



## Trust Director of English

Salary / grade range	L14 to L19 (£68586 - £77552)
Location	Trust Wide, but the majority of the work will be in our secondary academies in Greater Manchester, Stoke-on-Trent and the Wirral. You will work closely with the other English Trust Director who is based in West Yorkshire.
Reports to	Trust Secondary Director Lead

### Purpose of role:

You will lead the English leaders across the Trust ensuring that all students achieve excellent academic results, both in terms of their progress and attainment. You will undertake an annual analysis of each department's performance, identify areas of strength and weakness, and ensure there is a relentless approach to improving teaching so that outcomes meet ambitious Trust targets. You will achieve this by co-constructing precisely targeted improvement plans, providing carefully designed support and CPD, and ensuring rigorous monitoring and evaluation of each department's progress towards its targets. You will also know how to devise and implement raising achievement strategies that have impact and affect rapid improvement.

You will know how to support subject leaders to drive improvement across their teams; you will also be an excellent practitioner who can coach and support individuals and groups of teachers to improve their teaching. You will teach a regular timetable in allocated Academies, providing an example of highly effective practice to other teachers. While you will be evidence informed, you will equally be able to innovate effective solutions to immediate challenges. You will be instrumental in ensuring that all children receive an excellent quality of education in English.

### Key accountabilities (and specific duties / responsibilities):

- Raise standards of achievement and progress across the Trust's academies in English.
- Improve the quality of teaching and assessment in English
- Co-construct precise improvement plans with subject leaders and monitor their implementation leading to improved academic performance.
- Devise an English raising achievement model that can be deployed to have a rapid impact on students' achievement.
- Co-construct a Trust-wide English teaching and learning framework with subject leaders and provide CPD to support its implementation.
- Develop the capacity of leaders and teachers so that improvements are sustained over time.
- Have oversight of the curriculum and assessment in English ensuring both are high quality and help children to achieve excellent outcomes.
- Develop and organise a Trust-wide CPD programme in English that ensures leaders and teachers are



- equipped with the knowledge and expertise to deliver excellent academic outcomes.
- By teaching lessons in your allocated academies, be a model of highly effective teaching that ensures others improve.
  - Work closely with Headteachers and other senior leaders to ensure that there is a coherent approach to improvement and raising standards in English.
  - Contribute to the Trust T&L Network, offering subject level insights and advising the group to ensure that they can appropriately support and challenge middle leaders in English
  - Make recommendations about SLE deployment to support the drive to improve teaching and raise academic standards.
  - Contribute the delivery of the Trust's ITT programme
  - Build an external network that can really help and support our academies within English.

Personal attributes required (based on job description):		
Attributes	All attributes are essential, unless indicated below as 'desirable'	How measured, e.g. application form (A), interview (I)
<b>Qualifications</b> <ul style="list-style-type: none"> <li>• QTS</li> </ul>		A
<b>Experience</b> <ul style="list-style-type: none"> <li>• A track record of successful subject leadership.</li> <li>• Have extensive experience of teaching English in KS3 and KS4.</li> <li>• Have experience and credibility in leading others, including experience of coaching teachers to improve in English.</li> <li>• Have proven experience of identifying and implementing effective strategies for improving outcomes in schools at KS4.</li> <li>• Knowledge of the KS2 English curriculum.</li> </ul>	D	A A A A
<b>Skills, Ability, Knowledge</b> <ul style="list-style-type: none"> <li>• Have an outstanding English subject knowledge and be able to demonstrate their passion and enthusiasm for communicating this to others.</li> <li>• Have an up-to-date knowledge of the English curriculum and assessment requirements, and be keen to contribute to current curriculum development.</li> <li>• Have outstanding communication skills, with the ability</li> </ul>		I A/I



<p>to leverage influence with all levels of the organisation and be able to work effectively with a team of subject leaders.</p> <ul style="list-style-type: none"> <li>• Have an ability to combine rigour and high expectations with personal tact and discretion.</li> <li>• Understand and respect the importance of diverse cultures and faiths within the academies, with a commitment to equal opportunities.</li> <li>• The ability to form and maintain appropriate relationships and boundaries with young people and colleagues.</li> <li>• Be able to build relationships quickly with teachers and headteachers/principals.</li> <li>• Be able to demonstrate resilience, motivation and commitment to driving up standards of achievement.</li> <li>• Have the IT competence necessary to fulfil all duties within the role.</li> </ul>		<p>A/I</p> <p>A</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A</p>
<p><b>Personal Qualities</b></p> <ul style="list-style-type: none"> <li>• Be excited to share their knowledge and expertise with a diverse family of schools and be able to travel to all the academies within the Trust.</li> <li>• Access to your own car with a full driving licence is essential.</li> <li>• Be aligned with all co-operative values and the Co-op Ways of Being.</li> <li>• Be committed to ensuring that all children in our schools receive an excellent education in a safe and stimulating environment.</li> </ul>		<p>I</p> <p>I</p> <p>A/I</p> <p>I</p>

This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to co-operative values and principles, and the Ways of Being Co-op.