



THE KASSIA ACADEMY

Employer: Kings Academy Trust

Location: Fallowfield Grove, Longbarn, Warrington, WA2 0QQ

Head of English & Literacy

Salary: Main/Upper Pay Scale (MPS/UPS) + SEN Allowance (£2,787) + TLR2a (£3,527)

Contract: Full time, permanent

Closing date: Friday 15th May, midday.

Interviews: Wednesday 20th May.

Starting date: September 2026

The Kassia Academy is a specialist SEMH provision within the Kings Academy Trust, offering a small, nurturing environment for young people unable to access mainstream education. Supporting up to 60 learners, the academy provides a highly personalised approach to help pupils re-engage with education and achieve positive outcomes.

We are committed to a trauma-informed and therapeutic approach, underpinned by strong relationships, consistency and high expectations. Pupils benefit from a broad and balanced curriculum, alongside a rich personal development offer and access to targeted pastoral and therapeutic support.

As Head of English & Literacy, you will lead the English curriculum alongside a whole-school literacy strategy, ensuring all learners develop the reading, writing and communication skills needed to succeed. This includes oversight of phonics, reading development, writing across the curriculum and targeted literacy interventions.

You will support and coach colleagues to deliver high-quality literacy teaching and interventions, while contributing to a safe, structured and inclusive environment where every learner can thrive.

Key responsibilities

- Lead the development of a high-quality English curriculum, including schemes of learning and resources accessible to non-specialists
- Drive a whole-school literacy strategy, ensuring consistent approaches to reading and writing across all subjects
- Oversee the implementation of phonics provision, ensuring targeted support for learners with gaps in early reading
- Lead on reading development, including reading culture, assessment (e.g., reading ages) and intervention programmes
- Lead on writing across the curriculum, supporting staff to develop pupils' written communication in all subjects
- Develop and embed handwriting approaches to support learners with additional needs

- Plan and deliver creative, differentiated lessons that meet the diverse needs of learners with SEMH and ASD
- Create structured, predictable classroom environments where pupils feel safe, respected and ready to learn
- Implement relational and trauma-informed approaches to support emotional regulation and engagement
- Maintain high expectations for learning, behaviour and personal growth
- Use assessment (including literacy data) to track progress, identify gaps and inform teaching and intervention
- Lead and support literacy interventions (phonics, reading, writing and handwriting)
- Work closely with pastoral, inclusion and therapeutic staff to ensure joined-up support for every pupil
- Communicate effectively with parents and carers, building positive home–school relationships
- Contribute to the wider life of the school through enrichment, celebration and teamwork

We are looking for someone who:

- Is a qualified English teacher (QTS or equivalent) with experience of developing an English curriculum
- Has experience of, or a strong interest in, whole-school literacy development
- Has knowledge of how pupils learn to read, including phonics and reading interventions
- Can support pupils with low literacy levels to make strong progress
- Has a calm, compassionate and consistent approach to behaviour
- Is reflective, adaptable and motivated to make a difference
- Can work effectively as part of a multidisciplinary team
- Values professional development and is keen to grow within a forward-thinking setting

We can offer:

- A supportive, experienced leadership team and committed colleagues
- Regular professional development, including opportunities to lead and deliver literacy CPD and coaching
- A relational, inclusive ethos where staff wellbeing is valued
- The opportunity to help shape the future of an ambitious, growing school

How to apply

Please complete and return the attached application form along with a covering letter (maximum two sides of A4) to recruitment@tkas.org.uk

Safeguarding

The Kassia Academy is committed to safeguarding and promoting the welfare of children and young people. All posts are subject to an enhanced DBS check and satisfactory references. We welcome applications from all sections of the community.