



# Ark Alexandra Academy

## Reading Intervention Lead

<b>Reporting to:</b>	<b>Leader of English</b>
<b>Location:</b>	<b>Ark Alexandra Academy</b>
<b>Contract:</b>	<b>Fixed for 1 year</b>
<b>Working Pattern:</b>	<b>Full Time, Term Time (36 hours per week, 39 weeks per year)</b>
<b>Start date:</b>	<b>ASAP / October 2022</b>
<b>Closing date:</b>	<b>Thursday 25 August 2022 (interviews w/c 5<sup>th</sup> or 12<sup>th</sup> September)</b>
<b>Salary:</b>	<b>Depending on qualifications and experience:</b> Ark Outside London Support Scale 7, points 14 - 24: £23,483.60 - £29,174.15 (pro rata) Actual salary: £20,111.12 – £24,984.45 <b>or</b> Ark Outside London Support Scale 8, points 20 - 28: £26,445.45 - £32,797.79 (pro rata) Actual salary: £22,647.62 – £28,087.70

## Ark Alexandra

Joining the school team is an excellent opportunity for a proactive person who wants to make a lasting difference to the communities they serve.

Ark Alexandra is a two-campus secondary academy with a Sixth Form provision in Hastings, East Sussex. As a Church of England school, our values of faith, excellence and kindness underpin our ethos, culture and behaviour. We have an inclusive admissions policy that welcomes, without preference, students of all faith and none. We believe that everyone deserves to be accepted, included, and empowered to live a purposeful and fulfilling life.

This is a rare opportunity to join us as a Reading Intervention Lead and help us create a truly great school for the young people of Hastings.

Our vision is to provide all members of our community with the opportunities to engage with 'life in all its fullness' (John 10:10). This will be achieved through the highest quality of education that a truly great school will provide. We are committed to striving for excellence and inspiring our students to fulfil their potential. Our faith underpins our aim for all students to have the widest possible life choices. By knowing every student, demonstrating kindness, we will inspire every member of Ark Alexandra to have a positive impact on the community around them.

## How is Ark Alexandra different?

- We are part of the Ark family of schools and benefit accordingly from outstanding networking and career opportunities and first-class CPD.
- Staff wellbeing is one of our main priorities. We have a 6pm/weekend work-related communication curfew to ensure our staff can maintain a work/life balance. We do not do knee jerk reactions, fads or last-minute deadlines. Our systems and processes for communication, marking and feedback and assessment are streamlined and the approaches we take are research led and based on the needs of our local context.
- Behaviour for learning is always a high priority so our teachers can focus their time on the things that matter – planning and delivering brilliant lessons for our students.
- This is a strict no excuses, no mobile phone school.
- Our curriculum is traditional and academic, and we do not take shortcuts to boost our position in school league tables.
- We put high-quality teaching at the heart of what we do. Live coaching and current best practice in the field of education is central to our approach.
- We offer health benefits such as a subsidised gym membership, Healthcare Cashplan, Cycle to Work scheme and Employee Assistance Programme or if you prefer retail therapy, staff discounts (online and in-store) via instant vouchers or reloadable gift cards from the Ark Rewards scheme.
- We offer a wide range of enrichment opportunities for our students that have excellent attendance and feedback.

If you are ready to add further value to our high performing English department and to work alongside a diverse school leadership team, then you will find this job extremely rewarding.

**Alignment with the school's vision, values and approach to education is essential.**

## The Role and the Department

The English provision at the school is strong and we are proud of our seven-year curriculum map; the skills and knowledge students learn at KS3 and KS4 prepare them for the challenge of A-Level English Literature, a popular choice for our Sixth Form students.

Our English department follow the English Mastery curriculum at KS3. Our students study challenging literary heritage texts alongside a structured grammar and Reading for Pleasure programme. At KS4, students follow the AQA syllabus for English Language and English Literature. At KS5, students follow the Edexcel syllabus for English Literature.

You will work with the Leader of Reading to help raise the reading age of our students, particularly those with reading ages that are 2 or more years below their chronological age.

## **About Ark Schools**

Ark is a network of high-achieving, non-selective schools and one of the country's top-performing academy groups. We run 39 academies in London, Birmingham, Hastings and Portsmouth educating more than 28,500 students.

Our aim is to create outstanding schools that give every student, regardless of their background, the opportunity to go to university or pursue the career of their choice.

To find out more about Ark Alexandra, please visit our website via [www.arkalexandra.org](http://www.arkalexandra.org) or for further information about Ark Schools please read the attachment – Why join an Ark school?

**Closing Date: Thursday 25 August 2022 at 9am.**

*Ark value diversity and are committed to safeguarding and promoting child welfare. The successful candidate will be subject to DBS and any other relevant employment checks.*

## **Job Description: Reading Intervention Lead**

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<b>Location:</b>	<b>Ark Alexandra Academy</b>
<b>Contract:</b>	<b>Fixed for 1 year</b>
<b>Working Pattern:</b>	<b>Full Time, Term Time 36 hours per week, 39 weeks per year</b>
<b>Salary:</b>	<b>Ark Outside London Support Scale 7/8 - depending on qualifications &amp; experience £23,483.60 -£32,797.79 per annum (pro rata)</b>

### **The Role**

To work with the Leader of Reading to raise the reading age of all students in the school, particularly those with reading ages that are 2 or more years below their chronological age.

### **Key Responsibilities**

- Develop and implement Reading interventions across the school, including Fresh Start, Lexia and 1:1 reading with students
- Collect and interpret data from a range of sources to inform the implementation of Reading interventions
- Develop and implement specialist 1-1 intervention for students whose reading age is below 8.5ys – using the Fresh Start Programme
- Lead, develop and enhance the teaching/facilitation of the RR programme by tutors and other staff
- Liaise with subject teachers, the Leader of Reading, and the SENCO regarding students with specific reading issues, creating, monitoring and evaluating intervention plans where appropriate
- Provide a termly evaluation of the impact of 1:1 interventions to the Reading Lead and SLT
- Support staff in selecting the appropriate techniques/approaches to help students with specific reading issues. Provide training where necessary
- Work with the Leader of Reading to design and deliver tailored training to staff when required
- Teach small group and 1-1 intervention sessions on a fortnightly timetable
- Plan structured, cohesive, aspirational interventions that support the teaching across the school
- Set high expectations for behaviour and achievement by establishing a purposeful working atmosphere in all learning interventions
- Promote good attendance and record in line with school policy

## Monitoring & Development

- Keep up to date with developments in the teaching of reading and the research surrounding it
- Monitor and respond to curriculum developments where necessary and appropriate
- To seek/monitor developments and improvements where necessary
- Ensure maintenance of accurate and up-to-date information concerning Reading interventions on the management information system
- Produce regular reports for teaching staff to inform personalised planning

## Teaching

- Teach small group and 1-1 intervention sessions on a fortnightly timetable
- Plan structured, cohesive, aspirational interventions that support the teaching across the school
- Set high expectations for behaviour and achievement by establishing a purposeful working atmosphere in all learning interventions
- Promote good attendance and record in line with school policy

## Other

- First Aid - desirable
- Actively promote the safety and welfare of our children and young people
- Ensure compliance with Ark's data protection rules and procedures
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required
- Support with other school duties, invigilation and enrichment, when required

## Notes

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which he or she has been employed. It provides the school with the opportunity to monitor and review the performance of new staff in relation to various areas, and also in terms of their commitment to safeguarding and relationships with students.

**No job description can be fully comprehensive, and from time to time the successful candidate may have to undertake other professional duties as directed by the Principal/Senior Leadership Team/Line Manager.**

# Person Specification: Reading Intervention Lead

## Qualifications

- Maths and English GCSE or equivalent at grade C or above (or equivalent)
- Qualified to degree level or equivalent (desirable)
- Any Speech and Language qualification (desirable)
- Any Reading qualification (desirable)

## Knowledge, Skills and Experience

- Experience of successfully raising achievement and improving student outcomes
- Experience in supporting students with speech and language/literacy/reading
- Ability to promote parental engagement, developing positive relationships to support student progress
- Understanding of the value of research and how to implement it effectively in context
- Ability to effectively analyse student data to monitor and improve performance
- Ability to identify and remove barriers to learning
- Passionate about reading
- Demonstrate the willingness and ability to use initiative – whether that means deciding on necessary action and following it through - or suggesting ways to work in a better way
- Experience in establishing successful learning relationships with, treating them consistently with respect and consideration.
- Experience in developing and implementing high quality programmes and interventions for students.
- Demonstrated at least good impact through in class support
- Good working knowledge of the national curriculum
- Good numeracy and literacy skills
- Good administrative, organisational and computer skills
- Competent with computers and other technology
- Excellent communication and interpersonal skills with children and adults
- Able to deal with minor incidents, first aid, and pupil's personal health and hygiene

## Behaviours

- Genuine passion for and a belief in the potential of every pupil
- A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and you understand how and when to take appropriate action
- Belief that every student should have access to an excellent education regardless of background

- Professional outlook, detailed orientated and able to multitask and meet deadlines
- A team player that can work collaboratively as well as using own initiative
- Helpful, positive, patient and caring nature
- Resilient, calm and professional under pressure
- Understanding of the importance of confidentiality and discretion
- Flexible attitude towards work and demonstrates sound judgement
- The ability to liaise with colleagues and external contacts at all levels of seniority with confidence, tact and diplomacy

## **Other**

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check

*This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role.*

*Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined [here](#), but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.*