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CALDEW  
SCHOOL

WHERE EVERY STUDENT  
IS SUCCESSFUL TODAY  
AND PREPARED  
FOR TOMORROW.

POST AND APPLICANT INFORMATION.

## LEAD PRACTITIONER FOR ENGLISH

**Salary:** LPS 9 (£60943)  
**Contract Term:** Full time, permanent  
**Start date:** 1<sup>st</sup> September 2025  
  
**Closing date:** 26<sup>th</sup> February 2025

### Purpose of the Role:

The Lead Practitioner for English will play a key role in improving the quality of teaching across the department, raising standards, and improving outcomes in GCSE and A-Level English. The role involves teaching high-quality English lessons, delivering professional development to staff, and providing coaching and mentoring to colleagues to ensure consistent, excellent teaching practices across the department.

### Safeguarding Statement

Caldew School is committed to the protection and safety of its pupils and expects all staff and volunteers to share this commitment. An online search will be carried out for shortlisted candidates. The successful applicant will be required to undertake a criminal record check via the DBS. Our safeguarding policy can be found at:

<https://www.caldew.cumbria.sch.uk/our-school/policies-other-key-documents/>

### Equal Opportunities Statement

We are an equal opportunity employer. We want to develop a more diverse workforce and we welcome applicants from all sections of the community. Applicants with disabilities will be granted an interview if the essential job criteria are met. We are committed to employing disabled people making reasonable adjustments to support applicants when required

### Application Process

Please return a completed application form in full ensuring you have provided accurate information, including the names, addresses and relevant contact details of two referees together with your letter of application.

The letter of application should be no more than two sides of A4 and should set out the particular strengths that you would bring to the post and how you feel you meet the criteria outlined in the job description and person specification

Short listed applicants may be screened prior to interview by checking social media. The purpose of this is to ascertain if the applicant demonstrates behaviour that is suitable for employment in a school environment. References will be requested prior to interview.

## POST AND APPLICATION INFORMATION

We are committed to safeguarding and promoting the welfare of children and young people and expects all employees and volunteers to share this commitment. An application for a DBS certificate will be submitted for all candidates once they have been offered the position. For posts in regulated activity, the DBS check will include a barred list check. During the recruitment process, any offences, or other matters relevant to the position will be considered on a case-by-case basis. Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.

### **JOB DESCRIPTION:**

#### **Key Responsibilities**

##### **1. Teaching and Learning**

- Deliver consistently outstanding lessons across Key Stages 3, 4, and 5, acting as a role model for high-quality teaching.
- Plan and deliver engaging, challenging, and differentiated lessons to inspire all learners and meet their individual needs.
- Maintain a focus on improving GCSE and A-Level outcomes through evidence-based teaching strategies.
- Provide support to raise the achievement of students in primary schools through small group sessions and master classes
- Keep up to date on research about the most effective practice

##### **2. Professional Development (CPD)**

- Lead the design and delivery of CPD sessions for teachers to enhance pedagogy and subject knowledge at departmental and whole school level.
- Share innovative and effective teaching strategies with the department and the wider school.
- Facilitate training to embed effective use of adaptive teaching and assessment in the classroom.
- Provide CPD to colleagues in primary schools

##### **3. Coaching and Mentoring**

- Provide one-to-one coaching and mentoring for teachers, offering constructive feedback and tailored support.
- Conduct lesson observations and provide feedback to improve teaching practice.
- Work collaboratively with other staff by point planning lessons and team teaching
- Support Early Career Teachers (ECTs) and less experienced colleagues in developing their confidence and effectiveness in the classroom.

##### **4. Data and Performance Monitoring**

- Work with the Head of Department to monitor student progress and identify underperformance at KS3, GCSE and A-Level.
- Use data analysis to inform interventions and teaching strategies, ensuring high-impact approaches are implemented.
- Support staff in using assessment data to plan lessons and close gaps in student achievement.

### 5. Leadership and Collaboration

- Lead by example, demonstrating a strong commitment to professional growth and continuous improvement.
- Collaborate with the Head of Department to develop and implement a strategic plan to raise standards across the department.
- Play a proactive role in the department's quality assurance processes, ensuring consistency in teaching and learning.
- Work with the Deputy Headteacher to ensure the programme is having an impact
- Work with other Lead Practitioners to share good practice

## POST AND APPLICATION INFORMATION

### PERSON SPECIFICATION:

|                                            | ESSENTIAL                                                                                                                                                                                                                                                                                                                                               | DESIRABLE                                                                                                                                                                                                                                                        | HOW IDENTIFIED                                                             |
|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| QUALIFICATIONS                             | <p>Good honours degree in English or related subject</p> <p>Qualified Teacher Status (QTS) with a strong track record of outstanding teaching in English.</p>                                                                                                                                                                                           | <p>Further relevant qualifications</p> <p>Evidence of attendance and learning from short training courses and opportunities</p>                                                                                                                                  | Application References                                                     |
| EXPERIENCE AND SKILLS SPECIFIC TO TEACHING | <p>Successful teaching experience Key Stages 3 and 4</p> <p>An excellent classroom practitioner with evidence of using a wide range of varied teaching and learning styles</p> <p>Experience of leading strategies that improve the quality of teaching and learning leading to improved progress for students.</p> <p>Experience of delivering CPD</p> | <p>Successful experience teaching A-Level English</p> <p>Experience of observing lessons, identifying strengths and areas for development and providing effective feedback</p> <p>Experience of supporting ITT or ECT</p> <p>Experience of coaching teachers</p> | Application References<br>Teaching Exercise<br>Interview task<br>Interview |
| SKILLS AND KNOWLEDGE                       | <p>Deep knowledge of the Science curriculum, pedagogy, and effective research-based teaching strategies</p> <p>Proven ability to lead and inspire colleagues to improve their practice</p> <p>Ability to use of data to drive decision-making and improve outcomes</p>                                                                                  | Strong coaching and mentoring skills, with the ability to provide effective, supportive feedback.                                                                                                                                                                | Application References<br>Interview<br>Interview Tasks                     |

## POST AND APPLICATION INFORMATION

|                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                       |                                                                  |
|-------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| PERSONAL QUALITIES                  | <p>Passionate about English education and committed to improving student outcomes.</p> <p>A proactive and reflective practitioner, with a growth mindset.</p> <p>Collaborative, approachable, and supportive, with the ability to inspire and motivate others.</p> <p>Organised and able to balance teaching commitments with leadership responsibilities.</p> <p>Able to work with colleagues at all levels to focus on improving the quality of teaching and learning</p> <p>Empathy with and genuine liking of young people</p> <p>Professional ambition, drive and determination</p> <p>Drive and initiative to respond quickly to developments in education and the subject</p> | <p>Use of interactive ICT systems for teaching and learning</p> <p>Desire to be involved in extra-curricular activities/provision</p> | <p>Application References</p> <p>Teaching Exercise Interview</p> |
| CONTINUING PROFESSIONAL DEVELOPMENT | <p>Commitment to keep up to date on relevant research on effective teaching strategies</p> <p>Ability to recognise own strengths and areas for development and resulting training needs</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                       | <p>Application Interview</p>                                     |