

Our ref: POR/lf

1st April 2026

Dear Candidate

About the Role

Thank you for your interest in this role. The role of Lead Practitioner for English is a new post and a fantastic opportunity for the right person. We have added this role because we are looking to recruit a specialist in English subject knowledge and pedagogy.

We are investing in this area because we feel that great English teaching is what our young people deserve and we believe that expert teachers should be given the opportunity to stay in the classroom and inspire pupils and colleagues. A great English teacher can create learning that makes a 15-year-old boy empathise with the thoughts and feelings in a poem written 100 years ago. A great English teacher can use creativity in the classroom so that year 8 pupils are begging to find out what happens next. A great English teacher can make understanding how to embed a clause in a sentence the most exciting part of the day. If you are a teacher with these skills we would like you to be part of our team.

As the Lead Practitioner in English, you will play a pivotal role in helping to shape a strong, positive and successful learning experience for all of our pupils.

Is this role for you?

We are looking for someone both passionate about the subject and passionate about how English is taught. English at FPHS is popular. We have a fantastic Director of English who is taking the department to the next level. Supporting him we have a dedicated Subject Lead. The successful candidate, for this role, will work alongside them to ensure that the classroom experience of all pupils is of the highest standard.

We are looking for a highly motivated, positive colleague who can contribute to ensuring excellent standards in all areas of English. A team player, you will have the ability to form high quality relationships with staff, pupils and parents alike. You will work alongside the leadership in English and SLT to ensure that we maintain our inclusive approach as we work towards ensuring that outcomes for all are improved.

You will have the knowledge and skills to develop others and have a good understanding of how to improve the quality of education in English as well as understanding how children learn.

Why FPHS?

Falinge Park is more than just a place of learning; it is a community built on the belief that every interaction matters. As we look to appoint a Lead Practitioner in English we are seeking someone who doesn't just understand our values but can model these on a daily basis. In short we expect all to Aspire, Thrive and Achieve.

We are a multi-cultural, diverse, and inclusive school where all feel a strong sense of belonging. Everyone who visits comments on the calm environment, the positive relationships, and the keen sense of inclusivity that permeates everything that we do. At Falinge Park, inclusion isn't a policy or a standalone department - it is our heartbeat and a fundamental driver of whole-school improvement. We operate under the firm conviction that every interaction matters.

Staff work collaboratively to ensure the smooth running of the school and there is a strong sense of collaboration and support in everything that we do. I am grateful every day for the professionals I work alongside and all decisions about school improvement have people at the heart of them.

Of course, all recruitment material will say something similar so please come and visit us to see this for yourself so that you can make an informed decision about applying to work with us. Ask questions, challenge us and see for yourself what we are about.

We aim to give all our pupils the very best start in life, to help them develop into well-rounded young adults, able to venture into a rapidly changing world with confidence and determination. We embrace the challenges that all schools face and tackle them together. You will be joining a committed team who understand the importance of wellbeing.

We know that there is always more to do to ensure that every child's educational experience is rich, character-building and of the highest possible standard. We also know that to ensure this happens then attention must be paid to the wellbeing of all. Both adults and children.

FPHS is a special place with amazing young people; if you want to join us or would like to find out more about the school or the role, we look forward to hearing from you.

Yours faithfully

A handwritten signature in black ink that reads "P O'Reilly". The signature is written in a cursive style with a long, sweeping underline.

Mrs Paula O'Reilly
Headteacher

FALINGE PARK HIGH SCHOOL**Lead Practitioner - English (LP5 - 9)****Job Purpose**

- To uphold the values and vision of FPHS so that all pupils are: Encouraged to Aspire, Equipped to Thrive, Empowered to Succeed
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- To assist the Subject Lead for English with the management and organisation of the department in seeking to achieve the highest standards of student achievement and efficiency
- To work closely with the Subject Lead and other members of the English department to ensure that curriculum is strong, researched based and constantly improving
- To help develop, implement and monitor implementation plans
- To work closely with the Subject Lead and other members of the English department to ensure that effective teaching practices support and further improve the quality of learning and raise standards in pupil attainment
- Work closely with senior leaders to assist in whole school improvement, raising standards across the school
- To plan, deliver and quality assure training for the English department so that improvement is on-going
- To use coaching to guide colleagues to improve the quality of teaching in English
- Support high standards of student behaviour so that all maximise the opportunity to learn
- Research best practice in English Curriculums, pedagogy and Assessment so that FPHS English department excel in all areas
- Undertake the role of an English teacher and meet all teacher standards as well as supporting others to do this

Leadership: Qualities and knowledge

- Hold and articulate clear values and moral purpose, focused on providing exceptional education for our students in line with our school vision.
- Communicate the school's vision and drive the strategic leadership, empowering all students and staff to excel.
- Support the ethos of an outward-facing school which works with other schools and organisations - in a climate of mutual challenge - to champion best practice and secure excellent achievements for all students.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards students, staff, parents, governors and members of the local community.
- Lead by example - with integrity, creativity, resilience, and clarity - drawing on their own scholarship, expertise and skills, and that of those around them.
- Sustain wide, current knowledge and understanding of education in English and school systems locally, nationally and globally, and pursue continuous professional development.
- Develop effective relationships with fellow professionals
- Challenge educational orthodoxies in the best interests of achieving excellence, harnessing the findings of well evidenced research to frame self-improvement within school.
- Contribute to the current and future quality of the teaching profession through high quality training and sustained professional development for all staff.

- Model entrepreneurial and innovative approaches to school improvement, leadership and governance, confident of the vital contribution of internal and external accountability.
- Inspire and influence others - within and beyond schools - to believe in the fundamental importance of education, especially English, in young people's lives and to promote the value of education.
- Support and promote the school's policies on diversity and equality of opportunity.
- To be aware of and comply with policies and procedures relating to child protection and safeguarding ensuring all concerns are reported appropriately in a timely manner.
- To be aware of and comply with policies and procedures relating to data protection and the security and confidentiality of data, ensuring all concerns are reported appropriately in a timely manner.

Leadership: Lead Practitioner

- Demand ambitious standards for all students, overcoming disadvantage and advancing equality, instilling a strong sense of accountability in staff for the impact of their work on students' outcomes.
- Be responsible (alongside the Subject Lead) for developing the curriculum in English
- Be responsible for the development of Self-Study and self-regulation (in learning) within the English department.
- Secure excellent teaching and learning through an analytical understanding of how students learn, the core features of successful classroom practice and curriculum design, leading to rich curriculum opportunities and students' well-being.
- Act as an appraiser for Performance Development
- Encourage an educational culture of collaboration as a basis for sharing best practice within and between schools, drawing on and conducting relevant research and robust data analysis.
- Develop an ethos, In English, within which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other.
- Identify emerging talents, coaching current and aspiring English teachers in a climate where excellence is the standard, contributing to clear succession planning.
- Hold staff to account for their professional conduct and practice.

Leadership: Resources and Operations

- Develop and maintain a safe, calm and well-ordered environment for all students and staff, focused on safeguarding students and developing their exemplary behaviour in school and in the wider society.
- Support rigorous, fair and transparent systems and measures for managing the performance of all staff, addressing any under-performance, supporting staff to improve and valuing excellent practice.
- Welcome strong governance and actively support the governing board to deliver its functions effectively
Manage identified budgets accordingly

Additional Information

VARIATION IN ROLE - Given the dynamic nature of the role and structure of FALINGE PARK HIGH SCHOOL, it must be accepted that, as the school's work develops and changes, there will be a need for adjustments to the role and responsibilities of the post. The responsibilities specified above are, therefore, not to be regarded as either exclusive or exhaustive. They may change from time to time commensurate with the grading level of the post and following consultation with the postholder.

You are employed in the capacity of a teacher subject to, and with the benefits of, the conditions of employment set out, or referred to, in your letter of appointment and statement of particulars.

Signatories:

(Both Headteacher or Head of Service and postholder are asked to sign and date this Job Description following consultation on its contents).

Signed: _____ **Date:** _____
(Postholder)

Signed: _____ **Date:** _____
(Headteacher/Head of Service)

PERSON SPECIFICATION

POST: Lead Practitioner - English

QUALITIES AND ATTRIBUTES	ESSENTIAL	DESIRABLE	EVIDENCED BY
TEACHING			
Appropriate teaching experience with QTS	√		Application
Honours degree or equivalent	√		Application
Consistently good and outstanding teaching	√		Application
Further study e.g., NPQ		√	Application
A willingness of commitment to professional development	√		
KNOWLEDGE & UNDERSTANDING			
Knowledge and understanding of the current OFSTED framework	√		Interview
An appreciation and understanding of current research on the teaching of English and pedagogical approaches	√		Application/ Interview
Secure knowledge and understanding of all National Curriculum requirements, Behaviour, Attendance, Safeguarding strategies and School Accountability	√		Application/ Interview
Knowledge of effective strategies of coaching and professionally developing others		√	Application/ Interview
LEADERSHIP AND MANAGEMENT			
Understanding and experience of using psychological approaches within an organisation		√	Application/ interview
A commitment to raising standards and evidence where this has been achieved	√		Application/ Interview
Evidence of good people management skills including experience of middle leadership	√		Application /Interview
Excellent organisational and planning skills	√		Interview
Excellent ability to analyse data	√		Application/ Interview
Experience of sourcing and leading staff INSET		√	Application/ Interview
Experience of Middle Leadership		√	Application/ Interview
Evidence of supporting/challenging staff	√		Application/ Interview
GENERAL/PERSONAL QUALITIES AND CHARACTERISTICS			
An effective team player, but can think and work independently	√		Interview
Able to motivate students and staff	√		Interview
Commitment to undertake personal and professional development	√		Interview
Strong interpersonal skills, with good sense of humour	√		Interview
Enthusiastic, ambitious and resilient	√		Interview
An effective decision maker	√		Interview

Willingness to support colleagues and challenge under performance	√		Interview
Able to work under pressure and meet deadlines	√		Interview
Commitment to school's ethos and values	√		Interview
Commitment to staying fully informed of IT developments and their potential for raising standards	√		Interview
Commitment to the school's aims and strategies for improving standards	√		Interview