



**Pendle**  
Education Trust

• • • • •

**LEAD PRACTITIONER IN  
LANGUAGES (FRENCH AND/OR  
SPANISH)**

**APPLICATION  
PACK**

---

• • • • •

[www.pendleeducationtrust.co.uk](http://www.pendleeducationtrust.co.uk)



# INTRODUCTION

## WHY WORK FOR PENDLE EDUCATION TRUST

This is an exciting time to join Pendle Education Trust. We are developing and always improving the academies within our family to ensure the highest standard of education for our children.

Pendle Education Trust is a family of academies in East Lancashire educating over two thousand children. The Trust is sponsored by Nelson and Colne College. Established in 2013, Pendle Education Trust continues to grow, welcoming new schools to our family. Currently we have five Academies within our family, and we are looking forward to welcoming new additions over the coming months and years:

**Castercliff Primary Academy**

**Casterton Primary Academy**

**Colne Primet Academy**

**Pendle Primary Academy**

**West Craven High School**

Our focus is exceptional leadership and meeting the needs of local families and the community. Through close collaboration with local partners and schools, we strive to deliver an excellent education for children in Pendle and surrounding districts. Our vision is that every child should only be a short walk away from a world class school. We exist to empower, enable and inspire schools to provide an outstanding level of education and support through exceptional leadership, collaboration, innovative thinking and understanding of local needs.

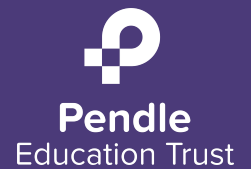
In practice this means that we care passionately about all the children in our academies and believe in the difference our work can make to their lives. We have a fantastic staff of over 280 people across our academies – all dedicated to this single purpose.

We don't apologise for relentlessly driving forward improvements for the benefit of our children and staff and look for ways to collaborate within the Trust and with other schools and academies with like-minded philosophies. There will be considerable opportunities for professional development and there will be coaching and mentoring opportunities. We have strong links with our sponsor, Nelson and Colne College, to develop skills and potential in all Trust staff. We encourage participation in relevant networks and forums with other finance managers working in education.

You will have an excellent benefits package including a final salary pension scheme, a generous holiday entitlement and sociable hours of work. We are a flexible and supportive employer and would consider job share or part-time working applications. Please visit our website for more information about Pendle Education Trust.

# JOIN US

## COLNE PRIMET ACADEMY



Now is a really exciting time to be joining Colne Primet Academy as we go through a period of rapid expansion, both in terms of staff and student numbers and with extensive new building and refurbishment work just completed.

We currently have 875 students on roll from a diverse range of backgrounds, and the students numbers continue to grow up to our full capacity of 1050 over the next few years. Throughout the school, we have students who speak 23 different languages. Working with such a diverse community brings lots of opportunities for students to learn more about each other and themselves.

By joining the Primet family you will become part of a supportive and ambitious team. The core drive of being part of the Primet staff team is about wanting the best for our students, and to help them overcome any barriers to their success. Our aim here at Colne Primet Academy is to give each and every child the very best educational start in life. At all times, we guide, support and inspire.

We collaborate with our colleagues at West Craven High School as well as the three primary academies in our Trust family and have the support of the Pendle Education Trust core team for functions such as Finance, Facilities, Human Resources, Health and Safety, IT, Marketing and Governance.

We are proud of the positive atmosphere that exists within the Academy. Visitors very often comment on the calm and orderly surroundings and the warm, welcoming and friendly ethos we have created. We believe that high achievement comes as a result of a positive atmosphere, high expectations and mutual respect.

Our core values are based on the Primet Positives: Progressing, Respectful, Inclusive, Motivated, Expressive and Together. These values are embedded in everything we do throughout school, and we are very proud of what Colne Primet Academy stands for in its community – we hope you want to be a part of that too.

Please take the time to read the information in this booklet to find out more about this role and we look forward to receiving your application.



**Mrs Julia Pilkington**  
Principal

**#PROUDTOBEPRIMET**



# VACANCY



**Pendle**  
Education Trust

## LEAD PRACTITIONER IN LANGUAGES (FRENCH AND/OR SPANISH)

Salary	Lead Practitioners Pay Range 1-5
Role Details	Full time, but part time applications welcome
Required	22nd April 2025
Closing Date	Monday 27th January 2025
Interview Date	Wednesday 29th January 2025



#PROUDTOBEPRI MET

# JOB DESCRIPTION

## Lead Practitioner in Languages (French and/or Spanish)

**Purpose: To ensure high quality provision in teaching, learning and progress within MFL and across the whole academy**

### Key Responsibilities

- To develop and implement Teaching and Learning initiatives and strategies throughout the Curriculum Area and academy which raise the teaching practice of all members of staff and therefore raise student standards and progress
- To be a model of excellent practice, maintaining a clear focus on outstanding delivery to learners ensuring a centre of best practice and excellence
- To take a lead role, working closely with the senior leadership team and other lead practitioners in developing, implementing and evaluating policies and practice that lead to school improvement
- To undertake research into best practice in other schools
- To research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues
- To develop high quality teaching materials and schemes of learning
- To use local and National statistical data and other information, in order to provide, a comparative baseline for evaluating learners' progress and attainment, judging the effectiveness of teaching and serve as a basis for improving teaching and learning
- To support underperforming teachers to enable them to improve their practice
- As requested, to take on this role in other schools or in relation to teachers from other schools across the family of schools and/or locality
- To ensure effective intervention is in place for all students in order to address key development aims for the Academy and maximise the achievement and progress of students
- To ensure effective and efficient management, organisation and deployment of learning resources, including information and communications technology
- To contribute effectively to developing students as independent, life- long learners and ensure transition needs of students are met
- To lead and be involved in CPD at a whole academy or Trust level.
- To participate fully in Academy appraisal processes, appraise staff, regular review own practice, set personal targets and take responsibility for own development.
- To ensure high standards in relation to communication with stakeholders, including reports and feedback to parents. Ensure all reports meet statutory requirements.
- To promote a stimulating, safe and effective working environment.
- To create and promote positive strategies for ensuring equality of opportunity of all and ensuring the equal treatment of all students, staff, parents and stakeholders.



# JOB DESCRIPTION

## Student Responsibilities

- Value and support students to achieve their full potential
- Having high expectations of behaviour and academic achievement for all students
- Effectively manage the behaviour of students using positive behaviour strategies to ensure learner's engagement in lessons
- Participate in relevant meetings with colleagues, parents and be involved in links with external agencies as part of curriculum enrichment
- Carry out the role of a form tutor

## Trust Responsibilities

- Share the Trust's Vision, Mission, Values and Behaviours and communicate them effectively
- Participate in Staff Review and Professional Development activities, and be actively involved in the Trust's culture of high expectation
- Value diversity and promote equality
- Engage in marketing activities and liaison with employers and the wider community in line with Trust strategies
- Contribute to cross-Trust events
- Adhere to Trust policies and procedures including Health and Safety
- Be responsible for safeguarding and promoting the welfare of children and young people
- Any other duties that the Principal considers appropriate



# PERSON SPECIFICATION

## Lead Practitioner in Languages (French and/or Spanish)

### Qualifications and Attainments

Qualified Teacher with QTS **Essential**

Degree in a relevant subject area **Essential**

A higher degree or advanced qualification **Desirable**

### Training, Experience and Knowledge

Successful teaching experience in a relevant subject area **Essential**

Thorough knowledge of the National Curriculum **Essential**

Demonstrate a student centered approach to teaching, including an appreciation of inclusive provision and practices **Essential**

Ability to implement creative strategies for raising attainment in literacy and numeracy **Essential**

Knowledge and experience of writing lesson plans, developing resources and assessing student's work **Essential**

### Personal Skills and Attitudes

Display initiative, be positive and enthusiastic **Essential**

Demonstrate a commitment to equality and diversity **Essential**

Possess excellent communication and relationship building skills **Essential**

Be a team player **Essential**

Demonstrate a flexible, adaptable, resilient and results orientated approach **Essential**

Ability to lead and manage own workload effectively, and take responsibility for own professional development **Essential**

Good record-keeping skills **Essential**

Suitability to work with children and young people **Essential**

# ABOUT THE HUMANITIES AND MFL TEAM

Languages sits within the Humanities and MFL curriculum team, along with Geography, History, and Religious & Citizenship Studies. The Curriculum Area is led by Jack Farmer, supported by 2nd in faculty Layla Hunt. Within this Curriculum Area there are a number of leaders, including Lead Practitioner in Geography Anne Henderson; Dianne Bielby who leads RCS within this curriculum area and also whole school Personal Development including Careers; and Sally Heap who is Head of Year 7. This well established team has a number of very experienced staff and effectively supports ECTs and RQTs.

Languages has mainly been French for all students, but more recently Spanish has been introduced at both KS3 and KS4. In addition, a wide range of home languages are spoken in school and students are supported with completing qualifications in these, working with the EAL team in school.

We have engaged with the British Council Languages Assistant programme, successfully having at least 1 Language Assistant in school for 3 years now. Students have really benefitted from this opportunity.

Humanities and MFL benefit from being based in our new building which was only opened in May 2024, providing an excellent learning environment for students with 12 new classrooms, large team office base and staffroom facilities. Within this building the 4 subject areas are grouped together with neighbouring subject specialists.

This new role will join the teaching team and also add additional leadership capacity within MFL and leading aspects of whole school teaching and learning. We have four lead practitioners in school who work collaboratively as a learning team with Liz Brown, Deputy Principal responsible for Quality of Education.

This is an exciting opportunity to be part of this team.



**Mr Farmer**  
**Head of Humanities**  
**and MFL**



**Miss Henderson**  
**Lead Practitioner in**  
**Geography**



**Mrs Bielby**  
**Head of Personal**  
**Development and**  
**RCS**



**#PROUDTOBEPRI MET**



# PRE EMPLOYMENT CHECKS

**Please note:** All of our positions are subject to an enhanced DBS check. If there's any reason why this may preclude you from being considered, please contact the Pendle Education Trust team. 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.

CVs are not accepted. If you're interested and would like to submit an application, please complete our online application form via our website [careers.pendleeducationtrust.co.uk](https://careers.pendleeducationtrust.co.uk)

## Equal Opportunities statement

We are an Equal Opportunities employer, welcoming applications from all sections of the community.

## Rehabilitation

The post you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). If successful you will be required to apply to the Disclosure and Barring Service (DBS) for a 'disclosure'. Information provided by you or the Disclosure and Barring Service will be dealt with in a confidential manner in accordance with the DBS's Code of Practice. You may view the Code of Practice on the DBS website at [www.gov.uk/dbs](http://www.gov.uk/dbs) or alternatively a copy is available on request.





**Pendle**  
Education Trust

**Pendle Education Trust**  
**Nelson and Colne College**  
**Scotland Road**  
**Nelson**  
**BB9 7YT**

**Email**

**hr@pendleeducationtrust.co.uk**

**Company Registration Number**

**08263591**

**Place of Registration**

**England and Wales**