

Salary:	Points 1-6 on the Lead Practitioner Pay Scale
Responsible to:	Head of English
Date of Job Description:	March 2025

### Purpose of the Role:

- To develop the practice of the department and beyond by sourcing, developing and signposting excellence in English curriculum, teaching and learning.
- Continuously update subject and pedagogical knowledge, sharing this throughout the department.
- Set an example of excellence with regards to departmental and whole school strategies.
- Input into schemes of work development as well as be a key figure in the delivery of CPD.
- Try new approaches in the classroom and assess their impact before sharing with the department. This will be modelled through peer drop-ins, use of Iris and presenting ideas to the department during departmental meeting time.

### Main Tasks and Responsibilities

- To provide high quality teaching to students to enable their learning, ensuring their safeguarding at all times and working in accordance with Teachers Standards.
- To consistently teach lessons which have a high impact on progress in each key stage;
- Teach students/pupils in accordance with national curriculum guidelines.
- Plan, prepare and deliver lessons to achieve consolidation and progression in student/pupil learning.
- Identify clear teaching objectives and specify how students/pupils will be taught and assessed.

- Make effective use of assessment, adapting planning and teaching in response to this and ensure coverage of programmes of study.
  - Set appropriate tasks which challenge pupils and ensure high levels of interest.
  - Set clear targets for students/pupils, building on prior attainment.
  - Provide appropriate and helpful feedback to students/pupils.
  - Identify SEND or very able pupils; and plan work to meet their needs.
  - Provide clear structures for lessons maintaining pace, motivation and challenge.
  - Encourage student/pupil participation in lessons and other school activities.
  - Self-evaluate your teaching and respond to feedback to continually develop as a professional.
  - Manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy.
  - Use a range of behaviour management techniques and strategies, adapting them as necessary to promote the self-control and independence of learners.
  - Assess and record behaviour.
  - Provide direction and support through supervision of other colleagues working in the classroom.
  - Build good relationships and work collaboratively with parents/carers/guardians and other professionals to best support students/pupils.
  - Prepare and present information about pupils/students.
  - Provide support and guidance to students/pupils in their wellbeing working with pastoral support staff/teams in schools.
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- To be an exemplar of outstanding teaching and learning;
  - To take a lead role within the department in supporting staff development through coaching and training.
  - To model excellence in classroom management and expectations to staff across the academy.
  - To take a lead in delivering departmental intervention programmes to students.
  - To support the department lead by ensuring that the department has long term plans in place that provide challenge, support, scaffolds and clarity on agreed department wide methodologies.

- In conjunction with the Head of English, prepare and execute an action plan to continue to improve the quality of teaching in the English department.
- To work closely with the Head of English and Assistant Headteacher in developing, implementing and evaluating policies and practices that lead to department improvement.
- Undertake quality assurance to identify areas for action and to coach and engage in a professional dialogue with colleagues which provides supportive, constructive feedback and support continuous professional development across the department.
- Work with colleagues across the school to support the development of good practice and develop teaching practice in others.
- To fully support the agreed approaches for teaching and learning in the English department;
- To support with the training of Early Careers Teachers;
- Promoting a positive learning environment and an achievement culture in which all cohorts of students strive towards the highest possible expectations
- Enable every child to become successful independent learners
- Ensure that all barriers to our students' learning are quickly identified and consequent interventions are enacted so that all students achieve at the highest levels.

### General

1. To act in accordance with FCAT's policies and procedures.
2. To act as a role model and work in accordance with the Trust values: pride, ambition, respect, resilience, integrity and excellence.
3. To encourage and promote non-discriminatory behaviour and ensure equality and diversity is sustained within FCAT and our academies.
4. To ensure compliance with the General Data Protection Regulations and maintain confidentiality in your working practices each day.
5. To ensure compliance with FCAT's Health and Safety Policy at all times.
6. To adhere to FCAT's Safeguarding policy and procedures to ensure that the duty of care for all staff, including yourself to protect children and young people is maintained.

7. Any other tasks and responsibilities reasonably appropriate to this post and grade.