



ASPIRATIONS

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Lead Practitioner: English L1-L5 Application Pack



Welcome to Rivers Academy West London

Thank you for your interest in the role of **'Lead Practitioner - English'** at Rivers Academy West London. Each member of staff at Rivers Academy shares a drive to equip students with the qualifications, qualities and skills to reach their personal ambitions working together creatively to overcome any hurdle which might otherwise disadvantage our children.

We all have the highest aspirations for every student and provide exceptional education and pastoral care for each individual. As a result, children perform tremendously well in external examinations.

We are the one chance of success for our students and we are persistent and resilient in supporting students to overcome any obstacles they may face. We are looking for someone who is passionately interested in the pastoral side of teaching and leadership, who will share our drive to engage and motivate every child to achieve the very best outcomes. The successful candidate is, or will have the ambition to become, an excellent classroom teacher capable of leading others to continually improve their practice and develop outstanding attitudes to learning and a positive whole Academy ethos and culture.

Yours faithfully,

Luke Homer
Principal

For more information, please visit:

www.aspirationsacademies.org or www.rivers-aspirations.org

Visits are welcomed and encouraged

To arrange a visit or for more information please contact

Sam Smith, PA to the Principal

E-mail: ssmith@rivers-aspirations.org

Vision and Ethos

We are passionate about excellence in education, giving students the very best start in life with a firm belief that excellent teaching transforms lives. Our core belief is that for all students to have high aspirations they must believe in themselves, be actively engaged in their learning and see the connection between what they learn today and who they want to become tomorrow. Our three Guiding Principles of active engagement, self-worth and purpose are central to all that we do.

We teach a highly engaging and challenging curriculum designed to ensure all students develop the knowledge, skills and attributes essential for success in the 21st Century.

We are unapologetically ambitious for every child, regardless of their background, prior attainment or needs. Everything we do at Rivers is driven by this, so that our students can leave us with the best set of qualifications possible and as well-rounded young people thereby helping to maximise their life chances.

High Expectations

We expect all students to meet the highest standards, and work with families and the community to ensure that our students meet our high expectations.

Active Engagement in Learning

Rivers Academy West London teachers provide engaging, challenging and relevant teaching and learning. Our Lead Practitioners are a key group who exemplify the classroom excellence and nurturing pastoral care we expect from every teacher and academic mentor.

Our Future Ambitions

Our goal is to raise the Aspirations of the young people with whom we work whilst equipping them with the skills to lead happy, healthy and fulfilling lives.

Who are we looking for?

We are looking for an exceptional individual to play an important role in our unique and growing Academy. The successful candidate will be an exceptional classroom practitioner with the skills to inspire other professionals. We are seeking an individual adept at collaborative leadership with both teams and individuals to deliver engaging education and exceptional outcomes for young people.

This is a key role for the Academy, and we are looking for someone who is passionate about both their own development alongside profoundly wishing to make a difference.

We are also seeking someone who is ambitious, for both themselves, and their students, who would want to make their mark and then seek further promotion opportunities. The successful candidate may aspire to become a Specialist Leader in Education or Senior Leader.

The successful candidate will:

- Have the potential to be an outstanding Middle Leader, with emerging leadership skills
- Be a proven outstanding teacher, who has driven up attainment and progress
- Be resolute in bringing our community together to deliver effective and engaging teaching
- Be relentlessly optimistic and positive
- Be ambitious first and foremost for the children we serve
- Have drive and steely determination but also a deep sense of personal humility
- Be fanatically driven to make the Academy truly great for every child
- Have a deep seated and strong moral purpose
- Be innovative: identifying and collaborating and supporting to solve challenges with empirical creativity
- Be insistent on a consistency of approach, individually and across pastoral and curriculum teams
- Have an enthusiastic discipline about seeing things through
- Collaborate to ensure consistency of approach

A Lead Practitioner at Rivers Academy:

- Understands the importance of developing a culture of “we”
- Ensures that our moral purpose is known and understood, leading by example
- Measures the impact of action and astutely makes use of data to contribute to improvement planning
- Never waits to ‘see what happens’ or lets emotions get in the way of necessary action. Ensures that scheduled meetings are necessary, kept a priority, do happen and are followed up.
- Is open to scrutiny and advice.
- Will find opportunities to offer deep personal gratitude for the work of all staff in open and closed forums and will create a culture of positive support and encouragement.

What can we offer you?

With great students, an outstanding and supportive team of staff and an Academy in a well-connected location just 15 minutes on the train from Clapham Junction, Rivers offers an excellent opportunity for an ambitious, talented individual looking to develop their career.

- A well-resourced, established and flourishing Department
- A personalised approach to Continuous Professional Development Training
- Competitive Salaries and Pay Progression

- Supportive Leadership Team
- Students with a positive attitude and willingness to learn and succeed
- Open and positive working environment
- Fully Equipped fitness suite
- Feedback and Advice
- Excellent Transport Links to Central London (30 minutes) and Heathrow Airport (15 minutes)
- A wider Supportive Trust network
- Employee Assistance Programme
- Parking on Site



As part of the successful and growing Aspirations Academies Trust we are a part of the newly designated NCTL Teaching School Alliance. You would be joining us at a very exciting time and become part of a vibrant learning community that will offer you fantastic opportunities for CPD, career development, future promotions and for you to be able to make your mark. As a teacher and potentially a future Lead Practitioner you would play a key role in this work.

Job Description – Lead Practitioner - English

Department: Rivers Academy	Accountable to: Assistant Principal
Lead Practitioner	Employment Type: Full time, paid

Principal Accountabilities

Overview

- To collaborate with the Teaching and Learning Team to develop and implement Teaching and Learning initiatives and strategies throughout the Academy which raise the teaching practice of all members of staff and therefore raise student standards and progress.
- To be a model of excellent practice, maintaining a clear focus on outstanding delivery to learners ensuring a centre of best practice and excellence
- To take a lead role, working closely with the senior leadership team and other Lead Practitioners in developing, implementing and evaluating policies and practice that lead to school improvement
- To undertake research into best practice in other schools
- To research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues
- To support and challenge Middle Leaders for example to develop high quality teaching materials and schemes of learning
- To use local and National statistical data and other information, in order to provide, a comparative baseline for evaluating learners progress and attainment, a means of judging the effectiveness of their teaching, a basis for improving teaching and learning
- To support teachers to enable them to improve their practice
- To support induction, support and CPD of newly qualified teachers

The **Lead Practitioner** at Rivers Academy West London shall carry out the professional duties as described in the School Teachers Pay and Conditions document.

Main aspects of the role:

- Carry forward the Aspirations Academies Trust vision
- Drive the continuous and consistent Aspirations Academies Trust-wide focus on raising achievement and improving student outcomes
- Ensure the Aspirations framework is embodied in every aspect of Rivers Academy west London
- Focus primarily on the development of teaching and learning aiming to ensure that it is of the highest quality at all times
- Provide effective academic and pastoral support for all students in the Faculty
- Strategic and operational leadership of agreed whole Academy responsibilities
- To raise standards of student attainment and to monitor the effectiveness of teaching and learning
- To collaborate with the Teaching and Learning Team to monitor and support effective teaching and learning
- To collaborate with the Teaching and Learning Team to facilitate bespoke programmes to help close the gap, with particular focus on specific groups, including PA High, SEN and Disadvantaged students.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To lead and encourage innovation in curriculum development
- To be aware of wider curriculum developments

Staff Development Responsibilities:

- To collaborate with the Teaching and Learning Team to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- To promote teamwork and to motivate staff to ensure effective working relationships.

Management Information Responsibilities:

- To make use of analysis and evaluate performance data provided.

- To collaborate with the Teaching and Learning Team to identify and take appropriate action on issues arising from data, systems and reports; setting deadlines where necessary and reviewing progress on the action taken.

Teaching Duties:

- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the curriculum area and subject area.
- To contribute to the curriculum area and subject area's Improvement Plan and its implementation.
- To attend all appropriate meetings (including department, pastoral, staff).
- To plan and prepare courses and lessons.
- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in the Academy and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure a high quality learning experience for students which meets internal and external quality standards - to aim to be an outstanding teacher.
- To maintain discipline in accordance with the Academy's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, subject area and Academy procedures.

Other Duties:

- Provide strategic and operational leadership of agreed whole Academy responsibilities.
- To adhere to the Academy's Dress Code.
- To engage actively in the performance review process.
- To continue personal development as agreed at appraisal.
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) and the Principal not mentioned in the above.

- To play a full part in the life of the Academy community, to support the distinctive aim and ethos of the Aspirations Academies Trust and to encourage staff and students to follow this example.
- To show a record of excellent attendance and punctuality.

General:

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The Academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Lead Practitioner Person Specification

Assessed by application (A) Assessed by the recruitment process (R)

Criteria	Essential	Desirable
Knowledge and Qualifications		
Degree or equivalent.	A	
Qualified Teacher Status.	A	
Exemplary, outstanding practitioner.	A,R	
Evidence of professional development relevant to Senior Leadership.		A, R
Professional Experience		
Outstanding secondary teaching experience across at least two key stages at KS3, 4 and 5.	A,R	
Outstanding Middle Leadership experience.	A,R	
Proven experience of consistently good and outstanding teaching, delivery outstanding student attainment/progress over time.	A,R	
Experience of reflecting on and improving teaching practice to increase student achievement.	A,R	

Experience of being involved in raising levels of student attainment/achievement across at least two Key Stages at KS3, 4 and 5.	A,R	
Experience of continually improving teaching and learning through schemes of work, assessment, intervention and extra-curricular activities.	A,R	
Form tutoring or mentoring learners.	A,R	
Leadership of whole school development priorities and initiatives.		A,R
Experiences of providing professional development to teachers, including coaching, mentoring and training.	A,R	
Experience of leading some aspects of whole school KS4 or KS5 Raising Achievement strategies.		A,R
Teaching and Learning		
Excellent classroom practitioner – ensures that their own classroom practice models best practice.	A,R	
Effective and systematic behaviour management, with clear boundaries, sanctions, praise and reward.	A,R	
Demonstrates resilience, motivation and commitment to driving up standards of achievement.	A,R	
Excellent communication, planning and organisation skills.	A,R	

Acts as a role model to staff and students.	A,R	
Commitment to regular and on-going professional development and training to establish outstanding classroom practice.	A,R	
Leadership		
Leadership skills already developed as a Middle or Senior Leader.	A,R	
Effective leader and team member.	A,R	
High expectations for accountability and consistency.	A,R	
Vision aligned with the Trust's aspirations.	A,R	
Genuine passion and a belief in the potential of every student and the 'no excuses' philosophy.	A,R	
Motivation to continually improve standards and achieve excellence.	A,R	
Commitment to the safeguarding and welfare of all students.	A,R	
Specialist Knowledge		
Outstanding understanding of effective Raising Achievement strategies.	A,R	

Knowledge and application of data used to drive raising student achievement.	A,R	
Ability to inspire individuals and groups.	A,R	
Excellent understanding of the OFSTED framework and what constitutes outstanding teaching, learning, achievement and leadership.	A,R	
Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.	A,R	
Knowledge of the latest educational research, findings and best practice.	A,R	
Disposition/Attitude		
A passion for education and making a difference to student's life chances.	A,R	
Vision and the ability to implement it.	A,R	
Ability to work as a member of a team.	A,R	
The ability to command respect from colleagues, parents, governors and the local community.	A,R	
Excellent attendance and punctuality record.	A,R	
Energy, enthusiasm, commitment, integrity, good sense of humour.	R	

Prepared to listen to others and share ideas.	R	
Developing successful relationships with pupils, staff, parents and Governors.	A,R	
Hardworking, imaginative and adaptable.	A,R	
Determined and resilient and doing whatever is needed to get the job done.	A,R	
Commitment to Equal Opportunities; the ability to support and develop the Academy's Equal Opportunities policies.	A,R	
Willing to take part in and lead extra-curricular activities.	A,R	
Willingness to undertake training.	A,R	
Other		
Commitment to safeguarding and welfare of all students.	A,R	
Display a commitment and support for the aims of the Aspirations Academies Trust in all its Academies.	R	
Exhibit a belief in the values of the Aspirations Academies Trust and in the value of research in school improvement.	R	

The Aspirations Academies Trust

The Aspirations Academies Trust (AAT) as a sponsor of primary and secondary age academies in England, is committed to raising students' aspirations so that all young people reach their fullest potential and achieve the success they want for themselves. Please visit the trust website for further information at: <https://www.aspirationsacademies.org/>

Safe Recruitment Procedure

The AAT is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail if requested.

Disclosure

This post is classified as one that undertakes regulated activity, and appointment is subject to submission of an enhanced check undertaken by the Disclosure and Barring Service that is considered satisfactory by the Trust. Applicants are required, before appointment, to disclose any conviction, caution or final warnings that are not “protected” as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 by SI 2013 1198). Convictions that are defined in the legislation as “spent convictions” but not “protected” would need to be declared. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon a range of factors including the nature of the offence(s) and when they occurred.

Shortlisting

Only those candidates meeting the relevant criteria indicated in the personal specification will be taken forward from application.

Interview

Longlisted candidates may be subject to a screening interview. Those shortlisted will take part in an interview with questions relating to the job description and person specification and may also have to take part in a selection exercise such as a lesson observation. Where necessary, candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

Reference checking

At least two references will be requested, usually from the previous and current employers before an offer of appointment is confirmed.