

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title	Lead Teacher of Intervention	Location	Lynn Grove Academy
Salary	MPS/UPS (£31,650 - £49,084)	Hours	32.5 hours per week
Department	Achievement Team	Reports To	Vice Principal

JOB PURPOSE:

Lead and oversee intervention programs, ensuring a safe, structured, and supportive learning environment for all students. Take responsibility for coordinating targeted support, managing intervention strategies, and collaborating with staff to enhance student progress and well-being.

KEY RESPONSIBILITIES AND DUTIES:

- Lead and manage the intervention hub, focusing on core subjects.
- Build strong relationships with pupils facing barriers to learning, such as poor attendance or SEND needs.
- Create a supportive and structured learning environment tailored to individual pupil needs.
- Collaborate with CPD and pastoral teams to ensure comprehensive pupil support, including mentoring and PSHE delivery.
- Track pupil progress, implementing timely interventions to secure achievement.
- Work closely with parents and colleagues to support pupils' well-being and development.

Teaching Responsibilities

- Teach across Key Stage 3 and 4, planning and delivering effective lessons.
- Set clear achievement targets, assess progress, and adapt lesson plans accordingly.
- Provide regular feedback, supporting pupils in reflecting on their learning.
- Set homework aligned with school policy and develop numeracy and literacy skills.
- Use varied teaching strategies to ensure progress for all pupils.
- Monitor group progress, closing achievement gaps through targeted support.
- Apply assessment strategies to inform teaching and pupil progress.
- Stay updated with pedagogical and research-informed practices.

Behaviour & Pastoral Care

- Implement school-wide discipline strategies to promote positive behaviour.
- Establish a safe and supportive learning environment.
- Apply consistent and fair behaviour management strategies.
- Act as a role model, demonstrating values and attitudes expected of pupils.
- Support pupils' personal and social development through pastoral roles.
- Safeguard pupil welfare, following school protocols.
- Supervise pupils during designated school hours.

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Supporting Teams

- Contribute to Initial Teacher Training activities.
- Engage in professional development and share best practices.
- Collaborate with partner junior schools to facilitate smooth transitions.
- Take on evolving departmental responsibilities as required.

This job description is not necessarily a comprehensive definition of the post and the postholder will be required to undertake other duties appropriate to the grade and character of the work as directed.

The job description will be reviewed at least once a year, and it may be subject to modification or amendment at any time after consultation with the post holder.

The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Principal.

JOB REQUIREMENTS:

	Essential	Desirable
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified to degree level or above. • Qualified teacher status. 	<ul style="list-style-type: none"> • Experience in teaching Maths and/or English preferred. • Evidence of continuing professional development.
EXPERIENCE	<ul style="list-style-type: none"> • Experience of teaching across the full age and ability range of an 11-16 school. • Experience in the use of ICT in the classroom with the skill to impart that expertise to others. • Proven ability to build relationships with pupils and support their educational needs. • Strong interpersonal skills and a commitment to creating a hub of excellence. • Experience in working with pupils with SEND needs and those with a history of poor attendance. 	

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KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Good knowledge of the pedagogy associated with the subject. • An understanding of the social, emotional, and intellectual development of teenagers. • Have an understanding of working with different groups e.g. the most able, the disadvantaged and SEND. 	<ul style="list-style-type: none"> • Knowledge of the subject's specifications.
SKILLS AND PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Ability to teach to KS3 and KS4. • Ability to work effectively as part of a team. • Ability to work independently and show initiative. • Ability to manage workload and keep a work-life balance. • Ability to work under pressure and keep to deadlines. • Willingness to reflect on personal and professional experiences in a critical and constructive manner. • Willingness to share best practice. • Willingness to provide extra-curriculum opportunities for all learners. 	
EQUAL OPPORTUNITIES	A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity	
SAFEGUARDING	A thorough understanding of up-to-date safeguarding requirements and best practice	
OTHER REQUIREMENTS	High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom.	

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.