



Witton Park Academy

Job Description: Lead Practitioner English

Responsible to: Assistant Headteacher

Salary: Leadership pay spine: L4-L8

Terms: Permanent

Start Date: September 2025 or sooner

OVERALL PURPOSE OF THE POST:

This lead practitioner in English role is ideal for a candidate wanting to take the next step into leadership, whilst maintaining a specialism within their own subject. As part of the English team and as a member of the Extended Senior Leadership Team, you will be responsible for developing a strong curriculum offer and leading teaching and learning in the department whilst also making a wider contribution in the strategic development of teaching and professional development, under the direction of the Assistant Headteacher, across school.

The role is central to ensuring that every teacher consistently delivers good learning in English lessons and fulfils their professional obligation to engage with a journey of continual improvement towards excellence. This will include monitoring and maintaining the Academy's developing teaching framework, the strategy for its implementation, and supporting teachers to develop through effective and high-quality professional development.

The role will focus on providing expert guidance to teachers in the English faculty, using the best available research focussed on what teachers should know and understand and how to translate this with expertise within the English classroom (planning/pedagogy/practice).

CORE RESPONSIBILITIES: IMPROVING THE DESIGN AND DELIVERY OF THE ENGLISH CURRICULUM.

- Continue to develop and implement the Trust's Developing Teaching framework within the department and across the wider school
- Support the creation of curriculum materials and accessible professional development materials that sit alongside the Developing Teaching model to ensure colleagues have easy access to relevant support.
- Co-produce with the Head of department and Assistant Headteacher a robust improvement plan, the impact of which will be measured against clear KPIs relating to teacher excellence and improvement. (Implementation will mean colleagues should consider how they communicate their strategy with a range of stakeholders, harness the leadership of others and rely upon rigorous accountability mechanisms to ensure effective implementation and 100% compliance).
- To be custodian of the Developing teaching model and to consistently promote outstanding teaching and learning in the English Faculty and across the school - including ensuring that their own lessons consistently model best practice.
- To support others in the planning and delivery or facilitation of all professional development activities that support teacher expertise informed by the developing teaching framework, including

briefings, INSETS, twilights across the school and in some cases, in conjunction with the wider trust.

- Ensure that staff have the skills to make full use of classroom visualisers and ensure teacher modelling is effective.
- To advise on best practice in marking, methods of assessment and constructive feedback to develop individual and school practice.
- To help to create a climate in which teachers are motivated and are encouraged to develop their professional practice.
- Sharing good practice and developing a learning culture amongst all professionals.

ADDITIONAL ROLES:

In addition, as a member of the Extended Senior Leadership Team you will assist in contributing to vision, sense of purpose and pride within Witton Park Academy. You will also be required:

- To contribute to the strategic development of the Academy to ensure school improvement.
- To be involved in the development of all aspects of Witton Park Academy, including its policies and their implementation.
- To keep a high profile in the Academy, taking command of areas at change of lessons and being visible and active during social time and before and afterschool.
- To play a central part in supporting the behaviour management systems across Witton Park Academy
- To contribute to organising whole school professional development, including leading staff training days/ sessions, specifically related to developing teaching, pedagogy and classroom practices.
- Challenge underperformance at all levels and ensure effective support and challenge is in place when standards are not met.
- To participate in the school's agreed pattern of meetings and in addition to attend Senior Leadership Team meetings as and when required.
- To participate in arrangements of examinations where necessary the supervision of examinations.
- To contribute to a regular programme of supervisory duties assigned to all members of the Extended Leadership team; including on call, Lunch and break time supervision.
- To perform particular duties in accordance with directions given by the Headteacher, allocated from time to time on a reasonable basis.

FURTHER INFORMATION:

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of Witton Park Academy in relation to the post holder's professional responsibilities and duties. Elements of this job description and changes to it may be agreed at the request of the Headteacher or the incumbent of the post.

This post is subject to the current conditions of employment for teachers contained in the School Teachers' Pay and Conditions Document. Post holders will be expected to comply with any reasonable request from a Senior Leader to undertake work of a similar level that is not specified in the job description.

All staff have a duty for safeguarding and promoting the welfare of young people. Staff must be aware of the Academy's procedures for raising concerns about students' welfare and must report any concern to the designated officers without delay.

Staff must also ensure that they attend the appropriate level of safeguarding training identified as relevant to their role. The post holder's duties must at all times be carried out in compliance with the Equality Opportunities Policies of the Academy, and the post holder must take reasonable care of the health and safety of self, other persons and resources whilst at work. This entails supporting our responsibilities under the Health and Safety Act. 3 All staff are expected to support the achievement of the Trust/Academy mission and strategic objectives and to demonstrate the values through their behaviour.

PERSON SPECIFICATION:

There will be various opportunities for you to demonstrate you have the necessary attributes for this role such as through completion of the application form, at interview, during any tasks and through your provided references.

ATTRIBUTES	ESSENTIAL	DESIRABLE
Relevant Experience	At least four years teaching experience. An outstanding practitioner. Knowledge of how to use systems for monitoring student progress. Experience of teaching across the ability and age range. Experience of teaching English Literature or English Language to a GCSE standard. Evidence of excellent outcomes at a GCSE standard.	GCSE examiner A level English teaching experience
Education and Training	Qualified Teacher Status (QTS). Degree or equivalent in subject or related subject. Evidence of continuous professional development and the ability to reflect on teaching practice and personal performance.	Evidence of further and continuing professional development.
Personal Skills and Qualities	• Thorough knowledge of National Curriculum Requirements in the subject. • An ability to teach up to and including GCSE level. • Knowledge of systems for monitoring student progress. • A philosophy centred upon the individual learner's value, potential, aspirations and needs. • An ability to encourage, inspire and motivate learners and demonstrate high standards and expectations of self and learners. • A passion for the subject(s) and for teaching and learning. • Can work collaboratively and supportively with other staff. • Skills of communication, organisation and	Experience of being a mentor or coach.

	accuracy. • Ability to work flexibly and respond positively to change. • Strong commitment to student welfare, achievement and support. • Knowledge of Social Inclusion issues.	
Teaching and Learning	• A willingness to use a range of teaching and learning techniques which engage and support learners. • Appreciation of the benefits of e-learning and ICT inside and outside of learning. • Openness to developments in approaches to teaching and learning. • Knowledge of how assessment and data support learning. • An understanding of how students learn. • Providing an effective environment through classroom management.	Experience of delivering CPD
Additional Factors	• Commitment to the principles of comprehensive education. • Commitment to high standards of behaviour. • Commitment to continuous improvement and willingness to learn from experience and practice in this Academy and elsewhere. • Commitment to equal opportunities and safeguarding the welfare of students	Willingness to travel across trust sites if the need arises. A willingness to offer extracurricular activities for students and support the wider curriculum offer in English.

