Director of English

Application Pack

Iceni Academy,

Methwold and Hockwold, Norfolk

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Our Vision

We have one core purpose:

To have the biggest positive impact in the varied communities we serve through ensuring top drawer education for our learners. #TransformingLives

How do we ensure this across our trust?

In all we do we are:

1. Ethical to the core, ensuring that education is always front and centre
2. Futures focused system leaders – never simply followers
3. Collaborative in every endeavour
4. Resolutely learner centred

01. About Academy

Transformation Trust

What does this look like across our trust?

Education

We are:

1. Ruthlessly ambitious for all who learn and work with us
2. Unwaveringly inclusive – determined on eradicating barriers to educational success
3. Committed to excellent teaching
4. Determined upon academic excellence for all in our communities
5. Compassionate, ethical and caring advocates for all in our communities
6. Outwardly facing and globally conscious

Operations

We are:

1. Committed to the very best people development and empowerment
2. Determined to shout loudly and share proudly our successes
3. The best professional and technical experts (supporting education) in the sector
4. Committed to the very best understanding and management of risk

Financial

We are:

1. Providing the best possible public service for the best possible value
2. Determined to supplement our public income with shrewd income generation
3. Building financially sustainable models of educational improvement in our communities
4. Demonstrably efficient in all we do

Our Values

* We will work inclusively within our communities, embracing the varied localities we serve while sharing our common vision and values.
* We will develop the very best leaders of the future, working to improve education and transform lives.
* We will adhere unwaveringly to the ‘Nolan Principles’ of Public Service, which is made clear in our commitment to Ethical Leadership.



Iceni Academy is part of the Academy Transformation Trust family of academies.

At Iceni Academy we aim to create a truly personalized

learning culture that thrives on aspirational standards,

shared values of excellence, respect, success,

and enjoyment.

Our innovative learning and teaching, alongside high levels

of discipline and engagement, mean Iceni Academy aims

to be a centre of excellence that sits at the heart of the

community.

We have the desire, experience, and vision to deliver a

‘platinum standard’ of education to our pupils.

At Iceni Academy, we choose to succeed. This powers everything that we do, characterising the ethos

and culture that drives our vision for transformational change and the development of the academy and

our community.

At Iceni Academy, we believe that pupils, staff, parents, carers, and the wider community have a strong

commitment to succeed. We respect the individual needs of everyone and seek to foster an environment that supports and challenges, emphasising a personalised learning journey. We are developing a creative, dynamic environment that seeks to nurture our pupils, academically, socially, emotionally, and physically.

We strive for a first class learning experience for all ensuring continuity between the primary, secondary

and further education stages of learning. Our intention is to prepare pupils for the opportunities,

responsibilities and experiences of adult life in an increasingly technological society.

We aspire to enrich our pupils’ lives and develop a passion for lifelong learning.

To find out more, please visit www.icenimethwold.attrust.org.uk

02. Iceni Academy Information

**Purpose:**

• To manage the professional community of subject teachers to ensure high attainment of their subject across the Academy.

• To develop and lead an exciting curriculum which enables the highest level of pupil progress and attainment.

## Key Responsibilities

03. Job Description

Director of English

* Subject coordination across the academy.
* Lead the professional community of subject teachers and leaders in the academy.
* Ensure quality teaching and learning of their subject across the academy.
* Curriculum setting and assessment across the academy as agreed with the Senior Leadership Team

Outcomes and Activities

Subject Coordination across the Academy

* Leadership and support of all subject teachers within the academy

Leadership of the Subject Community

* Assisting in the professional development of teachers including inset training as may be appropriate.
* Supervising and supporting beginner teachers and Newly Qualified Teachers (NQTs) as appropriate.
* Developing strong partnerships and ensuring regular and productive communication with parents.

Teaching and Learning

* Establish a subject development plan, target setting and review.
* Lessons that motivate, inspire, and improve pupil attainment.
* Direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities.
* Implement and adhere to the academy’s behaviour management policy, ensuring the health and wellbeing of pupils is maintained at all times.
* Participate in preparing pupil for external examinations.
* Maintain regular and productive communication with pupils, parents, and carers, to report on progress, sanctions and rewards and all other communications.

Curriculum Setting and Assessment

* Develop a syllabus and schemes of work for all year groups, in line with National Curriculum requirements, that are inspiring for learners and teachers alike.
* Monitor and assessment of teaching and learning.
* Set regular, measurable, and significant assessment for the pupils.
* Establish agreement for monitoring and evaluation of pupil’s progress.
* Maintain accurate pupil data that can be used to male teaching more effective.
* To produce/contribute to oral and written assessments, reports, and references relating to individual and groups of pupils.

Academy Culture

* Support the academy’s values and ethos by contributing to the development and implementation of policies, practices, and procedures.
* Help create a strong academy community, characterised by consistent, orderly behaviour and caring respectful relationships.
* Help develop an academy culture and ethos that is utterly committed to achievement.
* Support and work in collaboration with colleagues and other professionals in and beyond the academy, covering lessons and providing support as required.

Other

* Undertake and when required deliver or be part of the appraisal system and relevant training and professional development.
* Undertake other various responsibilities as directed by members of the Senior Leadership Team or Principal.

General Information

The job description details the main outcomes required and should only be updated to reflect major

changes that impact on the outcomes of the job.

Specific Responsibilities

|  |  |  |  |
| --- | --- | --- | --- |
|  | | Essential | |
| Qualifications | | • Qualified to degree level and above  • Qualified to teach and work in the UK | |
| Experience | | • Experience of raising attainment in a challenging classroom environment.  • Experience of establishing a high achieving department within a large and complex school environment.  • Experience of leading, coaching and managing staff.  • Experience of delivering consistently outstanding lessons to pupils of all ages and abilities.  • Experience of implementing behaviour management strategies consistently and effectively.  • Experience of supporting pupils of all ages ability to make excellent progress and achieve impressive examination outcomes.  • Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work.  • Experience of leading successful enrichment and extracurricular activities which inspire and motive learners. | |
| Competencies | | Leadership  • Effective team worker and leader.  • Demonstrated resilience, motivation and commitment to driving up standards of achievement.  • Acts as a role model to staff and pupils.  • Vision aligned with Iceni Academy’s high aspirations, high expectations of self and others.  • Genuine passion and belief in the potential of every pupil.  • Motivation to continually improve standards and achieve excellence.  • Commitment to the safeguarding and welfare of all pupils.  Leading the Curriculum  • Able to Establish curriculum development, assessment, coordination and coaching.  • Has good communication, planning and organisational skills.  • High expectations for accountability and consistency.  Leading the Learning  • Excellent classroom practitioner and mentor.  • Effective and systematic behaviour management, with clear boundaries, sanctions, rewards and praise.  Teaching and Learning  • Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice.  • Efficient and systematic behaviour management with clear boundaries, sanctions, praise and rewards.  • Thinks strategically about classroom practice and tailoring lessons to pupils needs.  • Understands and interprets complex pupil data to drive lesson planning and pupil attainment.  • Good communication, planning and organisational skills.  • Demonstrates resilience, motivation, and commitment to driving up standards or achievement.  • Acts as role model to staff and students.  • Commitment to regular and on-going professional development and training to establish outstanding classroom practise. | |  |
| Values | | * Personal vision is aligned with ATT’s high aspirations and expectations of self and others * Genuine passion and a belief in the potential of every student * Motivation to continually improve standards and achieve excellence above norms. | |
| Other | | * Demonstrates integrity * Promotes and defends equal opportunities * Commitment to the safeguarding and welfare of all pupils * This post is subject to an enhanced Disclosure and Barred Service check | |



05. How to apply

Iceni Academy

Methwold and Hockwold, Norfolk

Salary:

MPS/UPS & TLR1D (£12,113 per annum)

Closing date:

11th April 2021, 5pm

Interviews:

Date to be confirmed

Start Date:

September 2021

Visits to the school:

For further information about the role and the academy, please contact Katharine Pike, HR Administrator via email [HR@iceni.attrust.org.uk](mailto:HR@iceni.attrust.org.uk)

Applying

Please apply by visiting

www.academytransformationtrust.co.uk/vacancies



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