



Astrea Academy Trust

LEARN, THRIVE, SUCCEED

Role Profile

Assistant Principal:
English

Astrea Academy
Dearne

ROLE SPECIFICATION

Academy / Department	Astrea Academy Dearne
Post title	Assistant Principal: English
Responsible to	Vice Principal
Full-time Salary	Leadership 11 –15 £70,407 - £77,554
Working Pattern	32.5 hours per week, 52 weeks per annum
Pension	Teacher Pension Scheme
Working Hours	Permanent
Line Management Responsibility	Yes

ROLE SUMMARY

The fundamental duty of the post holder is to provide strategic leadership of English and literacy across the academy and secure exceptional academic outcomes in English. The post holder will line manage the Head of English, holding them rigorously accountable for the quality of education, teaching, curriculum implementation, scholar achievement and continuous improvement within the department.

As a member of the Senior Leadership Team, the post holder will play a highly visible role in driving whole-school improvement, modelling the highest professional standards and contributing strategically to the academy's vision, culture and performance.

The post holder will ensure that English is a flagship area of academy excellence, characterised by exceptional teaching, outstanding leadership, a culture of reading and literacy, and consistently strong attainment and progress outcomes for all scholars.

KEY AREAS OF RESPONSIBILITY

- ★ Secure exceptional attainment and progress in English across key stages.
- ★ Line manage, support and challenge the Head of English, ensuring the department delivers consistently strong outcomes.
- ★ Establish English as a flagship department, recognised for exceptional teaching, high standards and academic excellence.
- ★ Champion literacy, reading and vocabulary development across the academy.
- ★ Monitor, evaluate and improve the quality of education in English through rigorous quality assurance and effective use of performance information.
- ★ Lead and oversee reading intervention programmes and the Astrea Reads strategy to improve literacy and reading outcomes.
- ★ Work collaboratively with pastoral, safeguarding and inclusion teams to remove barriers to learning and maximise scholar success.
- ★ Ensure academy policies relating to behaviour, attendance, safeguarding and teaching and learning are implemented consistently and effectively.
- ★ Play a visible and influential role within the Senior Leadership Team, contributing to whole-school improvement and academy priorities.

Teachers within the core subject team plus whole school raising achievement:

- ★* Through the line management of the Head of English, provide strategic leadership and oversight of the English department.
- ★* Hold leaders and staff accountable for the quality of teaching, curriculum delivery and scholar outcomes within English.
- ★* Ensure the curriculum is ambitious, knowledge-rich and enables all scholars to achieve highly.
- ★* Lead, coach and develop staff to secure consistently excellent classroom practice.
- ★* Monitor performance and implement timely intervention where standards fall below expectations.
- ★* Promote high-quality provision for disadvantaged scholars, those with SEND and other vulnerable groups.
- ★* Contribute to whole-school improvement planning and the academy's strategy for raising achievement.
- ★* Work with curriculum leaders across the academy to strengthen disciplinary literacy and improve scholars' reading, writing and communication skills.
- ★* Communicate effectively with parents, governors and other stakeholders regarding standards, outcomes and improvement priorities.

Teaching and Learning:

- ★* Establish and sustain a culture in which exceptional teaching is the expectation across English.
- ★* Quality assure teaching, curriculum implementation and leadership within the English department, addressing underperformance swiftly and effectively.
- ★* Ensure teaching is evidence-informed, ambitious and consistently secures strong outcomes for all groups of scholars.
- ★* Lead the development of excellent pedagogical practice within English and contribute to whole-school teaching and learning priorities.
- ★* Teach to an exceptionally high standard and model best practice for colleagues across the academy.
- ★* Use assessment intelligently to identify strengths, address gaps and accelerate scholar progress.
- ★* Ensure English is recognised as a leading department within the academy, delivering outstanding literacy outcomes, strong examination results and high levels of scholar engagement.
- ★* Drive a culture where success in English is seen as central to scholars' future opportunities and a key indicator of academy success.

PERSON SPECIFICATION

	Essential	Desirable
Education and Training		
Degree or equivalent (subject-related)	•	
Qualified Teacher Status	•	
Evidence of relevant professional development	•	
Knowledge		
Excellent and up-to-date knowledge and understanding of developments of curriculum, teaching and learning strategies and assessment.	•	
Knowledge of pedagogical strategies to ensure scholars can maximise retention in long term memory	•	
Keeps up-to-date with educational research and literature and can explain how this influences their classroom practice.	•	
Knowledge of how to contribute to an inclusive and varied extra-curricular programme.	•	
Experience		
Relevant and recent teaching experience of English across the range of prior attainment	•	
Use of quality assurance systems and policies to improve teaching and learning	•	
Ability to successfully manage behaviour in the classroom and support others to do so	•	
Ability to manage time effectively and work under pressure and meet deadlines	•	
Ability to understand and deploy assessment practices to support learners	•	
An understanding of how to manage resources effectively to meet curricular aims.	•	
Track record of securing strong and excellent outcomes in English	•	
Experience of staff development, coaching and mentoring and delivering CPD.	•	
Contribution to creating subject-specific QA approaches for a team.	•	
Professional Skills		
Can articulate the relevant subject-specific knowledge that scholars should leave school within order to join the 'community of educated citizens'	•	
Commitment to inclusive and high achieving comprehensive education	•	

GENERAL RESPONSIBILITIES

- ★ ★ Contribute to the overall aims of the Trust and Academy Improvement Plans.
- ★ ★ Commitment to continual learning and development of skills.
- ★ ★ Behave in a manner that is professional, friendly and fair demonstrating and role modelling politeness and respectfulness.
- ★ ★ Demonstrate an excellent record of attendance and punctuality.
- ★ ★ Be aware of and comply with Trust policies and procedures including but not exhaustive of:
 - Acceptable Use of IT Policy
 - Code of Conduct
 - Keeping Children Safe in Education (KCSIE 2024)
 - Child Protection and Safeguarding Policy
- ★ ★ Work cooperatively as part of the Trust wide staff team.
- ★ ★ This role profile is not exhaustive and undertaking other duties may be required.

THIRD PARTY CHECK

Is this role subject to the following checks?

Disclosure Barring Service Enhanced Check (DBS)	Yes
Section 128 (S128) check	Yes
Is this role a Senior Leadership Role with management responsibility for the academy?	

APPLICATION PROCESS

Due to the Education sector requirements and that we must comply with Keeping Children Safe in Education (KCSIE) an application form must be completed. We are unable to accept a CV as form of application. We recognise that our application forms are comprehensive. If you have any difficulties completing, please do contact recruitment@astreaacademytrust.org