

Headteacher: Mr Scott Simpson-Horne  
All Saints Church of England Academy  
Pennycross, Plymouth, PL5 3NE  
[www.asap.org.uk](http://www.asap.org.uk)

## Assistant Head of English

Salary: MPS/UPS plus TLR

Permanent

Start date: September 2022

Closing date: 10am Friday 13<sup>th</sup> May

At All Saints, we understand that English is the gateway subject: without it, success across the curriculum is unlikely. We believe that the right to learn to read, write and speak fluently is fundamental – if you share this belief, we want to hear from you. And, if you're up for helping to develop the best English department in the South West by 2024, you will fit right in.

We value potential and talent as highly as experience and are interested in employing people who are ambitious about becoming future school leaders. If you are an excellent practitioner and want to take your first role into leading a team, this is the position for you. If you already have experience we want to collaborate with your expertise, learn from this and continue to support you on your path to future leadership. Whatever stage of your professional journey you are on, you will be supported in rapidly developing your leadership capacity.

If you are passionate about becoming a future leader that is committed to transforming the life chances of young people, your next job is waiting for you at All Saints Academy, Plymouth.

All Saints Academy is a small school and have 600 students on roll (full capacity). We value our staff and do this by having sensible policies and clear systems in place, such as:

- We do not expect staff to write endless feedback to students. We do not do WWW or EBI but instead have a fast, whole class feedback approach and live marking.
- We do not expect you to set homework. This is already planned and set for you with our 'Need to Know' Booklets.
- You will not be expected to attend pointless meetings. We value CPD time and to that extent have weekly department and whole staff CPD.
- We do not grade lessons or have formal observations. Instead we invest in incremental coaching, where all staff have a trained coach to watch parts of a lesson and feedback. You will get more out of this than any formal observation or training course.
- We value our future leaders and, along with the Ted Wragg Multi-Academy Trust, we invest in the talent development of our staff.
- We believe in disruption free learning and have a clear centralised sanctions policy to support you with this.
- Lesson resources are prepared for you, using high quality schemes of learning developed by expert leaders across our school and the Trust. We use booklets in lessons for students to work in, fully resourced with teachers only expected to think about implementation for the students in front of them.

We wish to appoint an outstanding candidate for the role, who has an excellent track record for improving outcomes for children and a willingness to go the 'extra mile', such as offering extra curricular clubs for our students.

If you would like a tour of the Academy or an informal conversation with the Headteacher, please contact [vacnacies@asap.org.uk](mailto:vacnacies@asap.org.uk) to request this.

Further details and an application form can be downloaded from the school website - <http://asap.org.uk/vacancies/>

The Ted Wragg Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and operate in accordance with the Safeguarding and Child Protection Policy. All applicants will be subject to a full Disclosure and Barring Service check before an appointment is confirmed. This role requires the ability to fulfil all spoken aspects of the role with confidence and fluency in English.

The Trust is committed to ensuring that our employees are able to achieve their full potential in an environment offering dignity, respect and equality of opportunity.