

tute

CURRICULUM LEADER

ENGLISH

Explore the role, discover our vision, and learn what Tute has to offer. Your journey begins here!

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WELCOME

WE ARE DELIGHTED THAT YOU ARE CONSIDERING A CAREER AT TUTE!

Dear candidate

Thank you for your interest in this role and in joining the Tute team. I am extremely proud to lead a team of passionate people who really care about making a difference to the lives of children and young people. This principle is at the core of everything we do at Tute and needs to be the main driver for anyone joining our organisation. If this is you, please do read on!

Tute has undergone significant transformation in recent years, and we are committed more than ever to provide outstanding learning experiences for our students. The number not accessing mainstream education is rapidly increasing, as is the demand for our provision. Working in partnership with schools, LAs and non-mainstream settings, Tute will deliver more lessons to more students than ever this year and into the future; we are excited to welcome enthusiastic and innovative curriculum leaders (CL) into the team.

This is not like a CL role in a traditional setting. CLs will blend strategic curriculum management with inspirational leadership, creating unique curriculum strategies and fostering a team that brings them to life. The ideal CL is more than an experienced teacher; they serve as a source of inspiration for students and a mentor for the team.

The cultural fit is vital to us. We want a CL who values collaboration, transparency, and knowledge sharing, who can seamlessly transition between hands-on implementation and strategic thinking and bring a sense of fun and ease to our team.

This pack should give you a good idea of what we and the role are all about. If you like what you read and think you have the experience, energy, and strategic vision we need we'd be very pleased to hear from you!

For further information, please contact Carol Skitt, Head of People, Culture, and Social Responsibility on 07787444178 or carol.skitt@tute.com

We look forward to hearing from you!

Rob Hughes

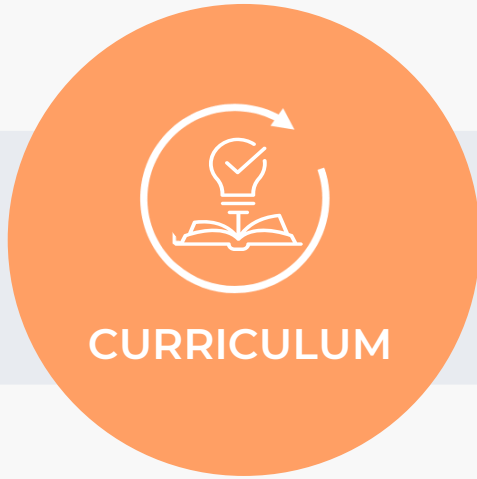


Head of Teaching and Learning



OUR VISION

DRIVING SUCCESS THROUGH SHARED ASPIRATIONS



Enable all students to **engage** and **achieve** in a high-quality, rich, and **inclusive** curriculum.



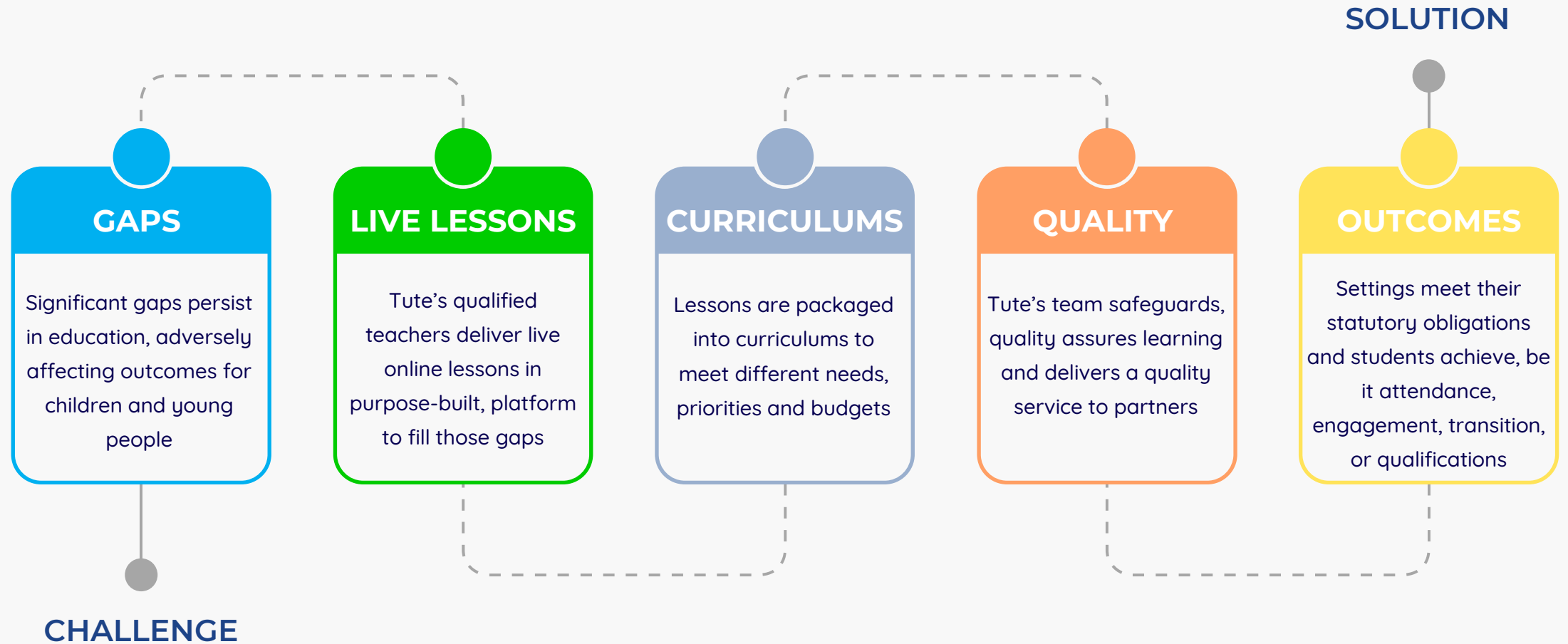
Become the first-choice online **teaching partner** to schools, LAs, and non-mainstream settings



Create a world where online learning enables **any child**, anywhere, to **achieve** their **potential**

WHAT WE DO

IT'S SIMPLE!



KPIs

WHERE WE ARE, WHERE WE NEED TO GET TO*

2022 - 2023

+56%

140 52 employed

4,778

253 130 new

40,918

REVENUE

TEAM

STUDENTS

PARTNERS

LESSONS

+40%

178 70 employed

5,000

295 130 new

53,933

2023 - 2024

*we are currently planning our business development plan for 2024-25 and will see a significant increase to these numbers

THE ROLE

JOB PURPOSE

Tute's curriculum leader (CL) role presents an extraordinary opportunity to steer a forward-thinking English curriculum and lead a dedicated team of teachers in an ambitious company driven by a commitment to improving outcomes. As Tute navigates significant growth, we seek an individual who can blend strategic curriculum management with the inspirational leadership of our English department, shaping exceptional educational experiences. This role is about going beyond the usual - it's about creating unique curriculum strategies and fostering a team that brings them to life.

The ideal CL is more than an experienced English teacher; they serve as a source of inspiration for students and a mentor for the team. With a proven track record of motivating, guiding, and elevating those around them, they understand the profound impact of education. By setting clear, achievable goals, addressing challenges head-on, and fostering an environment of collaboration and innovation, they will ensure our curriculum not only meets but exceeds the expectations of our partners and their students.

Acknowledging the challenges faced by many of our students in accessing mainstream education, we are committed to removing these barriers. Our diverse range of curriculum options is designed to address various needs, budgets, and priorities, ensuring no student is at a disadvantage. The CL is tasked with overseeing these curriculums, employing a visionary approach to ensure each one is developed with clear intent, implemented effectively, and achieves measurable impacts. This commitment is central to our mission, strategy and decision-making, ensuring that all students, regardless of their circumstances, have the opportunity to thrive within a high-quality, rich, and inclusive English curriculum.

THE ROLE

JOB PURPOSE

Collaboration is the essence of Tute's approach to success. The CL will join us in placing students at the heart of everything we do, working closely with other business functions to continuously elevate teaching standards. This involves not just strategic oversight but a hands-on approach in nurturing talent, providing constructive feedback, and facilitating professional growth across the board. Establishing a framework for professional development to power our teachers with continuous growth will be a key part of the role. This role transcends traditional performance management; it's about instilling a culture of accountability, fostering personal development, and celebrating collective success.

In this collaboration, you will work closely with the assistant head responsible for curriculum, who will offer outstanding leadership and support. Together, you will set clear expectations and drive towards results, maintaining a balance between high standards and a supportive, empowering culture. Clear communication and a commitment to transparency underpins our effective leadership. At this exciting phase, Tute will see the CL for English join alongside another four new CLs who will all champion open dialogue within their team and beyond, encouraging feedback and cross-functional collaboration to align with Tute's overarching business development plan.

Choosing to join Tute as a curriculum leader is a decision to impact the future of education. Here, we're driven by a shared passion for making a difference, valuing innovation, and embracing the challenges that lead to extraordinary achievements. We offer a journey filled with support, growth, and the satisfaction that comes from doing work that truly matters. If you're ready to be part of something transformative, we welcome you to bring your talent, your ambition, and your vision to Tute.



THE ROLE

KEY RESPONSIBILITIES

Leadership and management

Inspire the English department by setting clear and achievable goals that align with Tute's vision and BDP, fostering a culture of excellence and innovation

Champion initiatives that cultivate an inclusive learning atmosphere, ensuring all students, particularly those with SEND, have equal opportunities to succeed

Support and empower the team, addressing challenges and concerns promptly to maintain a positive and collaborative work environment

Curriculum development

Refine and enhance the English curriculum framework, ensuring it aligns with clear intent, effective implementation, and measurable impact goals

Implement innovative teaching strategies and materials to improve student engagement, progress, and outcomes

Establish Tute as a leader in English education with a curriculum that embodies academic excellence, inclusivity, and educational innovation

Communication and collaboration

Promote clear and transparent communication within the English department and across Tute, ensuring all efforts are aligned and efficient

Proactively engage in cross-functional projects ensuring that initiatives align with other teams enhancing the interdisciplinary impact of the English curriculum

Uphold established communication practices and create comprehensive guidance documents to facilitate effective collaboration and knowledge sharing

THE ROLE

KEY RESPONSIBILITIES

Student support and achievement

Ensure the English curriculum provides a structured and accessible learning journey for all students, focusing on inclusivity and differentiation to meet various learning needs

Ensure learning resources are of high quality and include thoughtfully designed activities promoting student progress, engagement and inclusivity for all

Use comprehensive assessment strategies to track and improve student progress and success, applying data-driven insights for targeted support

Quality assurance and standards

Collaborate with the quality team to uphold high teaching standards in the English team

Utilise data to report and provide insights and drive developments

Champion initiatives to constantly elevate the quality of English teaching

Stakeholder engagement

Build and maintain relationships with key stakeholders, including Tute's partners, parents and educational organisations to enhance reach and impact

Promote ongoing professional development within the English team, encouraging engagement in professional development opportunities

Represent Tute and the English department in external forums, conferences, and professional networks to elevate Tute's profile in the educational community





THE ROLE

ESSENTIAL PERSON CRITERIA

- ✓ Qualified teacher status
- ✓ At least 5 years teaching experience
- ✓ At least 2 years leadership experience
- ✓ Experience in driving strategic development initiatives within an educational setting
- ✓ Strong background in curriculum design and development, with expertise in English education
- ✓ Evidence of improving student outcomes through innovative curriculum design and teaching strategies
- ✓ Proven skills in conflict resolution and change management, ensuring a positive and adaptive team dynamic
- ✓ Excellent communication skills, with the ability to clearly convey information and facilitate open dialogue within and across teams
- ✓ Proven record of successful collaboration on cross-functional projects and initiatives
- ✓ Experience in working with quality assurance processes to maintain and improve teaching standards
- ✓ Ability to manage multiple priorities effectively, delivering high-quality work within tight deadlines
- ✓ Strong relationship-building skills, with the ability to engage effectively with a wide range of stakeholders, including parents, partners, and educational organisations
- ✓ Experience of using Microsoft Teams as a communication and collaboration tool (or a willingness to learn quickly!)
- ✓ Commercial instincts, with a keen sense of what matters
- ✓ Motivated to make a difference to the lives of children and young people
- ✓ Easy to work with!

THE ROLE

DESIRABLE PERSON CRITERIA

-  Experience working in an online education setting
-  Proficiency in using Microsoft tools such as Power BI, Power Automate, Dynamics and Loop
-  Experience of working with exam boards
-  Proficient in reading, writing, and speaking Welsh

OUR OFFER

A REAL OPPORTUNITY

We provide a friendly, stimulating environment in which our team is encouraged to grow and thrive. We work collaboratively, get stuck in, and value everyone's input. We operate a hybrid working model where staff work from the Wrexham office 5 days a month, 1 day when we're all together. We will not insist on this pattern for the right candidate who does not live close by. Tute will be relocating to Chester Business Park for 2024-2025.

Wellbeing matters to us - it is key to a productive team and we understand the importance of a work-life balance. We always go above and beyond for our loyal employees and we promise to look after you.

Tute is committed to safeguarding and promoting the welfare of children and young people and expects all staff and contractors to share this commitment. We adhere to the statutory safer recruitment procedures issued by the DfE.

Working with Tute is exempt from the Rehabilitation of Offenders Act 1974 and therefore subject to possession of an enhanced certificate of disclosure issued by the Disclosure and Barring Service (DBS) and barred list check.

Tute promotes policies of equal opportunity for both staff and students. We want all our team to feel confident in bringing their passion, creativity, and individuality to work. We believe that diversity drives innovation and value all cultures, backgrounds, and experiences. Be yourself, enjoy your working day, and make a difference!

£40,766 - £48,636

35 hours per week

08:30-16:30

Permanent, full time

36 days holiday, including 8 bank holidays

Flexible working

Hybrid working - 5 office days a month

Laptop and other required equipment

Continued professional development

Employee assistance programme

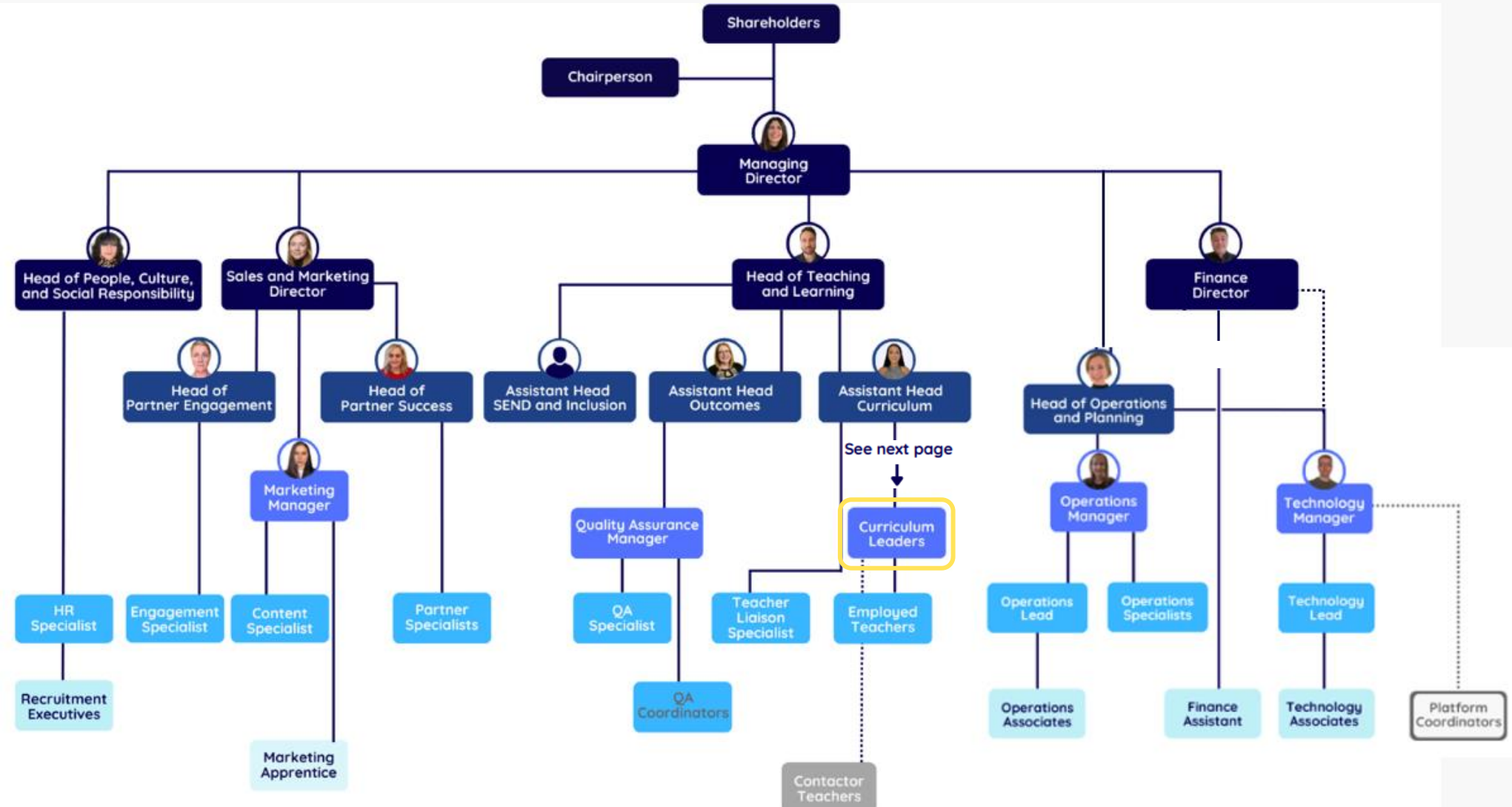
Pension contribution

Private health care

Amazing colleagues!

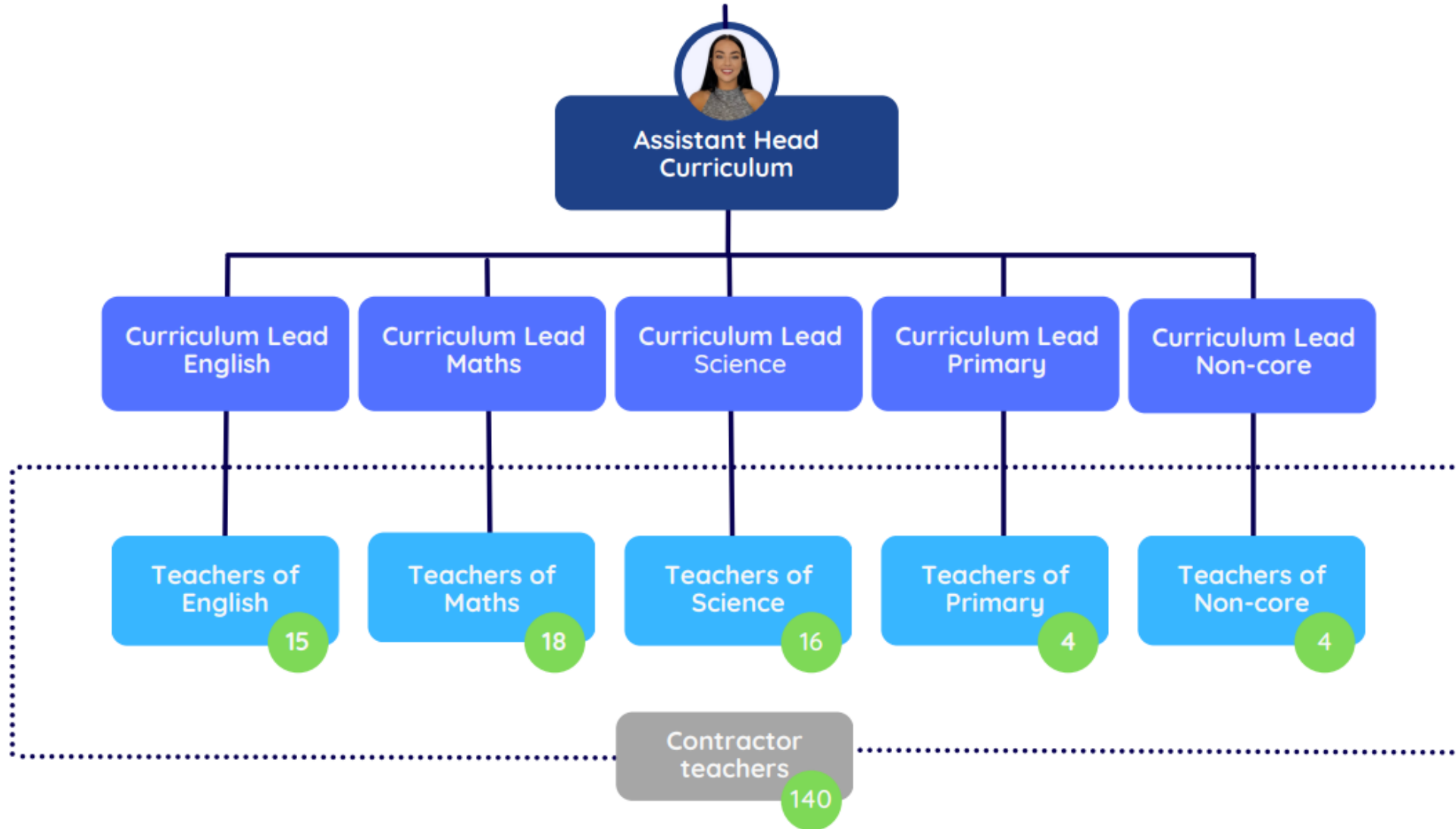
TEAM TUTE

WE DON'T LIKE HIERARCHY BUT THIS IS HOW OUR TEAM LOOKS



TEAM TUTE

OUR TEACHER NUMBERS*



TEAM INSIGHTS

WHAT OUR AMAZING TEAM THINKS OF WORKING WITH TUTE



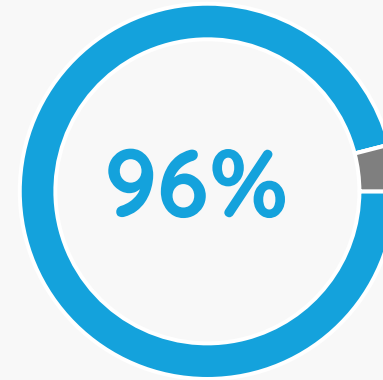
Are satisfied working at Tute



Have confidence in SLT



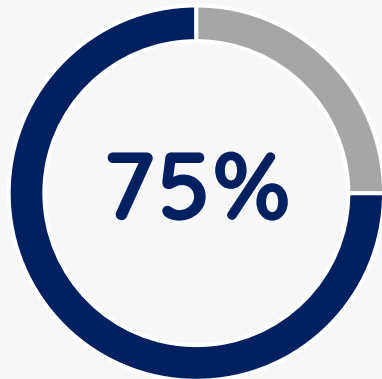
Feel respected as an employee



See Tute in future career plans



Would recommend Tute to a friend



Say Tute compares better to other employers

25% say Tute is about the same

4.83



Average rating of Tute as an employer



TEAM INSIGHTS

PEOPLE LIKE WORKING HERE



Working for Tute has reignited my enthusiasm for teaching. I now have the energy and motivation to make a real impact on students' lives, and that's incredibly rewarding.

The flexibility is a game-changer. I can balance family life while pursuing my passion. It's the perfect blend of work and life.

It's refreshing to work for a company that values transparency and keeps us informed about its priorities and growth strategies.



I've never experienced such a supportive work environment. Tute not only values its employees but also invests in their professional development, ... ideal place for personal and career growth.

The company has a genuine vision. This vision/sense of mission is not empty rhetoric, it is lived by everyone in the company.

I have felt supported throughout the year and appreciate how welcome everybody has made me feel since I have started working

HOW TO APPLY

IF YOU LIKE WHAT YOU'VE READ, THINK YOU'RE A GOOD FIT, AND WOULD LIKE TO JOIN OUR TEAM, PLEASE FOLLOW THE BELOW STEPS:

1



COMPLETE

Tute's application form

[Download it here](#)

Tip: personal statement is important!

Make it relevant to Tute; we are expecting a high number of applications.

2



RECORD

A video of yourself answering the following questions:

- What expertise and qualities will you bring to Tute in this role?
- How have you successfully managed a team to meet specific objectives?
- Why are you interested in becoming a member of the Tute team?

PLEASE LIMIT VIDEOS TO THREE MINUTES

WE ARE EXPECTING TO RECEIVE A HIGH NUMBER OF APPLICATIONS FOR THIS ROLE

3



SEND

Application form and video* to

carol.skitt@tute.com

by 16:00 6 MAY 2024

INTERVIEWS: 17 MAY 2024

Tute is committed to safeguarding and promoting the welfare of children and young people and expects all staff and contractors to share this commitment.

Working with Tute is exempt from the Rehabilitation of Offenders Act 1974 and therefore subject to possession of an enhanced certificate of disclosure issued by the Disclosure and Barring Service (DBS) and barred list check.

Tute adheres to the statutory safer recruitment procedures issued by the DfE. Tute promotes policies of equality opportunity for both staff and students.

Tute creates equality in education by bringing the best teaching and learning to all children and young people. It is our expectation that everyone in our team supports our policy to treat all students, staff, and commissioning bodies fairly and equally.

We do not accept CVs

*We know sharing videos via email can sometimes be fiddly, let us know if you want to share another way, e.g. WhatsApp, link to the cloud