

Trust Lead Practitioner (Teaching & Learning)

Spine Point: L4 – L8

Start date: September 2026

Enhance Academy Trust is seeking to appoint a **Trust Lead Practitioner** to join our established team, supporting our primary academies across Barnsley, Kirklees, and Wakefield. We welcome applications from experienced primary practitioners with a proven track record of outstanding teaching and of supporting colleagues to develop and refine their practice.

We are a successful and growing Church of England Multi-Academy Trust, currently comprising 16 primary academies and a Post-16 Creative and Performing Arts free school. This exciting opportunity will enable an inspiring and highly motivated teacher to join a team of experienced Trust leaders and work collaboratively with colleagues across the Trust to have a direct and sustained impact on the quality of teaching and learning within our primary academies.

This role offers the opportunity to develop new skills and expertise while extending your understanding of a range of educational contexts by working across a group of schools. The successful candidate will be involved in coaching and mentoring, team teaching, modelling best practice in planning, teaching, and assessment, and co-designing and leading high-quality CPD.

You may be based in one academy for a sustained period or work across several schools each week to strengthen teaching and learning. This is a unique opportunity to fast-track your career within a supportive and ambitious Trust.

The successful applicant will have a strong record of raising standards through highly effective classroom practice and, ideally, experience across the primary age range.

If you feel you have the experience, skills, and qualities to be successful in this role, we would be delighted to hear from you.

Informal conversations are warmly welcomed and encouraged, and visits to our academies are strongly encouraged prior to submitting an application.

For further information or to arrange a discussion, please contact:

- Mark Randall, CEO: mark.randall@enhanceacad.org.uk
- Simon McCarthy, Deputy CEO: simon.mccarthy@enhanceacad.org.uk

TRUST LEAD PRACTITIONER	Role reports to: Deputy CEO
Grade of post: L4 – L8	
Purpose of the role:	
<ul style="list-style-type: none"> To support the Trust in securing consistently high-quality education across all Trust schools through strengthening teaching and learning, assessment, and professional development. To act as an excellent teacher and lead by example, collaborating with others to drive improvement in teaching and learning across the curriculum. To have a direct, positive impact on the quality of teaching, learning, and pupil progress across the Trust. 	
Job Description - Accountabilities:	
<p>These may be modified by the CEO and/or Deputy CEO, with your agreement, to reflect or anticipate changes in the post, legislation or needs of the school and Trust:</p> <ul style="list-style-type: none"> To promote consistently high-quality teaching and learning across all Trust schools. To develop, refine, and embed Trust-aligned principles for effective teaching and learning. To support leaders in identifying strengths and areas for development in classroom practice. To provide practical support that enables teachers to improve their practice, resulting in improved pupil progress and attainment. To model, disseminate, and embed effective pedagogical approaches and consistent expectations for practice. To ensure teaching and learning is innovative, engaging, and responsive to the needs of pupils. To draw on educational research and external evidence to inform and enhance own practice and that of colleagues. To work collaboratively as an effective team member, promoting a culture of shared learning and professional collaboration. To contribute to the professional development of colleagues through coaching, mentoring, modelling effective practice, and providing high-quality feedback. To make secure judgements about the quality of teaching and provide constructive challenge, advice, and support. To co-design and deliver high-quality professional learning and training for colleagues across the Trust. 	
Likely tasks will include:	
<ul style="list-style-type: none"> Modelling exceptional teaching through demonstration lessons, team teaching, coaching, and targeted support to improve the quality of classroom practice. Supporting teachers to translate long-term plans into effective short-term plans, ensuring strong adaptation and provision to meet the needs of all pupils, including those with SEND. Ensuring pupils' work in books consistently reflects the highest standards of presentation, accuracy and pride. Supporting practice in the early curriculum so that teaching, pedagogy and provision reflect evidence-informed approaches that secure strong foundations for all pupils. Designing and delivering high-quality training and professional learning. Ensuring colleagues are kept informed of, and supported in implementing, new initiatives and developments. Coaching, mentoring, and supporting the induction of teachers, including Early Career Teachers (ECTs). Providing guidance on effective practice, educational research, and continuing professional development opportunities. Advising on the effective use of assessment for learning to inform teaching and drive improvements in pupil progress, including Trust wide moderation and standardisation activity. Evaluating learning environments and supporting colleagues to create engaging, inclusive, and interactive spaces that promote learning for all pupils (e.g. working walls). Providing direct support to teachers, including those receiving targeted support or engaged in formal support or capability processes. 	

AREA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • First degree in subject specialism or equivalent • Qualified teacher status • Completed leadership qualification (NPQ or equivalent) 	
Experience & Knowledge	<ul style="list-style-type: none"> • At least 5 years' teaching experience • At least 2 years subject leadership experience or equivalent • Clear evidence of having raised standards of achievement at all levels • Successful experience of curriculum development • Experience in observing and evaluating teacher quality and providing feedback • Experience of setting specific targets and managing improvement or more widely • Experience of leading staff professional development • Strong knowledge of the national curriculum programme of study for the core subjects • Evidence of being an outstanding teacher 	<ul style="list-style-type: none"> • Evidence of having supported other staff in a coaching or mentoring capacity in own or other schools • Recent experience of providing professional advice and excellent understanding of curriculum and pedagogical issues relating to the core subjects, including latest inspection and research findings
Skills & Abilities	<ul style="list-style-type: none"> • Ability to plan and deliver effective training and development programmes which meet identified needs within the academy • Excellent ICT skills • Strong communication and interpersonal skills • A self-starter with the resilience and ability to plan individual programmes of work and achieve designated targets • An ability to work flexibly and a drive to achieve the best possible outcomes 	<ul style="list-style-type: none"> • Good influencing/ negotiating skills • Capacity for future promotion
Trust Ethos	<ul style="list-style-type: none"> • Enthusiasm for and commitment to the achievement of the Trust's overall vision for success at all levels • Motivation to work with children and young people • Ability to build & sustain professional standards, relationships & personal boundaries with young people • Emotional maturity & resilience in dealing with challenging behaviours • Ability to contribute towards a safe & protective environment • Empathy with the aims and objectives of Enhance Academy Trust • Willingness to continue professional development • Commitment to maintaining high standards & expectations • Commitment to contributing to academy life as a whole • Commitment to equality of opportunity, valuing diversity and the safeguarding and welfare of all students 	