



The Lowry Academy

The best in everyone™

Part of United Learning



CANDIDATE PACK

Director of English



United Learning
The best in everyone™

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WELCOME

Dear Colleague,

Thank you for taking the time to explore the opportunity to become our next Director of English at The Lowry Academy. I am delighted that you are considering joining us at such an important and exciting point in our journey.

English sits at the very heart of our academy. It is fundamental not only to academic success, but to our wider mission of ensuring every young person leaves us confident, articulate and equipped to access the best possible future. This role is therefore pivotal: we are seeking a leader who can combine strong subject expertise with clarity of vision, moral purpose and an unrelenting belief in what our students can achieve.

At The Lowry Academy, we are proud of our inclusive ethos, our high expectations and our commitment to continuous improvement. As part of United Learning, we benefit from a strong framework for excellence, shared curriculum resources and a rich network of subject and leadership expertise – while retaining our own distinctive identity and close-knit community feel. We believe deeply in evidence-informed practice, instructional coaching and the power of collaboration, and we invest in our staff and give additional time so they can do their very best work.

The successful candidate will join a committed English team, with the opportunity to shape culture, curriculum and practice across the department. You will play a central role in shaping reading for pleasure and academic ambition, while also contributing to whole-school priorities and working with senior leadership. This is a role for someone who enjoys challenge, values teamwork and wants to make a lasting difference – not just to outcomes, but to lives.

We recognise that leadership roles carry responsibility, and we are well supported, professionally challenged and able to grow. You will be part of a leadership culture that values integrity, openness and shared accountability, where success is celebrated and improvement is a collective endeavour.

If you are passionate about English, inspired by the power of education and excited by the opportunity to lead with impact, we would be delighted to hear from you. I warmly encourage you to consider applying and to find out more about what The Lowry Academy has to offer. I look forward to meeting you.

With best wishes,

Mrs Claire Coy

Principal

ABOUT THE LOWRY ACADEMY

WHY JOIN THE LOWRY ACADEMY?

At The Lowry Academy, we are committed to ensuring that every student is well educated, has the opportunity to reach their potential, and is able to lead a happy and fulfilled life. Rated 'Good' by Ofsted, we are a popular and rapidly improving secondary school in Worsley, Manchester, proudly serving our local community.

As part of United Learning, our mission is to bring out "the best in everyone", and we work every day to ensure that both our students and staff have the opportunities, support and high quality environment needed to thrive.

OUR SCHOOL COMMUNITY

The Lowry Academy is an inclusive and aspirational school with a strong set of core values: Aspiration, Resilience, Respect, Confidence and Creativity chosen by our students. These values underpin every decision we make on our transformational journey to provide an exceptional education for all.

Our staff team is committed, professional and cohesive, establishing a culture of high expectations alongside meaningful support for every student. In return, we invest heavily in our staff's wellbeing, professional growth and career progression.

WHY WORK WITH US?

A Supportive, Values Driven Community

Working at The Lowry Academy means joining a school that is ambitious for its students and committed to supporting its staff. You will benefit from close collaboration across the Salford Secondary Cluster, where schools learn from each other, share best practice and create opportunities that no single school could offer alone.

PART OF UNITED LEARNING

United Learning is a national group of schools spanning both the independent and state sectors. With over 70,000 students and 11,000 staff, the group's mission is to improve life chances and bring out the best in everyone - students, staff, parents and the wider community.

As a United Learning school, you'll benefit from:

- Shared expertise and sector leading professional development
- Cross school networks for both teaching and support staff
- Opportunities for career development across the Trust
- A wide range of additional benefits and staff offers

United Learning is committed to being a more diverse organisation. We welcome applications from all candidates who share our ethos and particularly encourage applications from Black and minority ethnic groups who are currently under represented within the Trust. All appointments are made on merit.

WHAT WE OFFER

STAFF BENEFITS

We offer a comprehensive range of financial, professional and wellbeing benefits, including:

- Competitive, fair pay for all roles
- Contributory pension scheme
- Health Cash Plan covering essential healthcare, dental, optical and physiotherapy
- 24/7 online GP access
- Discounts on supermarkets, holidays, high street shopping and leisure
- Discounted gym membership, breakdown cover, cycle schemes and car leasing
- Reduced school fees in United Learning's independent schools
- Hundreds of additional savings and discounts

PROFESSIONAL DEVELOPMENT

We place a strong emphasis on staff development:

- A supportive annual review process, leading to tailored CPD
- Access to professional networks across the Trust
- Group wide opportunities for promotion and role progression
- Free Chartered College of Teaching membership for teaching staff
- Regular CPD sessions and shared expertise across the Salford cluster

We want every colleague to feel valued, supported and able to build a long term, successful career with us.

WELLBEING AND WORK–LIFE BALANCE

Your wellbeing matters. We offer:

- Hybrid and flexible working, where roles allow
- Enhanced parental leave
- Employee Assistance Programme offering confidential support
- Eyecare vouchers
- Free flu vaccinations
- A strong culture of support, openness and care



**POST TITLE:**

Director of English

START DATE:

As soon as possible (date to be agreed)

HOURS OF WORK:

Full Time 37.5 hours per week

SALARY GRADE:

United Learning Competitive

RESPONSIBLE TO:

Senior Leadership Team (with day to day line to Assistant Principal)

CONDITIONS OF SERVICE:

United Learning Contract

PURPOSE OF POST

As Director of English you will provide strategic, instructional and cultural leadership across English, securing excellent teaching, robust curriculum design and sustained improvement in student outcomes. You will shape ambition and practice in line with our Academy's ethos and United Learning's Framework for Excellence, cultivating a collaborative, high-performing team and contributing to whole-school improvement.

JOB DESCRIPTION

KEY RESPONSIBILITIES

STRATEGIC LEADERSHIP & DIRECTION

- Articulate a compelling vision for English that aligns with our academy values and the United Learning Framework for Excellence; translate that vision into clear priorities, milestones and measures of success.
- Lead and quality-assure the KS3–KS4 Raising Attainment strategy (including Y11 setting, targeted interventions, tutor time, Period 6, and tutoring), ensuring impact is demonstrated in data cycles and classroom practice.
- Develop and implement subject policies that promote high expectations, effective pedagogy and equality of access for all learners, including SEND, EAL and disadvantaged students.
- Analyse national, trust and school-level data alongside research/inspection evidence to inform priorities, allocate resources and refine approaches to teaching and assessment.
- Work with United Learning Subject Advisers to share departmental progress and priorities, and to draw on wider trust expertise.

CURRICULUM, TEACHING & LEARNING

- Oversee an ambitious, coherent English curriculum with clear intent–implementation–impact, ensuring progression, breadth and alignment with United Learning’s shared curriculum.
- Ensure teachers are clear on lesson objectives, sequences and outcomes; promote inclusive, research-engaged practice that closes attainment gaps.
- Embed instructional coaching and Teach Like a Champion (TLAC) strategies to drive consistency and excellence across classrooms.
- Champion literacy development (including reading, vocabulary and writing) within English and across the wider curriculum.
- Liaise with the Exams Officer to maintain accreditation with relevant examination bodies; oversee assessment calendars, mock exams and standardisation.

QUALITY ASSURANCE & IMPACT

- Lead subject self-evaluation and contribute to whole-school QA; monitor the quality of teaching, assessment and feedback, and implement responsive improvement plans.
- Establish clear policies for assessing, recording and reporting progress; use assessment intelligently to set challenging targets, recognise achievement and secure progression.
- Produce Department Improvement Plans (DIPs) and termly impact reports; track progress against targets and adapt strategy based on evidence.
- Present to SLT and Governors on performance, priorities and the impact of improvement work.



PEOPLE LEADERSHIP & DEVELOPMENT

- Line-manage and review the KS4 lead, KS3 lead and the Lead Practitioner for English, providing challenge, support and clear accountability.
- Lead recruitment for English staff; build a culture of purposeful collaboration, mutual support and professional dialogue.
- Plan and deliver high-quality CPD informed by coaching, subject knowledge and pedagogy; address underperformance through robust support plans.
- Promote wellbeing and professional integrity; sustain motivation and celebrate effective practice across the team.

READING CULTURE & COMMUNITY ENGAGEMENT

- Strategically lead our Reading for Pleasure plan, leveraging library provision, visiting authors and motivational speakers to cultivate a love of reading across the academy.
- Build constructive partnerships with parents/carers and the wider community; provide regular, clear communication about curriculum, attainment and progress.

JOB DESCRIPTION

SAFEGUARDING, INCLUSION & ETHOS

- Uphold our safeguarding responsibilities, modelling professional standards and ensuring all policies (including child protection, health & safety, confidentiality and data protection) are enacted consistently.
- Champion inclusion, equity and access so every learner thrives, academically and personally, within a culture of respect and high expectation.

PROFESSIONAL STANDARDS

- Meet and exemplify the Teachers' Standards, demonstrating high expectations, strong subject knowledge in English Language and Literature, and adaptive teaching responsive to student needs.
- Contribute to whole-school priorities (literacy, numeracy and personal development), aligning English practice with academy-wide improvement.
- Model our values—professionalism, integrity and continuous improvement—in day-to-day leadership and classroom practice.

COMMUNICATIONS:

- To communicate effectively with the parents of students as appropriate
- To communicate and co-operate with persons or bodies outside the Academy, where appropriate.
- To follow agreed policies for communications in the Academy
- To attend meetings in accordance with the Academy policy

SAFEGUARDING STATEMENT

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undergo an enhanced DBS check and comply with all relevant safeguarding policies and procedures.

The information contained above is to help staff understand and appreciate the work content of their post and role they are to play on the organisation. However, it should be noted that whilst every effort has been made to outline all the duties and responsibilities of a post, a document such as this does not permit every item to be specified in detail. Broad headings may therefore have been used: in which case all the usual associated duties are included in this job description.

Please note that this list of duties is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that will carry out. The postholder may be required to do other duties appropriate to the level of the role. This job description will be reviewed as and when necessary, in accordance with the needs of the academy.



PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE	HOW ASSESSED
QUALIFICATIONS AND CPD			
Good Honours Degree and QTS	✓		A, I, R
Evidence of further relevant qualifications or training		✓	
Evidence of being up to date and commitment to further skill development	✓		
Ongoing professional learning; evidence of recent, relevant CPD	✓		
NPQSL (completed or in progress)-desirable.		✓	
EXPERIENCE			
Experience and expertise in the teaching of English	✓		A, I
Successful leadership experience within English (e.g., Head of English/ Key Stage Lead, Lead Practitioner), with impact on teaching quality and outcomes	✓		
Evidence of effective use of assessment for learning	✓		
Experience of delivering inset/training within English department		✓	
KNOWLEDGE AND SKILLS			
Up to date knowledge and understanding of current English curriculum	✓		A, I, R
Highly skilled and innovative classroom practitioner	✓		
Proven track record of improving attainment and progress, including for disadvantaged learners and those with SEND/EAL.	✓		
Deep subject knowledge in English Language and Literature; awareness of current curriculum guidance and examination requirements.	✓		
Excellent organisation and planning skills	✓		
Ability to work as an effective part of a team, understanding how to support and promote others	✓		
Excellent communication skills	✓		

For evidence, A = Application, I = Interview, R = Reference

PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE	HOW ASSESSED
PERSONAL COMPETENCIES AND QUALITIES			
Commitment to an ethos of high standards, personal fulfilment, and academic success	✓		A, I, R
The ability to lead and inspire others	✓		
Good inter-personal skills when dealing with pupils, staff, and the wider community	✓		
The ability to monitor, manage and support staff within the English department	✓		
Smart and well-presented	✓		
Understand and respect the importance of diverse cultures and faiths within the school	✓		
Evidence of a commitment to extra-curricular ethos of the school	✓		
Evidence of wider professional effectiveness	✓		
SPECIAL REQUIREMENTS			
Successful candidate will be subject to an Enhanced Disclosure and Barring Service Check	✓		A
SAFEGUARDING			
The Lowry Academy is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. All staff and volunteers are therefore expected to behave in such a way that supports this commitment	✓		I, R

For evidence, A = Application, I = Interview, R = Reference



How to Apply

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact **Neil Massie** at Academicis, our recruitment partner, on **nmassie@academicis.co.uk** or by phone on **07818 875514 / 01223 907979**.

CLOSING DATE:

Thursday 19th March 2026

SHORTLISTING:

Friday 20th March 2026

INTERVIEWS:

w/c Monday 23rd March 2026



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