



**JOHN MADEJSKI
ACADEMY**

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RECRUITMENT PACK



Proud to be part of the

**GREENSHAW
LEARNING TRUST**

John Madejski Academy,
125 Hartland Rd,
Reading,
RG2 8AF

Email: contact@johnmadejskiacademy.co.uk

Telephone: 01189 370200



Dear candidate

Thank you for your interest in the role of Lead Practitioner of English at John Madejski Academy. We are proud members of the Greenshaw Learning Trust from 1st January 2025, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character. We are proud to be one of the newest members.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve. To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our jobs portal.

John Madejski Academy 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.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School HR Lead: amay@johnmadejskiacademy.co.uk. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely

Jonathan Heap, Headteacher

ABOUT OUR SCHOOL

At John Madejski Academy, we have built our ethos on strong core values which underpin everything that we do - Work Hard, and Be Kind. Our aim is to give students at John Madejski Academy a better chance of success than if they attended any other school in the country.

Our core values permeate all that we do. In our achievement-oriented culture, teaching and learning is our highest priority. We want our students to be healthy and have a great life. We are deeply committed to opening the hearts and minds of our future-focused young people.

The School is on a rapid trajectory of improvement that will be sustained over many years, it is a chance to be part of something very special. It will support career development and equip you for further development opportunities within the School and within our Trust. We are based in Reading in Berkshire, a culturally rich and bustling area of the country providing good access to Oxford and London. The area we serve is diverse, and therefore our catchment and students offer a range of expectations and challenges, being able to drive ambitions is key. This school will be one of the best schools in the country in the near future, and this is an incredible opportunity to join us on the start of our improvement journey.

Working Hard and Being Kind are present through all aspects of school life.

Work Hard

We have a strong desire and determination to achieve success, which includes working to the best of our ability at all times to meet our goals. We believe there are no limits to what can be achieved, meaning we do what it takes for as long as it takes in order to be successful.

Be Kind

We endeavour to model the kindness and compassion that should be shown to all every day, to ensure that this is embedded into our culture. We spread the message that no act of kindness, no matter how small, is ever wasted, and encourage our students to do the same. This has helped us create a positive and friendly environment where staff and students alike can thrive and reach their full potential.

TERMS AND CONDITIONS

CONTRACT

Permanent

SALARY

Salary calculated in line with Lead Practitioner pay scale, points 1-5 (will be discussed at interview)

HOURS OF WORK

Full-time, 32.5 hours per week

PLACE OF WORK

John Madejski Academy, 125 Hartland Rd, Reading RG2 8AF.

PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Teachers' Pension Scheme or a Personal Pension Scheme.

HOLIDAY ENTITLEMENT

Subject to Working Time provisions of the School Teachers Pay and Conditions Document your holidays coincide with periods of school closure.

PROBATION PERIOD

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

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Lead Practitioner of English
Responsible to:	Assistant Headteacher
Responsible for:	Head of Department

ROLE OVERVIEW

To work with colleagues, Trustees, and parents/carers, in partnership, sustaining and improving the quality of education.

- To enable all students to realise their individual talents to the full
- To prepare all students for the changing demands of future adult life
- To encourage a view of education as an enjoyable lifelong process

Creating an appropriate working environment which promotes students' aspirations to climb the mountain to the very best universities or professions.

MAIN DUTIES AND RESPONSIBILITIES

- Teaching excellent and rigorous lessons at all Key Stages.
- Supporting the department by leading on pedagogy within the department, contributing to meetings, and helping to resource the curriculum.
- Working collaboratively with colleagues in the department and across the School and Greenshaw Learning Trust to plan lessons which ensure outstanding progress for all students.
- Adhering to the School's principles of a knowledge led curriculum.

ACROSS THE SCHOOL

- Work in close partnership with the Assistant Headteacher for Teaching and Learning and other Teachers to develop and deliver the School's Teaching and Learning strategy.
- Fully engaging in the Developmental Drop In (DDI) process by both giving and receiving feedback.
- Deliver whole staff training and evaluate the effectiveness of current training.
- Setting the highest standards and behavioural expectations in lessons and around the School.
- Committing to and supporting the School's policy and practice in relation to safeguarding and child protection.
- Undertaking such other duties and responsibilities as may be reasonably requested by the Deputy Headteacher or the Senior Leadership Team, in accordance with the relevant Pay and Conditions document.
- Provide school improvement support to other schools within the Greenshaw Learning Trust as and when appropriate.

GENERAL

- To participate in school initiatives where every person is expected to contribute to learners' 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 school expectations.
- Such other duties may be reasonably allocated by your line manager or Headteacher.

KEY CONTACTS

- Daily involvement with other teaching staff, Headteacher, Assistant Headteachers, Head of Key Stages, Heads of Subject Areas, other support staff and pupils of the School.
- Contact with parents and other School visitors, including students on work placements.

OTHER JOB REQUIREMENTS

- The teacher will be part of the School's appraisal scheme. They will have a team leader who will set agreed targets for the year. The team leader will monitor and review performance, including classroom teaching.
- The school will support the continuing professional development of all staff, to ensure that their expertise is being kept up to date.

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

SAFEGUARDING

- Be keenly aware of the responsibility for safeguarding children and to help in the application of the Safeguarding Policy within the school.
- Comply with the school's Safeguarding Policy to ensure the welfare of children and young persons.
- 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.

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

The duties and responsibilities in this job description are not restrictive and you may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

PERSON SPECIFICATION - TEACHER

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 and training		
Hold a recognised degree (or equivalent) with a good classification in a relevant subject	x	
Teaching qualification (QTS)	x	
Commitment to own self development	x	
Relevant Postgraduate studies		x
Skills and experience		
An outstanding classroom practitioner	x	
Ability to teach your subject area up to Key Stage 4	x	
A flexible approach to the teaching of your subject that seeks to promote the learning opportunities of all students and to secure the highest possible levels of achievement	x	
Demonstrate a commitment to following the School's principles of teaching, learning and assessment	x	
Good discipline/classroom management	x	
Excellent subject knowledge and a genuine passion for teaching your subject	x	
Detailed knowledge of current curriculum and pedagogical developments in the teaching of your subject and the wider curriculum	x	
Understanding of Exam Board specifications	x	
Proven experience of maximising student outcomes at all levels		x
Personal attributes		
Desire to further raise overall achievement in your subject area through promoting the highest standards of teaching and learning	x	
Commitment to high standards and expectations	x	
High levels of professional integrity	x	
Committed to the safeguarding of children	x	

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 and training		
A Masters level qualification	x	
Evidence of independent personal development and wide reading of the latest research	x	
Be an excellent classroom practitioner	x	
Skills and experience		
Evidence of excellent impact on outcomes over a period of time	x	
Working effectively as a lead/HoD/Middle Leader - showing positive impact on outcomes	x	
Experience of leading on whole school development	x	
Leading colleagues to support improving outcomes	x	
Leading initiatives beyond your own subject area	x	
Conduct lesson drop ins and coaching colleagues	x	
Developing new and innovative ways of delivering the curriculum efficiently i.e. use of visualisers and booklets	x	
Ability to plan and resource effective interventions to meet curricular objectives	x	
Excellent understanding of the components which comprise outstanding teaching and learning and outcomes	x	
Experience of coaching and mentoring colleagues	x	
Use of assessment and attainment information to improve practice and raise standards	x	
Understanding of the sequencing of a schema to deliver a powerful knowledge rich curriculum	x	
Understanding of 'instruction' and 'direct instruction'	x	
Ability to interpret theory into practice i.e. Rosenshine's Principles of Instruction	x	
Personal attributes		

The ability to lead and foster positive professional relationships and work effectively with teaching staff of varying experience	x	
Demonstrate emotional resilience, stamina, empathy and flexibility when dealing with challenge	x	
Ability to work collaboratively with a wide range of colleagues	x	
Committed to the safeguarding of children	x	

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than 11.59pm on 19th May 2025. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Interviews will be held the week commencing 19th May 2025. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

The successful applicant will take up the post on 1st September 2025



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LEARNING TRUST



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