



Matford  
Brook  
ACADEMY



DIRECT LINK TO APPLY



# Lead Practitioner (English)

Matford Brook Academy

Closing Date: Wednesday 12th February

Interviews: Monday 24th February



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 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.

We demonstrate our love through our values



How we will succeed





# Matford Brook Academy

This is an exceptional opportunity to be part of a brand new, all-through school in a vibrant city. We opened in September 2023 to a new cohort of Year 7 pupils, building on this in 2024 with our first Nursery and Primary cohorts. Each year we are building on our year groups.

We are looking for someone who is excited by the potential of a start-up school, enjoying all aspects of what this offers; someone who passionately wants to be in our founding team. With energy and ambition for this new school community, a resourcefulness for any challenge that arises, and a commitment to creating a flagship school in the South West, we will 'write our story' together.

Together, we are building a limitless environment for our children where everything is possible and where the exceptional is delivered as a norm. We show our love for our pupils in everything we do and in our relentless aspiration for every child in our school.

## The Role of Lead Practitioner (English)

As our Lead Practitioner for English, you will be an exceptional teacher of English with skills and knowledge of phonics and Early Reading to enable you to contribute across our all-through setting. Experience across phases is welcomed; the successful candidate will be committed to becoming a highly successful teacher in both phases. You will be instrumental in implementing and delivering an exceptional curriculum, drawn from the Trust's curriculum offer, and supporting an all-through sequence of learning from 2-16. Your passion for English will ensure every child enjoys opportunities within and beyond the classroom and supporting a lifelong understanding and ability to have a healthy, active lifestyle. Our English curriculum starts with the implementation of Little Wandle's Foundation for Phonics in our earliest years and spans to our highly ambitious secondary curriculum offer.

This role is suitable for an established teacher - with the support of exceptional leaders, all staff benefit from a culture of coaching and feedback. We will be building the school together through an iterative model; we need staff who are confident in giving and receiving feedback to ensure that what we are creating is exceptional. Our staff are unyielding in their commitment to every child's success and to the crucial part schools play in social justice.

## Mission and Values

Our mission at Matford Brook Academy is to provide an excellent, all-through education that empowers children to believe they can, and should, change the world around them. We summarise this in one mantra that is woven through the fabric of our school: at Matford Brook Academy, we write our story. We are providing a school with an excellent education and broad opportunities for our children, rooted in the core understanding that, in order for children to thrive both now and in their future, they need to believe that the greatest influence on their lives is themselves.

**We are a school where all staff build positive relationships with children, parents and visitors to the school, seeing this as fundamental to every child's success.**

**We reflect this through the Values of Scholarship, Kindness and Community.**

**You can read more about our Values on our website.**



## All-through Model

All-through schools are uniquely positioned for children to have a seamless educational journey, supported from the moment they first step into school to their aspirational next steps. Joining in the Nursery & Preschool, Reception or Year 7, pupils and their families benefit from the opportunity to stay at the same school for their whole school career.

Transitions can be a challenge; all-through schools avoid this with staff knowing pupils and their families well, providing continuous support and a consistent school experience.

For staff, whether your experience to date has been within EYFS, primary or secondary – or, indeed, all-through – you will be an all-through colleague, working closely with our whole team. With the opportunity to draw upon the expertise of colleagues across the phases, we provide the very best educational experience for all of our pupils.

Matford Brook Academy is intentionally designed as a 'cradle to career' school, modelled on the innovation at Reach Academy, Feltham and currently in development at Ted Wragg's other all-through school, Cranbrook Education Campus. We believe that schools are civic institutions that have a responsibility to its community and we are energised by the opportunity to build an integrated pipeline of support for our families.



## Why choose Matford Brook Academy?

We reflect our mission and values in the deliberate design of Matford Brook Academy, including the following:



An unashamedly ambitious, knowledge rich curriculum that takes children beyond their known experience



A pre-planned, booklet-based curriculum, supporting staff to be able to focus on how they will enact their lessons



An Early Years Foundation Stage rooted in high-quality texts and unique progression framework



A relentless focus on the importance of school culture with a 'warm-challenge' approach, first names for all and disruption-free classrooms



A drive that 'Every Child Succeeds', empowering the participation of all pupils



An emphasis on our mission and Values in all we do



A consistent pedagogical approach in every classroom, enabled through coaching and all-staff deliberate practice



A commitment to oracy and public speaking and a passion for reading



A 'Family Dining' model where staff & pupils come together each lunchtime



As a community, giving Appreciations to each other



A focus on the importance of line management through our 'How Can I Help?' meetings and an investment in current and future leaders in every role



## “ Staff testimonials

I love working for such a forward thinking and collaborative team who really care about the wellbeing and success of each person in our community. It is such an exciting opportunity to create our school culture from the beginning and I have never been so optimistic about the outcomes of the children in my care. As a teacher and as a leader, I feel supported in my decisions that uphold the highest expectations for pupils, creating a high level of consistency in our classrooms that allows the really enjoyable aspects of the job to shine through.



**Abi**

Assistant Headteacher (Mathematics and Personal Development)



**Luke**

I was attracted to work at Matford Brook Academy for the unique opportunity to become a foundational root of a growing local community. It is so rewarding being part of a supportive staff body which prioritises a culture of high expectations and consistency. Ultimately, this has a profound impact on pupils' learning and their ability to become brilliant authors of their story.

Teacher of Sports, Health and Nutrition

I am incredibly proud to be part of the inaugural team growing something so special at Matford Brook Academy. Building a calm, focused yet stimulating learning environment around a truly kind and caring community has always been an ambition of mine. It is so incredibly rewarding to see our vision come to life.



**Emma**

Assistant Headteacher (Science and Curriculum & Assessment)



**Theo**

Being part of the inaugural team at Matford Brook Academy has truly felt like a once in a life-time experience. This school is something special. Everything I felt needed to happen in order to give pupils the very best is happening here and being able to share my voice and seeing the impact of that is everything that I wanted out of my career.

SENDCO



# Job Description

## Lead Practitioner – English

### Key Purpose of the Role

To have a direct, positive impact on the quality of teaching, learning and student progress across the School and, where required, in other schools or settings.

To secure outstanding Teaching, Learning and Assessment across the English Department and the Academy that produces outstanding outcomes for students and to be accountable for high standards of teaching and learning, student progress, improved attainment, support and challenge for students across all key stages.

To provide, facilitate and encourage a learning experience, which provides pupils with the opportunity to achieve their individual potential, regardless of their social or cultural background.

### General Teaching Responsibilities

Teach your specialist, and other subjects as required, across the age and ability range (all-through) in such a way as to challenge and inspire all pupils, with clear objectives, delivered in line with Trust schemes of work and school policies.

Plan and deliver lessons to pupils according to their educational needs and with reference to prior attainment, SEN and EAL as required, striving to ensure equal opportunities for all and no gaps in achievement between particular groups.

Assess, record and report on the development, progress and attainment of pupils in line with school policies, ensuring that marking and assessment are of consistently high quality.

Set high expectations for pupils and develop their behaviour for learning through teaching to the school's pedagogical principles and through the development of positive and productive relationships.

Promote enrichment and extension of the curriculum across the school, participating in and developing events, trips and visits as well as producing high quality displays and learning environments.

Develop and deliver an exciting programme of extracurricular opportunities, performances and school trips for all pupils, monitoring the engagement of all key groups and building partnerships with external organisations to enrich their options, and supporting transition work.



## Lead Practitioner Enhanced Responsibilities

In consultation with Senior Leadership Team, lead, manage and develop the teaching of English across the School, ensuring a consistent approach to quality and standards.

To promote and monitor the status of English, literacy and oracy across the school, inspiring others through your passion and implementation of strategies linked to your subject.

To develop, implement and evaluate policies and practice that will underpin and drive school improvement and to promote collective responsibility for implementation of policies and practice in conjunction with the Senior Leadership Team.

To provide practical support for teachers that enables them to improve their teaching skills resulting in positive impact on pupil progress and attainment.

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, including modelling aspiration teaching and advising teachers how to improve the quality of their teaching. To engage fully with our Trust's subject network.

To inspire and engage staff and students in the vision for the School and to ensure an outstanding learning environment - in the classrooms, libraries and more widely - which is engaging for all learners.

To introduce and deliver new initiatives and support others to integrate recent developments, drawing on research outcomes and other sources of external evidence to inform and extend own practice and that of colleagues.

To use the outcomes of formative and summative assessment, including analysing statistical information, to identify and address areas requiring improvement.

To take a lead in planning with colleagues in order to promote effective practice and identify and explore links within and between subjects/curriculum areas.

To support colleagues to understand school, local and national statistical data as a basis for improving teaching and learning.

To contribute to the professional development of colleagues using a broad range of techniques and skills e.g. coaching and mentoring, demonstrating enhanced and effective practice, and effectively providing advice and feedback.



# Person Specification

Lead Practitioner – English

## Essential

Qualified Teacher Status (QTS) or equivalent

Evidence of further professional study

Recent and relevant teaching of excellent lessons at Key Stages 3 and 4 or in the Primary phase

A track record of excellent pupil progress (where possible demonstrated by qualification outcomes)

A commitment to the mission and Values of Matford Brook Academy as well as your subject – including oracy and literacy.

Evidence of successful staff development e.g. through incremental coaching or ECT mentoring

## Knowledge

Wide knowledge & understanding of English within the curriculum context & wider world across phases including knowledge of systematic phonics teaching and GCSE frameworks

Knowledge of current educational issues and curriculum developments

Ability to use data effectively to support pupil progress

Know and be able to articulate subject specific pedagogy

Show an awareness of what constitutes outstanding pedagogy and practice

Understand changes to exams and whole school accountability measures

## Other Skills and Attributes

Enthusiasm, drive and a love for the job

A passion for ensuring that all aspects of school life demonstrate MBA's core values

Commitment to a high-profile presence in and around the school

Excellent interpersonal and communication skills

An ability to organise, plan and prioritise time effectively yourself and to support others to do the same

Able to fulfil all aspects of the role with confidence and fluency in English

## Values

**Ambitious:** works hard, has the highest standards and is positive for the future

**Selfless:** is self-aware and emotionally intelligent to be able to support self and others to thrive. Works selflessly to support our Trust's mission and strategic priorities

**Collaborative:** builds strong relationships and networks



# 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

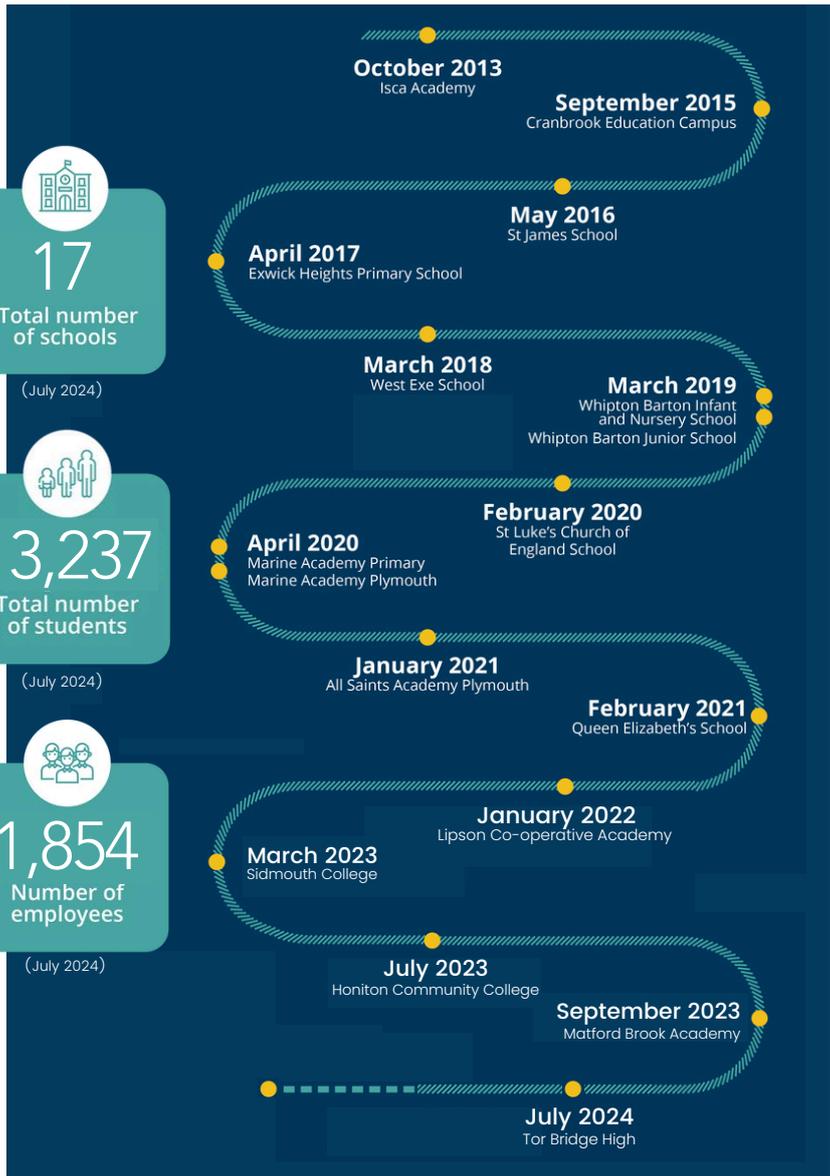


Professor Ted Wragg, in whose memory the Ted Wragg Trust is named, was passionate about how education can transform young people's futures.

**17**  
Total number of schools  
(July 2024)

**13,237**  
Total number of students  
(July 2024)

**1,854**  
Number of employees  
(July 2024)



## Our Partnerships:

Our ongoing partnerships with the following organisations creates opportunities for a Headteacher joining our Trust to access leadership development, study tours and wider networks with some of the best schools, trusts and leaders across the country.



# Key Details

Job Title: Lead Practitioner (English)

Location: Matford Brook Academy, Exeter

Salary: L1

Required From: Easter 2025

Contract type: Full time, permanent

If you share our mission to transform lives and strengthen communities to make the world a better place, and live by the values of being ambitious, selfless and collaborative, we would love to hear from you.

## How to apply

Please navigate to vacancies available  
on the Trust website

and search under 'Matford Brook Academy' to make  
your online application

Any questions? Email: [hr@matfordbrook.academy](mailto:hr@matfordbrook.academy)  
or call 01392 714140

School visits and informal conversations are welcomed.





Thank you for your interest!

Ted  
Wragg TRUST