



# Lead Practitioner

## Application Pack

Pool Hayes Academy,  
Willenhall, West Midlands

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Willenhall, West Midlands



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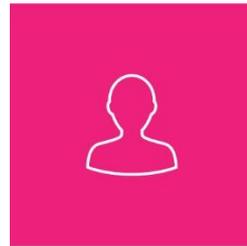
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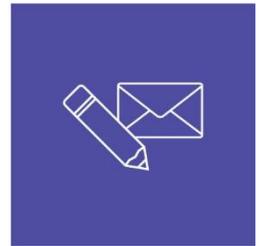
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# 01. About Academy Transformation Trust

## We're on a mission

Our mission is to provide the very best education for all pupils and the highest level of support for our staff to ensure every pupil leaves our academies with everything they need to reach their full potential.

## These are the things we hold dear

### Transparency

As a charity founded on strong ethical practices, Academy Transformation Trust takes pride in being open, honest and crystal clear in everything we do.

### Innovation

We are constantly striving to do all we can to make education the best it possibly can be. We are brave in our actions and do everything we can to have a positive impact on whole child development.

### Collaboration

We believe the future of education relies upon effective collaboration between academies, and better collaboration between academies and their local communities.

### Ambition

We are determined to improve education nationwide by encouraging collaboration and giving academies everything they need to realise their full potential.

We believe every child matters and deserves a first class education.

Our team knows first-hand how to make education better for schools, pupils and their teachers.

For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life. We set up ATT to make this vision a reality.

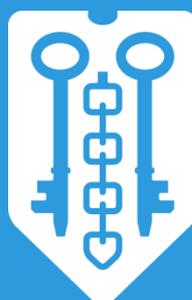
As a not for profit trust, we work with our growing family of primary and secondary academies, and further education providers in the Midlands, East of England and South East.



## 02. Pool Hayes Academy Information

Pool Hayes Academy is part of the Academy Transformation Trust family of academies.

At Pool Hayes we believe in working together to achieve our best in a supportive and safe environment.



# Pool Hayes Academy

Based in Willenhall, in the West Midlands, Pool Hayes Academy is a fantastic academy for 11-18 year old pupils and retains strong links within the local community making itself a genuine hub for the locale.

The academy draws its pupils largely from Willenhall but we having experienced substantial growth over the last two years the range of intake has grown significantly and is currently over-subscribed.

### Academy Ethos

Our academy ethos is displayed all around the school and is known as the RAPS. It stands for Responsibility – Aspiration – Perseverance – Success and these are the qualities that we seek to instil in your child throughout their time at our school and when they go out into the wider world.

### The Pool Hayes Key to Learning

The Pool Hayes Key to Learning provides a consistent framework and common language to support students in securing effective learning and teachers in delivering effective teaching.

### Ofsted

The academy is making positive strides forward and prior to becoming an academy, recently secured its first ever 'good' grades for Leadership & Management, Personal Development, Behaviour & Welfare and 16 to 19 Study programmes. Nonetheless, having begun its recent journey from a low base, the current excellent momentum needs to be continued as the academy moves onwards towards outstanding.

To find out more, please visit [www.poolhayes.attrust.org.uk](http://www.poolhayes.attrust.org.uk)



## 03. Job Description

### Lead Practitioner, Secondary Academy

As a lead practitioner you will ensure that the curriculum in your subject area is fit for purpose and enables all pupils to experience high quality education. You will take a strategic lead in your subject in order to support and challenge subject leads/SLT in ensuring that the appropriate strategy is in place for raising achievement.

#### Key responsibilities are:

- > to embrace our vision
- > to take a leading role in embedding a culture that promotes excellence, equality, high expectations and aspirations of all pupils in our care
- > to take a leading role in embedding a culture and systems which ensure that safeguarding and child protection are of the highest priority
- > be outcome driven with the goal of achieving outstanding outcomes
- > work with pupils and staff to raise attainment and improve progress
- > ensure assessment practice is robust and accurate
- > ensure GL Assessment is used effectively to help close gaps and accelerate progress
- > moderate teacher assessments
- > facilitate collaborative working across ATT academies and between subject areas
- > to support the development of our family of academies
- > ad hoc duties as required

# Specific Responsibilities

## Overview

The successful candidate will:

- > work collaboratively with us and other Trust academies to enhance the whole network
- > establish a culture of high expectations and aspirations so that all pupils are able to achieve their potential and the academy secures high attainment for all
- > ensure that all staff are respectful towards all pupils, with an unshakable belief in their entitlement to a high quality education, whatever their circumstances and ability
- > take a leading role in the development of new and emerging technologies to enrich and extend the learning experiences of all pupils
- > work to develop subject curriculum content and pedagogy
- > be an active and leading participant in the academy's Teaching and Learning Group

## Pupils

The successful candidate will ensure that:

- > pupils are always engaged in safe and healthy educational activities in an environment that is rich and colourful and designed to promote enjoyment and excitement in learning
- > the progress of the subject's pupils is monitored and recorded in such a way that, at each stage of development, sufficient information is available to make the most accurate and appropriate decisions concerning individual pupils and thus provide them with personalised support
- > pupils receive efficient, effective and appropriate education according to their individual needs and abilities
- > the academy's Behaviour Policy is implemented effectively

## Curriculum

The successful candidate will ensure that:

- > the Head of Faculty is effectively supported in delivering a core subject curriculum that is broad and balanced
- > the subject area takes account of local and national initiatives and policies relevant to teaching and learning
- > there is a commitment to promoting learning at every level and exploring the development of new strategies and techniques, including technologies
- > there is the use of the latest environmentally sound technology in all aspects of the work of the academy
- > there is the development of an inclusive approach, which is supportive and reflects the core values of the academy, making it a place where all young people will feel welcome and where their individual needs will be met
- > teachers within the faculty can plan and deliver an enquiry and active learning orientated curriculum to develop pupil self-worth, confidence and self-esteem

## 03. Job Description

### Ethos

The successful candidate will maintain:

- > our vision to aspire to create a learning community built and sustained by a culture of citizenship, respect, trust, honesty, well-being and financial independence
- > an environment where all members of the academy and its community actively demonstrate their care and concern for everyone and fulfil the requirements of our shared vision
- > high morale, with the Principal setting an example in terms of professional standards and leadership

### Staff

The successful candidate will:

- > support members of staff within the subject area; in the performance of their work by providing clear expectations and guidance, encouraging responsibility in their own management and valuing each individual's contribution and responsibility
- > implement our policies, providing guidance, support and training to ensure all members of the academy's staff are held to account, thus ensuring a positive framework for staff development and achievement
- > ensure that staff are responsible for promoting and safeguarding the welfare of children for whom they are responsible or with whom they come into contact
- > support staff development within the academy to enable all staff to achieve their professional potential
- > coach and mentor staff to ensure consistency of standards and approaches of delivery to enable continuity of learning
- > proactively support NQTs and trainee teachers, being an outstanding role model for them
- > deliver CPD sessions within the subject area and across the academy

# 04. Person Specification

## Lead Practitioner, Secondary Academy

### Key responsibilities

At the academy, we strive to achieve excellence and to be judged an outstanding academy. In order to maintain the high standards and build on success of the academy, you will need to:

- > engage in a culture of high expectations and aspiration so that all pupils are able to achieve their potential and the academy secures high attainment for all
- > continue to support the transform the quality of teaching and learning so that all pupils consistently make progress which is better than pupils nationally
- > ensure that all staff are respectful towards all pupils, with an unshakable belief in their entitlement to a high quality education, whatever their circumstances and ability
- > take a leading role in the development of new and emerging technologies to enrich and extend the learning experiences of all pupils
- > maintain and enhance best practice as an academy which works with and for its community

	Essential	Desirable
Professional qualifications and learning	<ul style="list-style-type: none"><li>• has qualified teacher status</li><li>• holds a relevant undergraduate degree</li></ul>	<ul style="list-style-type: none"><li>• undergone safer recruitment training</li><li>• evidence of recent and relevant continuing professional development, including in leadership and management</li><li>• hold a relevant master's degree</li></ul>
Experience of	<ul style="list-style-type: none"><li>• experience of successfully promoting outstanding practice in a subject area</li><li>• substantial, successful and varied teaching</li><li>• working with children with a variety of needs</li><li>• producing outcomes with learners where progress is consistently better than for pupils nationally</li></ul>	<ul style="list-style-type: none"><li>• experience as a lead practitioner</li></ul>



	Essential	Desirable
Safeguarding	<ul style="list-style-type: none"> <li>• displays commitment to the protection and safeguarding of children and young people</li> <li>• has up to date knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, children and young people</li> <li>• will co-operate and work with relevant agencies to protect children</li> </ul>	<ul style="list-style-type: none"> <li>• holds training and qualification for 'designated child protection'</li> </ul>
Shaping the future	<ul style="list-style-type: none"> <li>• can think strategically and build on a coherent vision</li> <li>• can ensure creativity, innovation and use of appropriate technologies to ensure the academy 'achieves excellence'</li> <li>• can lead and respond effectively to change and challenge</li> </ul>	<ul style="list-style-type: none"> <li>• has had significant experience, within an academy of leading and bringing about effective school improvement</li> </ul>
Leading, Learning and Teaching	<ul style="list-style-type: none"> <li>• demonstrates excellent understanding of the principles of effective teaching and learning in all phases</li> <li>• has excellent and current knowledge of subject curriculum requirements and can implement, monitor and support these effectively</li> <li>• can articulate characteristics of outstanding teaching and learning for pupils of all abilities</li> <li>• can take a strategic role in the development of new and emerging technologies to enhance and extend the learning of all students</li> <li>• has a successful, proven track record of monitoring, evaluating and improving the quality of teaching and learning</li> <li>• has an excellent understanding of assessment and how it can be used to improve pupil progress</li> <li>• is committed to continuous learning</li> </ul>	<ul style="list-style-type: none"> <li>• is an outstanding classroom practitioner within secondary education</li> <li>• has a track record that demonstrates the very best quality of teaching and learning for all pupil groups including SEN and vulnerable</li> </ul>

## 04. Person Specification

	Essential	Desirable
Securing accountability	<ul style="list-style-type: none"><li>• can maintain an effective working relationship with colleagues at all levels</li><li>• is committed to making the academy effectively work towards the academic, spiritual, moral, social, emotional and cultural development of its pupils</li><li>• is committed to regular, rigorous self-evaluation and can address under performance promptly to bring about improvement and progress relating to all pupils</li><li>• can ensure statutory responsibilities in health and safety and safeguarding are fulfilled</li></ul>	<ul style="list-style-type: none"><li>• has a proven track record of presenting all aspects of academy performance to a range of audiences including Governors, parents and wider community</li><li>• has experience of using evidence including external performance data to maintain and improve academy performance</li></ul>



# 05. How to apply

Pool Hayes Academy,  
Willenhall, West Midlands

## Salary:

LP6 to LP9

## Closing date:

05 February 2018

## Interviews:

WC 11 February 2018

## Start Date:

April 2018 or September 2018

## Visits to the school:

For further information about the role and the academy, or if applicants wish to visit prior to completing their application, please the academy on 01902 368147.

## Applying

Please apply by visiting  
[www.academytransformationtrust.co.uk/vacancies](http://www.academytransformationtrust.co.uk/vacancies)

# Forward as one. Improving Education Together.

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