



Sir John Thursby Community College



Candidate Information Pack Lead Practitioner English

Welcome from the Headteacher

Dear applicant,

I am delighted to welcome you to our thriving and popular school. We are incredibly proud of our students, community, staff and curriculum and we are excited by this appointment. As Headteacher, I am looking to further strengthen our already well established and effective teaching team who secured an extremely positive inspection in April 2023 and continue to show real ambition for the needs of our students and their families.

Our school is characterised by the way we treat our people and through our core values of Ambition, Respect and Belonging. We believe that all members of our school community should be known, valued and loved and we expect all to share this commitment. We are committed to the professional development of our staff, high standards and ambition for our students alongside respect and kindness for all in our SJT family. We are looking for someone who is able to live out these values.

We are proud of the investment we make into the quality of teaching and we work hard to ensure that all teachers have access to high quality professional development. We are a research driven school and we use the EEF implementation model to drive our school improvement. Our current implementation plans are around Assessment, Mixed Attainment Teaching and Literacy. I am keen to further these with some work around Ambition and look at our strategic vision to ensure we are a beacon of excellence.

At SJT we value our staff and have worked hard enable all staff to have a good work-life balance in a supportive working environment. To enable this we give all our staff at least 20% non-contact time. We have made significant reductions to marking expectations and have made substantial reductions to the number of after school meetings for staff. In our last staff survey over 97% of staff were both happy working at SJT and proud to be part of the team. We are committed to supporting well-being and development of all our colleagues as we recognise that teaching can be a challenging job. We would welcome discussions about flexibility around the advertised role and would be keen to make achievable adjustments for the right candidate.

We encourage visits to our thriving school at your convenience and I would be delighted to welcome you and show you around. Please contact Susan Rigg (s.rigg@sirjohnthursby.lancs.sch.uk) to arrange a convenient appointment.

I am excited about the scope of this post. If you like what you have read, and you feel you align with our values, we look forward to hearing about what you can bring to SJT on our journey to excellence.

Matt Renshaw
Headteacher

Lead Practitioner - English

Required from 1st September 2025

Lead Practitioner pay scale L1-L6 £50,025 - £56,592pa

“We are characterised by how we treat our people”

We are incredibly proud of our ambitious, curriculum focused, research-driven school. Our vision is built around the principles of ambition, respect and belonging and we have a strong commitment to the development of our staff as outstanding professionals.

We are looking for an exceptional English teacher to become a lead practitioner in our learning-focused school. The successful candidate will be an excellent classroom teacher with the vision and expertise to improve the teaching of others. Working as part of the wider Teaching and Learning Team they will inspire staff and students to achieve beyond expectations, both in English and across the whole school.

The ideal candidate will be:

- An outstanding English teacher, with a track record of excellent student outcomes
- Highly successful at improving their own and others’ teaching and learning
- Able and willing to support colleagues so that all students can make excellent progress
- Passionate about making a difference to the life chances of young people

Working with our Learning Leader and Assistant Learning Leader in English, the Lead Practitioner will help to ensure that all of our English team are equipped to support our students to even greater success. The successful candidate will also play a significant role in improving Teaching and Learning throughout the school, gaining excellent preparation for senior leadership.

This is a great opportunity for the right candidate to contribute to our work and benefit from an excellent environment, where teachers are encouraged to progress their careers with us. We have great facilities ensuring that our students and staff have the best learning environment in which to achieve. SJT is a very positive community, with our recent staff survey showing that over 95% of our staff enjoy coming to work and are proud to be part of our school. We take staff workload and professional development seriously and we give all our teachers non-teaching time of at least 20% of their timetable.

The successful candidate will fully embrace our ethos of Ambition, Respect and Belonging whilst bringing fresh ideas that will build on current strengths and achievement. A core pillar of our “belonging” ethos is that all in our community are known, valued and loved. We want all staff to share this commitment.

Whilst the post will ideally be for full time hours, requests for part time / job share will be considered.

For an application pack please:

- download from the college website: www.sirjohnthursby.lancs.sch.uk
- or telephone 01282 682313
- or email recruitment@sirjohnthursby.lancs.sch.uk

Send your completed Application form (only the version attached) stating which post you wish to apply for to: recruitment@sirjohnthursby.lancs.sch.uk

Closing date: 9am Monday 28th April 2025

Shortlisting: Thursday 1st May 2025

Interviews: Friday 9th May 2025

The college is committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. You will be required to undertake an enhanced DBS disclosure and other recruitment checks. Please note that in line with Keeping Children Safe in Education 2024 an online search will be carried out as part of our due diligence on shortlisted candidates.

Sir John Thursby Community College – Job Description

Job title: Lead Practitioner

Salary: Appropriate point on the Lead Practitioner Scale (1 - 6)

Contract type: Full time permanent

Reporting to: Assistant Headteacher – Respect – Quality First Teaching

Accountable for: Improving standards of Teaching and Learning in English and throughout the school and supporting QA and improvement

MAIN PURPOSE

Our aim is built around our values of ambition, respect and belonging. We want excellent teaching where outcomes for students place it in the top 10% of schools nationally. The role of the Lead Practitioner, under the direction of their line manager and the headteacher is:

- To model excellent standards in Teaching and Learning.
- To develop the practice of others to ensure that teaching is ambitious for all.
- To support CPD so that staff receive the training and support they need to consistently deliver engaging and inspiring lessons.
- To support Quality Assurance and research-led practice
- To work as part of the Teaching and Learning Team to drive ambitious classroom standards throughout the school
- To support and drive developments around key aspects of the EEF implementation planning structure

Duties and responsibilities

The duties outlined in this job description are in addition to those covered by the latest Teachers' Pay and Conditions Document. It may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

Key tasks

1. To be a role model in terms of excellent practice in the classroom and the reflective ethos of our value that "all of us have the capacity to improve what we do"
2. To help create a positive climate for learning in the English department and work with their Learning Leader to ensure that whole school Teaching and Learning priorities are addressed in the area, to promote excellent progress for students.
3. To support and empower all members of the school community to ensure that all students receive a positive and inclusive learning experience
4. To support other staff to improve the quality of their teaching through the CPD curriculum and the QA programme

5. To support learning leaders and the leadership team with our self-review and QA
6. To play a leading role in the organisation, delivery and evaluation of the CPD curriculum
7. To act, where appropriate, as mentor to new entrants to the profession on PGCE, Teach First, SCITT routes or to ECTs and support the delivery of the ECF
8. To work within the TLT to put in place the Professional Studies programme for new entrants to the profession; leading training sessions or liaising with other staff to deliver relevant training.
9. To support the induction of new staff
10. To support revision and enrichment activities to enhance learning opportunities for all students.
11. To promote effective academic transition from KS2 to KS3.
12. To have a good knowledge of current issues in Teaching and Learning and to seek out ideas for improving our current practice from outside agencies.
13. To pioneer and trial innovative pedagogical approaches and to foster a culture of research across the school.
14. To lead on agreed elements of the school improvement plan for Teaching and Learning.

Equal opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.

Safeguarding Commitment

This school is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Matt Renshaw

April 2025

Person Specification - Lead Practitioner

Attributes	Essential	Desirable	How identified
1. Qualifications	<ul style="list-style-type: none"> • QTS • Degree 	<ul style="list-style-type: none"> • Recent relevant INSET relating to coaching/mentoring or effective teaching strategies 	Application form
2. Experience	<ul style="list-style-type: none"> • Clear evidence of excellent teaching of English over time • Clear evidence of positive outcomes from Y11 classes • Experience of teaching across the whole ability range of students • Experience of teaching across the 11-16 age range of students 	<ul style="list-style-type: none"> • Experience of leading CPD or training sessions • Experience of observing lessons and giving feedback to others • Experience of working with individual teachers/trainees to improve the quality of their teaching • Experience of using research to inform practice • Experience of quality assurance systems such as book sampling or learning walks • Experience of working with staff from other curriculum areas 	Application form Supporting letter Selection process References
3. Skills and knowledge	<ul style="list-style-type: none"> • Clear understanding of what makes excellent teaching • Clear understanding of how to improve standards in classrooms and judge quality of teaching and learning accurately • Clear understanding of how to meet the needs of all students 	<ul style="list-style-type: none"> • Understanding of how to analyse and use data to improve teaching and learning • Understanding of the Teacher and Mentor Standards 	Supporting letter Selection process
4. Personal qualities	<ul style="list-style-type: none"> • A passion to make a difference to young people's lives through education • Ability to build effective working relationships • Enthusiastic, resilient & solution focused • An effective team member, who works well with other people • An ability to motivate and inspire others • To like young people and to be liked by them • A drive to make things happen • Not to settle for good, but always strive to improve • A commitment to safeguarding and equality • Sense of humour 		Supporting letter Selection process References

5. Other	<ul style="list-style-type: none"> • Application form completed in full • Letter of application (max 2 sides A4, font 12) • Enhanced DBS disclosure • Satisfactory health check 		Application School checks
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Employee Benefits - Why Choose Sir John Thursby Community College

- A commitment to staff wellbeing, development, training and support.
- Modern, facilities managed, school building with excellent facilities for learners and colleagues
- Smart boards and visualizers in every classroom to support high quality teaching and learning
- Generous non-contact time with **20% for MPS/UPS teachers**
- Well planned school calendar to support professional and personal life balance
- Family friendly employer with opportunities for flexible working, including part-time, job share, term-time working – dependant on your job role and business need
- Access to a **high quality CPD programme** focussing on key areas of implementation based on the latest Educational Research and planned around the EEF guidance on professional development.
- Opportunities to access **external courses and training**
- Membership of The National College for all staff
- High quality induction, support and training for Early Career Teachers
- ‘Welcome to SJT’ induction day to ensure you feel ‘first day ready’ with on-going ‘on boarding’ follow up
- Disaggregated INSET to support long weekend in November to rest and recharge
- Pension: Membership of the Teachers’ Pension Scheme (TPS) with employer contributions of 23.68% or the Local Government Pension Scheme (LGPS) with generous employer contribution
- Positive climate for learning around school supported through our brilliant basics and behaviour policy
- Proactive, supportive and visible Leadership Team to support the climate around school
- Great Pennine location with good transport links both cross country and the motorway as well as public transport options
- Automatic annual pay progression for all teachers
- Staff commendation programme
- Access to free mental health and wellbeing support along with access to the LCC Employee health & wellbeing website and digital health and wellbeing platform - Optimise
- Opportunity to earn additional income and access complimentary lunch through lunch time duties
- Occupational Health Service
- Occupational sick pay scheme
- Cycle to work scheme
- Free car park
- Onsite catering facilities with complimentary morning coffee shop
- Staff discount scheme (in partnership with Vivup) gives employees access to a huge range of discounts across the UK’s major retailers including supermarkets, technology, fashion, travel and much more!
- A long service award scheme
- Free annual flu vaccine

**SIR JOHN THURSBY COMMUNITY COLLEGE
STRATEGIC VISION AND VALUES 2022-2025**

Being a truly great school through..

OUR CORE PURPOSE

- To be a community-centred school, where all students achieve the academic & creative success needed for further study and employment
- To support social mobility and to make a positive difference in the lives of our students and their families
- To enable our young people to become confident, resilient, informed, adaptable and caring members of society

MEASURING IMPACT

- Our students' outcomes place our school in the top 10% of similar schools
- Our teachers consistently deliver our curriculum effectively
- Our attendance will be at least 97%



OUR VALUES

- We are ambitious for our students
- We value and invest in our staff
- Our students deserve great teaching every lesson
- Strong positive relationships make a great school
- We treat each other with care, respect and kindness
- All members of our school community are known, valued and loved
- We are inclusive & support diversity
- Our families play a key role in supporting our students to be successful
- A great education includes learning & experiences beyond the classroom
- All of us at SJT have the capacity to improve what we do

OUR STRATEGIC PRIORITIES

1. To deliver a well-structured, knowledge-rich curriculum that enables our students to be successful in their next stages in learning and development
2. To ensure that all our students have the literacy skills needed to access the curriculum effectively
3. To ensure that our teaching is engaging and is responsive to the needs of all students
4. To ensure that the assessment of our students is accurate and enables gaps in learning to be addressed
5. To ensure that all our learners are 'Ready, Respectful and Safe'
6. To stop doing anything that prevents us from delivering great lessons and that creates unnecessary workload
7. To support the emotional well-being of our school community
8. To ensure that Leadership at all levels is highly effective



BELONG BELIEVE ACHIEVE

Further Information

Thank you for your interest in joining our fantastic team here at Sir John Thursby Community College.

Application forms can be found on our website: www.sirjohnthursby.lancs.sch.uk

Completed application forms should be returned by the closing date to recruitment@sirjohnthursby.lancs.sch.uk

CVs will not be accepted. Please note that we are only able to employ nationals of European Economic Area (EEA) countries, citizens of Switzerland and those legally entitled to work in the UK. Lancashire County Council does not hold a sponsorship licence and is unable to employ non-EEA nationals under tiers 2 or 5 of the points based system. If you submit an application form and are shortlisted for interview, you will be required to produce documentary evidence of your right to work in the UK. Please note that we will seek references for shortlisted candidates prior to interview.

The school is committed to safeguarding and promoting the welfare of children and expects staff and volunteers to share this commitment. If appointed you will be required to undertake an enhanced DBS disclosure and a range of other recruitment checks. Please note that in line with Keeping Children Safe in Education 2024 an online search will be carried out as part of our due diligence on shortlisted candidates.

Follow the link to watch 'Burnley By Drone' to see a beautiful area in which to live and work - [Burnley by Drone - YouTube](#)

For an interactive tour of SJT follow this link
- [Sir John Thursby Community College - Interactive Tour of SJT](#)

If you have any questions please do not hesitate to get in touch.



Sir John Thursby Community College, Eastern Avenue, Burnley, BB10 2AT, 01282 682313
www.sirjohnthursby.lancs.sch.uk