



Head of English
Knutsford Academy
and Cheshire Studio
School
TLR 1B

MPS/UPS + Pension Scheme (TPS)

For a confidential discussion about this post with the Headteacher, Mrs Karen Key, for more information, or to arrange a visit, please contact the school on 01565 632277 or email the headteacher at kky@knutsfordacademy.org.uk





February 2024

Dear Applicant,

We became part of the Learning Partnership on the 1 st September 2023 and will continue our journey of school improvement in this partnership. We have made significant strides in our school transformation and seek to appoint staff that understand the culture and climate of the school, our community, and the wider educational environment. Being part of The Learning Partnership provides staff with a unique opportunity to work alongside colleagues in our four other secondary schools.

Knutsford Academy and Cheshire Studio School promote the academic success and personal development of all its students and enable them to meet the future with confidence and enthusiasm. Our ethos is delivered through our three core aims:

- Academic Excellence
- Strong Community
- World Class Opportunities

Academic achievement and success are really important to us, as the qualifications students gain represent a passport through to their next stage after the Academy, be that into employment or continuing education. In addition, our school values of ambition, respect and kindness ensure that our students aim high and leave us confident, kind and empathetic individuals ready to make a positive contribution to society.

Outcomes are invariably well above national averages, and we have a strong track record of raising achievement for disadvantaged students, and excellent results in the Sixth Form. The strength of our work and the progress we are making has been validated in our two recent Ofsted inspections: November 2021 in the Academy and March 2023 in the Studio. Both schools have been rated 'Good' and inspectors highlighted that students are safe, that poor behaviour is rare, and that teachers are knowledgeable and promote positive attitudes in students.

If you would like more information about this post or would like to visit our school, please contact me on 01565 633294 or email me on kky@knutsfordacademy.org.uk Yours faithfully, Mrs Karen Key Headteacher

Karen Key

Headteacher



Head of English

Knutsford Academy and Cheshire Studio School

We are looking for a Head of English for our high achieving and consistently over-subscribed 11-18 school. The previous Head of English has been promoted to a leadership role within the Trust. We are now seeking a talented successor who can help build on the schools' achievements whilst bringing their own fresh ideas and distinctive style to Knutsford Academy and Cheshire Studio School.

We have 1400 students on roll, including a sixth form of 250 students, and are located in the historic market town of Knutsford. Our excellent reputation locally means that we are considerably oversubscribed with a Sixth Form that continues to grow.

Knutsford Academy was recognised by Ofsted in November 2021 as a school where 'Leaders and staff encourage the pursuit of excellence for all pupils and students. Staff carefully nurture the confidence of pupils. Pupils have high aspirations for what they can achieve academically, personally and socially.'

We have a strong team ethos, with students and staff welcoming the opportunity to help others succeed. Knutsford Academy boasts strong academic performance with outstanding outcomes in English and Mathematics. Cheshire Studio school caters for students from Year 10 through to 13 and it offers a less traditional curriculum. Students can choose from a range of vocational courses and have the opportunity to take part in regular work experience. Students in Cheshire Studio school also have access to a range of courses being offered in the academy and at KS 4, classes in English, mathematics, science, PSHCE and physical education are blended.

The schools maintains a strong financial position, allowing significant investment to be made in the site over the last 3 years. A £400K refurbishment of the Sixth Form block has recently been completed and other projects with a total of approximately £2m are planned this academic year.

The school is part of The Learning Partnership, a growing and flourishing family of schools. As the new Head of English, you will work closely with our headteacher and senior leadership team, benefiting from unstinting support and care from an experienced and approachable local governing board, as well as being able to access advice and help from an experienced Chief Executive and other trust leaders. The role includes day-to-day responsibility for the English department, helping us to provide a great education for all.

We are looking for a highly effective leader with a natural leaning towards collaborative working, who will help fulfil the potential in staff and children alike, utilising an adaptive style to best meet the needs of the whole school community. We are proud of our school and are looking for someone who will uphold our excellent reputation and nurture our existing and positive relationships with staff and parents or carers. Staff members work together, and with students and parents, to build strong relationships and improve outcomes for all. Knutsford Academy and Cheshire Studio School continue to forge positive relationships and links with partner primary schools and the other schools within the Learning Alliance.

As our new Head of English, you will demonstrate your commitment to excellence inside and outside the classroom. You will also have a proven track record of high expectations and outstanding achievement along with a passion for all children and their education. We welcome applications from existing heads of department

or experienced teachers who have experience and/or understanding of the opportunities and challenges involved in leading a successful English department, having already demonstrated impact in a leadership role.

We offer an attractive salary and a competitive benefits package. The Learning Partnership supports its family of schools with specialist central services, extensive professional development and career opportunities, and a wide network of curriculum and other links.

To apply for this post, please complete an application on TES.

All completed application forms and written statements need to be submitted by **Monday 4th March 2024**.

Interviews will take place on **Tuesday 12th March 2024**. The interview process will involve a series of panel interviews and leadership tasks. There will also be an opportunity for shortlisted candidates to meet staff and students during the interview days.

We encourage all prospective candidates to visit and meet with us. You can contact us by emailing Mrs Karen Key at kky@knutsfordacademy.org.uk.

Job Description and Person Specification

JOB PURPOSE

To deliver a high-quality English curriculum, reflecting the school's unique characteristics, with the highest standards of teaching and learning and behaviour for learning.

MAIN AREAS OF RESPONSIBILITY

- To effectively lead the English faculty securing exceptional outcomes for all. (Year 7 to 13)
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support the academy's responsibility to provide and monitor opportunities for personal and academic growth.
 - To help ensure the effective safeguarding and wellbeing of all children and staff.
 - To promote and celebrate any unique characteristics of the school.
 - To promote The Learning Partnership and its values, working collaboratively with other schools within the Trust.
 - To undertake any other such duties such as are commensurate with this post.

PERSON SPECIFICATION

ATTRIBUTES	DESCRIPTION	DESIRABLE
<p>Knowledge and Experience</p>	<p>Graduate in relevant subject and DfE recognised Qualified Teacher Status.</p> <p>Successful teaching experience at secondary level.</p> <p>Understanding of theory and practice of effective teaching and learning.</p> <p>Knowledge of National curriculum requirements at KS3, KS4, A Level.</p> <p>Understanding of the importance of having high expectations for all students, both of behaviour and academic achievement.</p> <p>Understanding of inclusive provision and practices which offer equality of access to the curriculum for all students, including special educational needs, English as an additional language and high achievers.</p> <p>Knowledge and experience of writing lesson plans, developing resources and assessing students work.</p>	<p>Experience of working in an 11-18 school.</p> <p>NPQML / NPOS</p>
<p>Skills and Abilities</p>	<p>The ability to successfully lead a team and to develop / maintain positive relationships with teaching and other support staff.</p> <p>Excellent level of ICT skills</p> <p>The ability to create a motivating and safe learning environment for all students.</p> <p>The ability to communicate positively with parents/carers and where appropriate outside agencies in a way that facilitates effective links between home and school.</p> <p>Good communication skills both writing and speaking.</p> <p>Ability to lead and manage own work effectively and take responsibility for own professional development.</p> <p>Excellent time management skills and the ability to prioritise and meet deadlines under pressure.</p> <p>Ability to motivate students and raise their aspirations through a range of strategies.</p>	<p>Ability to use ICT incl. an interactive white board innovatively .</p>
<p>Personal Qualities</p>	<p>Enthusiasm for and commitment to the achievement of the academy's overall vision for success at all levels.</p> <p>Commitment to contributing to academy life as a whole and willingness to be involved with clubs and community projects.</p> <p>A positive approach to hard work.</p> <p>A positive role model for students.</p> <p>Passion for teaching own subject specialism.</p> <p>Flexible, adaptable, results orientated and able to prioritise, resilient under pressure.</p> <p>Awareness of and commitment to equal opportunities and valuing diversity.</p>	

Staff Benefits at Knutsford Academy and Cheshire Studio School

In addition to competitive salaries, subscription to the Teachers' Pension Scheme and for Support Staff the Local Government Pension Scheme, Knutsford Academy and Cheshire Studio School have a great deal to offer staff at the school.

Over the last few years, the school has shown commitment to improving staff well-being and implemented strategies to address workload issues.

What can we offer you?

1. There is a strong culture of joint planning within teams.
2. Additional curriculum planning time has been calendared so that staff can share best practice and plan together.
3. We run our own Leadership Programmes as well providing opportunities for staff to complete leadership training through The Learning Alliance.
4. Talented staff and students from a wide variety of backgrounds
5. A collaborative culture and an exciting place to work

As a school we have implemented a range of strategies to promote well-being and address workload.

1. Reduced the amount of time inputting data.
2. Provide staff with analysed data so that they can focus on using it effectively.
3. Provided a centralized system for ordering consumables.
4. Provided support for staff on managing stress, building resilience, and developing well-being & happiness.
5. Have 'Fruity Fridays, 'Brew Mondays' and other themed events during the year to promote staff wellbeing. Staff are encouraged to get together and talk to each other at these events!
6. Reviewed our Marking and Feedback Policy and empowered leaders to develop their own practices.
7. Provided invigilators for Mock Exams so that staff have more time for marking.
8. Changed the email culture so that parents and outside agencies are aware of the expectations of responding to emails at weekends and holidays.
9. Implemented a Flexible Working Policy.
10. Mental Health First Aid trained staff.
11. Developed a well-being working group to work in conjunction with the Trust's wellbeing working group, upholding the principles of the Education Staff Wellbeing Charter.