



National Lead for English (Secondary)

Candidate Information Pack



| Be unusually brave | Discover what's possible | Push the limits | Be big-hearted |

[AETSchools.org](https://www.aetschools.org)



Rebecca Boomer-Clark
Chief Executive

A message from the CEO...

Thank you for your interest in a role at AET. We're one of the largest networks of schools in England with 57 schools in virtually every region of the country. We are very excited to be recruiting for our new National Leader of Secondary English at AET.

We are working through a time of huge complexity and challenge across the education system. Despite the volatile external environment, we maintain a very simple core belief – that every child has an entitlement to an excellent education in every classroom, every day. As a fourth-generation teacher myself, I understand that getting it right in every classroom every day is hard, but it's also the single most important thing that we can do.

We are building the culture and strategy to deliver sustainable excellence at scale.

Our people are our single greatest resource and we want to make sure we are creating the optimum environment and conditions so that everyone in AET can do their very best work. We will only deliver on our promise of excellence for all of our children if we attract, develop and retain the very best talent in the country and surround them with exceptional development throughout their careers.

We want people on our team who are excited by scale and the prospect of having a deep and lasting impact on the lives of thousands of children. We also want people who are intellectually rigorous, stay curious, and generous enough to be committed to the messy challenge of collaboration.

If you are excited by the opportunity - we want to hear from you!

Academies Enterprise Trust (AET)

AET was established in 2008 and is now a national group of 57 primary, secondary and special schools. We are proud of our diverse and inclusive network of schools. As AET moves towards educational excellence, we are continuing to build our national education team.



Secondary	Primary
Aylward Academy	Anglesey Primary Academy
Bexleyheath Academy	Ashingdon Primary Academy
Broadlands Academy	Barton Hill Academy
Clacton Coastal Academy	Beacon Academy
Firth Park Academy	Brockworth Primary Academy
Four Dwellings Academy	Caldicotes Primary Academy
Greensward Academy	Charles Warren Academy
Greenwood Academy	Cottingley Primary Academy
Kingsley Academy	Feversham Primary Academy
Kingswood Academy	Four Dwellings Primary Academy
Maltings Academy	Hall Road Primary Academy
New Forest Academy	Hamford Primary Academy
New Rickstones Academy	Hazelwood Primary Academy
Richmond Park Academy	Hockley Primary School
Ryde Academy	Lea Forest Primary Academy
Sir Herbert Leon Academy	Meadstead Primary Academy
Tamworth Enterprise College	Montgomery Primary Academy
Tending Technology College,	Newington Academy
The Rawlett School	Noel Park Primary School,
Unity City Academy	North Ormesby Primary Academy
Winton Academy	North Thoresby Primary Academy
Special	Offa's Mead Academy
Columbus School and College	Percy Shurmer Academy
Newlands Academy	Plumberow Primary Academy
Pioneer School	Shafton Primary Academy
The Ridge Academy	St Helen's Primary Academy
Wishmore Cross Academy	St James the Great Primary Academy
	The Green Way Academy
	Trinity Primary Academy
	Utterby Primary Academy
	Westerings Primary Academy

Introducing Project H

For decades, education has faced the same persistent and entrenched challenges. From how to organise our school system, reform the curriculum and qualifications, ensure teacher efficacy, and develop vocational skills- education policy has too many perpetual problems, and too few lasting, high impact solutions.

Policies come and go, but in an era of rapid change, one thing is a constant- the desire to improve our country's schools and the outcomes of the pupils that attend them. Speak to any teacher, support staff, principal or trust leader across the country: their relentless drive to improve pupil outcomes is the golden thread that binds them together. It's a collective mission and endeavour.

But the unavoidable truth is that in 2022, still only 59% of pupils leave primary school meeting the expected standard in reading, writing and mathematics.

For all the excellent efforts of high-quality research and hard work in practice, the harsh reality is we simply don't know what works in every organisation, every school, in every classroom for every pupil- no matter where they grow up or their circumstance.

So AET has launched Project H.

The goal is simple - to openly and honestly document AET's school and network improvement journey - the highs, and the lows, warts and all- as a tool to share and learn with others.

Over the last few years, a number of trusts have launched open source platforms and published their resources. We have seen fantastic leadership from the sector to galvanise a new wave of trust-to-trust and school-to-school learning and development.

But for collaboration to be made a reality, we need to make a collective shift to not just talking about 'what works', but reflecting openly on what doesn't.

So, this is AET's contribution to that cause. It is what our CEO Becks Boomer-Clark means when she talks about 'system generosity' - the ethos that Project H is founded on. Our aim is for Project H to be a shared space to explore the interconnected parts of education so that we can bridge the gap between policy and practice.

As a senior leader within AET, you'll have the opportunity to benefit from and feed into this cutting-edge dialogue and research.

To learn more, please visit: [Home](#) | [Project H](#)



Our five mindsets influence the behaviours and culture we are striving for across the network. They anchor us in a way of thinking and help to approach challenges and opportunities collaboratively.

Our mindsets

Share ideas early, often and honestly

Being open about ideas to develop them- even in their foundational stages and we don't know whether they will succeed.

Embrace constructive disagreement

Seeking meaningful discussion, welcoming the fact that we may not always agree.

Values, ideas and not ego

Encouraging innovative thought and discussion from every individual, not just those who shout the loudest.

Be curious and open to new ideas

Exploring emerging views from a wide diversity of perspectives.

Focus on facts and reasons

Understanding the world as it is not how we wish it to be.

Job Description

Job title:	National Lead for English (Secondary)
Accountable to:	Head of Curriculum
Location:	183 Eversholt Street, London NW1 1BU with potential for home working; national travel required at times.
Hours of work:	Full time with hours necessary for the demands of the role.

Core Purpose of the role

We are seeking an expert and experienced leader of English to join AET in an exciting role at the heart of the trust's education support team. As the trust makes the pivot from turn-around to sustainable excellence we are looking to add capacity, building and developing exceptional support for schools and subject leaders. You will lead the development of our secondary English strategy. The main purpose of the role will be to drive improvements in curriculum, standards and teaching in English, across all schools in the Trust, as part of a high performing team.

- To lead on securing high performance in English across the Trust.
- To lead on our reading strategy in secondary schools, with a relentless and systematic approach to ensuring all pupils can read well.
- To work with school leaders and other members of the central team to develop subject leadership capacity in our schools and across the Trust.
- To lead on the establishment, implementation and monitoring of high impact subject networks.

Responsibilities

- To provide inspirational and effective strategic leadership of English across the Trust, incorporating the transition from primary phases, Key Stage 3, 4 and 5.
- To define and deliver a vision for English, as part of our high performing education support team.
- To lead on the English strategy, incorporating school improvement, curriculum development, teacher development and raising achievement.
- To drive improvement in English curricula, in standards of English teaching and in assessment in English across the Trust.
- To lead the reading leader network with impact, developing capacity and expertise through this group.
- To ensure the impact of our reading strategy, implementing effective monitoring and evaluation.
- To maintain an expert knowledge and understanding of effective reading interventions and provide effective support and advice to schools.
- To help position the Trust as a national leader in English education, enhancing the Trust's reputation for English teaching, and cultivate strong influencing relationships with relevant English societies, public and private sector partners in English education projects, officers in testing and examination consortia and national policy makers in English curriculum, teaching and assessment.
- To develop and establish frameworks for excellence, maintaining a clear focus on exceptional delivery to all pupils.
- Where we have curriculum partnerships with external organisations, to ensure highly productive partnership working and positive, professional relationships.

- Where we have curriculum partnerships with external organisations, to lead on highly effective implementation, seeking opportunities for subject leaders to play a part in curriculum development and review.
- Where we have curriculum partnerships with external organisations, to lead with impact on effective monitoring and evaluation.
- To lead on the establishment, implementation and monitoring of high impact subject networks.
- To build models of excellence, both in teaching and curriculum.
- To research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues.
- To scrutinise, nurture and review English education expertise across the Trust.
- To lead, deliver and plan high quality English CPD for the Trust, including subject knowledge development.
- To write and/or source, evaluate and share resources for teaching and support of subject leaders where needed
- To support teachers and leaders to be the best they can be.
- To play a key role in the Trust's school based Initial Teacher Education programme and work closely with our ITE Hubs, particularly in English.
- To establish and develop strong relationships with curriculum hubs local to our schools, ensuring access to high quality training and support as appropriate.
- To work closely with the wider education team, and contribute significantly to Trust wide school improvement strategies and initiatives.
- To lead on the development of strategies through which students' growing knowledge and expertise in English can feed into the Trust's relentless focus on educational outcomes, and closing the disadvantage gap.
- To prepare reports, documents and data analysis, in relation to the role, as required.
- Any other duties as directed by the Director of Education

Person Specification

- An excellent teacher with proven success in the classroom.
- Excellent subject knowledge and expertise.
- Secondary English teaching experience.
- Sustained and successful subject leadership experience, ideally across more than one school or across a MAT.
- Experience of working in a senior leadership capacity to deliver change and impact
- Proven track record of achieving excellent outcomes in English.
- Current research and evidence based practice in English teaching and curriculum development and design.
- Network-minded, with an unambiguous understanding of what excellence looks like, and how to secure it across multiple schools.
- Resilience and motivation to lead the network through day-to-day challenges while maintaining a clear strategic vision and direction.
- Hold QTS.

Initial Teacher Education

Excellent teacher training paves the way for excellent teachers. From September 2022 AET Schools is working in partnership with Ark Teacher Training to deliver our teacher training. Our aim for our 57 academies is to develop people at the start of their pathway so they can build a career with AET they can be proud of.

Learning and Development

We welcome colleagues who drive their own professional development and who consider themselves lifelong learners. We value deep knowledge and expertise in our leaders, focusing on specialism over generalism.

We are one of the largest networks of schools in England, allowing you to develop as a leader, with access to a variety of different settings and locations across the country. AET Schools is sharply focused on becoming a high performance organisation; this environment provides the opportunity to work with expert and influential educationalists, as part of an exciting network of school and MAT leaders.

We offer a professional learning journey which can be tailored to your individual needs, as you work, collaborate, learn and develop with colleagues across our large network. Our approach enables you to be responsible for your own learning and development. Our programmes are designed to create a clear career pathway from induction, to statutory/core development, supporting further development, talent management and career progression. We will achieve excellence together, stretching and challenging you to have the greatest impact across our network.

Innovative approach to EdTech

Whilst we know that technology will never be a substitute for a strong curriculum and excellent teaching, we are interested in how EdTech can make our teachers' work easier

AET continues to invest heavily in technology, making it one of the best equipped trusts in the education landscape. This investment ensures all our schools have top notch infrastructure and equipment.

Fast forward to today, and AET is extremely proud to have recently been recognised within the EdTech 50 2021/22 awards. We are also an active contributor to the Department for Education's EdTech Demonstrator Programme.

More support for you and your loved ones

Benefits:

- Employer funded healthcare scheme
- Career development
- Cycle to work scheme
- Online bike shop scheme

- Teachers' Pension and Local Government Pension scheme
- Childcare vouchers (applicable if already enrolled pre October 2018)
- Affordable loan scheme
- Employee assistance programme
- Financial advice
- Lifestyle savings
- Home electronics and mobile phone scheme

We have developed a comprehensive staff benefits package with flexible benefits schemes and offers, which you can access through the online platform Vivup. See [link](#) to access our full benefits brochure.

Application Process

Thank you for considering applying for the National Leader for Secondary English.

Please contact Tanya Bentham, Deputy Director of Talent, on 07990 538911 or email recruitment@academiesenterprisetrust.org to set up a time for an informal discussion.

Closing date: Monday 20 February 2023

Interview date: Thursday 23 February 2023

We look forward to receiving your application.