse with world-class research and infrastructure.

Sunderland has truly embossed itself on history. From the seventh century, St Peter's Church at Monkwearmouth was home to the Venerable Bede and early Christianity blossomed from here. It's also been famous for its glass making, coal mining and shipbuilding. Keel Square has been conceived to celebrate Sunderland's shipbuilding heritage with the 'Keel Line', and will contain the names of up to 9,000 ships built on the Wear, marked by the 'Propellers of the City', a 3.5m interactive sculpture featuring the images of almost 500 workers from the shipyards.

Nowadays, Sunderland's award-winning beaches and countryside in beautiful Weardale are more likely to exert pull than propellers, complemented by ample leisure opportunities including the redeveloped Sunderland Marina, now a venue for sea kayaking, canoeing and surfing; while Mowbray Park with its tropical Winter Gardens provide a green backdrop to the city.

Cultural tourism is booming too with Sunderland's Empire Theatre showcasing brilliant live acts, plays and musicals with some of the biggest names and bands playing at the Stadium of Light, also home to Sunderland Association Football Club (SAFC).

Alongside the museums and galleries are plenty of vibrant bars, clubs and great restaurants, big reasons for its popularity among students of all nationalities at Sunderland University.

A short car journey from Sunderland is the World Heritage Site of Durham, home to Durham Cathedral, one of Europe's greatest medieval buildings together with Durham Castle, which dates back to Norman times. Also, just five miles away is the imposing Penshaw Monument, built in 1844 in the Doric style as a half-size replica of the Temple of Hephaestus in Athens.

There is a hard to beat quality of life in this region with house prices below the national average. Sunderland has an aspiration to be "the most liveable city in the UK" and the quality and standard of amenities is proof.

WHAT WE CAN OFFER YOU

The Sponsors and the Academy

We are looking for inspirational and outstanding Senior Directors of Subjects in English and Mathematics who will:

- Demonstrate the drive and skills to raise the standards of pupils' attainment and achievement
- Possess excellent management and leadership skills
- Be committed to the education and social well-being of every young person in our academies
- Continue to build and maintain effective relationships within our academies and with their communities and partners
- Be confident and enthusiastic about teaching and learning, children and young people
- Have a firm grasp of quality assurance issues and the management, analysis and use of performance data
- Welcome scrutiny from and work dynamically with forward-thinking governing bodies

We can also offer you:

- The chance to become part of a family of schools within the Trust and a set of values we all share
- Support for your professional development and the opportunity to continue to develop your leadership skills in well-run and well-resourced academy environments
- A real opportunity to work in partnership with the Trust to move academies to good or better within three years
- Quality relationships with and loyalty from students, parents, carers and the wider community
- Car Scheme and Cycle to Work (Salary Sacrifice)

JOB DESCRIPTION
SENIOR DIRECTOR OF SUBJECT

Job Title: Senior Director of Subject:
English and Mathematics

Reporting to: Chief Executive

Salary: Leadership spine L18- L22 (£59,857 - £66,017)

Working base: A NET academy – TBC

Closing date: The closing date for applications is 12 noon on Friday 22nd September 2017

Main Purpose of the Job

Reporting directly to the Chief Executive the Senior Director of Subject will support the Trust by providing leadership and strategic direction to their specialist curriculum area by:

- Being responsible for the line management of the team of Director of Subjects in their curriculum area, carrying out their performance management and holding them to account by clarifying expectations, setting high standards and ensuring objectives are met;
- Being jointly accountable for attainment in the subject area across the Trust;
- Ensuring the provision of high quality teaching and learning;
- Ensuring high standards and high expectations from students and staff;
- Modelling outstanding practice at all times.

JOB DESCRIPTION
SENIOR DIRECTOR OF SUBJECT

Key priorities

- The post holder shall be required to work in any of the academies within the Trust as directed by the Chief Executive. They will liaise and work closely with the Principal and the academy senior leadership team.
- To undertake the full range of duties and responsibilities as required by the Chief Executive as set out in The School Teachers Pay and Conditions Document.
- To be jointly accountable for outcomes to the Board in the specialist curriculum area across the Trust under the direction of the Chief Executive;
- Where necessary, be an active practitioner, teaching key groups where necessary to ensure a rapid rise in standards;
- Leading development of pedagogy across the Trust to improve the quality of teaching in subject area;
- Represent the Trust nationally where required by the Chief Executive in national forums;
- To have authority over curriculum leaders and Directors of Subject to direct and provide advice and support to drive the improvement of outcomes;
- To work, when required, for an extended period as interim curriculum leader within NET academies causing concern, where extensive support and challenge is required.
- To develop, launch and drive new initiatives and innovative practice in the subject area
- To support curriculum leaders with self-evaluation, planning and self-review: ensuring high quality Faculty Handbooks, sharply focused schemes and assessment and comprehensive self-review, which leads to continuous improvement.
- To liaise with and be informed by the most up to date Examination Board Training and marking and ensure that all curriculum leaders and their teams are highly skilled in the accurate moderation of students' work. Support this with NET-wide moderation of students' assessment in years 7 to 11.
- Lead trust wide subject reviews across the Trust.
- To lead on the development and improvement of quality data on the subject's performance, Trust wide, to ensure that it is accurate and appropriate to facilitate targeted intervention.
- To be an advocate for the subject area and to work collaboratively with others to improve the quality of teaching in the subject area across the Trust.
- Support and challenge the learning and teaching of the subject across the Trust, including the development of leaders of the subject.
- To actively promote equality of opportunity for all students and staff.
- To network to identify and disseminate best practice across the Trust and wider.
- To maintain outstanding teaching practice through research and ensuring awareness of latest thinking
- Tracking student data and analyse subject data across the Trust, facilitating collaborative learning from best practice and intervention where required.
- Development, with curriculum leaders, extra-curricular subject programmes.
- Work with the NET Teaching School Alliance to promote leadership and teaching development, through accredited and bespoke courses.

JOB DESCRIPTION
SENIOR DIRECTOR OF SUBJECT

- Assist, via the Teaching School Alliance, in the promotion and brokerage of fit for purpose SLE and other support.
- Support, via the Teaching School Alliance, the delivery of specialist courses, such as leadership/subject conversion and or subject upskilling.
- Support new entrants to the profession who are specialists in the subject and ITT via the NET Teaching School Alliance.
- Promote and develop the subject locally and nationally.
- When needed, analyse and review departmental teams and provide feedback, high quality reports and effective action plans and intervention strategies that bring about rapid improvement.
- Lead on curriculum development and delivery of NET-wide curriculum area CPD.
- Manage the Trust curriculum area hub – conferences, workshops and other collaboration opportunities.
- Advise on / assist in the procurement of resources for departmental teams and individual teachers, when appropriate.
- Deliver and develop with curriculum leaders resources for high quality revision and intervention sessions.
- Lead and support external reviews of curriculum area Trust-wide.

Generic Duties

The generic duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document, which should be read in conjunction with this document. The post holder is expected to be working towards the National Standards of excellence for school leaders and with the expectation that all staff of the Northern Education Trust will abide by the one academy rule:

'All students and adults are expected to behave in a responsible manner both to themselves and others, showing consideration, courtesy and respect for other people at all times'.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified and the post holder may reasonably be expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time.

Signed: .....

Date: .....

The Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. All posts are subject to enhanced disclosure and barring service checks. We expect all adults to share our commitment to safeguarding and the health and wellbeing of our students.

PERSON SPECIFICATION
SENIOR DIRECTOR OF SUBJECT

Part A: Application Stage

The following criteria will be used to short-list at the application stage:

A	ESSENTIAL
1	Qualified Teacher Status
2	Degree (or equivalent)
3	Evidence of recent and relevant further professional development
4	Be a Specialist Leader in Education (SLE) of your curriculum area (or be committed to working towards)
5	Proven successful track record of outstanding curriculum leadership in specialist curriculum area
6	Experience of managing a Department; line managing staff and carrying out their performance management.
7	Experience of monitoring and evaluating teaching/learning and target setting including the ability to accurately analyse data
8	Experience of effective working with a range of relevant stakeholders
9	Successful sustained experience of teaching in KS3 and KS4 which is at least good
10	Evidence of knowledge and understanding of risk management and of safeguarding issues
A	**DESIRABLE**
11	Higher degree or post graduate curriculum or leadership and management qualification
12	Successful experience of working with the school community in raising the school profile
13	Experience of education in an environment that can be challenging

PERSON SPECIFICATION
SENIOR DIRECTOR OF SUBJECT

Part B: Assessment Stage

All items of the application stage criteria and the criteria below will be further explored at the assessment stage:

A	ESSENTIAL
1	Good knowledge of the school self-evaluation and planning framework and ability to contribute to implementation
2	Good knowledge of leadership and management styles and when to use them
3	Able to plan personal workload and set priorities
4	Good written and oral communication skills to a range of audiences
5	Able to work with parents/carers to understand and meet the needs of individual students
6	A team leader who can ensure the involvement and commitment of all team members
7	Persuasive and confident in a range of different environments
8	Has a sound knowledge of strategies to enhance teaching and learning opportunities within academies
9	Understanding and experience of Performance Management and accountability in a school
10	A profound commitment to the vision and ethos of the Trust and the maintenance of excellent standards
11	A commitment to equality and diversity
12	High standards of integrity and a positive role model for students, staff, parents and the wider community
13	Appropriate behaviour, attitude and commitment towards safeguarding and promoting the welfare of children and young people including: • Motivation to work with children and young people • Ability to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours • Constructive attitude to use of authority and maintaining discipline

PERSON SPECIFICATION
SENIOR DIRECTOR OF SUBJECT

14	No disclosure about criminal convictions or safeguarding concern that make applicant unsuitable for this post
15	Stamina, resilience reliability and integrity
16	An understanding of the value of a successful work life balance for self and others
17	A high level of interpersonal skills with the ability to empathise with different points of view and win respect
18	Ability to motivate and inspire others
19	Persuasive and confident in a range of different environments
A	DESIRABLE
1	Effective financial and resource management skills
2	Aware of opportunities for teaching and learning presented by new technologies

The following methods of assessment will be used:

METHOD
Technical Assessment of application against criteria
Activities designed to provide evidence to assess against Person Specification
Presentation
Interview

PERSON SPECIFICATION
SENIOR DIRECTOR OF SUBJECT

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced DBS Certificate
2	Additional criminal record checks if applicant has lived outside the UK
3	Medical clearance
4	Qualifications essential to the post
5	Two references from current and previous employers (or education establishment if applicant not in employment)

JOB APPLICATION FORM
NORTHERN EDUCATION TRUST

For office use only

Applicants are required to complete all parts of this application form.
Before completion please read the guidance notes at the back of this document.

Job Applied for:	Post Ref:
Surname:	Initials:
Address:	National Insurance Number:
	DFE Teachers' Reference Number: *(if applicable)*
Address for Correspondence: *(if different)*	Home Telephone: Mobile: Work: *(optional)* Email:
When could you commence duties if appointed?	

References: Please give the name and contact details of **TWO** independent referees from whom NET will seek information regarding your suitability for this job. **ONE** of the referees must be your current or most recent employer. If you are not currently working with children but have done so in the past, the second referee should be the employer by whom you were most recently employed to work with children. References will not be accepted from relatives or persons who only know you as a friend.

Name: Occupation: Address: Postcode: Telephone Number: Email: Relationship to Applicant: Can we contact prior to interview? Yes ☐ No ☐	Name: Occupation: Address: Postcode: Telephone Number: Email: Relationship to Applicant: Can we contact prior to interview? Yes ☐ No ☐

In relation to work with children, NET will seek information about any past disciplinary issues relating to children and/or child protection concerns you may have been subject to.

JOB APPLICATION FORM
NORTHERN EDUCATION TRUST

Job/Career History	
Current or Last Job: *(please indicate full or part time)*	Job Title:
Name and Address of Employer:	Date Appointed:
	Date Left *(if applicable)*:
	Current Earnings:
Telephone Number:	Scale or Grade:
Email:	Notice Required:

Brief details of current or last job:

JOB APPLICATION FORM
NORTHERN EDUCATION TRUST

Previous Jobs *(list all employment including unpaid and voluntary work, most recent first)*				
Dates		Employer Name and Address	Job or jobs held with Employer	Reason for leaving
From	To			

Gaps in Employment (if you have any gaps in your employment, please give reasons below)

JOB APPLICATION FORM
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Qualifications and Training		
Qualifications Obtained	Type and Level (GCSE, A Level, Degree etc)	Date Obtained

Non-Qualification Courses and Further Training		
Details		Date

JOB APPLICATION FORM
NORTHERN EDUCATION TRUST

Personal Statement

(Please provide a detailed statement of the skills, knowledge and experience that makes you suitable for this job)

Data Protection

The personal information supplied by you on this application form will be used only to consider your application for employment with the Trust.
If you are shortlisted, contact will be made with the references you supply on the application form and a confidential reference will be sought from them.
The information you supply on the Equal Opportunities Monitoring Information Form will be used for those purposes stated and will only be retained in an anonymised form so that it cannot be linked to individual applicants. The information you supply will be retained only as long as necessary for the purposes of recruitment and monitoring.

JOB APPLICATION FORM
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Criminal Convictions

This appointment is excluded from the non-disclosure provisions under the Rehabilitation of Offenders Act 1974. Applicants must declare any convictions which for other purposes are "spent" and in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information will be treated confidentially.

Have you at any time received, or do you have a pending caution, bind over, reprimand, final warning or conviction? Yes ☐ No ☐

Have you ever been convicted of a criminal offence by a Court of Law? Yes ☐ No ☐

If you have answered yes to either of the above questions, please attach details including the offence and the date.

Nature of offence/s (i.e. conviction, caution, bind-over, reprimand)	Offence(s)	Date of Offence(s) (dd/mm/yyyy)	Disposal (if known)

An enhanced Disclosure and Barring Service (DBS) check will also be undertaken as part of the pre-employment clearances if you are successful.

Are you a member of any Professional Body? *(please give details)*

Yes ☐ No ☐

Do you hold a current Driving Licence? Yes ☐ No ☐

Do you hold a current HGV/PSV or other specialist Driving Licence? Yes ☐ No ☐

Please specify:

Are you related to any employee, trustee or governor of NET? *Please state below his/her name(s) and the relationship.*

Yes ☐ No ☐ Unsure ☐

Details:

JOB APPLICATION FORM
NORTHERN EDUCATION TRUST

Declaration	
I declare that the information on this application form is full, accurate and complete. I understand that if I provide false information or fail to provide full, accurate information, this may lead to the decision that my application cannot be considered any further, the withdrawal of offer of appointment, or by my dismissal, without notice, if I have been appointed. I also understand that canvassing a NET employee whether directly or indirectly, will result in this application being disqualified.	
Signed:	Date:

Safeguarding Declaration	
I declare that the information I have given on this form is complete and accurate and that: • I am not barred or disqualified from working with vulnerable groups, children or young people • I am not subject to any sanctions or conditions on my employment imposed by the Independent Safeguarding Authority, Secretary of State or other regulatory body.	
Signed:	Date:

Please return completed forms to:

Katie Rose, Assistant HR Advisor

katie.rose@northerneducationtrust.org

RECRUITMENT MONITORING FORM

For office use only

Personal details		
Full Name:	Title:	Gender:
Date of Birth:	Age:	Marital Status:
(Optional) Is your gender identity the same as the gender you were assigned at birth? Yes ☐ No ☐		
Please state where you saw this job advertised:		

Ethnic Origin

Asian or Asian British
☐ Indian ☐ Pakistani ☐ Bangladeshi ☐ Chinese ☐ Any other Asian background *(please specify)*

Mixed background
☐ White & Black Caribbean ☐ White & Black African ☐ White & Asian
☐ Any other mixed background *(please specify)*

White
☐ English ☐ Other British ☐ Irish ☐ Any other white background *(please specify)*

Black or Black British
☐ Caribbean ☐ African ☐ Any other Black background *(please specify)*

Other Ethnic Groups
☐ Arab ☐ Gypsy/Romany/Irish Traveller ☐ Any other background *(please specify)*

Religion *(optional)*

☐ Buddhist ☐ Christian ☐ Hindu ☐ Jewish ☐ Muslim ☐ Sikh ☐ None ☐ Other ☐ Prefer not to say

Sexual Orientation *(optional)*

☐ Bisexual ☐ Gay/Lesbian ☐ Heterosexual/Straight ☐ Other ☐ Prefer not to say

Please ensure you return this form with your completed application form.

RECRUITMENT MONITORING FORM

Disability

Northern Education Trust is positive about disability and welcomes applications from disabled people. Please answer the section on disability, which we include to establish whether we need to make adjustments to enable you to take part in the selection process; take positive action in supporting employment for disabled people; establish whether you will be able to carry out a function that is intrinsic to the work concerned and/or establish that you have a disability where this is an occupational requirement (section 60 of the Equality Act 2010 refers). The Academy undertakes to interview any applicant who declares a disability detailed on the Application for Employment and who meets the minimum essential criteria for the job.

Do you have any of the following long-standing conditions?

- ☐ Deafness or severe hearing impairment?
- ☐ Blindness or severe visual impairment?
- ☐ A condition that limits one or more basic physical activities such as walking, climbing stairs, lifting/carrying
- ☐ A learning difficulty
- ☐ A long standing psychological or mental health illness
- ☐ Other, including long standing illness
- ☐ No, I do not have a long standing condition

Do you have any specific requirements for interview or testing that you wish us to know about?
Please give details:

Where did you see this advertisement?

Please indicate below where you saw this advertisement – you can tick more than one box if appropriate.

- ☐ TES online

Please ensure you return this form with your completed application form.

JOB APPLICATION FORM
NORTHERN EDUCATION TRUST

General Issues

Your application will be assessed against the criteria listed on the person specification.

- CVs alone will not be accepted. You must complete the application form.
- Make sure all sections are completed clearly and as fully as possible.
- Make sure your application relates to the person specification.
- If you run out of space you may use additional pages.
- Make sure your application form is returned by the closing date.
- Keep a copy of your application; it will be useful to refer to for preparation if you are called for an interview.

If you have a disability that prevents you from completing the application form please contact Katie Rose, Assistant HR Advisor, at **katie.rose@northerneducationtrust.org** or mobile 07715 655495.

Current legislation means that you will be required to provide documentary evidence (for example National Insurance Number) showing that you are entitled to work in the United Kingdom. If you are shortlisted you will be asked to provide this at your interview.

Personal Details and References

Please complete this section fully and clearly. This is important contact information.

We need to know if you are related to an employee of the Trust. This is to ensure that you are neither disadvantaged nor favoured in your application. You must not canvass the employee to gain employment. This will disqualify your application.

Referees must be able to produce information about your suitability for the post. References provided by relatives, friends or people with whom you live with are not acceptable.

You will need to provide the names of two referees. One reference must be your current or most recent employer. The second reference should be a previous employer or someone that can give information about you that is relevant to the job. If you are a school or college leaver please give the name of your head teacher or tutor. Alternatively if you have had a Saturday or other part time job the person you worked for may be prepared to act as a referee.

It is advisable to contact your referees at an early stage to let them know that you wish to give their names and ensure that they are willing to act as a referee.

If you are shortlisted, contact will be made with the referees you supply on the application form. If, however, we should not contact a referee prior to interview, please say so on the application form.

No offer of employment will be made until references, that are satisfactory to the Trust, are received.

Job/Career History

Please state your current or last employer's name, address, telephone number, email address in full. Do not go into too much detail but list the main activities of the job.

In the previous jobs section please account for all the time since you left school, college or university. List your jobs, with the most recent first, stating month and year and mentioning any gaps in employment. Include voluntary work particularly if you have not been in paid work.

JOB APPLICATION FORM
NORTHERN EDUCATION TRUST

Qualifications and Training

List the qualifications you possess indicating grades.

List any formal, informal or on the job training you have received which you consider relevant to the post.

Some posts require the post holder to be able to travel between locations. This does not necessarily mean use of car; the actual mode of transport can vary depending on the distance to be travelled. Other posts may specify that driving is essential. For this reason you are asked to state whether or not you hold a current valid driving licence. Please complete this section fully.

Personal Statement

This is your opportunity to tell us why you are suitable for the job. Read the job description and person specification carefully to see what skills and experience you have that relate to those required by the job. Think about examples you can give to provide evidence of this.

Consider what you have done in the past; at home; at school; at college; in paid work; unpaid work; or in a hobby.

These may be useful to show how you meet the items on the person specification. For example running a home can show skills such as organising or budgeting, being active in a club or other groups can show teamwork, communication or organising skills.

Your completed application form will be used to decide whether or not you progress to the next stage of the selection process. No assumptions will be made about your experience. It is vital that you have told us how you meet the selection criteria.

Please do not forget to sign your application.

Equal Opportunities and Monitoring

NET values the diversity of the communities we serve. We therefore strive to ensure that our services reflect the needs of all the people within the community. All individuals can expect to receive equal access to employment, promotion and training.

This policy is based on the recognition that we live and work in a diverse society in which everyone has individual abilities and needs.

We are working towards an environment where all employees, residents and service users receive equal treatment regardless of gender, marital status, family circumstances, sexual orientation, age, disability, race, colour, religion, ethnic, national or social origin.

We ask you to assist us in monitoring our policies and practises by completing the recruitment monitoring form.

HOW TO APPLY

Closing date
The closing date for applications is 12 noon on Friday 22 September 2017

Shortlisting date:
To be confirmed (Expected w/c 2 October 2017)

Interviews
To be confirmed (Expected w/c 9 October 2017)

Job Description

This tells you the main responsibilities of the post and explains what we are looking for. It tells you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

Person Specification
This specification sets out which criteria will be used to shortlist candidates for interview.

Applying

If you decide to apply for this post please complete the accompanying application form. Your formal letter of application (supporting statement) should be no longer than three sides of A4 and should address the selection criteria detailed in the Person Specification. Please return your completed application by email to Katie Rose, Assistant HR Advisor at **katie.rose@northerneducationtrust.org**

Additional Information
If you would like any additional information about this post or would like an informal discussion, please contact Meriem Lairini, PA to the Chief Executive, by email at:
meriem.lairini@northerneducationtrust.org

Interview expenses payable for those travelling more than 50 miles to interview.
Relocation package available for exceptional candidates. Standard rail fare/0.45p per mile in car.