

# Job Description: Lead Practitioner of English

**Reporting to:** SLT Lead for Teaching and Learning  
**Location:** Ark Charter Academy, Southsea  
**Contract:** Permanent  
**Working Pattern:** Full Time  
**Salary:** LP8 - LP12 (£53,437 to £58,962)

## The Role

To support the academy in raising standards of teaching and learning across departments, and to provide specialist subject expertise to assist staff within the English department.

## Key Responsibilities

### Leadership and management

- Enable all teachers in English to achieve expertise in teaching and planning, through coaching and support, as well as through the provision of CPD and inset training days to raise attainment in English across the academy.
- Assist the Head of Department, in monitoring, evaluating and continually improving the quality of planning, teaching and learning, and assessment of all members of the English team.
- To contribute to the monitoring, evaluation and review schedule, through providing excellent practice to support teaching and learning foci and to take an active role in the internal review schedule across departments.
- To implement an action plan that raises standards in student motivation, improves the quality of teaching and learning and achieves consistency, as appropriate to specific areas of responsibility.
- Develop strong partnerships and ensure regular communication with parents and carers.
- Lead on the development of enrichment opportunities within English to create a deeper understanding of English in wider world and promote engagement.

### Improving Teaching & Learning

- To be an expert coach/mentor, using this skill successfully to develop our teaching staff to achieve their full potential and to create bespoke programmes for targeted teachers across the academy (within/outside the English faculty).
- Model outstanding teaching and lead collaborative planning and development, including the sharing of resources and best practice within the department
- Ensure continuity and progression in English by supporting colleagues in choosing the appropriate sequence of teaching and teaching methods and setting clear learning objectives through an agreed scheme of work.
- Use data to inform teaching and learning, identify areas for intervention and provide feedback to students, staff and families in order to promote progress and outcomes.
- Manage behaviour effectively to create a safe, respectful and nurturing environment so that students can focus on learning.
- Work collaboratively with both school and network colleagues as a committed team member, building successful, high performing teams.
- Participate actively throughout the network, by attending relevant meetings, and, as appropriate, delivering network-wide training and initiatives
- Work with colleagues, students and families to develop a strong school community

### Other

- Actively promote the safety and welfare of our children and young people
- Ensure compliance with Ark's data protection rules and procedures
- Liaise with colleagues and external contacts at all levels of seniority with confidence, tact and diplomacy
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required
- Assist the Principal in maintaining and developing all that is distinctive in our Church of England school
- Participate fully in the Christian Life of the school
- Carry out other reasonable tasks as directed by the Head of Department or Principal

***This job description is not an exhaustive list and may be amended by the Principal following interview. You will be expected to carry out any other reasonable tasks as directed by your line manager.***

# Person Specification: Lead Practitioner of English

## Qualification Criteria

- Qualified to teach in the UK
- Degree in English or related subject

## Knowledge, Skills and Experience

- Demonstrable commitment to raising attainment of all pupils in a challenging classroom environment
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work and of leading successful enrichment programmes
- Experience or knowledge of improving the quality of teaching and learning through the development of progression plans, schemes of work and high quality resources
- Experience leading a team and/or working to support the significant success of others
- Experience of interpreting complex student data to drive lesson planning and student progress
- Be or demonstrate the potential to become an outstanding teacher of English
- Mastery of and enthusiasm for English
- Effective and systematic behaviour management
- Knowledge of the national secondary education system, examinations and curriculum

## Behaviours

- Genuine passion for and a belief in the potential of every student
- A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and understanding how and when to take appropriate action
- Deep commitment to Ark's mission of providing an excellent education to every student, regardless of background
- Excellent interpersonal, planning and organisational skills
- Resilient, motivated and committed to achieving excellence
- Reflective and proactive in seeking feedback to constantly improve practice
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
- Commitment to and understanding of professionalism in line with the National Teaching Standards

## Other

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check

*Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.*

*Ark requires all employees to undertake an enhanced DBS check. You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment - this will depend upon the nature of the offence(s) and when they occurred. To read more about Ark's safer recruitment process, please click this [link](#).*