

Candidate Briefing Pack
Head of Computing
Nuneaton Academy



Dear applicant,

Who can know the limits of any child's potential?

All of us at Nuneaton Academy firmly believe that every child is a special individual, capable of extraordinary things and deserving of an excellent education. Nuneaton Academy will become a beacon of educational excellence, unwavering in its commitment to nurturing young minds and bringing out 'the best in everyone.' Working with us means **being part of one of the most transformational school improvement journeys in the country**. We foster a respectful culture, where kindness and courtesy are the cornerstone of every interaction. We are resolute, looking for people who exhibit unwavering dedication to the growth and success of our students; showing determination through hard work.

“Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.” - Margaret Mead

United Learning is an exciting organisation to work for; there is a real focus on developing people and empowering innovation where staff are appreciated and celebrated. A key benefit of being part of United Learning is to have the support of colleagues across the wider group and ample opportunities to network; we recognise the powerful impact that collaboration and partnership have on colleagues. Our central, regional and cluster teams ensure that technology, finance, HR, and data support is provided more effectively and efficiently than would otherwise be possible, so that school leaders can focus on educational leadership. United Learning is an inclusive employer and is committed to creating and sustaining a more ethnically diverse workforce. Therefore, we would very much welcome applications from professionals of all backgrounds who share our commitment but especially those of minority ethnic origin.

If you are looking for an exciting, challenging and highly rewarding role that offers a strong commitment to professional development and well-being we encourage you to apply. We welcome the opportunity for prospective applicants to visit us and we invite you to get in touch with any questions you may have ahead of submitting your application.

Thank you so much for considering a post with us.

We look forward to hearing from you.

Mark Dalton
Principal
Nuneaton Academy

The School

We firmly believe that every child deserves an exceptional education that prepares them for a fulfilling future. Together, we will create an inclusive, supportive, and stimulating learning environment that empowers our pupils to achieve excellence. Our Nuneaton Norms serve as the foundational principles of student culture and guide our transformative journey at Nuneaton Academy.

We are RESPECTFUL, showing kindness and courtesy at all times.

At Nuneaton academy, we believe that a respectful and kind environment is essential for fostering positive relationships and creating a supportive atmosphere. We encourage our students to embody kindness and courtesy in all interactions. Treating one another with respect not only nurtures strong bonds within our school family but also prepares our students to thrive in a diverse and interconnected world.

We are RESPONSIVE, following instructions right away, without question.

We instil in our students the importance of embracing challenges head-on and following instructions promptly. This willingness to be accountable not only empowers them to excel academically but also nurtures the essential life skill of adaptability. By embracing instruction with enthusiasm, our students are better equipped to navigate the complexities of their educational journey and beyond.

We are RESOLUTE, showing determination through hard work.

Determination is the driving force behind achievement. We encourage our students to approach their studies and extracurricular activities with unwavering resolve. Through hard work, dedication, and a commitment to continuous improvement, our students learn the value of perseverance. This resolute attitude not only shapes their academic outcomes but also paves the way for lifelong success.

[About United Learning](#)

[More Pay – More Time – More support](#)

United Learning is a group of schools which aims to provide excellent education to children and young people across the country. We uniquely comprise schools in both the state and the independent sectors and currently educate over 60,000 students and employ over 9,000 members of staff.

The growing range of outstanding group-wide activities that we can provide will mean that more young people will have truly exceptional and inspiring experiences. We believe that our Group contains the most developed relationships and practical interactions between independent and state schools in the country; creating benefits for all the schools involved whilst respecting both traditions and learning from each other.

United Learning comprises both United Church Schools Trust, which operates our fee-paying independent schools, and United Learning Trust, which operates our state-funded academies. To find out more about United Learning, please visit the website: www.unitedlearning.org.uk

Our Ethos

Our approach to education is underpinned by a sense of moral purpose and commitment to doing what is right for children and young people. We believe in supporting our colleagues to achieve excellence and in acting with integrity in all our dealings within and beyond the Group. We believe the safety and welfare of all children and young people is paramount. We summarise this ethos as ‘the best in everyone’ underpinned by our core values:

AMBITION – to achieve the best for ourselves and others.

CONFIDENCE – to have the courage of our convictions and to take risks in the right cause.

CREATIVITY – to imagine possibilities and make them real.

RESPECT – for ourselves and others in all that we do.

ENTHUSIASM – to seek opportunity, find what is good and pursue talents and interests.

DETERMINATION – to overcome obstacles and achieve success.

Our Framework for Excellence

To achieve our mission, our schools prioritise five key principles:

- **THE BEST FROM EVERYONE**
- **POWERFUL KNOWLEDGE**
- **EDUCATION WITH CHARACTER**
- **LEADERSHIP IN EVERY ROLE**
- **CONTINUOUS IMPROVEMENT**

Continuing Professional Development

Our staff are one of our most important assets, we are passionate about supporting our staff, bringing out ‘the best from everyone’. You will work closely with your Executive Business Manager to set personal and meaningful development objectives and you will receive all support possible to achieve and surpass these objectives. You will also have the benefit of accessing a range of internal and external staff networks and fantastic CPD opportunities.

More Pay – More Time – More support



More pay

- We pay an average of 5% above national scales – the best rates of pay in the sector.
- We offer starting salaries of £39,500 in Inner London, and £32,850 nationally.
- We offer a health cash plan giving you money towards essential medical treatment.
- Our staff discount scheme saves you money on supermarket shopping, gym memberships, holidays and more.



More time

- All our academies start every term with an additional INSET day set aside for your own planning (in addition to the usual five INSET days - giving you eight in total).
- At least one guaranteed paid personal day each year, to use as you want.
- We offer opportunities for flexible working.



More support

- We provide high quality training and development for every stage in your career.
- Every teacher benefits from a bespoke development plan to support your progression and aspirations.
- We give you access to a high-quality curriculum with excellent resources.
- Benefit from support from expert subject advice.
- Access to a comprehensive wellbeing programme, providing support with issues from legal and financial to family and housing; access to free counselling; and other wellbeing support.

Benefits

- Perkbox - access to resources such as a discounted shopping platform and wellness hub including discounted gym membership
- Access to a dedicated employee assistance counselling and advice line
- Westfield Health cash plan – claim the cost back on health services such as physio, dental treatments and optical services (eligible after 6 months service)
- Cycle to work scheme
- Car lease scheme
- LGPS Pension

Job Description – Head of Computing

Salary: £36,400 – 53,040 Plus TLR2 (United Learning Pay Structure)

Start Date: September 2026

Application Deadline: Sunday 07th June

Role Summary

The Head of Computing leads and manages the Computing department, ensuring the delivery of a high-quality, inclusive curriculum that supports student achievement across all key stages. The role is responsible for developing and implementing a broad and engaging curriculum that promotes digital literacy, computational thinking, and safe use of technology.

The post-holder will share and support the academy and United Learning's ethos and culture toward providing and monitoring opportunities for personal and academic growth and support the Head of Department.

Professional responsibilities:

- To lead on the process of monitoring and evaluation within Computing in line with agreed academy procedures, including evaluation against quality standards and performance criteria. To seek / implement modification and improvement where required.
- To develop a cohesive curriculum, which is well sequenced, relevant and engaging.
- To ensure needs of all pupils within the curriculum area are met.
- To be accountable for students' attainment, progress and outcomes.
- To co-ordinate and record the assessment of student progress in line with academy policy.
- To provide support to staff to promote consistently good teaching, classroom management and professional development.
- To regularly mark, assess, record and report on the attendance, progress, personal development and attainment of students and give written/verbal feedback as required.
- To participate in arrangements for preparing students' examinations, including targeted revision programmes and assessing students for examination purposes.
- To communicate effectively with parents/carers about students' progress and achievements, discussing appropriate targets and encouraging them to support their children's learning, behaviour and progress.
- To contribute to the development of effective subject links with external agencies.
- To be a tutor to an assigned group of students, promoting the well-being of individual students and of the tutor group.
- Manage departmental resources and budgets
- Establish a safe and stimulating environment for students, rooted in mutual respect;
- Set goals that stretch and challenge students of all backgrounds, abilities and dispositions;
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of students.

Subject Knowledge

- Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject and address misunderstandings;
- Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship;
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject.
- Plan and teach well-structured lessons
- Impart knowledge and develop understanding through effective use of lesson time



United Learning
The best in everyone™

- Promote a love of learning and children's intellectual curiosity;
- Set homework and plan out-of-class activities to consolidate and extend the knowledge and understanding students have acquired;
- Reflect systematically on the effectiveness of lessons and approaches to teaching;
- Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

Performance Development and Review

- To take part in the academy's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas, including subject knowledge and teaching methods.
- To actively engage in the Performance Development and Review process and effectively act as a reviewer for teachers within the computing department.

Behaviour Management

- Have clear rules and routines for behaviour in classrooms and throughout the school, taking responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.

Other responsibilities

- Make a positive contribution to the wider life and ethos of the school
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- Communicate effectively with parents regarding students' achievements and well-being

For more information on this role, or if you wish to visit the school for a tour, please email natalie.blair@nuneatonacademy.org.uk

United Learning is committed to safeguarding and promoting the welfare of all children and young people and expects all staff and volunteers to share this commitment.

All positions are subject to an Enhanced Disclosure and Barring check from the Disclosure and Barring Service (DBS) and shortlisted candidates will be subject to an online check.

United Learning values diversity and inclusion and is committed to creating and sustaining a more diverse workforce. We welcome applications from professionals of minority ethnic origin and from majority ethnic professionals who share our commitment to inclusion and diversity.

We reserve the right to close this requisition early if we receive a high number of applications

