



Armthorpe
Academy

BUILD YOUR DREAM CAREER

Join our Team!



RECRUITMENT PACK

Lead Teacher of English

Armthorpe Academy, Doncaster

EXCELLENCE AND EQUITY WITH INTEGRITY

WELCOME FROM THE CEO



Dear Candidate,

Thank you for your interest in the position of Lead Teacher of English at Consilium Academies.

At Consilium, we are on a mission to being an excellent trust with excellent schools – we would love you to join us in that mission.

We are a values driven trust and bring this to life every day though our commitment to excellence, equity and integrity.

We recognise the unique value of everyone, whether they are staff or students and are dedicated to ensuring that every member of our Trust reaches their full potential. To achieve this, we collaborate with stakeholders and external organisations to build relationships that enhance opportunities for all members across the Trust.

We have a commitment to ensure each and every staff member is supported to achieve their goals within their career and have the skills and development to flourish. This commitment is reflected in our Centre for Professional Learning, where colleagues have access to tailored training opportunities and resources to meet their specific needs.

We firmly believe that every student, regardless of their background deserves an excellent education and an equal opportunity to fulfil their potential. This vision guides us in creating an environment where every pupil can thrive.

As part of our Trust, our academies align with collective aims, including prioritising holistic development of pupils academically, socially and emotionally. We aim to instil a passion for lifelong learning and continual improvement among our academies, staff and students, empowering them to pursue their aspirations and ambitions. Our goal is to create a family of academies that is inclusive and embraces diversity, fostering a supportive community where all members feel inspired and empowered to succeed.

We look forward to your application, thank you for your interest in joining the Consilium family.

Mr Michael McCarthy
Chief Executive Officer of Consilium Academies.

WELCOME FROM THE PRINCIPAL



Welcome to Armthorpe Academy.

I am delighted to welcome you as a prospective member of the Armthorpe Academy team. Your interest in joining the academy comes at an exciting time, as we continue to strengthen our commitment to delivering exceptional educational opportunities for every student within our trust.

Armthorpe Academy is a school with a strong and proud reputation for excellence, and its dedicated staff are central to the progress and success we see every day. Across our region, we strive to create environments where colleagues feel empowered to grow, collaborate, and make a meaningful impact on the lives of young people. Armthorpe is a shining example of this vision in action.

As Regional Hub Director, I want to highlight some of the core commitments that guide our work and shape the culture at Armthorpe Academy:

- **Educational Excellence:**
Armthorpe has a well-established record of strong academic achievement. We remain focused on sustaining and raising the quality of education, ensuring that both staff and students benefit from a vibrant, forward-thinking learning culture.
- **Inclusivity and Diversity:**
Across all of our academies, we champion inclusive, respectful environments where every individual feels valued. Armthorpe reflects these principles wholeheartedly, celebrating diversity and prioritising a sense of belonging for both students and staff.
- **Professional Growth:**
We take pride in nurturing talent. Whether through tailored CPD, trust-wide training programmes, or opportunities for progression, we are fully committed to supporting the professional development of every colleague.
- **Community Partnership:**
Armthorpe Academy plays a central role within its community, building positive relationships with families and local partners to enrich the educational experience and strengthen the support network around each student.
- **Staff Well-being:**
We recognise that our staff are at the heart of everything we do. The trust and the academy are committed to promoting a healthy, positive, and supportive working environment where colleagues can thrive.

By joining Armthorpe Academy, you would be contributing your own expertise to a school that values collaboration, ambition, and a shared purpose. You would also be joining a wider supportive network within the region, committed to helping you succeed.

Thank you for considering Armthorpe Academy as the next step in your career. We look forward to the possibility of welcoming you to the team and seeing the positive impact you bring to the wonderful students and community we serve.

Kind Regards,

Owen Inglis - Regional Hub Director

ABOUT THE SCHOOL



Armthorpe Academy is an 11-16 school located in the city of Doncaster, South Yorkshire. The learning our children experience is a broad and balanced diet that provides intellectual, moral, creative and emotional stimulation. It is an exciting time to be part of our academy, as with the support of Consilium, we are constantly working to develop and evolve our curriculum and pedagogy to ensure all students can flourish. This means not only striving to fulfil the academic potential of all our learners, but also teaching our young people how to care for themselves mentally and physically, as well as facilitating opportunities for them to enjoy and live life to the full beyond the taught curriculum.

At Armthorpe, we believe every learner is an individual with a unique personality, characteristics and the potential to shine. Inclusion therefore lies at the heart of everything we do. Childhood is changing. Our learners are growing up in a world defined by fast-paced technological development living increasingly online, in spaces adults sometimes struggle to understand. We place great value on preparing our learners to thrive in 21st century Britain, not just academically but socially, emotionally, morally and culturally too. It has never been more important to equip our students to adapt to and embrace change, develop their resilience and creative thinking skills whilst instilling a real love of learning. The development of the whole person is imperative to us.

| | |
|-----------------------|--|
| Respect | <ul style="list-style-type: none"> • Being a leader: Doing the right thing when no-one is watching (both inside and outside of school). • Executing the basics: Smiling, saying please/thank you, opening doors and treating others how we would want to be treated ourselves. • Following and accepting rules without argument. |
| Responsibility | <ul style="list-style-type: none"> • Being responsible: doing the 'things' you are supposed to do. • Accepting responsibility: enjoying praise for 'things' you have done well (positive choices) and admitting to and accepting the consequences for 'things' you have not done well (poor choices). • Role modelling responsibility: encouraging others to make positive choices. |
| Resilience | <ul style="list-style-type: none"> • Being prepared to embrace challenges and unknown situations. • Bouncebackability! Realizing sometimes we must try things several times before we learn or find a solution. • Being ruthless and relentless in striving for success – we do not stop until we are as good as we can be! |
| Pride | <ul style="list-style-type: none"> • Constantly working hard – nothing replaces hard work. • Actively listening to others so we are always learning and improving, know it, own it, do it! • Thinking for ourselves and never being afraid to share our ideas/thoughts when requested – we aim for solution focused creative minds |
| Ambition | <ul style="list-style-type: none"> • If our dreams do not scare us, they are not big enough. • Having a dream we can articulate. • Understanding what excellence looks like and constantly striving for it. |

ABOUT THE TRUST



Consilium Academies is a Multi-Academy Trust dedicated to Excellence and Equity with Integrity. Consisting of eight schools across three hubs in Salford, South Yorkshire, and the North East of England, our culture is built on support, guidance, capacity building, and fostering a collaborative approach to school improvement.

Our Trust is committed to the highest standards of curriculum, teaching, and learning, leading to excellent outcomes for our pupils. This commitment extends to our staff, with a focus on high-quality learning, professional development, and an uncompromising approach to support and growth.

Schools within the Trust are encouraged to engage in rigorous self-evaluation and take swift action to address any areas of underperformance, guided by our School Improvement Framework.

Our Key Areas of Focus:

- **Expert Knowledge:** We prioritise school-to-school support, fostering expert knowledge, and providing effective assistance to our schools.
- **Ambitious Curriculum:** Our schools share a common language for curriculum development, with a focus on Enriching Lives, Inspiring Ambitions, and embedding Equity, Diversity, and Inclusion throughout.
- **Effective Pedagogy:** Our research-focused approach seeks impactful teaching methods, a shared language for pedagogy, and developing partnerships with external experts.
- **Purposeful Practice:** We respect each school's identity while promoting a shared understanding of high-quality practice and staff development.
- **Rigorous Assessment & Intervention:** We implement evidence-based benchmarking and targeted support through Rapid Action Plans, maintaining a relentless focus on achieving strong outcomes for all students.
- **Rich Culture:** Guided by Excellence, Equity, and Integrity, we aim to identify, attract, develop, and retain expertise at all levels, ensuring our schools contribute to the Trust's success over time.

Led by our Chief Executive Officer, Michael McCarthy, our Central Team provides direct services, accountability, leadership, and management to our schools. We operate a strong partnership model, where our partner schools play a crucial role in the Trust's continual growth and development.

Our collaborative approach respects each school's individual identity, empowering them to focus on student achievement and success while being part of a supportive network committed to excellence.

BENEFITS



As a Trust, we want our staff to feel supported and valued. Whether you are a teacher or member of the support team, we want your work to have a positive impact on your health and wellbeing.



A CONTRIBUTORY PENSION SCHEME, MEANING WE'LL SAVE TOGETHER

34 DAYS ANNUAL LEAVE + BANK HOLIDAYS FOR SUPPORT STAFF (PRO-RATED FOR PART-TIME) & 36 HOUR WORKING WEEK FOR FULL-TIME SUPPORT STAFF



EMPLOYEE ASSISTANCE PROGRAM WITH ACCESS TO COUNSELLING AND CBT 24 HOURS A DAY, 7 DAYS A WEEK

A CPD OFFER FOR EVERY MEMBER OF STAFF; TO HELP YOU PERFORM AS WELL AS YOU CAN IN YOUR ROLE, TO HELP YOU REACH YOUR CAREER ASPIRATION



FREE MEMBERSHIP TO VIVUP. WITH HUNDREDS OF EXCLUSIVE OFFERS AND DISCOUNTS AVAILABLE ONLINE AND IN STORE.

ACCESS TO THE LEADING HOME ELECTRONICS LEASE SCHEME, EXCLUSIVE TO PUBLIC SECTOR EMPLOYEES



ENHANCED CONTRACTUAL SICK PAY IN LINE WITH THE BURGUNDY BOOK AND GREEN BOOK, PROTECTING YOU AND YOUR FAMILY

AUTOMATIC PAY PROGRESSION FOR ALL STAFF IN LINE WITH THEIR CURRENT GRADING STRUCTURE



JOB DESCRIPTION



| | |
|-------------------------|------------------------------------|
| JOB TITLE: | Lead Teacher of English |
| REPORTS TO: | Principal and Director of English |
| GRADE: | Lead Practitioner Scale L10 to L14 |
| CONTRACT: | Permanent |
| WORKING PATTERN: | Full Time |
| ACTUAL SALARY: | £65,009 - £71,681 |

MAIN PURPOSE OF THE ROLE

As part of a team of lead professionals, the postholder will take responsibility for the quality of subject provision, curriculum design, teaching and assessment, and will be jointly accountable for driving performance improvement, attainment and progress within their discrete subject area. Working across the Trust's schools, based in Armthorpe academy in the first instance, they will collaborate closely with the Director of English, Senior Leadership Teams and Subject Leadership Teams to accelerate improvement and raise standards.

The role involves providing Heads of Department with targeted support, guidance and appropriate challenge to secure outstanding outcomes and progress for students.

In addition, they will support and deliver intervention programmes to help achieve stretching targets for student outcomes, and will design and implement common assessments, ensuring effective feedback through the analysis of Key Performance Indicators and detailed question-level analysis.

CORE RESPONSIBILITIES & TASKS

Curriculum development

- Leading, across Consilium Academies, the development and implementation of strategic approaches to secure consistently outstanding provision in the teaching of English.
- Working in close partnership with the Director of English to support and deliver the Trust-wide English strategy.
- Designing and quality-assuring ambitious, coherent curriculum plans that align with national curriculum expectations and exam board requirements.
- Developing high-quality programmes of learning, including shared resources and effective teaching and learning strategies, to drive continuous improvement across the Trust.

Student Outcomes

- Championing high expectations for learning and a relentless focus on raising achievement across all Consilium Academies schools.
- Delivering highly effective classroom practice alongside targeted, evidence-informed intervention to secure strong outcomes for all pupils.
- Contributing to the planning and delivery of high-quality, focused professional development, including Trust INSET days.
- Actively raising student aspirations at all stages and across all pathways.
- Working collaboratively with key Trust colleagues to share best practice and regularly review the impact of strategic support and intervention.

Teaching and Learning

- Supporting the Director of English to raise attainment across the department through the leadership of sustained improvements in teaching and learning.
- Observing lessons and providing constructive, developmental feedback to support colleagues where teaching practice requires improvement.

Staff Development

- Identifying and applying relevant educational research to strengthen and refine existing teaching and learning practice.
- Contributing to the training and development of Initial Teacher Trainees (ITT) and Early Career Teachers (ECTs).

- Designing and facilitating with the Director of English for the English Network
- Providing a structured programme of guidance, training and targeted support for teachers requiring additional development.
- Designing and delivering high-quality professional development activities to support sustained improvement in teaching and learning.

General

- You will be aware of, and comply with, all policies and procedures relating to child protection, inclusion, health, safety and security, confidentiality, and data protection, reporting any concerns promptly to an appropriate person.
- You will participate in training, professional learning activities and performance development as required.
- You will carry out your role in a way that upholds high professional standards, while actively supporting inclusion and valuing diverse perspectives.
- You will maintain strict confidentiality in all aspects of your work.
- You will handle and process personal and sensitive information in accordance with the Data Protection Act 2018 and the UK General Data Protection Regulations (UK GDPR).
- You will ensure that all work is conducted in a manner that safeguards the security of information, including the use of strong passwords, reporting any data breaches, securing paper records and disposing of records securely.
- You will understand and comply with statutory safeguarding guidance, always prioritising the safeguarding and promotion of children's welfare and reporting any concerns immediately to the Designated Safeguarding Officer.
- You will consistently comply with the Trust's policies and procedures.
- You will undertake other reasonable duties commensurate with your competence and experience.

Expected behaviours

- Support and actively promote the ethos, vision, principles and values of the school.
- Treat colleagues, students and all members of the wider community with respect and consideration at all times.
- Ensure all students are treated fairly, consistently and without prejudice.
- Set a positive example to students through appropriate professional dress, punctuality and high standards of attendance.
- Uphold the school's ethos by consistently enforcing the code of conduct, uniform expectations and related policies.
- Adhere to the teaching standards within your assigned curriculum area, identifying and exemplifying outstanding classroom practice and acting as a role model for all staff.
- Take responsibility for your own professional development and engage fully in the school's arrangements for performance management, including the evaluation of your own performance and that of other teachers.
- Reflect critically on your own practice and the wider practices of the school, with the aim of continuous improvement and the pursuit of excellence.
- Read, understand and comply with all school policies, and contribute to the implementation of school improvement plans.
- Participate in the development and effective management of the school through attendance at team meetings, staff meetings and other relevant forums.
- Undertake duties as outlined within the school's policies.
- Carry out professional duties reasonably assigned by the Headteacher or Head of School.
- Take a proactive approach to matters relating to health and safety.
- Play a full and active role in the life of the school community, supporting its distinctive ethos and values and encouraging both staff and students to model these expectations.

Other

- Whilst every effort has been made to outline the principal duties and responsibilities of the post, it is not possible to itemise every task. The postholder will be expected to comply with any reasonable request from the Executive Director of Education and Principal to undertake work of a similar nature and level that is not explicitly detailed within this job description.

- This job description is accurate at the date shown. It will be reviewed at least annually and may be amended, following consultation with you, by the Executive Director of Education or Principal to reflect or anticipate changes to the role, in line with the post grade and job title.

Please note: Part of this role is working on a regional level there is the expectation of working collaboratively with and across other regions in your work

CORPORATE RESPONSIBILITIES

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust's activities.
- To plan, monitor and review health and safety within areas of personal control.
- To participate in the Trust's Professional Development Review process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date.
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues

ADDITIONAL NOTES

- The job purpose and key statements remain indicative and by no means exclusive. Given the evolving needs of the Trust, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.
- An Enhanced DBS Check will be requested on successful application to a position at the Trust.

PERSON SPECIFICATION



| Qualifications and CPD | Essential | Desirable |
|---|------------------|------------------|
| Educated to degree level or equivalent | X | |
| QTS | X | |
| Experience, Knowledge and Skills | Essential | Desirable |
| In depth knowledge and experience of up-to-date education policy | X | |
| Track record of success | X | |
| Experience working with Ofsted | X | |
| Strong understanding of school improvement processes and frameworks | X | |
| Good written and verbal communication skills and be able to relate well to all stakeholders | X | |
| Suitability for promoting and safeguarding the welfare of children and young people | X | |
| Willingness to ensure that equal opportunities are promoted and developed in all areas of the network | X | |
| In-depth knowledge and understanding of Ofsted framework | X | |
| Strong analytical skills, particularly with reference to school performance data | X | |
| In excess of 5 years' experience of leadership experience | X | |
| Experience of benchmarking schools against Ofsted framework | X | |
| Experience of implementation of national policy | X | |
| Experience of management of change initiatives | X | |
| Previous work with multi academy trusts | X | |
| English Fluency | | |
| Possessing a relevant qualification for the role attained as part of education in the UK or full taught in English by a recognized institution abroad | X | |
| Passing an English spoken language competency test or possessing a relevant spoken English qualification at CEFR Level B1 or above, taught in English by a recognized institution abroad. | | X |