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| **Job Title:** | **Leading Practitioner – English** |
| **Location:** | To work across THPT schools (initially based at Three Rivers Academy) |
| **Salary Range:** | **L7 – L11** |
| **Reports To:** | **Director of Education & Safeguarding** |
| **Job Purpose** | |
| **Responsible for:** developing a cross-phase Trust vision and expectations for English; together with a Trust improvement and implementation plan that supports a rich English curriculum, delivers teaching and learning improvement activities that drive improved English take up and outcomes.  V  **Job purpose:** The key purpose of the Lead Practitioner for English is to:   * Effect improvement in the THPT schools, with a focus on embedding excellent practice within the curriculum * Lead on the review and design of English curriculum provision * Support the monitoring and quality assurance of standards and provision across the schools within the Trust * Lead the improvement of teaching and learning of English, including developing resources, to ensure high standards of teaching, learning and achievement * To develop and implement effective English strategies within the Trusts’ schools * Support English improvement strategies and intervention programmes, with a particular focus on students with barriers and disadvantaged students that improve student knowledge, skill, curriculum access and outcomes | |

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| **Main Responsibilities and Duties** |
| **Core Duties**   * To collaborate as a member of the Trust Team in order to build and realise the shared vision of excellence and high standards for all pupils. * Support and develop the school leads and co-ordinate actions and initiatives across the curriculum to improve the standards. * To build a sustainable capacity of teachers and leaders to improve English standards in all Trust primary schools * Support the development of a well sequenced English curriculum and adaptations to the curriculum where appropriate * To research best practice and lead the staff in CPD which enhances outcomes for students * To provide ELT with relevant and accurate information relating to standards, improvements within English across the Trust’s schools   **Associated Duties**   * Engage actively in the appraisal review process, addressing targets by agreed timescales. * To collaborate as a member of the Trust’s team in order to build and realise the shared vision of excellence and high standards for all pupils. * To lead on effective use of cross-Trust and external moderation of pupil work to review impact of teaching and learning, improvement strategies   **Teaching**  Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly   * Undertake an appropriate allocation of teaching where necessary * To attend and contribute to all relevant meetings. * To plan and prepare courses and lessons in line with Trust policy. * To ensure that teaching is in accordance with students’ educational needs, including the setting and marking of work to be carried out by the pupil in the Trust. * To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils. |

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| **General Responsibilities and Duties** |
| * Uphold the values of THPT, modelling exceptional leadership with high expectations for all, deep reflective practice, a focus on improving schools at all levels and professional engagement with Principals, SLT, middle leaders and other employees. * Actively support the Principals and senior leaders of the Trust’s schools and develop the talent of THPT staff * Develop new partnerships and relationships that will benefit THPT schools * Be an active and effective contributor to the THPT Central Team and when instructed by ELT, contribute to various Trust meetings * Provide leadership and guidance to governors, Principals and teachers on raising standards of English that improves the quality of teaching, management and leadership in schools. * Develop effective communication to influence strategic direction and operational objectives * To promote equal opportunities and celebrate diversity in all aspects of the Trust. * To play a full part in the life of the Trust community, to support its aims and ethos and to encourage all staff and pupils to follow this example. * To actively promote the Trust’s corporate policies. * To comply with the Trust’s Health and Safety policy and undertake risk assessments as appropriate. * To adhere to the Trust’s safeguarding policy and procedures. * To undertake any other duty as specified by the School Teachers’ Pay and Conditions Document (STPCD) not mentioned in the above. * To contribute actively towards the formulation of all Trust policies and procedures, ensuring their consistent implementation. |

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| **Supervision and Management** |
| The post holder will be line-managed by the Director of Education and Safeguarding |
| **Problem Solving and Creativity** |
| The post holder will be required to:   * Provide advice and deliver challenge on a range of improvement activities and issues that often require high-level problem-solving skills and innovative, creative solutions; * Use initiative to solve a wide range of issues; e.g., providing creative responses to new developments in their specialised field that will improve learning and teaching and students’ skills * Take strategic responsibility for promoting innovation in English across teaching and learning * Identify and work with others at a senior level to identify opportunities and strategies for improving the learning experience of students. |
| **Key Contacts and Relationships** |
| CEO, DCEO, Director of Education & Safeguarding, COO, Trustees, Executive Principals, Principals & SLTs, HOFs, Local Governing Committees, Department for Education, Ofsted, other MATs. |
| **Working Environment** |
| * Work within the normal academic/leadership environment, with classroom space and use of a PC/laptop workstation. * Travel and work from the various sites of the Trust. * Work flexibly with a willingness to travel; requirement to undertake such duties as are reasonably expected by Director of Education & Safeguarding. |
| **Special Notes or Conditions** |
| * The post holder is subject to the provisions of all child protection legislation, and the Trust’s policies governing staff who work with children and vulnerable adults. * The post holder will have the opportunity to make a significant difference to the deliverability of quality education to students across the Trust. * To undertake any other duties commensurate with your grade, and/or hours of work, as may reasonably be required of you. * To take responsibility for upholding and complying with the Trust’s Equality and Diversity policies and for behaving in ways that are consistent with fair and equal treatment for all. * To comply with all Trust’s Health and Safety policies. |

**Person Specification**

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| **Category** | **Essential** | | **Desirable** |
| **Qualifications** | * Degree * QTS * Recent and relevant subject leadership development training * Demonstration of commitment to ongoing professional development | | * Masters or higher-level qualification such as NPQML |
| **Knowledge, understanding and skills** | * Proven and successful English innovation * Outstanding knowledge of English education * Proven ability to raise standards * Strong and secure knowledge of area of specialism and in deploying improvement strategies * Excellent ability to think and plan strategically and creatively to ensure improvements * Exceptional understanding of all data; ability to analyse forensically and use analysis to inform improvement planning * Excellent ability to effective sequence curriculum that support quality teaching and learning and progress * Excellent ability to produce quality lesson plans and intervention packs that supports pupil understanding, application and progress * Proven experience of quality learning strategies monitoring pupil progress and interventions to raise attainment and progress outcomes * Excellent understanding of the components which comprise outstanding teaching and learning * Strong and effective line management experience * Strong knowledge and understanding of external assessment / examination and reporting measures * Understanding of, and ability to implement rigorous self-evaluation * Ability to hold staff stringently to account for their performance | | * A good reputation in the field * Innovation outreach to support schools English |
| **Experience** | * Successful experience of leading and/or providing improvement strategies in a school and / or to other schools * Track record of successfully leading improvements as demonstrated by Ofsted judgments and/or student outcomes over time * Successful leadership of improvement through inspection/ external scrutiny processes * Effective development of teams and leaders with impact on standards * Successful challenge of underperforming staff * Leadership of innovation/change management with evidence of positive impact. | | * Ongoing work with a range of external agencies to accelerate improvement |
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| **Interpersonal and communication skills** |  | Excellent written and oral communication skills  Able to present engagingly to a variety of audiences in a range of settings with confidence, accuracy and emotional literacy | |
|  |  | Awareness of the importance of regular and transparent communication with colleagues | |
|  |  | Able to produce high-quality, concise and logical written reports | |