



Job Application Pack

Djanogly Learning Trust

LEADER OF LITERACY



Full time / 2 Year Contract

Salary: Leadership Scale L6-11: £47,735 - £54,091

Closing Date: 12 noon Tuesday 23rd March 2021

Interview Date: Monday 29th March 2021

Welcome from the Chief Exec



Dear Candidate

Thank you for showing an interest in joining our team at Djanogly Learning Trust. We have a simple shared mission here at Djanogly – to make a difference to the lives of our children and their families.

Children at our established academies are leaving well prepared for the next stage in their learning. End of key stage achievements are in line, above or rapidly catching up with national averages. Children make great progress in our academies, both in terms of academic achievement and in their development as future citizens. Our children are engaged and keen to learn, they are polite and supportive towards each other. Visitors to our academies always comment on the warm welcome and the calm atmosphere.

Where newer academies have joined our Djanogly family it's because they share our commitment to our children and communities as well as our drive to be the best we can be.

As professionals, we know that this doesn't happen by accident. We are committed to providing high quality support to all our staff, whatever their role. Our continuous professional development strategy is called 'Journey to Excellence' and through this, we ensure that everyone has opportunities that are unique to them.

A recent Ofsted at one of our primary schools states:

"The journey to excellence ethos permeates all aspects of the school...Staff are extremely positive about this approach and said that it helped them to improve"

This is a tremendous opportunity to make a difference and to be part of a dynamic and innovative staff team. We look forward to receiving your application and working with you on your own professional journey to excellence.

Best regards



Liz Anderson
CEO
Djanogly Learning Trust

Application Details

Do you have the drive and passion for ensuring that all primary school children have the essential building blocks for literacy? Do you have a creative and innovative approach to teaching and learning which raises standards?

We are looking for an experienced, knowledgeable, skilled and dedicated professional who is ambitious to lead the development and implementation of a Trust-wide primary schools' strategy in literacy. This is offered as a two year post with a possibility of permanent extension subject to funding. The post holder will be a full member of our strategic education team, and work in a leadership role with other key professionals in our schools. Successful applicants must have an in-depth knowledge of phonics and primary literacy pedagogy, and a proven track record of leading effective literacy development and improving outcomes for children within and across schools.

Leaders at Djanogly Learning Trust know that children succeed because of the commitment, knowledge and professionalism of the staff team who provide high quality learning experiences. Your role will be to ensure that literacy development is championed throughout all primary schools, that strong practice is shared, and that all teachers and teaching assistants understand the core building blocks for early literacy.

We need leaders who:

- have high expectations for themselves, colleagues and all children
- are committed to providing robust, high quality, innovative learning experiences
- have excellent communication skills and the ability to forge effective partnerships both within and outside the Trust in order to create a shared view of how to raise standards
- are innovative, creative, forward thinking and able to deliver training to colleagues which makes a difference
- actively analyse and interpret pupil information to inform and further develop effective practices.
- know that we are all learners and are committed to continuing professional development
- understand that a cross-Trust culture of trust, support, challenge, achievement, care and kindness is essential.

How to Apply

Should you wish to apply for the post, please complete and return an application form along with a covering letter addressed to Djanogly Learning Trust, which clearly demonstrates your suitability for this role. Applications can be submitted via email to h.pickering@djanogly.org with DLT Leader of Literacy Application in the subject line, or by post, for the attention of Holly Pickering, to the following address:

c/o Holly Pickering
Djanogly Learning Trust,
Sherwood Rise
Nottingham
NG7 7AR

Application forms

This job pack can be found electronically at www.djanogly.org/working-for-us. Wherever possible, please provide email addresses for your referees.

Closing Date

Please ensure your application form arrives by 12.00pm of the closing date of Tuesday 23rd March 2021.

Interview

Interview for the role will be held on – Monday 29th March 2021.

General Data Protection Regulation

Our privacy notice can be found at [dlt-recruitment-privacy-notice-v1.0-may-2018.pdf](#)
([djanogly.org](#))

Safeguarding and Child Protection

Djanogly Learning Trust is committed to safeguarding and promoting the welfare of all children and expects all staff to share this commitment. All new staff with the Trust will be subject to an enhanced DBS check and all other safeguarding requirements in accordance with DfE legislation.

Senior leaders are all accredited Designated Safeguarding Leads who staff should refer any safeguarding concerns to straight away. All members of staff will receive training in line with our Safeguarding and Child Protection Policy.

Equal Opportunities

Djanogly Learning Trust welcomes enquiries from everyone and values diversity in our workplace. A commitment to promoting diversity and developing a workplace environment where all staff are treated with dignity and respect is central to our recruitment process.

Djanogly Learning Trust Job Description

Djanogly Learning Trust Vision

We believe that every child has the right to an education that gives them the best opportunity to succeed and prosper. We know that this takes great people, hard work and attention to detail. This is a considerable responsibility and we take it very seriously. Everyone within our trust is fully committed to learning. Our ethos is to be innovative in order to improve, to develop resilience in order to face challenges, and to strive for excellence in everything we do.

Job title	Leader of Literacy Development
Hours and weeks	Full time (Term time)

Djanogly Values

Employees who demonstrate a commitment to our core values of Excellence, Resilience and Innovation will:

- Embody the belief that every child has the right to an excellent education and constantly strive to give every child the best opportunity to succeed and prosper through their contribution to the Trust
- Recognise and demonstrate the importance of working hard, showing resilience and paying close attention to detail to ensure every child achieves their best
- Strive for excellence by demonstrating a commitment to innovation, engaging in CPD and constantly striving to improve provision and outcomes for pupils.

Djanogly Behaviours

Employees will demonstrate their professionalism and promote a positive culture by:

- Behaving in a professional manner at all times
- Developing professional working relationships with all colleagues and stakeholders, showing understanding and mutual respect in all aspects of their role
- Taking personal responsibility by paying attention to the small things to intercept issues before they become a larger problem
- Resolving any issues in a professional, calm manner, seeking support where necessary and always demonstrating kindness and respect for others
- Starting and ending the day with the same emotional constancy with every interaction.

Job Purpose:

To lead literacy initiatives across our primary academies through:

- Embedding high quality phonics provision
- Supporting reading and writing from early years through to KS1/KS2
- Championing oracy as an essential building block for early literacy
- Supporting and delivering CPD to enable teachers and education support staff to deliver high quality teaching and learning
- Facilitating the sharing of good practice to raise standards across the Trust

Job Responsibilities:

- Take a lead role in ensuring that the Trust vision for early literacy is explicit and embedded
- Develop and lead strong professional practice in early literacy across the Trust
- Contribute to strategic plans for all primary academies
- Establish creative, responsive and effective approaches to early literacy
- Support improvements in teaching, learning and assessment of early literacy to ensure consistently strong trust wide practice
- Provide a strong role model of excellent professional education practice to engender trust and share high expectations
- Provide additional school improvement capacity to academies to support senior leaders to improve teaching and learning of early literacy
- Lead and facilitate cross trust networks to ensure consistent practice
- Lead and facilitate cross trust training in partnership with T&L lead to ensure high quality provision
- Support transition from KS1 to KS2
- Lead and facilitate phonics and spelling programmes and interventions across KS2
- Monitor impact of improvement strategies to ensure T&L is at least good and the strategy is impactful
- Provide informative reports to senior trust leaders as required
- Support education team with due diligence/T&L improvement at any new academy or partnership school to ensure high quality provision for all
- Demonstrate and articulate high expectations for pupils, staff and the wider community
- Report to Teaching and Learning Lead

Djanogly Learning Trust General Requirements:

Policies and procedures

You will comply with all policies and procedures at all times which include:

- ensuring the safeguarding of young people by adherence to the child protection and safeguarding policies.
- ensuring all equality, diversity and health and safety requirements are upheld in the performance of your duties.
- ensuring you comply with the Trust's Staff Behaviour policy, including outside of work where applicable.

Professional Development

- You are required to undertake professional development as part of your job description. This includes contributing to regular 'check ins' and Journey to Excellence reviews with your J2E reviewer, proactively seeking professional development to improve your performance.

This job description is not a complete description of the role, as you are required to undertake any other reasonable duties as directed by the academy leader and the leadership team.

Djanogly Learning Trust Person Specification

In order to be considered for interview all essential criteria must be met.

JOB TITLE	Lead Practitioner for Early Literacy
------------------	--------------------------------------

Requirements	Essential	Desirable	Short listing criteria
Qualifications			
Educated to degree standard	X		
Qualified Teacher Status	X		
Experience			
Taught phonics and early literacy effectively leading to strong outcomes	X		
Lead teacher for phonics		X	
Middle leader role in school		X	
Provided support for colleagues in improving T&L	X		
Engage with wider research and networks in order to improve own practice	X		
Skills			
Good to outstanding practice in early literacy	X		
Knowledge and understanding of early years pedagogy in relation to early literacy	X		
Knowledge and understanding of KS1 pedagogy in relation to early literacy	X		
Developing knowledge of phonics and spelling strategies in KS2		X	
Good to outstanding practice in other curriculum areas		X	
Track record of support and challenge to develop practice		X	
Personal Qualities			
Belief in the values and behaviours of DLT	X		
Evidence of continuing professional development	X		
Commitment to equal opportunities and diversity in the performance of duties	X		
Empathy and communication – the ability to deliver CPD effectively	X		
Flexible – being able to work in a number of academies weekly and understand the support they need.	X		

Overview of the Trust

Djanogly Learning Trust is a dynamic Multi Academy Trust based in the East Midlands. Our Trust group is committed to providing high quality education for all our children, regardless of their backgrounds. Our track record demonstrates our ability to deliver on our core purpose; achievement for every child. Our portfolio of schools serve a range of communities, all have their challenges but all are fully inclusive and firmly believe that where a child starts out in life should not determine what they can achieve in their lives.

Our values are central to the strong, positive ethos that we share throughout our family of schools. This approach focusses on securing success for all our learners and providing them with the very best life opportunities. We believe nothing is more important than making a difference for our children.

We are proud to bear the name of our founding sponsor Sir Harry Djanogly. Sir Harry is a great supporter of education and the arts, his textile business was based in the East Midlands and he remains committed to the region despite now living in the capital.

Our Vision and Ethos

We believe that every child has the right to an education that gives them the best opportunity to succeed and prosper. We know that this takes great people, hard work and attention to detail. This is a considerable responsibility and we take it very seriously. Everyone within our trust is fully committed to learning. Our ethos is to be innovative in order to improve, to develop resilience in order to face challenges, and to strive for excellence in everything we do.

Innovation

We believe it's vital to look for new and creative approaches in order to maintain our ongoing commitment to improving our teaching and learning provision. We strive tirelessly to achieve the best, are not afraid to take risks and are never complacent. All of our staff are actively encouraged to look for improved ways of working and to promote an atmosphere of trust.

Resilience

We believe it's crucial for both children and adults to develop a strong sense of self in order to succeed in challenging times. Our mission is to ensure that our children and staff have the independence to work things out for themselves, the confidence to ask for help when they need it and the courage to never give up.

Excellence

We believe that everyone deserves to experience excellence. Our organisation is ambitious and we endeavour to support all our children and staff to reach their full potential. We commit to delivering high quality professional support at all levels as part of our journey to excellence. By providing this excellence in teaching and learning, we ensure that all our children have the necessary knowledge and skills to succeed.

Achievement

Learning is at the very heart of everything we do. We believe that academic success provides the foundation that allows all children the opportunities to make the most of their lives and the opportunities available to them.

Exciting, engaging and inspiring lessons lie at the centre of our curriculum and we constantly strive to provide every child with the very best educational experiences.

Should a child require additional support, a range of services are available to ensure every child's success, whatever their individual educational needs.

Djanogly City Academy



Originally one of the first City Technology Colleges in the country, DCA is a 7-form entry secondary school in Nottingham. It is based across two sites 5 minutes apart; Sherwood Rise site for years 7-8 and Gregory Boulevard site in Hyson Green for years 9-10-11. Judged 'Good' by Ofsted in 2018 it has been in the top 10% for Progress 8 scores for the last 3 years.

Djanogly Northgate Academy

Northgate is a 2-form entry primary school in New Basford, Nottingham and a founding member of Djanogly Learning Trust in 2011. A popular and over-subscribed school where everyone is valued, they have been judged consistently 'Good' since 2009.



Djanogly Strelley Academy



Strelley is a 2-form entry primary based to the north of Nottingham. It has gained a strong reputation locally for its support for some of our most vulnerable children and their families. It was judged 'Good' in 2017 and strives to be a school where everyone is recognised, welcomed and respected.

Djanogly Sherwood Academy

Sherwood shares our Sherwood Rise site with DCA. It is a 2-form entry primary with provision for children from 2 to 11 years. It was established in 2014 to provide high quality education provision for the growing local community. Judged 'Good' in 2018 it has strong support from its diverse community where everyone belongs.



Springfield Academy



Springfield is a single form entry primary in Bulwell, north Nottingham. The school moved to a fantastic new building in 2017, with improved resources and environment for all the children and particularly the youngest. Springfield knows that success comes through cooperation; we do better working together.

Langley Mill Academy

Langley Mill is a 3-form entry junior school in Langley Mill, Derbyshire. It has recently expanded from 2-form entry to cope with a rising demand for places at this popular community school. Langley Mill's motto is 'Live Laugh Learn' and they do plenty of all three.



Laceyfields Academy



Laceyfields is a small infant school in Langley Mill, catering children from 3 to 7 years. They joined the Trust in 2019 to ensure that their children could benefit from being part of something bigger. This has helped them to provide an even broader range of opportunities to achieve their ambition to 'Help Little Minds Grow'.

Kensington Junior Academy

Kensington is a 2-form entry junior school in Ilkeston, Derbyshire. They actively promote a culture where children care for themselves and each other, for their school and their community, and where they can develop as happy, responsible and self-disciplined members of society.

