

TEACHING STAFF

JOB DESCRIPTION

ROLE TITLE	Lead Practitioner - English
CONTRACTED HOURS	Full-time / year-round
LOCATION	Hybrid - requirement to attend head office and school sites (secondary)
GRADE / SCALE POINT – SALARY	Leadership range L8 – L12
REPORTING TO	Director of Education/Headteacher

INTRODUCTION

Through geographical hubs of like-minded schools and a vision of excellence that is shared by all, schools smash through barriers to achieve more than others think possible.

- The vision of Unity Schools Partnership is to achieve the highest standards of education in its primary, secondary and special schools.
- It is our intention that all trust schools, and the trust as a whole, be recognised locally and nationally for the exceptional quality of its educational provision.
- We are a family of interdependent schools with a shared ambition to transform lives.
- We are committed to the development of a very high-quality, and evidence-informed, model of how excellence is achieved.
- Our work is fostered by geographical hubs of schools in close proximity that understand their specific communities.
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The trust expects its work to be characterised by:

INTEGRITY

INCLUSION

KINDNESS

The vast majority of schools are now successful, well-performing schools and all secondaries are judged 'good' by Ofsted. The ambition over the next three years is that schools across the trust become excellent schools, characterised by top quartile performance and with the capacity to support more schools in the area that need support to benefit from being part of the trust.

In order to achieve this ambition, the trust will focus on:

Excellent education – we have plans for work in primary, secondary and special education which aim by 2028 to achieve top quartile performance in primary and secondary results and that has very high approval ratings externally and from parents for children with special educational needs.

Excellent staff – we have a People Strategy that includes the ambition of being the employer of choice for school staff in the region.

Excellent support for schools – we have included in our plans for work in primary, secondary and special education how schools are supported to provide excellent education and we have an operational plan for wider support for schools in the trust, those who wish to be associated with the trust and those who potentially might wish to join the trust.

JOB PURPOSE

Reporting directly to the Director of Education the Lead Practitioner for English will support the trust by providing leadership and strategic direction to their specialist curriculum area by:

- Being jointly accountable for attainment in the subject area in a number of Trust schools

- Ensuring the provision of high-quality teaching and learning;
- Ensuring high standards and high expectations from students and staff;
- Always providing a mentoring role for Curriculum Leaders and other teachers whilst modelling outstanding practice.

KEY TASKS & RESPONSIBILITIES

The post holder shall be required to work in any of the academies within the Trust as directed by the Director of Education. They will liaise and work closely with the Headteacher, the academy senior leadership team and the Head of Subject and department.

To undertake the full range of duties and responsibilities as required by the Director of Education as set out in The School Teachers Pay and Conditions Document.

1. To be jointly accountable for outcomes in a number of trust schools under the direction of the Director of Education;
2. To be an active practitioner, teaching key groups where necessary to ensure a rapid rise in standards;
3. To work with curriculum leaders, to direct and provide advice and support to drive the improvement of outcomes;
4. To work, on occasions where necessary, for an extended period as interim curriculum leader within Unity schools.
5. To develop, launch and drive new initiatives and innovative practice in the subject area
6. To support curriculum leaders with self-evaluation, planning and self-review: ensuring high quality faculty handbooks, sharply focused schemes and assessment and comprehensive self-review, which leads to continuous improvement.
7. To liaise with and be informed by the most up to date Examination Board Training and marking and ensure that all curriculum leaders and their teams are highly skilled in the accurate moderation of students' work. Support this with Unity-wide moderation of students' assessment in years 7 to 13.
8. To work with the central team on the development and improvement of quality data on the subject's performance, trust wide, to ensure that it is accurate and appropriate to facilitate targeted intervention.
9. To be an advocate for the subject area and to work collaboratively with others to improve the quality of teaching in the subject area across the trust.
10. To actively promote equality of opportunity for all students and staff.
11. To maintain outstanding teaching practice through research and ensuring awareness of latest thinking
12. Tracking student data and analyse subject data across the trust, facilitating collaborative learning from best practice and intervention where required.
13. Development, with curriculum leaders, extra-curricular subject programmes.
14. Work with the Unity Teaching School Hub to promote leadership and teaching development, through accredited and bespoke courses.
15. Assist, via the Teaching School Hub, in the promotion and brokerage of fit for purpose SLE and other support.
16. Support, via the Teaching School Hub, the delivery of specialist courses, such as leadership/subject conversion and or subject upskilling.
17. Support new entrants to the profession who are specialists in the subject and ITT via the Unity Teaching School Hub.
18. Promote and develop the subject locally and nationally.

19. When needed, analyse and review departmental teams and provide feedback, high quality reports and effective action plans and intervention strategies that bring about rapid improvement.
20. Lead on curriculum development and delivery of Unity-wide curriculum area CPD.
21. Contribute to the trust curriculum area hub – conferences, workshops and other collaboration opportunities.
22. Advise on / assist in the procurement of resources for departmental teams and individual teachers, when appropriate.
23. Deliver and develop with curriculum leaders resources for high quality revision and intervention sessions.
24. Lead and support external reviews of curriculum area Trust-wide.

GDPR

1. To adhere to GDPR and Data Protection Regulations, whilst maintaining confidentiality.

SAFEGUARDING

1. Unity Schools Partnership is committed to safeguarding and promoting the welfare of children and young persons at all times. The postholder, under the guidance of the Headteacher and the Trust's Executive Team, will be responsible for promoting and safeguarding the welfare of all children with whom he/she comes into contact, in accordance with the Trust's and the School's Safeguarding policies;
2. The post holder is required to hold a satisfactory Enhanced Disclosure from the Disclosure and Barring Service (DBS).

GENERAL

1. Actively contribute to and promote the overall ethos and values of the school and the wider Trust;
2. Participate in training and other learning activities and performance development as required;
3. Maintain consistent high standards of professional conduct, tact and diplomacy at all times in dealings with pupils, parents, staff colleagues, external agencies and any other visitors to the school or wider Trust;
4. Maintain absolute confidentiality and exercise discretion with regard to staff / pupil information and the Trust's business at all times;
5. Act as an ambassador for the school and the wider Trust within the local community and beyond, ensuring that the ethos and values of the Trust are promoted and upheld at all times;
6. Undertake any other reasonable tasks and responsibilities as requested by the Director of Education (Secondary) or a member of the Trust Executive Leadership Team which fall within the scope of the post.

PERSON SPECIFICATION

HEADTEACHER

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> First degree / training certificate Qualified Teacher Status Recent professional development relevant to a senior leadership role in an educational setting. 	<ul style="list-style-type: none"> Higher degree or post graduate curriculum or leadership and management qualification
Experience and knowledge	<ul style="list-style-type: none"> Be a Specialist Leader in Education (SLE) of your curriculum area (or be committed to working towards) Proven successful track record of curriculum leadership in specialist curriculum area Experience of monitoring and evaluating teaching/learning and target setting including the ability to accurately analyse data Experience of effective working with a range of relevant stakeholders Successful sustained experience of teaching in KS3 and KS4 which is at least good Evidence of knowledge and understanding of risk management Evidence of knowledge and understanding of safeguarding issues Good knowledge of the school self-evaluation and planning framework and ability to contribute to implementation Good knowledge of leadership and management styles and when to use them 	<ul style="list-style-type: none"> Successful experience of working with the school community in raising the school profile Experience of education in an environment that can be challenging Successful sustained experience of teaching in KS5 which is at least good
Key Skills and Attributes	<ul style="list-style-type: none"> Able to plan personal workload and set priorities Good written and oral communication skills to a range of audiences Able to work with parents/carers to understand and meet the needs of individual students A team leader who can ensure the involvement and commitment of all team members Persuasive and confident in a range of different environments Has a sound knowledge of strategies to enhance teaching and learning opportunities within schools Understanding and experience of Performance Management and accountability in a school 	<ul style="list-style-type: none"> Effective financial and resource management skills Aware of opportunities for teaching and learning presented by new technologies

	<ul style="list-style-type: none"> • A profound commitment to the vision and ethos of the Trust and the maintenance of excellent standards • A commitment to equality and diversity • High standards of integrity and a positive role model for students, staff, parents and the wider community • Appropriate behaviour, attitude and commitment towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> ○ Motivation to work with children and young people ○ Ability to form and maintain appropriate relationships and personal boundaries with children and young people ○ Emotional resilience in working with challenging behaviours ○ Constructive attitude to use of authority and maintaining discipline • Stamina, resilience, reliability and integrity • An understanding of the value of a successful work life balance for self and others • A high level of interpersonal skills with the ability to empathise with different points of view and win respect • Ability to motivate and inspire others 	
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