



Recruitment Pack

Lead Practitioner English

Marine Academy Secondary, Plymouth

Closing Date: 20th March 2023 at 08:00am

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?





Marine Academy Plymouth

Thank you for your interest in working at Marine Academy Plymouth. Over the last twelve months we are now, officially, one of the top four most improved state schools in the country. The results our Year 11 & 13 students achieved this year have catapulted us to becoming the highest performing non-selective school in Plymouth and we saw over 70% of our Sixth Form students move on to University. By 2025 I believe we will be one of the highest performing school in the country.

In order to work here you must believe that a child's academic success is built on the very highest expectations of conduct and discipline; the children of Marine Academy are being asked to work harder than those in the schools around them and the expectations of their behaviour are higher than any other school in the region. We demand this because we believe every child should have the opportunity to attend University when they leave us. You must believe that too.

Working at MAP is highly rewarding; you are surrounded by like-minded colleagues and the success of the school is inevitable. This allows us to be innovative, to do things that others don't. It ensures we are relentlessly focussed on our mission and accept no distractions. It also means we can focus on our own improvement, because getting better at what we do is as important to us as it is ensuring great outcomes for our children.

We are proudly part of Ted Wragg Multi-Academy Trust and we endeavour to create strong links with the highest performing schools, trusts and educationalists across the world. We will be at the forefront of modern educational research and thinking. I have no doubt that Marine Academy will soon be recognised as a beacon of national excellence and the number one destination for aspiring school leaders in the country.

Key Details

Job Title: Lead Practitioner English

Location: MAP Secondary

Salary: Grade L1-L4

Closing Date: 20th March 2023 at 08:00am

Interviews: XXXXXXXXXX

Required From: September 2023

If you share our mission to have the best outcomes in the country by 2027, we would love to hear from you.



How to apply

If you would like an informal conversation about this role please contact: SLTAdmin@marineacademy.org.uk

Please use the application form available on the Trust website and email it to: recruitment@marineacademy.org.uk



Job Description

Job Title:	Lead Practitioner-English
Location:	Marine Academy Plymouth
Responsible To:	Assistant Vice Principal, T&L
Salary Grade:	L 1-4
Contract:	Permanent

Key Purpose of Job

This is a key role in the T&L leadership of our Academy.

The post holder will help to ensure quality of T&L both within the department and across the school

Working with the AP T&L and other LPs the post holder will lead on whole school CPD, set strategies for improvement, be a coach for colleagues and distribute best practice around the school.

Anticipated Outcomes of Post

Students, regardless of their social or cultural background, are motivated to succeed and make outstanding progress through creative, relevant and innovative teaching and learning.

List Key Duties and accountabilities of the post

1. Help to improve colleagues' practice
2. Deliver high quality coaching- using our bespoke programme
3. Deliver high quality CPD
4. Help set the strategic goals and direction of T&L across the Academy
5. Record and disseminate best practice
6. Be a lead teacher within their own department
7. Help to ensure quality assurance is robust across the school
8. Work with other middle leaders to ensure consistency of approach in other subjects
9. Observe others and conduct book scrutinise as per the QA cycle
10. Attend ML meetings as calendared
11. An additional area of whole-school responsibility will be added, in agreement with the Principal.

Supervision / Line Management Responsibilities of the post

The postholder will be allocated the line management of colleagues within their department and as required by their role.

Line Management to be agreed

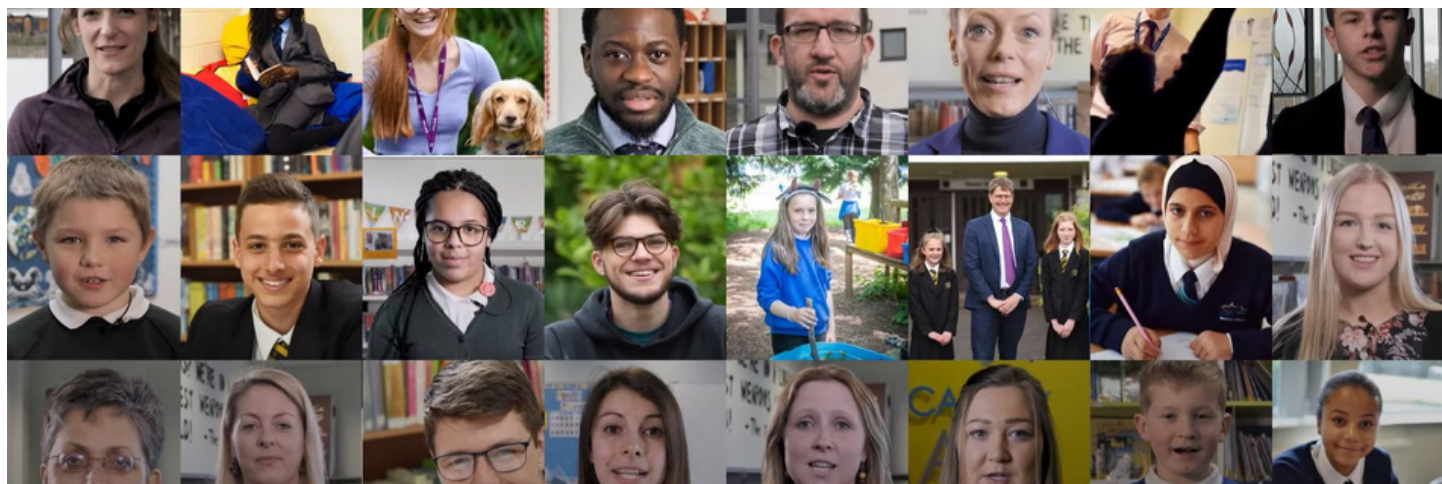
Working Environment & Conditions of the post

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 work at other sites.

Other Duties

- 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 Marine Academy Plymouth 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.





Person Specification

Key to Evidence:

A – Application Form & Letter

C - Certificates

I - Interview

R - Reference

	Essential / Desirable	Evidence
Qualifications and Professional Development:		
An appropriate, good honours degree (2:2 or higher)	E	A, C,
QTS or equivalent	E	A, C
Evidence of further professional study	E	A, C, R
Experience		
Evidence of whole school leadership initiatives	D	A, I, R
Experience of raising achievement through intervention in teaching process	E	A, I, R
Experience of leading whole school T&L provision	E	A,I,R
Evidence of positive Progress 8 score in specialist subject	E	A,I,R
Proven record of innovation and leading change successfully	D	A, I, R
Experience of School Improvement planning	D	A, I, R
Knowledge		
Ability to teach your subject across the whole ability range	E	A, I, R
Experience of teaching your subject at KS5	D	A,I,R
A thorough knowledge of the National Curriculum for your subject/department	E	A, I, R
Evidence of successful experience of curriculum / subject development	E	A, I, R
Experience of successfully managing an aspect of school / department improvement	E	A, I, R
The ability to prepare and deliver lessons which actively engage all students throughout the age and ability range at Key Stages 3 and 4 and post 16	E	A, I, R
An up-to-date understanding of current developments and initiatives	E	A, I, R
An ability to evaluate the work of others and enable their development through consultation, coaching and support	E	A, I, R

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.



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Other skills		
Evidence of strong leadership skills	E	A, I, R
Complete understanding of effective T&L pedagogy and the ability to cite recent quality research in this area	E	A,I,R
Evidence of effective team work and collaboration	E	A, I, R
Ability to inspire and motivate students	E	A, I, R
An ability to evaluate the work of others and enable their development through consultation, coaching and support	E	A, I, R
An ability to analyse data and information, identify patterns and trends and to formulate strategies for improving learning	E	A, I, R
Excellent communication skills, both oral and written	E	A, I, R
The ability to gain the confidence and respect of students, staff and parents	E	A, I, R
Ability to prioritise, plan and organise own work.	E	A, I, R
Other		
Committed to equality of opportunity and the safeguarding and welfare of all pupils	E	I, R
Effective use of ICT packages e.g. Word, Excel or equivalent.	E	A, I, R
Ability to fulfil all spoken aspects of the role with confidence and fluency in English.	E	A, I, R
This post is subject to an enhanced DBS disclosure	E	A, I, R
Commitment to being involved in the wider life of the School through participation in extra-curricular activities.	E	A, I, R

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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!

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