



# Application Pack

**Lead Practitioner**

(LP Scale 3-7 - Pt3 £41,368)

**Or**

**Aspiring Lead Practitioner**

(MPS/UPS plus negotiable R&R)

**Walkden High School**





**Ski Trip**



**Salford Dance Explosion**



**Ancient History trip**



**The Great Walkden Bake Off**



**Rotary Club Young Citizens**



**Wear A Hat To School Day**



**Young Entrepreneurs**



**Fantastic sports' teams**

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## Welcome from the Head Teacher

Do you have a passion for teaching and a desire to help young people achieve in all aspects of their lives?

Do you have the ability to deliver high quality, interesting and engaging lessons?

Do you want to be part of a school that is working relentlessly to improve standards and deliver the high examination results our pupils are capable of?

If so, you will want to join our vibrant community. We are proud of delivering an academic curriculum in a comprehensive setting. You will find our school calm and purposeful and like all who visit the school, you will comment on how wonderful our pupils are, the positive team ethos amongst staff and how welcoming and friendly our school is.

We are dedicated to creating Walkden STARS – young people who are Sensible, Thoughtful, Ambitious, Respectful and Supportive. These are qualities everyone displays to inspire our students.

We are continually making improvements to our school – always looking for ways to improve the experience of our pupils. We are committed to improving outcomes for all, but especially our most able and our disadvantaged pupils.

If you want to visit the school please come and see what we see every day – a wonderful school and vibrant community.

We welcome applications from NQTs and experienced staff. We have a very successful NQT Induction Programme. We also have a strong track record of promoting internally and of leadership development if you are keen to progress professionally.

The successful candidate will be joining our school at a critical time as we lift our school to Good and beyond.

I hope you can see yourself here at Walkden – this is an amazing school with a fantastic future.



**SIMON LENNOX**  
**HEADTEACHER**

We are an Academic Comprehensive ...  
... dedicated to creating Walkden STARS

**Sensible, Thoughtful, Ambitious, Respectful, Supportive**

## What makes our school amazing?

- We love recognising our pupils' successes – we use our Stars & Stripes system to reward those pupils who repeatedly do the right thing.
- Our pupils' behaviour is fantastic. We have lovely, engaged pupils who are very capable and want to learn.
- Our pupils have amazingly supportive parents who will back you up with learning and behaviour.
- We broaden our pupils' horizons with a wide range of trips. Last year our pupils visited the following (to name a few):-
  - Los Angeles (Media Studies trip)
  - New York (Business & ICT trip)
  - Bay of Naples, Italy (Ancient History trip)
  - Montgenvre, France (Ski trip)
  - Villa Real (Football Tour)
  - Disneyland Paris (Y8 Trip)
- **Our pupils give so much back to their community**
  - Our pupils put on a vast array of expressive and creative arts shows and exhibitions, for example: Fame this year, Annie last year, Express Yourself Showcase, Oscars Night and Creative Showcase & Careers Exhibition.
  - Our pupils complete the Duke of Edinburgh Award and volunteer in our local community.
  - Our pupils raise huge amounts every year for a whole school charity (over £6,000 last year for Ronald McDonald House) and support a wide variety of other charities.
  - Our pupils participate in and win most of the wide range of sporting activities offered; girls & boys football & rugby, netball, basketball, athletics and cricket.
  - Our pupils are dedicated to our inclusive community, including a clear commitment to eradicating HBT language.
- **Our staff benefit from**
  - A strong Well-Being group who have been instrumental in the school achieving Investors In People Gold Status.
  - Health Benefits through membership of a mutual healthcare plan, paid for by the school.
  - Refreshments each morning – tea, coffee, drinking chocolate and lots of toast.
  - Childcare & Bike to Work Voucher Schemes.
  - Excellent access to career development programmes such as NPQML, NPQSL and Teaching Leaders including SLE appointments.



## General School Information

### Exam Results

	Basics (C+/4+ En & Ma)	English C+/4+	Maths C+/4+
2017	62	78	68
2016	60	81	62
2015	63	76	72

Our school is divided into zones of which there are six:

Core – English

Core – Maths

Discovery – Science, ICT, Business Studies & Computing

Expression – Media Studies, PE, Music, Drama & Dance

Creative – Design Technology and Art & Design

Global – Humanities and MFL

## Zone Information (CORE ZONE)

The Maths department at Walkden High School is a team of enthusiastic and committed teachers who are constantly striving to provide an excellent education for our fantastic students.

We have a strong and supportive team ethos and are all committed to improving outcomes for our children.

Students in Years 7 and 8 are taught in ability bands and Years 9 - 11 are split into two parallel sides, both of which are set. During Years 7-10 we teach a scheme based on a model of progression from Kangaroo Maths and in Year 11 we utilise diagnostic testing and QLA to create lessons specific to the needs of each group.

All Maths teaching rooms are grouped together and have Smartboards. There are also open learning spaces available to use for small-group work and activities outside the classroom.

We value collaboration and sharing good practice and are looking forward to working with a new colleague who will be part of our journey to mathematical excellence.

## Job Advertisement

### **Walkden High School**

**Headteacher : Mr S.D. Lennox BSc (Hons), PGCE, NPQH**  
**11-16 Mixed Comprehensive - NOR 1304**



**IN Salford**

### **LEAD PRACTITIONER – MATHS**

**LP SCALE 3 – 7 (Pt3 £41,368)**

**Or**

### **ASPIRING LEAD PRACTITIONER**

**with negotiable R&R**

**Required for 1<sup>st</sup> January, 2018 or as soon as possible thereafter**  
**Full Time, Permanent**

This is a fantastic opportunity for a highly skilled enthusiastic team player to join the Core Zone and particularly the Maths Team at Walkden High School.

Walkden High School is a wonderful community; brilliant, able, hard-working students, committed staff, and amazingly supportive parents.

We are proud to provide an academic education within a comprehensive setting. We are passionate about caring for our students and in doing so we aim for the STARS: Sensible, Thoughtful, Ambitious, Respectful & Supportive – qualities you will display to inspire our students.

This is an incredibly exciting time in Walkden's development. You will join a committed team of Maths teachers and will play a key part in not only gaining excellent results for our students, but also in enthusing them about Maths. In addition you will join our team of Lead Practitioners where you will be able to use your energy and enthusiasm to gain experience working at a whole school level on coaching and mentoring teaching staff.

You will primarily play a key part in raising the standard of teaching & learning within the Core Zone through the quality of your own teaching and by supporting the professional development of colleagues. You must have a track record as an outstanding practitioner with evidence of raising standards and outcomes beyond your own classes. We are committed to CPD and full support would be given to successful applicants who do not yet hold Lead Practitioner status. Our vision is to use Lead Practitioners to drive up standards in Teaching & Learning across the school.

You will have excellent communication skills and be approachable whether dealing with learners, parents or colleagues. You will need experience in observing and evaluating teaching quality, and providing feedback and coaching. Just as importantly, you will need to share our passion and vision of helping every learner achieve their full potential.

In 2017 62% of our students gained 4+ in both English & Maths. In Maths 68% gained a 4 or better and 12% achieving 7 or better. This is an exciting time to join us at Walkden and to become part of a team of staff who are dedicated to improving these results further.

This school is committed to safe-guarding and promoting the well-being of children.

The post is subject to enhanced disclosure & barring check.

**To apply:**

If you feel you have the relevant experience or appropriate skills to strengthen an already excellent team, please apply.

Application forms are available from TES on-line, the School website [www.walkden.uk.com](http://www.walkden.uk.com), or by e-mail to [duffy.b@walkdenhigh.co.uk](mailto:duffy.b@walkdenhigh.co.uk)

**Electronic applications are preferred to [duffy.b@walkdenhigh.co.uk](mailto:duffy.b@walkdenhigh.co.uk)**

Postal applications returned to Mrs B Duffy, Headteacher's PA, Walkden High School, Old Clough Lane, Worsley M28 7JB

**Deadline for application return:**

**Monday 16<sup>th</sup> October, 2017 9.00 a.m.**



**WALKDEN HIGH SCHOOL**  
**TEACHING STAFF JOB DESCRIPTION**  
**SEPTEMBER 2017**



**Post Title :** LEAD PRACTITIONER ENGLISH  
**Grade:** LP3 – LP7

**Post Purpose:**

1. To assist and support pupil academic progress and emotional development within your Zone
2. To work with colleagues, as appropriate, to raise standards of achievement and attainment.
3. To support Zone Leader in the transition process of pupils from KS2 to KS3 and from KS4 to KS5
4. To enhance teaching and learning across the school
5. To coach and mentor staff towards achieving outstanding teaching and learning
6. To play a key part in raising standards by modelling excellent teaching and supporting the professional development of colleagues across the school
7. To assist in the creation, consistent implementation and improvement of schemes of learning which encapsulate key school learning strategies and educational developments

**Reporting to:** Zone Leader

**Liaising with:** Headteacher, Senior Leadership Team, Zone Leader, teachers and support staff, LA representatives, external agencies and parents

**Working time:** Full time  
**Salary/Grade:** LP Scale 3 - 7  
**Disclosure Level:** Enhanced DBS

## MAIN (CORE) DUTIES

### Teaching

- To teach students according to their individual educational needs, including the setting and marking of work to be carried out by students in school and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure that ICT, literacy, numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students.
- To undertake a designated programme of teaching.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the specification.
- To provide a positive, conducive and safe learning environment, encouraging high standards in punctuality, presentation of work and relationships.
- To set high expectations for pupils' behaviour and maintain a good standard of discipline through well focused teaching, fostering positive relationships and implementing the school's Behaviour Policy.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required following school policies.

### Operational/Strategic Planning

- To support the development of appropriate specifications, resources, schemes of work, marking policies and teaching strategies in the Zone.
- To contribute to the School Improvement Plan and its implementation.
- To plan and prepare courses and lessons.
- To contribute to the whole school's planning activities.
- To support the whole school literacy / numeracy programmes.
- With the Curriculum Leader and Teaching and Learning Co-ordinators, lead the development of high quality Teaching and Learning, policies, practices and contribute to Schemes of Learning which:
  - Ensure continuity and progression for the learning of all students, actively planning for all student groups (eg. G&T, EAL)
  - Meet the requirements of the National Curriculum
  - Ensure methods of assessment, tracking, intervention and reporting improve student learning and achievement

**Curriculum Provision**

- To assist the Zone Leader to ensure that the Zone provides a range of teaching which complements the school's strategic objectives.

**Curriculum Development**

- To assist in the process of curriculum development and change so as to ensure its continued relevance to the needs of students, examining and awarding bodies and the school's Strategic Objectives
- Lead working groups and projects.
- Taking part in other professional development activities.
- To lead the learning of others.

**Staffing**

- To take part in the school's staff development programme by participating in arrangements for further training and professional development.
- To continue personal development in relevant areas including subject knowledge and teaching methods.
- To engage actively in the appraisal process.
- To ensure the effective/efficient deployment of classroom support.
- To work as a member of a designated team and to contribute positively to effective working relations within the school.
- To provide regular feedback to colleagues in a way that enhances good practice and student outcomes.

**Quality Assurance**

- To help to implement school quality procedures and to adhere to those.
- To contribute to the process of monitoring and evaluation of the Zone in line with agreed school procedures, including evaluation against quality standards and performance criteria.
- To review from time to time methods of teaching and programmes of work.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.
- To contribute to team review (including lesson observations), monitoring and evaluation, and the development of working practices.

**Management Information**

- To maintain appropriate records and to provide relevant accurate and up-to-date information to MIS, registers, etc.
- To complete the relevant documentation to assist in the tracking of students.
- To track student progress and use information to inform teaching and learning.
- To produce regular reports on the impact of LP initiatives.

**Communication & Liaison**

- To communicate effectively with the parents of students as appropriate.
- Where appropriate, to communicate and cooperate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.
- To take part in parents' evenings.
- To contribute to the development of effective subject links with external agencies.

**Management of Resources**

- To contribute to the process of the ordering and allocation of equipment and materials.
- To assist the Zone Leader to identify resource needs and to contribute to the efficient/effective use of physical resources.
- To co-operate with other staff to ensure the sharing and effective usage of resources to the benefit of the school, Zone and the students.

**Pastoral System**

- To fulfil responsibilities as a Form Tutor by acting upon issues of absence and punctuality and monitoring students' preparation for work in terms of uniform, equipment, Student Planner and Behaviour for Learning.
- To work with Year Leaders to ensure the implementation of the school's pastoral system.
- To monitor and evaluate the progress of students, maintaining accurate student records as required.
- To contribute to PSHE, citizenship and enterprise provision according to school policy.
- To contribute to extra-curricular provision.

**CPD**

- To lead continuing professional development activities.
- To hold workshops as part of the school's CPD programme.
- To match teaching approaches to student learning styles.
- To demonstrate model lessons.
- To team teach.
- To develop strategies with colleagues to use with students experiencing difficulties.
- To keep abreast of the new teaching and learning strategies.
- To help to identify and respond to the professional learning needs of staff.
- To undertake appraisal review(s), acting as an appraiser for staff.



**School Ethos and Other**

- To actively support Walkden High School's ethos of 'creating Walkden STARS'.
- To apply Walkden High School routines and expectations consistently so that they are coherent for all of our students.
- To act as a role model, taking responsibility and never assuming others will take control, consistently challenging students and staff at **all** levels not following the "Walkden Way".
- To demonstrate professional characteristics at all times with all stakeholders, colleagues, students and parents.
- To be a positive role model for the whole community.
- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To ensure that appropriate safe-guarding procedures are in place.
- To participate in the school extra-curricular programme.
- To promote actively the school's corporate policies.
- To comply with the school's Health & Safety Policy and undertake risk assessments as appropriate.
- To undertake any reasonable additional duties as directed by the Headteacher.

**Signatures :**

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade in line with the school's changing needs.

**Signed** ..... (Teacher)

**Signed** ..... (Headteacher)

**Dated** ..... (Teacher)

**Dated** ..... (Headteacher)

# Person Specification – LEAD PRACTITIONER



## Note to applicants:

The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria.

The **Source** column shows how the school will obtain the necessary information about you.

If the **Source** column says the **Application Form** next to an **Essential Criteria** or a **Desirable Criteria**, you **must** include in your application enough information to show how you meet this criteria. You should include examples from your paid or voluntary work.

A = Application  
I = Interview  
R = References

## TRAINING AND QUALIFICATIONS

	Essential	Desirable	Source
Qualified Teacher Status	✓		A
Degree	✓		A
Experience of teaching in the 11-16 sector. Minimum 3 years.	✓		A R
Evidence of additional CPD activities	✓		

## PROFESSIONAL KNOWLEDGE AND UNDERSTANDING

**Applicants should be able to demonstrate a good knowledge and understanding of the following areas:**

	Essential	Desirable	Source
Has an understanding of current educational issues	✓		I
Strategies for raising standards	✓		A I R
Effective learning and teaching strategies	✓		A I R
Experience in a Specialist School		✓	A I
Knowledge of the Secondary Curriculum and National Curriculum	✓		A I
Use data effectively	✓		A I
Effective user of ICT. Able to use range of management software	✓		A I R
Show awareness of whole school issues	✓		I R
The ability to translate vision into practice		✓	A I
Developed partnerships with stakeholders		✓	I
Excellent subject knowledge and awareness of the latest initiatives in that subject	✓		A I R
Evidence of being an outstanding teacher	✓		A I R
To understand and be able to coach others	✓		

<b>EXPERIENCE AND CURRENT PRACTICES</b> <b>Applicants should be able to demonstrate from their experience and current practice the ability to</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b>
Awareness/Experience of a competency based curriculum e.g. RSA Opening Minds or L2L		✓	A I R
Prioritise, plan and organise	✓		A I R
Delegate tasks, monitor and evaluate outcomes	✓		I R
Act as a role model for pupils and staff by setting high personal and professional standards	✓		A I R
Motivate and inspire pupils, staff, parents, governors and the wider community	✓		A I R
Deal sensitively with people and resolve conflicts	✓		I R
Use appropriate leadership styles in different situations and understand their likely effects.	✓		I R
To improve the teaching of others	✓		A I R
To be able to work across all subject areas to improve teaching and learning	✓		A I R

<b>SKILLS AND PERSONAL QUALITIES/CHARACTERISTICS</b> <b>Applicants should be able to demonstrate from their experience and current practice the ability to</b>	<b>Essential</b>	<b>Desirable</b>	<b>Source</b>
Enjoy working with, and for, young people, as well as adults	✓		A I R
Be an outstanding classroom practitioner able to secure pupil engagement in learning	✓		A I R
Have the imagination, energy and capacity for hard work together with an enthusiasm to take on developments and challenges	✓		A I
Demonstrate the ability to identify tasks, and move projects forward to successful completion	✓		A I
Possess excellent communication skills. Able to engage a variety of audiences	✓		A I R
Ability to analyse issues and to think both creatively and strategically to solve problems	✓		A I
Ability to apply and adapt national initiatives in a local context	✓		A I
A commitment to comprehensive and inclusive education	✓		A I
Be good at completing tasks, as well as starting them	✓		A I
Be willing to contribute to activities outside the timetable	✓		A I
Personable, approachable, whilst still inspiring respect and personal and professional credibility	✓		A I
Ability to work under pressure whilst maintaining a positive and creative attitude	✓		A I R



## ENHANCED DISCLOSURE

Thank you for your interest in this position at Walkden High School. The post you are applying for involves working with young people. It is therefore exempt from the Rehabilitation of Offenders Act and any offer of employment will be subject to an Enhanced Disclosure.

As this post is exempt from the Rehabilitation of Offenders Act, you must declare any convictions, including pending convictions, cautions, reprimands and warning which would otherwise be regarded as 'spent' under this Act. Further details will be sought prior to appointment.

An Enhanced Disclosure is carried out by the Disclosure & Barring Service and will check criminal records for information on any convictions, cautions, reprimands and warnings held on the Police National Computer and on local Police records.

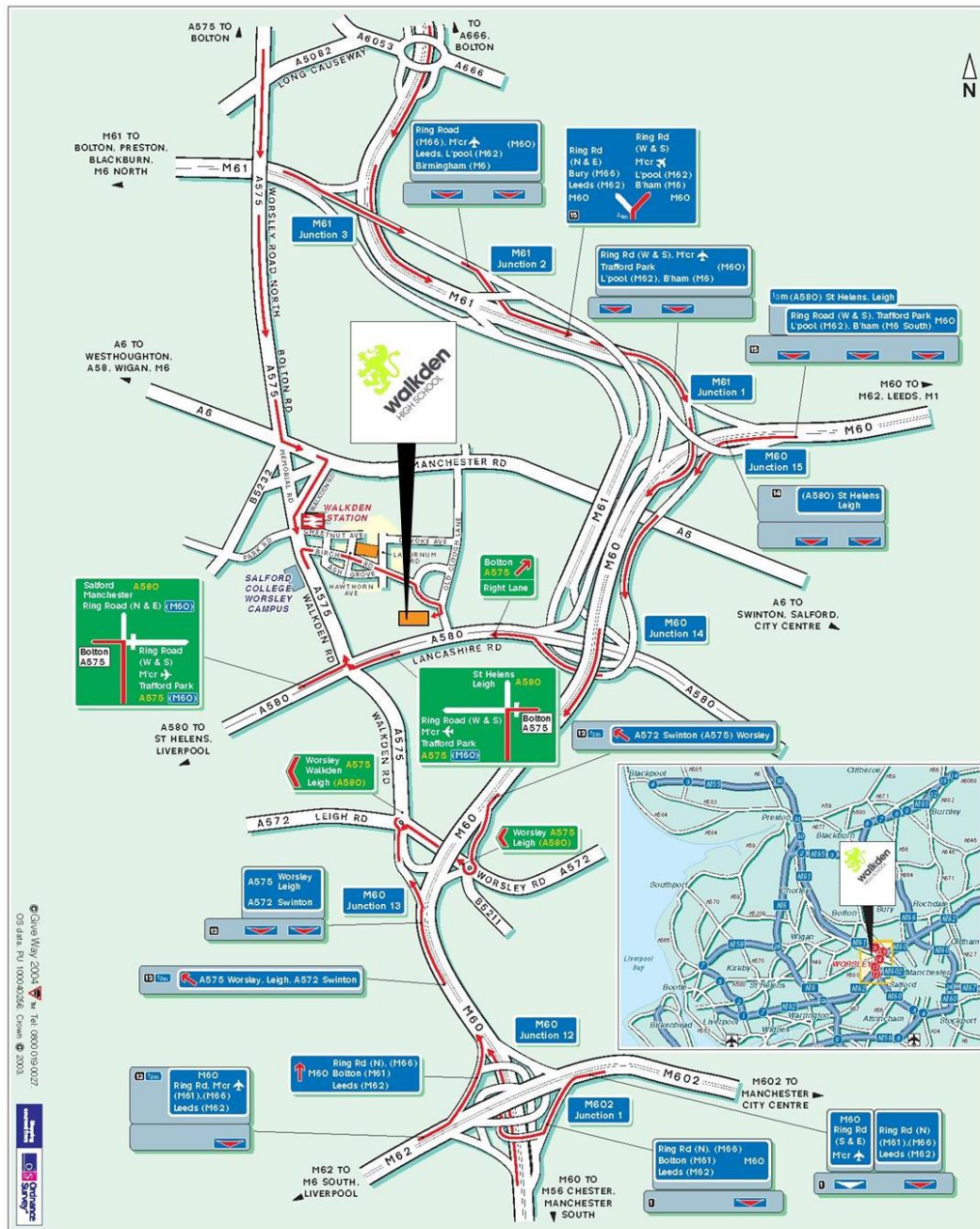
All information on criminal records provided both by you and within the Enhanced Disclosure will be used, stored and disposed of in confidence and in line with the Code of Practice of Disclosure Information.

If your application is successful, you will receive further information on how to complete the Enhanced Disclosure.



Walkden High School is situated in South Walkden (Salford – Manchester) and serves the suburbs of Worsley, Roe Green, Ellenbrook and Boothstown.

The nearest bus stop is just a short walk from the School and can be reached via several different bus routes from most other parts of Manchester. The school is also located a short walk away from the nearest train station, from which you can travel easily in to Manchester City centre.







**Walkden High School**

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Worsley  
M28 7JB

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e: [info.walkdenhigh.co.uk](mailto:info.walkdenhigh.co.uk)  
w: [www.walkden.uk.com](http://www.walkden.uk.com)



At Walkden High School we encourage pupils to respect the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

