



GREENSHAW
LEARNING TRUST



Lead Practitioner English Recruitment Pack

**ALWAYS
LEARNING**

Dear Candidate

October 2021

Thank you for your interest in the post of Lead Practitioner English at Blaise High School.

Blaise High School is a disruption free environment which ensures that teachers can teach and students can learn every second of every lesson, day by day. We are committed to our values of Ambition, Inclusion and Collaboration. This means we expect the very best outcomes for all our students and we get there by working with each other and never against each other. We show our ambition in our incredibly high standards from uniform, to our world class curriculum and reading programme. We are a school rich in diversity and we celebrate this daily, all of us believe that all of us can be successful no matter our background or starting point. We collaborate as a teaching team to ensure we are consistently able to improve our practice, as a school to celebrate and have fun together and as an entire community to be sure all of our students are ready to be successful every day. Blaise High School is privileged to be part of the Greenshaw Learning Trust.

Our website provides a clear picture of our aspirations and our vision; however, please do not hesitate to contact us to seek further information. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

If you would like an opportunity to visit our school, please contact Ms Bristow, Head's PA on 0117 9030117 or via email bristowj@blaisehighschool.co.uk to arrange a suitable time.

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure

How to apply

To apply for a staff vacancy, please register for an online account to complete the application form. Please visit our website www.blaisehighschool.co.uk

The recruitment process is managed via your online account and you will receive regular notifications regarding the progress of your application.

The completed online application form should be accompanied by a personal statement of suitability of no more than 2 sides of A4. In the application form and personal statement, you should demonstrate how you meet the requirements set out in the Person Specification. Please include specific examples which support your application

The school reserves the right to commence the interview process at a time prior to the closing date so early application is recommended. Please note we do not accept CV's.

Closing date: Sunday 17th October at midnight **Interview date:** Thursday 21st October 2021

Katherine Brown -Headteacher

Job Description – Lead Practitioner

Post title: Lead Practitioner – English

Reporting to: SLT lead for T&L

Purpose: To raise standards of student attainment and achievement for all students.
To develop and implement teaching and learning initiatives and strategies throughout the school to raise and enhance the teaching practice of others.
To be a model of excellent practice.

Main Responsibilities: Overall responsibility for leading and developing high quality pedagogy: Modelling and sharing outstanding teaching and learning. The preparation and delivery of whole school and departmental CPD; developing a programme of support and guidance for all teachers relative to their experience and expertise.

Grade and Time Allocation: Lead Practitioner pay range 1-5 (£42,402 to £46,795)
Full or Part Time opportunity.

Start Date: 4th January 2022

Leadership and Management:

- To develop high quality pedagogy throughout the English department
- Work collaboratively with other middle leaders including department leads and other lead practitioner colleagues to drive the school improvement priorities across the whole school
- Develop high quality pedagogy across the school, including being responsible for both generic pedagogical developments using the Principles of Teaching and specific targeted areas that contribute to the school improvement plan
- Lead and deliver CPD across the school
- Promote the school's vision, culture and ethos of teaching and learning
- Create a culture of sharing best practice
- Support colleagues through coaching and mentoring
- Maintain an up-to-date knowledge of new ideas regarding teaching and learning pedagogy
- Be proactive in seeking out networks and research in order to identify best practice and the latest developments in pedagogy
- Use the outcomes from internal reviews to inform the delivery of school CPD
- To contribute to the school procedures for lesson developmental drop ins including observing, giving feedback and tracking trends as well as any other duties related to the implementation of the schools teaching observations and feedback cycles
- Work in collaboration with the designated member of the SLT in planning induction programmes for new staff, including trainees, newly qualified teachers and teachers new to the school
- To contribute to the production of regular Teaching and Learning newsletters and other correspondence

- To provide support to other schools within the Trust as agreed

Teaching and Learning:

- Model outstanding teaching and learning in one's own lessons
- Support teaching staff to consistently and effectively plan lessons and sequences of lessons to ensure student progress targets are met
- To model / team teach and disseminate examples of effective planning practice within the school
- To take steps to ensure that feedback from lesson observation, work scrutiny and analysis of assessment data is appropriately reflected in teacher's planning and supports effective practice
- To ensure curriculum resources including long term plans, schemes of learning and individual lesson resources are available and used effectively across one's own subject area
- To ensure homework is effective in raising achievement and supporting excellent teaching and learning across one's own subject area

Quality assurance:

- Quality assure teaching and learning across the school
- To evaluate and report on the effectiveness of practice, suggesting areas and issues for further improvement
- Produce reports within the quality assurance cycle

This job description reflects the major tasks to be carried out by the job holder and identifies the level of responsibility at which the job holder will be required to work.

This job description may be subject to review and/or amendment at any time to reflect the requirements of the job. Any amendments will be made in consultation with any existing job holder, and will be commensurate with the grade for the job. The job holder is expected to comply with any reasonable management requests.

Other specific:

- To carry out the duties in the most effective, efficient and economic manner available
- To support the school ethos
- To maintain confidentiality at all times
- To carry out and communicate Blaise High School values in all aspects of work
- To contribute to the safeguarding and promotion of the welfare and personal care of students with regard to Child Protection Procedures

Whole School

- To participate in school initiatives where every person is expected to contribute to learner's progress
- To participate in the school's professional learning programme as agreed
- To play a full part in the life of the school community, supporting its distinctive mission and ethos, and encouraging and ensuring staff, pupils and students adhere to main school expectations
- Such other duties as may be reasonably allocated by your line manager or Headteacher

What the Trust can offer you

At the Greenshaw Learning Trust, we recognise our employees as our most important asset and we are aware that the quality and commitment of our employees is critical to our success. We offer all of our employees the following staff benefits:

- Excellent CPD opportunities and career progression
- Employer contributions to Teachers Pension Scheme
- Employee Assistance Programme
- Eye Care Vouchers
- Cycle to Work Scheme
- Gym Membership Scheme

Medical Examination: The appointment is subject to a satisfactory medical report.

Superannuation: Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. The successful candidate will be automatically enrolled into the Teacher's Pensions details can be found <https://www.teacherspensions.co.uk/scheme>

Probationary Period: New employees are required to complete a six-month probationary period.

Disclosure & Barring Service Check: This appointment is subject to the receipt of a satisfactory Disclosure and Barring Service check.

Please Note that:

All teachers must carry out the duties, as set out in the Teacher's Pay and Conditions Document.

Person Specification – Lead Practitioner

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

	Essential	Desirable
Qualifications		
Qualified Teacher Status	♦	
Degree in relevant subject area	♦	
Good or better in all classroom observations	♦	
Evidence of relevant post-graduate training		♦
Accreditation as Advanced Skills Teacher or through the LPD programme	♦	
Experience		
Evidence of successful teaching experience at Key Stage 3 and 4	♦	
Experience of effectively using ICT in the classroom to support learning and teaching	♦	
Proven ability to teach GCSE English	♦	
Evidence of successfully using a range of effective learning and teaching styles	♦	
Excellent classroom management skills	♦	
Be an excellent practitioner	♦	
Evidence of active involvement in school-wide provision or initiatives	♦	
Evidence of raising student achievement	♦	♦
Evidence of successful involvement in behaviour improvement initiatives	♦	♦
Experience of involvement in developing and supporting colleagues through coaching, mentoring, etc.	♦	♦
Professional knowledge & understanding		
Knowledge of recent developments in subject specialism	♦	

Ability to use target setting	♦	
Have overall understanding of National Curriculum and recent developments affecting secondary education		♦
Active involvement in curriculum development initiatives		♦
Students		
Ability to develop and sustain successful relationships with students	♦	
Ability to understand and motivate students	♦	
Ability to recognise individual learning needs and ensure adequate curriculum provision	♦	
Commitment to raising the achievement of all students of all ages and abilities	♦	
Evidence of effectively using assessment data to inform teaching and learning	♦	
Evidence of consistent and constructive marking procedures	♦	
Willingness to offer after-school club/activity		♦
Evidence of involvement in pastoral care and willingness to take a Tutor role		♦
Interpersonal and Communication Skills		
Ability to develop and sustain successful relationships with colleagues at all levels	♦	
Ability to work effectively as part of a team	♦	
Excellent organisational skills, ability to work under pressure and meet deadlines	♦	
Ability to plan, monitor, evaluate and review	♦	
Enthusiasm, energy, resourcefulness, creativity	♦	
Ability to communicate (verbally & in writing) with all members of the school community	♦	
Continuous Professional Development		
Evidence of participating in relevant CPD provided by the employer	♦	

The Recruitment Process

Applications

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Shortlisting

Shortlisted candidates will then be invited by telephone to attend for an interview. Please make sure you have given day and evening telephone numbers on which you can be reached.

Notification of outcome

Candidates will be notified of the outcome as soon as possible following the interview process. Please ensure you have given day and evening telephone numbers on which you can be reached.

Feedback

Unsuccessful shortlisted candidates will have the opportunity for professional feedback during the week following the interviews.

Take up post

The successful candidate will take up the post on 4th January 2022

Should you require any additional information or wish to visit the school, please contact Jade Bristow, PA to the Headteacher on bristowj@blaisehighschool.co.uk 0117 9030117.

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