



Application Pack

Lead Practitioner of English

Required for January 2025

Harper Green School

Visitors Reception

Discovering dreams • Achieving ambitions • Transforming lives



October 2024

Dear Applicant

Thank you for your interest in the **Lead Practitioner of English** position at Harper Green High School.

Harper Green is a large secondary school situated in the South of Bolton and serves a varied community and is a part of Leverhulme Academy Trust. In our most recent Ofsted in January 2023 we were judged as a Good school, in all areas.

Our vision is to ensure that all students achieve the highest possible standards in all they do. At Harper Green we aim to develop well rounded individuals who have the academic success and personal qualities to enable them to be whatever they chose when they leave us. We develop our young people's social, emotional and mental health, we teach them how to be resilient lifelong learners and we encourage and motivate our students to achieve their full potential. Our school climate is calm, supportive and purposeful. We respect the rights and needs of all individuals and support them so that they are able to acquire the necessary skills to be successful adults and world citizens.

We continuously strive to improve outcomes for students. Harper Green School has created an ethos and culture around 'we are HARPER', where students feel a sense of purpose and belonging in our school community. We embrace all things HARPER, we are proud to be HARPER and these are the values by which we behave to enable us to be the best version of ourselves.

Harper Green offers a challenging, yet appropriate curriculum for our young people which supports them to go onto transform their futures.

This is a fantastic opportunity to be part of our English Department who have a drive and determination to make Harper Green students into fluent readers and writers with excellent oracy skills. They do this by upholding high expectations and delivery of a mastery curriculum, through high quality teaching and learning.

If you are excited by what you read and share our vision, I would welcome your application and I look forward to meeting you.

Yours faithfully

Sally Heppenstall
Headteacher





Welcome to Harper Green High School

Part of Leverhulme Trust

As a school, we are proud of the achievements of our students and the successes they achieve. Our highly professional, motivated and creative staff are dedicated to ensuring each child flourishes in a safe and happy environment. Our beliefs are simple: each individual leaves Harper Green with the qualifications and skills needed to realise their ambitions. At Harper Green, we challenge students to explore the furthest reaches of their intellectual, creative, physical and emotional capabilities so that they realise their own infinite potential.

Students at Harper Green foster a love of learning that stays with them beyond leaving the school after year 11. All our staff share a relentless commitment to ensuring that every lesson is engaging, challenging and suited to the learning needs of each individual. This is underpinned by a strong pastoral team that creates an inclusive environment where every child feels supported, safe, happy and valued.

Our Ethos and Values

At Harper Green, we recognise that all students are unique with individual talents and needs. As a community, we identify, nurture and develop these talents in an atmosphere of trust and mutual respect. Our students leave Harper Green with the qualifications needed to realise their ambitions and foster a love of learning that remains with them into their adult life. Students of Harper Green make valuable contributions to society as well-rounded citizens.

As a successful school, we challenge students to explore the furthest reaches of their intellectual, creative, physical, and emotional capabilities to realise their own infinite potential. Our students see learning as a lifelong challenge, enabled by a philosophy of boundless opportunities; students take a responsibility to be central to their own development, striving for constant improvement in a safe environment that fosters strong spiritual and cultural understanding and respect.

Harper Green is the platform for young people to develop into global citizens that can make a valued contribution to society. It is the learning, social and cultural experiences our young students have at Harper Green that are pivotal in shaping the people they become and provides them with the aptitude, achievements, and opportunities to access life beyond school.

Ofsted 2023

I am delighted that Ofsted has recognised all that we do here together at Harper Green for our students and community, and that our values underpin who we are and what we stand for.

Ofsted recognised the quality of relationships and strength of our community and fed back how well our staff know our students as individuals, acknowledging that positive relationships are at the heart of all we do. The Ofsted team recognised that what they saw throughout the two days spent with us is what happens day in, day out at our school.

Harper Green is a caring community, and this well-deserved judgment is a culmination of the hard work, dedication and collaboration of our staff; the pride and 'we are HARPER' attitudes of our fantastic children: [Link to Ofsted Report](#)

“I’ve grown by working with excellent practitioners.”

Outgoing Head of Department



***“Discovering dreams, achieving ambitions
and transforming lives.”***

Harper Green School is part of Leverhulme Church of England and Community Trust. As a Trust, we work together to ensure that all students receive an excellent education irrespective of their starting point. We relish the opportunity to be a part of the much-needed regeneration of areas we work in and wish to play a full role in the wider community.

Vision

The vision of Leverhulme is to provide the highest quality of education that creates a community of happy, successful and well-rounded individuals who can flourish and make a difference in our world.

Mission

Discovering dreams, achieving ambitions, and transforming lives.

Staff Values

Our values underpin our mission and provide the basis on which we will achieve our vision.

- **Students First:** We put our students at the heart of all our decisions
- **High Expectations:** We have high expectations of both ourselves and others
- **Integrity:** We do the right thing

Student Values

- **Take part**
- **Work hard**
- **Do the right thing**

Mr Paul Roach

CEO

Leverhulme Trust



**“An outstanding community school which has had a
massively positive impact on the local community.”**

Outgoing Assistant Headteacher



Our Staff Benefits

Working for Leverhulme is rewarding in lots of ways. In addition to a competitive salary, we offer a wide range of benefits to support your career development, health and wellbeing, finances and family.

Pension

We offer an excellent pension scheme with the Local Government Pension Scheme and Teachers Pension Scheme.

Continuous Service

Continuous service will be honoured for candidates moving from local authorities.

Enhanced Family Leave

We offer an enhanced family leave scheme to support our employees.

Enhanced Contractual Sick Pay

We offer enhanced contractual sick pay in line with the Burgundy Book and Green Book.

Salary Sacrifice Scheme

Employees can benefit from salary sacrifice schemes, including Cycle to Work scheme and a healthcare cash plan.

Support Services

We provide access to an occupational health provider for advice and support.

Excellent Career Development

We are committed to providing excellent CPD with access to further training and the opportunity to stretch your abilities and advance your career.

Free Parking on Site

Employees can enjoy the benefits of free car parking across our sites.

Wellbeing Half Day

The opportunity to enjoy a half day off during term time to support staff wellbeing.

Free Access to Office 365

We have a dedicated IT Support Team to assist with any IT related queries.

Free Flu Vaccinations

We offer free flu vaccinations on an annual basis to all staff.

Trade Unions and Professional Associations

We recognise all of the leading trade unions and professional associations in the education sector and share the common objective of maintaining good employee relations.

“The support staff give to students is incredible.”

Outgoing Head of Department



Job Description

Job title: Lead Practitioner; English

Grade: Lead Practitioner Pay Range P1 to P3

Reports to: Head of Department

Main purpose of the job: To lead and promote the school ethos, vision and mission. To lead and promote high quality teaching and learning across the English Department. To improve and continually develop the teaching and learning of English.

Key duties and responsibilities

- To uphold and implement the ethos and values of the school.
- To uphold Trust and School policy and procedure.
- To treat all students as individuals and contribute to their social, emotional spiritual, moral and academic development.
- To follow closely agreed syllabuses and schemes of work and to participate in their development and annual review.
- To plan, implement, deliver and review high quality lessons that meet the needs of the students and are in line with an agreed programme of study at KS3, 4 and 5.
- To mark students' work on a regular basis and record this in a mark book to show the students' progress throughout the year in line with departmental and school policy.
- To participate in and contribute to the performance management cycle and INSET.
- To keep a record of assessment and attendance of students in class. To contribute to departmental and school tracking systems and the analysis of data to inform future target setting and planning.
- To develop a classroom environment that allows all students to succeed.
- To implement the school behaviour management policy.
- To contribute towards the provision of assessment methods and their evaluation as outlined in the assessment policy.
- To participate in the school's self-evaluation cycle.
- To undertake the duties of a Form Tutor.
- To liaise with other departments, parents and agencies to meet the individual needs of students.
- To attend departmental, year team or any other meetings as required.
- To carry out a share of the supervisory duties in accordance with published rotas.
- Contribute to the future development of the department, its resources and its teaching materials.
- To attend parents evening and other specific events.
- To make a positive contribution to the wider aspects of the school.
- To assist in the promotion of the reputation of the school within the community.
- To comply with the requirements of Health and Safety Legislation and School Policy taking appropriate action where necessary.

Specific duties

To lead in the following areas;

- To lead on and develop high quality pedagogy throughout the department.
- To work with the Head of Department on the self-evaluation of teaching and learning within the department.
- To lead on and deliver INSET and mentoring for staff within the department.
- The identification of high quality assessment for learning practice within the school and the dissemination of skills and techniques to all departments and staff.
- To work collaboratively with the wider team of lead practitioners to develop teaching and learning approaches.
- To attend relevant meetings and to deputise for the relevant staff where appropriate.
- To undertake any other duties appropriate with the level of responsibility, as required.

The above duties are not exhaustive, and the post holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Leadership Team.

This job description will be kept under review and may be amended via consultation with the individual, Governing Body and/or Leadership Team as required. Trade union representation will be welcomed in any such discussions

Person Specification

Job Title: Lead Practitioner

Qualifications and training	Essential	Desirable
Qualified teacher status	✓	
Relevant Degree Educated to A Level or equivalent.	✓	

Experience, knowledge and skills	Essential	Desirable
Outstanding classroom practitioner with experience of teaching in a secondary school	✓	
Excellent subject knowledge	✓	
Ability to use ICT effectively to facilitate learning	✓	
Ability to accurately assess the quality of students' work against national standards	✓	
Experience of exam marking		✓

Personal attributes	Essential	Desirable
A passion for their subject	✓	
The ability to translate vision into practice	✓	
Responsibility for own professional development and be willing to partake in further development.	✓	
A team player with energy, commitment, enthusiasm and resilience.	✓	
A commitment to equality and diversity policies.	✓	
A commitment to health and safety.	✓	
A commitment to child protection and safeguarding.	✓	
An understanding of child protection and safeguarding.	✓	

Special requirements	Essential	Desirable
Satisfactory enhanced DBS certificate.	✓	
Medical clearance.	✓	
2 satisfactory references.	✓	
Full UK driving license and access to a car during working hours.		✓

The school is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced disclosure from the Disclosure and Barring Service (DBS). The school is committed to safeguarding and promoting the welfare of children and young people and it expects staff and volunteers to share this commitment.



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