



Uckfield College

Recruitment Information Booklet

Lead Practitioner for English LP1 to LP5

Contents

Welcome letter from the Principal	2
About Uckfield College	3
Uckfield College Vision and Ethos	4
Our Staff	4
Advert for Lead Practitioner for English	5-6
Job Description for Lead Practitioner for English	7-8
Job Description for Teacher	9-11
Person Specification for Lead Practitioner for English	12
Role of Form Mentor	13
Department Structure and Organisation	14-15
The Application and Appointment Arrangements	16



Dear Candidate

I am delighted you are interested in applying for a role at Uckfield College and thank you for taking the time to discover more about life at our school.

The staff here, both teaching and non-teaching, are a truly collegiate, warm, and dynamic team. They are professional, deeply caring people who have a strong moral purpose to make a difference to young people. Students are at the heart of everything we do, and their high standards of behaviour and eagerness to learn allow our dedicated staff to thrive. We are proud to be an OFSTED 'Outstanding', leading organisation and our greatest asset is undoubtedly our staff who consistently go beyond the 'call of duty' to maintain a special learning environment. As a large school, we offer multiple opportunities for professional growth, subject collaboration, and career progression, all underpinned by strong partnerships with our parents and the wider community.

One aspect that stands out is the exceptional level of support and professional learning for all teachers. We invest heavily in development, including weekly Joint Professional Learning Time (JPL) and an innovative Professional Learning and Development (PLD) programme. Our teaching practice is nationally recognised and deeply research-informed, ensuring our practice is always cutting-edge, such as our recent focus on 'Total Participation'. We champion a rich and broad curriculum, where all subjects are valued, complemented by our commitment to technology innovation and our Super Curricular ethos, where every student engages in enrichment. We feel sure that you will identify Uckfield College as an energetic and successful place in which to work.

If, after reading about us, you decide to apply for the post, then we look forward to receiving your application form. Applications will be processed in line with the dates provided and we will write to successful and unsuccessful candidates as soon as possible to inform them of their progress.

There is further information about the College, including the Prospectus and an electronic version of the briefing booklet and application form available on our website: www.uckfield.college. If there are specific parts of the application you would like to clarify, or if there is particular information you require, then please telephone me at the College. I can be contacted via my PA, Toni Fletcher, on 01825 764844, extension 1002.

In conclusion, I make no excuses for sounding so very proud of the enthusiasm, hard work and support of staff, students, parents and governors. Uckfield College is very much a team and I believe, fundamentally, a very happy and successful one.

I look forward to meeting short-listed candidates at interview.

Yours sincerely

Sara Marshallsay
Principal



About our College

Uckfield College is an excellent and improving school with excellent results, happy staff and students and highly engaged governors. In April 2024, we were proud and delighted that Ofsted graded Uckfield College as unequivocally 'Outstanding' in all areas. The inspection particularly highlighted the extremely positive staff culture and innovative, ambitious professional learning:

The school's 'ceaseless pursuit of learning' extends to staff. Wellbeing is a priority for all. Staff are confident that leaders consider their workload when planning new initiatives. Training for teachers is unapologetically ambitious and highly effective. Early career teachers receive exceptional support and guidance. All staff, regardless of experience, participate in coaching that improves both their subject knowledge and teaching skills. As a result, staff feel highly motivated and are very proud to work at the school. Governors are ambitious for the school. They provide expertise and robust challenge. Leaders are diligent and highly skilled. Together, their shared commitment to continuous improvement is at the heart of decision making.

OFSTED April 2024



Inspectors also said some wonderful things about our students:

- Pupils' behaviour and conduct are typically excellent.
- The Uckfield qualities of love, integrity and kindness permeate the school.
- Different opinions are respected and diversity is celebrated. As a result, this is a highly inclusive school.
- Pupils relish challenge and are not afraid of making mistakes.
- Sixth form students thrive when taking on positions of responsibility, such as head student or when contributing to the student leadership team. They are excellent role models and perform their responsibilities with care, dedication and diligence.

Students are at the heart of everything we do. The positive relationships between staff, parents and students have helped us to sustain and drive significant improvements in recent years. We are very proud of our College and want to recruit members of our staff team who will champion and celebrate our success, within the College and in the wider community.



Our Vision and Ethos

Our Vision: An inspiring College where every individual is supported and challenged to achieve personal excellence.

Our Aim: Is for everyone in our community to lead truly, deeply, happy, fulfilled and purpose-driven lives. Our curriculum is how we achieve those aims.

In feedback to the Lead Inspector during our last Ofsted Inspection, one parent summed up the ethos of the school as **“Encouraging the young people to love learning, be interested in the world around them, take care of it and take care of one another.”**



Our Staff

We are exceptionally proud of our staff here at Uckfield College, both teaching and non-teaching. They are an amazing team who work together collegiately to support each other and help each and every one of us to be the very best we can.



Lead Practitioner for English

Hours	Full Time
Commencement	1st September 2026
Contract	Permanent
Salary Scale	LP1 to LP5 (currently £52,026 to £57,415)

This key role is fundamental to fulfilling our aim that all students are supported and challenged to achieve personal excellence in their learning of English. It is a rewarding opportunity to work with a great staff team with the shared goal of making a tangible, often transformative, difference to young people's lives.

We are looking for someone who is an excellent teacher themselves, and who is excited by the challenge of improving others' practice and shaping this wonderful curriculum area.

Though not an exhaustive list, the leadership traits that we really value are: being authentic, collaborative, courageous, passionate about education and high standards, a lifelong learner, welcoming of feedback, biased towards action, organised and reliable, solution oriented and a change agent. We also know how important it is to have a sense of humour, to be able to thrive in a diverse environment and to be happy and upbeat, most of the time! We are looking for a leader who has a vision for what an excellent English education would look like for students, and who is able to deliver that vision through high quality planning, coaching and teaching. This leader will also monitor and evaluate the quality and effectiveness of all the different strands of English education at the school. Uckfield College is a place where our leaders have a highly positive influence on our College culture. We are really interested in growing leaders and you will be given plenty of opportunities and the challenge and support to be able to learn, develop and thrive.

It is an exciting time to join Uckfield College. Though we were delighted with our OFSTED 'Outstanding' outcome in April 2024, we are wholly uncomplacent, and are restless for ongoing improvement and securing of the highest standards for all of our young people. We know that we exist to serve our local community and set out to work effectively with our parents and carers. This curriculum leadership role is of fundamental importance, and would be a great springboard for further promotion and development.

The Application Process

We hope that after reading the information in this booklet you will be keen to apply to join our dedicated team of staff. If you would like to be considered for this role, please complete and return an East Sussex County Council Application Form, which is available electronically from our website. We will also be pleased to forward a hard copy of the application form to you if you prefer.

Please ensure that you submit your application before the closing date for this post of Monday 12th January 2026 at 9.00 a.m. Unfortunately applications received after this time cannot be considered. If you are short-listed for the post we will contact you as soon as possible to invite you to interview.

We reserve the right to invite candidates for interview prior to the closing date and to close vacancies early if we have sufficient suitable applications. Therefore, we encourage interested applicants to apply as soon as possible.

If you would like to discuss the post further, or arrange to visit the College prior to making your application, please do not hesitate to contact our HR department on 01825 764844 extension 1008 or email hr@uckfield.college.



Why Join Us?

At Uckfield College, an outstanding school with a reputation for excellence, we are committed to creating a positive, professional, and supportive environment where both staff and students thrive. As Lead Practitioner for English, you will have the opportunity to make a meaningful impact on the department's growth, inspiring a passion for English in our students. You will be fully supported in your professional development, with access to a wealth of growth opportunities, all within a collaborative and happy atmosphere that prioritises positivity and fosters a culture of success. There is a very wide range of staff benefits available, including opportunities for flexible working where roles allow, a free Chromebook, staff benefit scheme at the leisure centre and gym on site and staff breakfasts.

The Interview Process

We look forward to welcoming short-listed candidates on the interview day, when they will have the opportunity to find out much more about the College throughout the interview process. On the day you can expect the format to include:

- Welcome from the team
- Meetings with key members of the team
- Lesson Observation
- Tour of the College
- Safeguarding Interview
- Panel Interview
- Presentation by candidate on leading outstanding Teaching and Learning in the English department

We are committed to the safeguarding of children. References and Enhanced Disclosure and Barring Service checks will be conducted on the successful applicant. Please note this role is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

We are equally committed to eliminating discrimination and encouraging diversity. We aim for our workforce to be representative of society and that each employee feels respected and able to give their best. We are committed to providing equality and fairness in our recruitment and employment practices and not to discriminate on any grounds. We will share interview questions with you in advance as part of our commitment to a transparent and equitable hiring process. We believe that providing you with time to prepare allows you to be thoughtful, reflective, and deliberate in your responses, ensuring you can bring your very best and provide us with the strongest evidence of your skills and experience. Our aim is to level the playing field and enable us to evaluate your potential thoroughly. Please note that while we are sharing these questions, we may not ask every single one, and we will also ask follow-up questions on the day to delve deeper into your answers. We are invested in your success and look forward to our conversation.



Job Description

Job Title:	Lead Practitioner for English
Responsible To:	Assistant Principal - Raising Achievement
Responsible For:	Achieving exceptional pedagogy across English classrooms

Job Overview:

We are seeking to appoint an ambitious and highly skilled English teacher to join our forward-thinking team at Uckfield College as a Lead Practitioner, who will work closely with our SLT to improve the educational outcomes of our students. In this key role, you will excel in the classroom - but, just as importantly, you will be instrumental in supporting not only your departmental colleagues to be the best they can be in the classroom and beyond, but also be involved in the exciting next chapter of our journey.

The ideal candidate will be an ambitious classroom practitioner with a desire to achieve strong outcomes. We need someone who wants to become a beacon of excellent practice in a classroom environment, whilst supporting the Curriculum Leader for English and SLT to further develop standards in the classroom for all our young people. This is a unique opportunity to enhance your leadership skills and fast-track your career toward senior leadership roles, working closely with the Curriculum Leader for English on impactful initiatives.

Key Responsibilities:

- **Teaching and Learning Leadership:**

- Lead the development and implementation of highly effective English teaching strategies.
- Support and mentor English teachers to improve pedagogy, lesson delivery, and student outcomes.
- Foster a culture of excellence in English through the development of innovative resources, lesson plans, and schemes of learning.
- Champion the impactful use of technology and digital resources to enhance the teaching and learning of English.
- Regularly observe lessons and provide constructive feedback and coaching to colleagues to support their professional development.

- **Curriculum Development:**

- Oversee the design, implementation, and review of the English curriculum in line with national and College priorities.
- Ensure that the English curriculum is rich, inclusive, engaging, and appropriately challenging for all students.
- Actively contribute to the development of cross-curricular links and promote language learning beyond the English department.



- **Professional Development:**

- Lead on professional development activities for English teachers, including coaching, mentoring, and collaborative planning sessions.
- Identify areas for improvement within the department and implement tailored CPD strategies to enhance the teaching and learning experience.
- Act as a role model for English practitioners and demonstrate high standards of teaching practice.

- **Student Engagement and Outcomes:**

- Monitor and track student progress within the English department, using data to inform teaching strategies and interventions.
- Support the department in driving outstanding results in English subjects at GCSE and A-Level.
- Organise super curricular activities such as language clubs, trips, and exchange programs to engage students further in language learning.
- Ensure that all students have access to a broad and rich curriculum experience that promotes cultural understanding and global awareness.

- **Strategic Leadership:**

- Contribute to the development of the College's vision for English and its integration within the broader curriculum.
- Collaborate with the strategic leadership team to shape and implement whole-College strategies that support the development of languages.
- Contribute to the leadership of departmental meetings, quality assurance and managing of departmental priorities.

This job description provides an overview of the main responsibilities and attributes required for the role of Lead Practitioner for English. The role may evolve over time, and other duties may be required as necessary.



Job Description

Job Title: Teacher

Responsible To: Curriculum Leader

Main Purpose of the Job

- To carry out the professional duties of a teacher as circumstances may require and in accordance with the College's policies under the direction of the Principal.
- To be an effective professional who demonstrates thorough curriculum knowledge, can teach and assess effectively, take responsibility for professional development and develop standards of students' learning, achievement and attainment through the use of evidence-informed practice.
- To play a full part in the life of the College and its community, to support its mission and ethos of realising potential and to be a role model for staff and students.

Job Dimensions

- Students: accountable for the oversight of learning of those students allocated to the post holder, engaging and motivating in the classroom and building team commitment with colleagues.

Key Accountabilities

Strategic Direction and Development: Lead, develop and implement teaching and learning policies, plans, targets and practices to ensure contribution to whole College improvement.

Where appropriate to:

- promote the general progress and well-being of individual students and of any class or group of students assigned to the post holder;
- use evidence-informed practice to improve outcomes in each area of the role;
- identify clear teaching objectives through planning and specify how they will be taught and assessed;
- set tasks which challenge students and ensure high levels of interest and expectations for each and every student;
- set clear targets and intervene, when appropriate, based on prior attainment;
- provide clear structures and routines for lessons which regularly review prior learning using effective strategies, e.g. retrieval practice;
- use regular, specific feedback, both verbal and written, to provide clear and meaningful improvement strategies to students;
- effectively scaffold the curriculum and use adaptive teaching to ensure all students can access and excel at tasks within each lesson;
- have routines which maintain high levels of pace, motivation and challenge;
- ensure students' working memory is kept on task through cognitive offloading strategies;
- maintain discipline in accordance with the college's procedures and encourage good practice with regard to punctuality, behaviour, standards of work and homework;
- use college strategies to improve literacy in all lessons, e.g. the explicit teaching of Tier 2 vocabulary;
- ensure students acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
- evaluate own teaching critically to improve effectiveness;
- ensure the effective and efficient deployment of classroom support through explicit guidance;
- prepare students for public examinations where relevant;
- register the attendance of students in lessons in line with the college policy.



Leading and Managing Staff: provide the necessary support, challenge, intervention and information to sustain motivation and secure improvement in teaching and learning.

Where appropriate to:

- use performance data to evaluate students' progress and set appropriate targets for improvement;
- use strategies to promote self efficacy for every adult in the college;
- assess how well learning objectives have been achieved and use them to improve specific aspects of teaching;
- promote the use of educational research to improve both student and staff outcomes;
- mark and monitor students' work and set targets for progress;
- assess and record students' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognize the level at which the students achieving;
- undertake assessment of students as requested by examination bodies, departmental and College procedures;
- prepare and present informative reports for parents and other external agencies as appropriate;
- make records of reports on the social needs of students;
- provide or contribute to oral and written assessments, reports and references relating to individual and groups of students.

Curriculum Development

- Contribute to the development of Schemes of Learning and lesson planning within the curriculum area which are inline with the subject's curriculum intent.

Teaching and Learning: secure and sustain effective teaching, evaluate the quality of teaching and standards of students' achievements and set targets for improvement to ensure high standards across all key stages and external assessments.

- Have a working knowledge of teachers' professional duties and legal liabilities;
- operate at all times within the stated policies and practices of the College;
- establish effective working relationships, with students and staff, and set a good example through own presentation and personal and professional conduct;
- endeavour to give every student the opportunity to reach their potential and meet high expectations;
- to use strategies to promote self efficacy for all students;
- monitor student progress and implement intervention strategies;
- be committed to safeguarding and promoting the welfare of students in all lessons and related activities, and develop and implement policies and practices which reflect the College's commitment to every child;
- provide guidance and advice to students on educational and social matters and on further education and future careers;
- maintain good order and discipline among students and safeguard their health and safety when they are engaged in authorised College activities elsewhere;
- participate in arrangements for students presentation for examinations;
- supervise and so far as practicable teach any students whose teacher is not available to teach them following the current Pay and Conditions;
- participate in meetings at the college which relate to the curriculum, administration or organisation of the college.



Communication

- Communicate and consult with the parents of students and Governors where appropriate;
- communicate and cooperate with persons and external agencies and participate in meetings arranged for any of the purposes described above;
- take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review Days and events with partner schools;
- contribute to the corporate life of the College through effective participation in meetings and management systems necessary to coordinate the management of the College;
- cooperate with other staff to ensure sharing and effective usage of resources to the benefit of the College, department and students.

Deployment of Resources

- Review from time to time own methods of teaching and Schemes of Learning;
- participate in arrangements for own further training and professional development as a teacher;
- participate in arrangements for own supervision and training whilst serving in an induction period;
- participate in arrangements for the appraisal of own performance and that of other teachers;
- take responsibility for own professional development and duties in relation to College policies and practices;
- contribute to the professional development of other teachers e.g. the induction of new teachers.

Quality Assurance

- Embed the College's High Reliability practices in order to sustain and develop high quality teaching and learning.

Refer to the current 'Conditions of Employment for Teachers other than Head Teachers' from School Teachers' Pay and Conditions Document from the DfE.

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation. This job description should be read in conjunction with 'Clarification notes on the exercise of professional duties for all teachers, other than head teachers' contained at Appendix A.

This job description may be amended at any time following discussion between the Principal and member of staff, to be reviewed annually.



Person Specification for Lead Practitioner for English

Essential Qualifications and Experience:

- Qualified Teacher Status (QTS) with a degree in English (or equivalent).
- Significant experience teaching English at KS3, KS4, and, preferably, KS5 (although this is not essential)
- Strong leadership skills with the ability to inspire and motivate staff and students.
- Excellent understanding of current educational trends and best practices in English teaching.
- A proven track record of raising standards and improving student outcomes in English.
- Experience of mentoring or coaching colleagues to improve their teaching practice.

Desirable:

- Master's degree or further professional qualification in education.
- Experience of leading a team or managing College-wide initiatives.
- Understanding of research-informed methods of professional development

Personal Attributes:

- Passionate about English and the role it plays in broadening students' perspectives.
- Highly motivated, with the ability to work independently and as part of a team.
- Excellent communication, organisational, and interpersonal skills.
- Creative and forward-thinking, with the ability to bring new ideas into practice.
- Committed to continuous personal and professional development.



Role of Form Mentor

Line Manager: Director of Year

Professional Duties

- To act as the first point of contact between home and college and to advise and guide parents and students on a day to day basis.
- To get to know the students in the mentor group and strive to be aware of backgrounds as these will affect the student's performance in college.
- To establish a positive relationship between mentor and the student so that the mentor is aware of both danger signs and indications that the group and individuals are functioning well.
- To encourage each student to take a full part in college activities.
- To be a source of information about the college and to interpret college policy to the students as it affects them.
- To maintain high standards of college uniform with all students in the group.
- To liaise with senior pastoral staff about students in difficulty or trouble.
- To complete the form register and to do so in a well-controlled manner so that the information recorded is accurate and in accordance with the notes in the staff guide.
- To check (using Google Classroom) and encourage students to:
 - complete homework that is set; and
 - hand homework in on time.
- To ensure that all absences are covered by letters or telephone calls from parents. Directors of Year should be notified when a Form Mentor is unable to obtain a satisfactory reason for absence either from the students or from contact with the parents directly.
- To monitor students' academic progress through profiles/reports and data/progress analyses. To make a meaningful and appropriate comment on social and academic progress made as required by the style of the report.
- To coordinate appropriate intervention strategies to support students' academic and social progress.
- To deliver the set mentor programme during Personal Development Time and Life Learning (PSHCE).



Departmental Structure and Organisation 2025/2026 English Department

Staff

Polly Allen	Teacher of English/Speaking Debating Leader
Anya Avard	Teacher of English
Sally Barnes	Teacher of English
Shelley Bell	Assistant Curriculum Leader of English - KS3
Simon Cooper	Teacher of English
Micky Davis	Teacher of English
Priscilla Ford	Teacher of English
Samuel Mahoney	Curriculum Leader of English
Ben McLachlan	Teacher of English and Director of Sixth Form
Sarah Miller	Teacher of English (ECT1)
Ella Paremain	Deputy Curriculum Leader of English - KS4
Jonny Pearson	Teacher of English and Assistant Headteacher
Lisa Quarton	Assistant Curriculum Leader of English - KS5
Natalie Smith	Teacher of English and Assistant Principal
Mark Taylor	Teacher of English
DArcy Upfield	Teacher of English (ECT2)
Simon Webster	Teacher of English/Deputy Principal
Vacancy	Lead Practitioner for English

Accommodation

The majority of the school has new buildings and the English department is now located on one floor of our new main building.

All full-time colleagues have their own teaching room.

Resources

- There is easy access to a central resource area, which is always well-stocked and carefully organised;
- All classrooms have interactive whiteboard technology;
- The College is networked and all teaching staff are currently issued with a free Chromebook. To enhance learning, all students have Chromebooks (Years 7 to 11) or their own device (Sixth Form).



English Provision

Year 7	Students are grouped by prior attainment on the basis of Key Stage 2 SAT scores and teacher assessments. This year, there are three populations with four or five teaching groups within each.
Year 8	Students are grouped by prior attainment in three populations (a similar arrangement to Year 7). Changes can be made at the discretion of the staff involved.
Year 9	Two populations in each group (A & B) are grouped by prior attainment at the end of Year 8. Broadly, the organisation of these groups is as follows, in terms of prior attainment: Population A & B <ul style="list-style-type: none">• Higher• Higher (lower prior attainment)• Higher Middle• Middle• Lower• Lower (lowest prior attainment)
Years 10 and 11	Two populations in each group (A & B) are grouped by prior attainment at the end of Year 9. Broadly, the organisation of these groups is as follows, in terms of prior attainment: Population A & B <ul style="list-style-type: none">• Higher• Higher (lower prior attainment)• Higher Middle• Middle• Lower• Lower (lowest prior attainment)
Year 12	All groups are mixed-ability
Year 13	All groups are mixed-ability

Public Examinations

Year 10/11	AQA GCSE English Language + English Literature
Year 12/13	AQA Specification B in English Literature AQA Specification B in English Language

Additional Information

The Department meets formally on a regular basis, in accordance with the College's meetings system. Agendas and minutes are supplied to each member and also stored centrally. Information is communicated by email, in person or in writing.

Departmental development is arranged through JPL (Joint Professional Learning) every Monday after school during the academic year, during which teachers work collaboratively on schemes of learning, moderation and raising achievement.

As a training department for B Ed, PGCE and Schools Direct trainees from various East Sussex establishments, including University of Sussex and Brighton University, we have continuing, productive relationships with local training providers and their personnel and are able to contribute through meetings and other contacts to their programmes.



The Application and Appointment Arrangements

We look forward to receiving your application which should be returned to our HR department at Uckfield College, hr@uckfield.college. Please complete the [application form on our website](#). Your application should comprise:

- A letter of application (2 sides A4 max), which includes reference to those aspects of your experience, personal qualities, knowledge and skills which will equip you for these roles;
- A fully completed application form.

The closing date for receipt of completed applications is Monday 12th January 2026 at 9.00 a.m. Short-listing will take place shortly afterwards and interviews will be held as soon as possible after that date. The selection process will include meetings with key members of the team, a lesson observation, a presentation by the candidate on leading outstanding Teaching and Learning in the English department, a tour of the College and formal interviews.

We reserve the right to invite candidates for interview prior to the closing date and to close vacancies early if we have sufficient suitable applications. Therefore, we encourage interested applicants to apply as soon as possible.

If you require any further information please contact our HR department at Uckfield College on 01825 764844, extension 1008 or email hr@uckfield.college. Alternatively you may contact Toni Fletcher, PA to the Principal, on 01825 764844, extension 1002, or email t.fletcher@uckfield.college.

Uckfield College is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to a satisfactory DBS check.



Uckfield College

Love Learning for Life



Uckfield College
Downsview Crescent
Uckfield
East Sussex
TN22 3DJ

Email: office@uckfield.college
Telephone: 01825 764844
Website: www.uckfield.college

