



# Lord Grey Academy Lord Grey Can



## LEAD PRACTITIONER HUMANITIES

(preferred teaching of Geography and Psychology)

**TOVE Learning Trust**  
**LP1 – LP5 £47,417 - £52,330 pa**

**Required for September 2024**

### Application pack contents

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“Lord Grey Academy is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work.”





# Lord Grey Academy

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### **Welcome from the Associate Principal**

This is an exciting opportunity to join a successful and popular Academy. Lord Grey joined the Tove Learning Trust in April 2018. I joined as Associate Principal in September 2021. We secured a Good in OFSTED in June 2022 and since then we have gone from strength to strength: improving in line with national basics outcomes, improving outcomes at KS4 and 5. We are winners of three awards including Secondary School of the Year at the MK Education Awards.

Quality of Education is a huge strength of the school with a strong staff body who are dedicated to the students here. We have worked incredibly hard on those routines, implementation strategies and pedagogical approaches across the Academy and now focus fully on driving outcomes for all and developing the Character and Personal Development of our young people.

We are excited to add this role into the Lord Grey Academy.

***Samantha Satyanadhan***  
***Associate Principal***





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### Information about the role

We are very excited to recruit a new Lead Practitioner to develop teaching and learning within the Humanities Faculty. The primary role of the Lead Practitioner at Lord Grey is to work with all colleagues within the Faculty to develop highly effective teaching and learning using the very best practice and methods available. We also would like this person to support us in developing Teaching and Learning further within the Academy.

The Lead Practitioner will need to be an outstanding teacher of Humanities with a significant track record of success so she/he can be an excellent role model for members of the Faculty. Our preferred subjects are Geography and/or Psychology. The Lead Practitioner will be expected to be highly knowledgeable of the Geography curriculum, pedagogy and current developments within the teaching of Geography. An important part of the role will involve working with individual teachers and small groups of teachers to develop highly effective teaching strategies that help students to perform strongly. The Lead Practitioner will also deliver CPD across the faculty and Academy and be an expert resource for all members of the team.

It is likely that the Lead Practitioner will have a wide role in whole school CPD and teacher development but the first priority will be Humanities.



# Lord Grey Academy

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### Information about the Humanities Faculty

Thank you for your interest in joining the Humanities Faculty Team.

The Humanities faculty comprises History and Geography and Religious Studies at KS3. We currently offer GCSE courses in History, Geography, and Psychology. At post 16, we currently offer A-Level courses in History and Geography, A Level 3 Diploma in Criminology, and BTEC Psychology.

The faculty is a well-equipped and vibrant area comprising 9 well equipped rooms including a dedicated ICT provision and a large faculty office. There is a very good team spirit within the faculty and a mutually supportive atmosphere at all times as we strive to deliver the highest possible standards of teaching and learning.

We are looking forward to welcoming a hardworking, enthusiastic and professional person to our team who is also an excellent classroom practitioner. If you have any further questions please contact me on [L.phipps@lordgrey.org.uk](mailto:L.phipps@lordgrey.org.uk)

Lisa Phipps  
Head of Humanities



# Lord Grey Academy

## Lord Grey Can



## Advertisement

### Lead Practitioner for Humanities (Preferred subjects to teach Geography and/or Psychology)

Required for September 2024

Lead Practitioner Scale  
Range LP1 – LP5 £47,417 - £52,330 pa

We require for September 2024 an enthusiastic Lead Practitioner for Humanities who is an outstanding teacher and has the potential and ambition to lead others to develop excellent teaching and learning. As a Lead Practitioner you will be a consistently good or outstanding teacher of Humanities with proven results in raising the achievement and progress of pupils.

#### Why choose Lord Grey Academy?

- Culture of high expectations and a strong belief that all can achieve
- Very clear routines for learning so that teachers can teach and students can learn
- Culture of support and feedback for staff
- Highly visible student-centred Leadership Team
- Positive, supportive and friendly colleagues
- Weekly CPD and regular opportunities to benefit from working with other schools in the Trust.

The right candidate will be totally aligned to our values of encouraging all students to be ambitious, determined, independent, respectful and successful and completely committed to promoting our mantra of Lord Grey Can!

A lesson observation and a formal interview will form the selection criteria. A candidate information booklet and application form are available on the vacancies section of Lord Grey Academy's website:

<http://www.lordgrey.org.uk/general-information/vacancies/>

Please note the application form and information for candidates booklet are available on the right hand side of the above link. Details on how to apply for this post are in the How to Apply Section of this booklet.

Please do look at our recruitment video of our staff talking about working at Lord Grey and our document: *Why work at Lord Grey?*

Completed application form and covering letter should be submitted to Human Resources at Lord Grey Academy or emailed to [hr@lordgrey.org.uk](mailto:hr@lordgrey.org.uk) by **9am on Tuesday 21st May 2024**. Details on how to apply for this post are in the How to Apply Section of this booklet.

Only successfully short listed candidates will be contacted.

Interview date- **Thursday 23rd May 2024**.





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**Join an Academy part of a highly supportive and growing MAT.** Lord Grey joined Tove Learning Trust in April 2018 and is situated in Bletchley on the outskirts of the growing city of Milton Keynes. We achieved our GOOD OFSTED status in Summer 2022. Since then we have gone from strength to strength with improving GCSE and level 3 results; a football partnership with Paris St- Germain and winners of MK Inspiration Awards 'Inspiring Secondary School' 2023 and MK Educations Awards 'Secondary School of the Year'; 'Maths Team of the Year' and 'Lifetime Achievement Award' November 2023. The right candidate will join us on our exciting journey and enable us to continue to provide a great education for our amazing students as we prepare them for adult life. We have a strong collegial team who create a real atmosphere of collaboration and community who embody - Lord Grey Can!

### **Tove Learning Trust**

The trust is committed to ensuring that all students achieve as highly as possible and we work hard to offer stimulating environments that enable every learner to progress and flourish. We have a small central team and a committed Board of Trustees that are focused on delivering outstanding outcomes. We aim to have academies that are excellent communities of learning where students thrive on success. There are seven secondary schools and one primary school in this growing Trust.

*The Academy is committed to safeguarding children. The successful applicant will require an enhanced DBS check.*





# Lord Grey Academy

## Lord Grey Can



### **JOB DESCRIPTION**

### **LEAD PRACTITIONER - HUMANITIES**

Our motto is: Lord Grey Can. Our Core Values are: Determination, Ambition, Curiosity, Integrity and Civility. Our expectations are high and we believe that Lord Grey Can! It is expected that the post holder will carry out his/her responsibilities within this philosophy.

The job description defines the responsibilities of the post holder as being:

- Under the reasonable direction of the Principal to carry out the professional duties of a school teacher;
- To comply with “Health and Safety” at Work legislation;
- All teaching staff must adhere to all aspects of the Teachers’ Professional Standards;
- A commitment to ensure the effective implementation of the school’s Safeguarding and Child Protection Policy;
- Job descriptions are subject to review and amendment.

#### **Specific tasks in addition to those of a School Teacher:**

- Work with the Assistant Principal Teaching and Learning and the Head of Humanities on the development of consistently good pedagogy across the Faculty;
- Develop links with feeder schools;
- Support and coach staff in developing and extending their pedagogic repertoire;
- Contribute significantly to the development of course outlines, syllabuses and schemes of work within Humanities;
- Model best practice in ensuring that lessons are well differentiated, including providing for the least able and for the most able and gifted students;
- Model best practice in the effective use of student performance data and student and staff target-setting, so that this impacts on classroom practice and contributes to raising achievement;
- Lead Practitioners are expected to contribute significant added value to their faculty and the wider academy;
- The Lead Practitioner will support the delivery of the school’s CPD programme.



# Lord Grey Academy

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### Person specification

Relevant experience	Essential	Desirable	How evidenced
Relevant experience as a successful teacher in a secondary school	✓		A I
Successful use of strategies to enhance teaching and learning	✓		A I
Use of intervention strategies to address identified issues for development	✓		A I
Awareness of the latest developments and initiatives in Humanities education- preferred in Geography and/or Psychology.	✓		I
Creative use of ICT to enhance teaching, learning and assessment.		✓	A I
Use of assessment and attainment information to improve practice and raise standards.	✓		A I
Vision for the development of Teaching and Learning.	✓		A I
Delivery of Teaching and Learning CPD		✓	A I
Education and training	Essential	Desirable	How evidenced
Qualified Teacher Status.	✓		A
Degree in Humanities, Geography or related subject.	✓		A
Established and evidenced practice as an outstanding teacher over a prolonged period.	✓		A I
Higher qualifications such as a Masters' Degree or evidence of pursuit of further professional qualifications.		✓	A
Evidence of a commitment to own professional development.	✓		A I
Specific skills	Essential	Desirable	How evidenced
Outstanding classroom practitioner	✓		A I R
Experience of leading teaching and learning initiatives beyond their own classroom		✓	A I R
Excellent understanding of the components which comprise outstanding teaching and learning	✓		A I
Experience of coaching and mentoring colleagues		✓	A I
Excellent interpersonal and communication skills	✓		A I
The ability to lead and foster positive professional relationships and work effectively with teaching staff of varying experience	✓		A I R
Developing high quality learning strategies and monitoring learner progress to raise attainment	✓		A I
Evidence of high achievement in teaching across the Key Stages	✓		A I R
Working effectively as a personal tutor	✓		A I
Proven ability to raise standards in classrooms other than their own		✓	A I R
Experience of giving effective feedback to colleagues about professional performance	✓		A I R

A – Application form I – Interview R - Reference





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### **JOB DESCRIPTION - TEACHER**

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The job description defines the responsibilities of the post holder as being:

- Under the reasonable direction of the Principal to carry out the professional duties of a school teacher;
- To comply with "Health and Safety" at Work legislation;
- All teaching staff must adhere to all aspects of the Teachers' Professional Standards;
- A commitment to ensure the effective implementation of the school's Safeguarding and Child Protection Policy;
- Job descriptions are subject to review and amendment.

### **Classroom Teacher – Standard Responsibilities**

#### **Purpose of the Job**

- To ensure student progress in the learning of English through good quality teaching;
- To achieve very positive outcomes for all students in public examinations, demonstrating a significant contribution to each student reaching their Target Grade;
- To maximise progress for all classes taught by you.

#### **Teaching and Learning**

1. To teach English in Key Stages 3 and 4 and, if appropriate, in the Sixth Form
2. To teach in line with faculty and academy policies on e.g. assessment, teaching and learning, homework, student behaviour
3. To contribute to learning opportunities within the formal and extended curriculum
4. To ensure student progress against prior attainment, at least in line with national averages and progress targets
5. To contribute to the profile of your teaching subject(s) within the Academy
6. To be responsible for a classroom or teaching area and its impact on learning (e.g. through superb displays) and the organisation of learning resources for yourself and within your department
7. To regularly review and evaluate teaching and learning in lessons and across schemes of work
8. To enhance learning in your subject area(s) through use of Information and Communication Technology as a teaching and learning tool
9. To involve parents in behavioural issues in line with academy policies
10. To ensure the effective and efficient deployment of classroom support
11. To work as a member of designated teams and to contribute to the building of teams within the Academy
12. To take part in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the Academy.

#### **Continuous Professional Development (CPD)**

1. To take responsibility for personal CPD needs within the Academy's Appraisal framework
2. To monitor the impact of CPD on your own teaching and learning
3. To seek advice and support within Academy policies
4. To be familiar with and contribute to the Academy Improvement Plan and Academy Self-Evaluation systems.



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### Curriculum and Assessment

1. To plan appropriate lessons to meet the learning needs of all students including those of: the higher prior attaining, Looked After Children, of EAL and 'groups within groups' students and of those students with Special Education Needs or who are Pupil Premium
2. To evaluate and review lesson plans
3. To contribute to the planning of Subject Schemes of Learning
4. To create and manage resources for the teaching of lessons
5. To assess students' work and progress against their prior attainment, progress in other subjects and against national norms in line with faculty and Academy policies
6. To use assessment to inform curriculum planning, teaching and learning
7. To assess accurately to help students meet their Target Grades
8. To act on feedback from examination boards on the quality of marking, moderation and assessment
9. To assess students' work accurately and regularly with good quality feedback on how to improve, given in a variety of ways
10. To work within Academy curriculum policies on key themes e.g. Citizenship, Enterprise, Literacy, Work Related Learning, British Values and Prevent agenda
11. To inform and involve parents in their children's learning in line with Academy policies and procedures.

### Management Information and Its Use

1. To maintain appropriate records and to provide relevant accurate and up-to-date information
2. To complete the relevant documentation to assist in the tracking of students
3. To track student progress, analyse data and use information to inform teaching and learning, on time and as per the Academy calendar of assessment, with all deadlines met on time.

### External Communication

1. To take part in Open Evening, Information Evenings, Parents' Evenings, Subject Teacher Meetings and liaison events with partner schools
2. To contribute to the development of effective subject links and other links with external agencies
3. To contribute to extra-curricular activities, and to support them with attendance, where possible.

### Other

1. To undertake Academy duties in line with Academy policies and procedures
2. To cover lessons and registration sessions for absent colleagues in line with the Academy Cover Policy, based on the concept of rarely cover, and in exceptional circumstances
3. To attend assemblies as required
4. A commitment to ensure the effective implementation of the Academy's Safeguarding and Child Protection Policy
5. To comply with any other reasonable requests from the Principal when there are exceptional circumstances
6. To undertake such duties as may from time to time be reasonably assigned by the Principal.

### Form Tutor Responsibilities

1. The post holder is expected to be a Form Tutor or Co-Tutor



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### PERSON SPECIFICATION

Experience/Knowledge	Essential	Desirable	How evidenced
Qualified teacher status or the credentials to gain QTS or to teach in the UK	✓		A
Up to date knowledge and understanding of teaching and learning strategies	✓		A I
Up to date knowledge of the national curriculum and public exam syllabuses in English.	✓		A I
Up to date knowledge of school systems to support students in their learning, e.g. SEN, pastoral and assessment systems in schools	✓		A I
Skills and Abilities	Essential	Desirable	How evidenced
An effective classroom practitioner	✓		A I R
The ability to work in partnership	✓		A I
Organisational and administrative skills	✓		A
Good written and oral skills	✓		A I
IT literate	✓		A
Personal Job Related Skills	Essential	Desirable	How evidenced
Belief that barriers to learning can be overcome	✓		A I R
A commitment to professional standards	✓		A I R
A commitment to quality and continuous improvement	✓		A
The ability to work under pressure	✓		A
Confidentiality: awareness and sound judgement	✓		A I R
A team orientated approach	✓		A
A commitment to equal opportunities, all aspects of the Equality Act and to narrowing the gap on inequality	✓		A I
A commitment to follow all of the Academy's Health and Safety requirements	✓		A I
A commitment to ensure the effective implementation of the Academy's Safeguarding and Child Protection Policy	✓		A I

A – Application form I – Interview R - Reference