



Recruitment Pack

Lead Practitioner English and Literacy

St Luke's Church of England, Exeter

Closing Date: Midday, 20th March 2023

Ted
Wragg **TRUST**

Ted Wragg Trust



An ambitious and inclusive Trust of schools strengthening our communities through excellent education.



**Welcome from the Ted Wragg Trust
CEO, Moira Marder**



On behalf of the Ted Wragg Trust, I would like to thank you for your interest in working with us. The Ted Wragg Trust (TWT) is an **ambitious** and **inclusive** Trust of schools **strengthening our communities** through **excellent education**. Our values driven, rapidly growing 2-18 Trust has the highest expectations for every child, every day, with social justice at our core.

This is a hugely exciting time for us as a growing Trust who work closely with other local schools and Trusts across Devon.

Our Values



Selflessness

- put **children** at the heart of all we do
- prioritise others and build **healthy teams**
- **be brave**

Ambition

- **work hard**
- **strive** to be even better
- be the **best** we can

Collaboration

- build **trust**
- build strong **relationships**
- be **stronger together**

How will we succeed?





St Luke's is an ambitious and inclusive Church of England School dedicated to ensuring all students live life to the full.

We are incredibly proud to be part of the rapidly growing Ted Wragg Trust and believe whole heartedly in their mission to grow great people. If you join St Luke's you will be surrounded by people who have an unapologetic mission to be better every day. We offer all staff exceptional professional development through weekly coaching which has seen us be named as one of only 13 national coaching hubs. Our staff also benefit from disruption free classrooms created by a centralised behaviour system, wider Trust leadership development programmes as well as access to exceptional leadership coaching and opportunities such as SW100.

At St Luke's, we are relentless in our mission to support the improvement of educational outcomes in the South West and are proud to be one of the most improved schools in the region following our 2022 outcomes. As a member of our team, we expect the same aspiration and are searching for people who reflect our core values by taking responsibility to achieve their best.

If you are someone who believes in the power of education to transform the lives of all young people, regardless of background, then St Luke's is the place for you. We will provide you with the very best training, opportunities and environment that ensures you can be brilliant every day.

Kealey Sherwood
Headteacher



Key Details

Job Title: Lead Practitioner English and Literacy
Location: St Luke's Church of England School, Devon
Salary: L1 -L4
Plus relocation package if appropriate.

Closing Date: Midday, Monday 20th March 2023
Interviews: Tuesday 28th March
Required From: June 2023 / September 2023

Our Mission

We are an ambitious and inclusive Church of England School, dedicated to ensuring all students live life to the full

Our Values

As a community:

We work hard
to achieve
our best

We are
inclusive

We give hope

We take
responsibility

We show
respect



How to apply

If you would like an informal conversation about this role please contact Kerri Moore – kerri.moore@stlukescofe.school

Please use the application form available on the Trust/School website and email it to:
Office@stlukescofe.school



Job Description

Lead Practitioner, English and Literacy

1. Key Purpose of Job:

- Developing, leading and managing the school's literacy strategy inclusive of reading, writing and oracy
 - To have a direct and positive impact of the quality of teaching, learning and student progress in English and across the school
 - To teach across the age and ability range in accordance with the requirements of a professionally qualified teacher;
 - To contribute to teaching and learning policies and practices and school and Trust level, through delivering CPD, instructional coaching and quality assuring reading and literacy across the school
 - To inspire and engage staff and students in the vision for the school and to ensure an outstanding learning environment which is engaging for all learners.
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2. Key Duties and Accountabilities

- Research and draw on research outcomes and other sources of external evidence to inform and extend own practice and that of colleagues (in the fields of English and Literacy)
- As a key member of the English Leadership Team, to keep up to date with subject knowledge and to ensure that English is in line with and covers the National Curriculum and that teaching and learning in that subject is innovative, engaging and relevant to the needs of the pupils, typical activities will normally include:
 - Modelling aspirational teaching, team teaching, observing lessons and advising teachers how to improve the quality of their teaching;
 - Support teachers' planning, to ensure the curriculum meets the needs of all students;
 - Leading training and subject specific CPD sessions;
 - Ensuring that colleagues are kept up to date with new initiatives;
 - Advising on practice, research and continuing professional development opportunities;
 - Advising on the use of assessment for learning and its impact on pupil progress;
 - Evaluating the learning environment and supporting colleagues in developing an engaging and interactive environment that promotes outstanding outcomes for all;
 - Creating high quality resources and schemes of learning to be shared with the Common Curriculum
- Work effectively with colleagues at all levels, acting as a key link in supporting the Senior Leadership Team, to implement new policies and practice across the school;
- Deliver research informed and impactful whole-school CPD (e.g. in deliberate practice sessions) that supports teaching and learning and literacy;
- Deputise for the Assistant Headteacher of English when required
- Support the schools coaching and QA processes to ensure continuous improvements in teaching
- Manage the school's literacy intervention programme to close the reading gap, by working closely with the SENDCo and monitor its impact (e.g. through analysing NGRT data);
- Through working with the Senior Leadership Team and Heads Of Year oversee and quality assure the delivery of the St Luke's Tutor Reading Programme to improve reading and fluency and prosody, as well creating a positive engagement with literacy texts with both staff and students;
- Design and implement whole school literacy strategies (Academic Rigour) that have an impact of the quality of student reading, writing and speaking, without increasing teacher workload;
- Coach staff across the school weekly, observing their teaching and giving feedback and coaching sessions, focussed on making incremental improvements;

- To provide practical support to teachers that enables them to improve their teaching skills, resulting in positive progress and attainment;
- Contribute to the professional development of colleagues, using a broad range of techniques and skills, e.g. coaching and mentoring, demonstrating effective practice and effectively providing advice and feedback;
- To evaluate the learning environment and support colleagues across the school in developing an engaging environment that promotes learning for all;
- Advise teachers on the effective deployment of additional adults in the classroom for the best impact on student outcomes;
- Provide support to colleagues across the school who are experiencing difficulties in performance, including those being supported through a managed support programme or going through a capability process;
- Make sound judgments of standards of teaching and give constructive feedback and advice to colleagues;
- Lead in planning with colleagues in order to promote effective practice and identify and explore links within and between subjects and curriculum areas;
- Support colleagues to understand school, local and national research and statistical data as a basis for improving teaching and learning;
- Introduce and deliver new initiatives and support others to integrate recent developments;
- To maintain the Teachers' Standards as set out by the DfE;

3. Supervision/Line Management Responsibilities of the post

None

4. Working Environment & Conditions of the post

- In support of the Trust's vision and ethos of shared teaching and learning to improve educational outcomes for young people, the post-holder may be required to travel and teach within any school in the Ted Wragg Multi Academy Trust.
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5 General

- Maintain a presence in national professional networks and through these and other means ensure a current overview of relevant policies and developments.
 - Comply with and uphold all respects of the Trust's Code of Practice on equality and diversity.
 - Contribute to the safeguarding and promotion of the welfare and safety of children and young people with regard to the relevant documents published by the Department of Education, within an academy in the Ted Wragg Multi Academy Trust.
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6 Working Environment & Conditions of the post

- In support of the Trust's vision and ethos of shared teaching and learning to improve educational outcomes for young people, the post-holder may be required to travel and teach within any school in the Ted Wragg Multi Academy Trust.
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7. Other Information

- All staff must commit to Equal Opportunities and Anti-Discriminatory Practice.
- The Trust operates a Smoke-Free Policy and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and Trust vehicles.
- The post-holder will be expected to have an agreed working pattern to ensure that all relevant functions are fulfilled through direct dialogue with employees, members of other agencies and community members.
- The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and School Policies and Procedures.
- The post-holder must comply with the Trust's Health and Safety requirements specifically for the school they are working at
- This post is based at St Luke's School but the post holder may be required to move their base to any other location within the Trust upon request
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.
- To undertake additional duties as required, commensurate with the level of the job.
- To attend Awards Evenings and Celebration Events.

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether “spent” or “unspent”. Criminal convictions will only be taken into account when they are relevant to the post.

The Ted Wragg Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and operate in accordance with the Safeguarding and Child Protection Policy. All applicants will be subject to a full Disclosure and Barring Service check before an appointment is confirmed. This role requires the ability to fulfil all spoken aspects of the role with confidence and fluency in English.

The Trust is committed to ensuring that our employees are able to achieve their full potential in an environment offering dignity, respect and equality of opportunity.





Person Specification

Job requirements

Essential/
Desirable

Qualifications and Professional Development

- Qualified Teacher Status or equivalent
- Relevant University Degree (2:2 or higher) or Equivalent with English as a specialist subject
- Evidence of Continued Professional Development
- Evidence of further professional study

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Relevant Experience

- An understanding of key educational issues / change, combined with the ability to lead and co-ordinate their effective implementation
- Experience of contributing and delivering strategies to raise progress and achievement across English including assessment for learning and creating pedagogies
- Experience of monitoring and evaluating performance and of using data to inform schools improvement and ultimately student outcomes.
- A record of sustained progress as a classroom practitioner, with improved outcomes for students

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Knowledge & Skills

- Evidence of being a highly successful English classroom practitioner, including evidence of high level students achievement and consistent outstanding teaching over time
- Ability to teach your subject across the whole ability range
- A thorough knowledge of the National Curriculum for your subject/department
- Complete understanding of effective T&L pedagogy and the ability to cite recent quality research in this area
- Being an excellent team player - to lead by example and provide support and challenge to others
- An ability to be selfless, ambitious and relentlessly positive in collaboration
- A clear vision for raising standards that is ambitious for all
- An ability to analyse and use information to drive school improvement
- Being skilled at working with people with the ability to inspire and motivate others
- Be outwardly focused and willing to collaborate to ensure we continually strive for better
- Excellent problem solving skills
- Outstanding presentation and communication skills
- An ability to complete tasks to a high standard with attention to details
- A readiness to identify and respond to new challenges with good judgement and perseverance

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The Ted Wragg Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check, and where applicable, a prohibition from teaching check will be completed for all applicants.



Growing great people

Our aim is to be the greatest place to work in the South West. We know that to succeed in our mission we must invest in and grow great people. Our comprehensive suite of development opportunities are available for everyone whether you are just starting in your career or an experienced leader, there will be a development pathway to suit you.

Tim Rutherford – Deputy CEO

We know to be the greatest place to work we must welcome great people, retain great people and develop great people.

Click on the areas below to find out about our comprehensive benefits and development opportunities.



In our Trust, we are committed to nurturing a workplace where our employees feel that they belong. We believe that the culture of our trust thrives when individual differences are embraced so that everyone feels comfortable and confident in being who they are. This is supported through ensuring inclusivity in culture and equity in opportunities. We are committed to high quality and reflective employment practice so that we attract, retain and grow employees from diverse backgrounds and communities.

Our Journey



Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.



Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities in our Trust to access development and wider networks with some of the best schools, Trusts and leaders across the country.



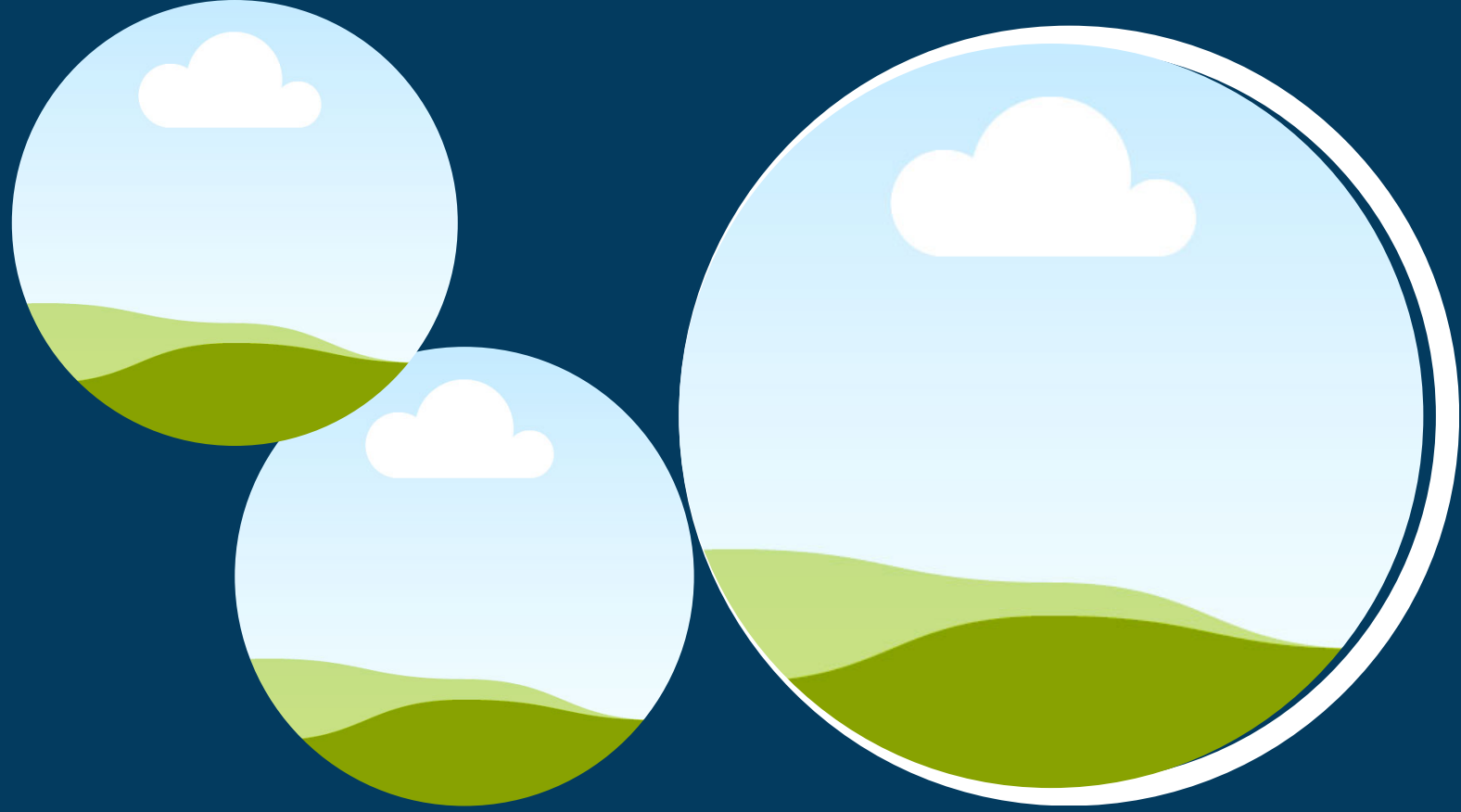
Dixons Academies Trust – A well-established multi-academy trust of 15 schools serving the communities of West Yorkshire and the North West whose mission is to lead educational improvement in the region through high performing academies which value diversity and maximise student achievement.



Cabot Learning Federation – A multi-academy trust of over twenty academies serving communities in the South West of England. Valuing collaboration and ambition, the Trust works to accelerate school improvement and embed excellence in their academies.



Reach Academy Feltham – Reach believe in the power of all through, cradle to career, education, focusing on providing seamless transition from their nursery through to their Sixth Form.



Recruitment Pack

Thank you for your interest!

Ted
Wragg TRUST