

Director of Learning - English

The Leigh Academy



More than just a job. More than just an employer.

Leigh Academies Trust is a dynamic, vibrant multi-academy trust, founded in 2008. Today we encompass 31 academies across Kent, Medway and South-East London.



Simon Beamish

BA (Hons) MSc PGCE NPQH NLE FCCT

Chief Executive
Leigh Academies Trust



Welcome

Through a model of education that creates a network of inspirational and inclusive academies that share the same values, the Trust provides the drive for educational improvement and dynamic transformation. All of the academies work closely and collaboratively together, along with our partners, seeking to exploit the key educational philosophy of human scale education. To maximise the levels of achievement across each of our learning communities, all activities are focused on improving the life chances of the young people in our care.

As of 1st September 2021, our Trust comprises 31 geographically organised academies (15 secondaries, 14 primaries and 2 special) educating 20,000 students, and employing 2,500 talented staff. The Trust is establishing four 'clusters' of academies: North West Kent; Central Kent; South East London; Medway. In addition, the Trust is responsible for one of the region's biggest initial teaching training organisations, a large teaching school hub and is an accredited apprenticeship provider. Our future plans are found in our Vision 2025 document available on our website.

We are now recruiting to appoint an exceptional leader to the role of Director of Learning - English at The Leigh Academy. The role of Director of Learning is a pivotal role in the school's future journey as our appointed leader will continue to build and evolve our unique and inspirational place of learning at The Leigh Academy. The successful candidate will work closely with the Assistant Principal and other senior leaders across the Trust to maintain and further develop a strong network of effective academies across the Dartford cluster.

We are looking for an exceptionally talented leader who will use their energy and vision to make a real impact, achieving outstanding outcomes for our students and ensuring that the school exceeds current standards and achievements.

Julia Collins

BA (Hons) PGCE NPQH

Principal
The Leigh Academy



The Leigh Academy

The Leigh Academy Dartford offers excellent learning opportunities to all of our students from Year 7 to Year 13. We are the founding academy of The Leigh Academies Trust. We are an accredited International Baccalaureate World School following the IB Middle years Programme at Key stage 3 and offering the International Baccalaureate Career-related Programme in Post 16, as well as a range of A Level and BTEC qualifications. Our model of education enables all students to reach their full potential. Students thrive here as we strive for excellence in all that we do by 'Opening Minds to Success'.

We are a successful and inclusive academy and we take pride in being the first school in the UK to have been awarded the Healthy Minds kitemark, in recognition of successful development and delivery of the Healthy Minds programme, an integral part of the RHSE curriculum demonstrating our commitment to the personal development of students. We have also gained national recognition through Challenge Partners for our RSHE curriculum as an Area of Excellence. Every child receives a Chromebook, as part of our embedded digital strategy which ensures students are prepared for life in the digital

age. We have a culture of high aspiration and students develop with us the skills and outcomes to lead healthy, happy and successful lives.

Our dedicated staff are the most important factor in transforming lives and delivering the best outcomes for every student. Every colleague has access to a wide range of professional development opportunities, tailored to the individual depending on aspirations and key areas of interest.

We are looking to appoint a Director of Learning for English. The successful post holder, will not only lead the English team in all aspects of 'Quality of Education' but also take on a whole academy strategic responsibility, which will be discussed at interview and will be dependant on the successful candidates experience and interests. There is ample opportunity to work collaboratively with other academies and senior leaders within the Trust, as well as share resources that will ultimately benefit our students and the community that we serve.

We look forward to hearing from you.

Vacancy

For September 2022, we are seeking to appoint a Director of Learning for English who can deliver high-quality learning opportunities for our students in this curriculum area. This is an outstanding team of subject specialists who jointly focus on maintaining outstanding results at KS4, both English Literature and Language. At KS5 both A Level and IB diplomas are taught. Our successful candidate must have experience across the Key Stages, have leadership experience and will be open to curriculum development as we implement the IB MYP.

[Click here](#) to view the current benefits package, and be mindful that the list is always growing.

We are keen to hear from you if:

- You are passionate about your subject
- You have the ability and drive to make a positive impact on students' progress and outcomes
- You have the drive to transform our learning and are dedicated to raising standards even further for all students

In return, we are offering:

- A supportive and professional environment to be a part of and full embed yourself into from day one
- The opportunity to teach at Key stage 3, 4 and Post 16 A Level and IB diploma groups
- The chance to join and be part of an academy that has a strong, dynamic leadership team whose aim is to achieve excellence for all
- A team of talented staff at all stages of their career, covering the specialisms assigned to this role
- Well motivated and receptive learners across our academy

Position	Director of Learning - English
Location	The Leigh Academy
Responsible to	Head of College (Vice Principal)
Basis	Permanent, Full-Time
Commencement	September 2022
Salary	Leadership scale commensurate with experience

Application Process

Naturally, we are seeking to appoint the best possible candidate and therefore the application process will reflect our desire to undertake all necessary measures to achieve this.

On the basis that interested candidates may be keen to visit the academy before making a formal application, you can arrange this by contacting Stacey Thomas (Office Manager and PA) - stacey.thomas@leighacademy.org.uk. Visits will be offered in March 2022 and will be hosted by a member of the Senior Leadership Team. Social distancing and other Covid-secure safety measures will be observed at all times following latest government guidelines. Please ensure you offer Stacey a range of dates when you are available in your initial email to ensure we can coordinate a visit that works for both you and the academy.

Candidates wishing to have an initial conversation with the SLT about this role can also arrange for a telephone call. Those wishing to do so should also contact Stacey Thomas (as above) in the first instance.

To submit an application in full, please do so online via the following link;

[Director of Learning - English \(The Leigh Academy\) - Online Application](#)

If you have any queries on any aspect of the application process or need additional information please contact Holly Neve (Recruitment Coordinator) on 01634 412 263 or holly.neve@latrust.org.uk.

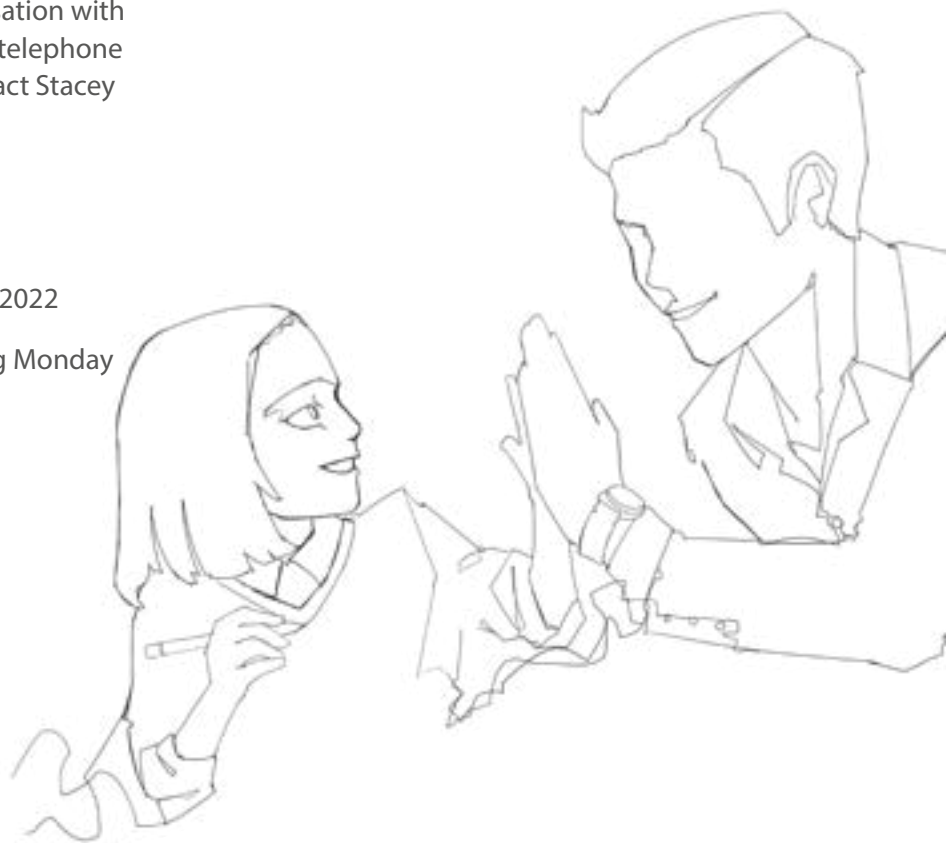
The academy is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. Our commitment to safeguarding is underpinned by robust processes and checks which are in place across the Trust.

Closing date for applications

Monday 23rd May 2022

Interviews and assessment activities

Week commencing Monday 23rd May 2022



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Job Profile

Role: Director of Learning -English - The Leigh Academy

Reporting to: Head of College (Vice Principal)

Leigh Academies Trust is a highly successful multi-academy trust. Its model of education enables students to reach their full potential, transforming their lives and ultimately the communities in which they live.

Core Purpose

To lead and manage the implementation of a challenging, coherent and cumulative science curriculum.

Key responsibilities and outcomes

- Leadership and management of all aspects of the science department
- Implementation of science curriculum and related projects
- Achievement of consistently outstanding teaching, learning and assessment in English
- Achievement of outstanding student progress and attainment in English

Whole academy activities

- Lead and support all core Academy related activities
- Ensure employer engagement extends learning appropriately
- Promote the public image and engagement of the Academy

Leadership and Management

- Performance Management - write a subject

development plan, set teaching and academic targets and embed a meaningful monitoring and review process

- Participate in recruitment and selection activities
- Assist in the professional development of teachers
- Supervise and support beginner teachers and ECTs
- Develop strong employer partnerships
- Manage the department budget to ensure value for money and impact on teaching, learning and attainment
- Maintain regular and productive communication with students, parents, colleagues and partners
- Create an environment in which morale is high

Teaching, Learning and Assessment

- Develop all Department teachers to ensure teaching is consistently outstanding
- Direct and supervise the work of associated LSAs to ensure value for money and highly effective provision
- Direct and supervise support staff assigned to lessons to ensure the support provided to individuals and groups is having a significant impact on academic and technical progress
- Monitor and assess teaching, learning and assessment

Curriculum and assessment

- Develop and implement syllabi and schemes of work for all Key Stages that inspire, challenge and enable students to achieve high end grades
- Develop the use of ICT in the department to



ensure students' IT knowledge and skills are developed in a relevant and effective manner

- Set regular, meaningful and measurable assessments for students and recognise success
- Maintain accurate student data that can be used to make teaching more effective
- Produce and contribute to oral and written assessments, reports and references relating to individuals and groups of students

Duties and expectations of all teachers

- Teach, to an outstanding level, all years, abilities and qualifications
- Play an active role in ensuring a consistently orderly, calm and stimulating environment, both in and out of the classroom based on best workplace practices
- Play a central role in the department, including contributing to projects, tutoring and trips
- Make a vital contribution to the efficient running of the Department, including setting and marking examinations, assisting in moderation of coursework and undertaking administrative and other tasks
- Enhance the quality of teaching, learning and assessment in the Department and wider Academy through sharing resources and good practice, lesson observation, collaborative teaching, instructional coaching and active participation in CPD

Other

- Undertake, and when required, deliver or

be part of the performance management system and relevant training and professional development

- Undertake other various responsibilities as directed by the line manager
- Implement consistent Health & Safety procedures in line with current regulations and write/review risk assessments for the department

Safeguarding of students and Duty of care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the [Keeping Children Safe in Education document \(Department of Education\)](#).

'We care – about our pupils through our human scale approach to education, our staff and their well-being and the communities that we serve, driven by our high ideals and strong moral values.'

Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the academy at the reasonable discretion of the Principal. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.

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Person Specification

We seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do. The person specification is related to the requirements of the post as determined by the job description. You should refer to these requirements when completing the application.

Qualification Criteria

- Qualified to degree level or higher.
- Qualified to teach and work in the UK.

Experience

- Evidence of teaching at an outstanding level.
- Experience of raising attainment.
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work and project-based learning activities.
- Experience of and/or affinity for teaching children of all abilities.

Behaviours

- Effective team member and leader who demonstrates resilience, motivation and commitment to driving up standards of achievement.
- Genuine passion for and belief in the potential of every student.
- Models, mentors and monitors workplace behaviour.

Leading the Curriculum

- Commitment to building a knowledge-rich and technical skill-rich project-based curriculum with industry partners.
- Ability to lead on assessment, evaluation and development of student portfolios.
- Able to set and deliver high expectations for accountability and consistency.
- Passionate about teaching English in a dynamic and inspirational manner.

Leading the Learning

- Excellent classroom practitioner and mentor.
- Ability to embed a culture of learning amongst staff and students that creates an ambitious, purposeful and highly motivating environment.
- Committed to seeing all students progress to university, work or apprenticeship.

Teaching and Learning

- Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice.
- Thinks strategically about classroom practice and tailoring lessons to students' needs.
- Ability to use ICT effectively and at a high level in teaching, recording and reporting.
- Understands and interprets complex student data to drive lesson planning and student attainment.
- Good communication, planning and organisation skills.
- Demonstrates resilience, motivation and commitment to driving up standards of achievement.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

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Benefits at Leigh Academies Trust

At Leigh Academies Trust, we want to provide you with a rewarding and enriching career and to help you to reach your full potential, both professionally and personally. As an employee of Leigh Academies Trust, here is a taster of the great benefits you can receive from day one;

- An open and collaborative working environment, not just within your academy but also across the Trust where innovation is encouraged
- A career in an organisation that values individuality and diversity
- Dedicated focus groups to ensure we have the optimal working environment in all aspects.

Professional development opportunities

- Regular training and access to a range of internal and external programmes tailored to your learning needs throughout your career
- Educational sponsorship (application required)
- Opportunities for career progression as we are willing and able to support moves from one academy to another.

Financial

- A competitive salary for both teaching and non-teaching staff whereby pay progression is possible on an annual basis, following successful performance
- Access to a highly attractive pension plan
- Neyber platform – support provided to build your financial confidence and support when needed with Neyber loans
- Access to a range of benefits and discounts that are sourced specifically for our staff.

Well-being

- Full-time associate staff receive 25 days annual leave plus bank holidays which increases to reflect your length of service
- The chance to work with a company who received a 'Gold' Workplace Wellbeing Award for the last two years
- Wellbeing champions and access to Mental Health First Aiders
- 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance
- Student Wellbeing support from our Educational Psychologist team
- Personal resilience and Wellbeing courses
- Access to our Wellbeing platform with a range of ever evolving benefits
- Wellbeing campaigns.

Facilities

- Great school buildings with many state-of-the-art facilities across our academies, providing positive working environments
- Free/discounted gym access
- Free car parking at every site
- On-site catering with great food, all reasonably priced for staff (with the option to buy evening meals so you don't have to cook!)
- Social networking opportunities across the trust to create new relationships both inside and outside of the work setting.



The Leigh Academy
'Opening Minds to
Success'

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An overview of the Trust you'd be joining

Leigh Academies Trust is a non-profit making charitable company limited by guarantee, based in Strood, Rochester, Medway. The Trust exists to support and assist schools to build upon their existing strengths and to help them achieve educational transformation. It has significant experience in running schools, and today includes both sponsored academies and schools which have chosen to convert to academy status.

The Trust was formed in 2008 with the linking of The Leigh Technology Academy and Longfield Academy under one governing body. It now encompasses over 20,000 students, between the ages of 3 and 19, in 31 primary, secondary and special academies, across Kent, Medway, Bexley and Greenwich.

Leigh Academies Trust – Our Values:

- We care – about our pupils through our human scale approach to education, our staff and their well-being and the communities that we serve, driven by our high ideals and strong moral values.
- We have boundless ambition – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- We work together – as one team in the belief that we are greater than the sum of our parts. We foster an enterprising culture through collaboration and in close partnership with industry and other educators.
- We keep getting better – using our 'can-do' attitude towards continuous improvement and innovation.

Trust Advantages:

- Expert central services for finance, HR, IT, facilities and business functions.
- Innovative approaches to teacher recruitment and retention.
- Fast track development of leaders for internal promotion opportunities.
- Central reserves protect individual school budgets.
- Substantial investment in cross-Trust initiatives to improve teaching and learning.
- Close collaboration between senior leaders across the Trust.
- Integration of primary and secondary approaches into all-through education.
- Adequate scale to design and test new ideas.
- High quality strategic governance with wide business and professional experience.
- Robust delivery models as government policies, rules and measures change.

**Our Mission: Shaping Lives,
Transforming Communities**

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