The Birley Academy
A L.E.A.D. Academy

Candidate Information Pack

Lead Practitioner - English

The Birley Academy



Welcome from the Headteacher



I am very proud to be the Headteacher of The Birley Academy and feel honoured and privileged to work with our pupils, parents, carers, colleagues and community to be part of the team who are making The Birley Academy a brilliant place to learn and work.

I am passionate about working with our staff in school and with colleagues across L.E.A.D. Academy Trust to ensure that the education we provide our pupils is of the highest quality, studying a broad range of subjects complemented by a clear personal development and wider curriculum offers.

Victoria Hall, Headteacher

About The Birley Academy

At The Birley Academy our vision is simple; we challenge ourselves and each other to be our best selves, demonstrating our school values every day, in all situations. Our latest Ofsted inspection rated the academy 'Good' across all areas and noted that students are 'proud to say they are part of The Birley Academy community. We want to be the school of choice in our region, showcasing excellent teaching and providing our pupils with an exemplary education and school experience.

Our values of Courage, Ambition, Respect, Kindness and Integrity have been developed with our staff and pupils to help all to succeed in life and achieve our academy vision together.

We are dedicated to providing a transformative educational experience that prepares students not only for academic success but also for a life of purpose, responsibility and fulfillment.

As part of L.E.A.D. Academy Trust, we are committed to providing the highest quality education, enabling every pupil to reach their full potential. We work with all stakeholders including parents, local businesses, community leaders and our partner primaries to represent and best meet the needs of our pupils.







About the Role

We are seeking an exceptional and highly motivated Lead Practitioner of English to play a pivotal role in driving excellence in teaching, learning and literacy across The Birley Academy.
This is an exciting opportunity for an outstanding classroom practitioner who is passionate about English education and committed to improving outcomes for all pupils. Working closely with the Associate Assistant Headteacher and English department, you will champion evidence-informed practice, model exemplary teaching and support colleagues to continually develop their craft.

As Lead Practitioner, you will have a significant influence beyond your own classroom. Through coaching, mentoring and professional development, you will help shape a culture of high expectations, reflective practice and continuous improvement across the academy. You will contribute to curriculum development, quality assurance and whole-school teaching and learning priorities, ensuring that pupils receive an ambitious, knowledge-rich English education that inspires a lifelong love of reading, writing and communication.

This role is ideal for an ambitious teacher and educational leader who is driven to make a lasting impact on pupil achievement, staff development and school improvement.

What We Are Looking For

We are looking for an inspirational, knowledgeable and forward-thinking English specialist who combines outstanding classroom practice with the ability to influence and develop others.

The successful candidate will:

- Be an exceptional classroom practitioner with a proven track record of securing strong outcomes in English.
- Demonstrate excellent subject knowledge across English Language and English Literature.
- Have experience of coaching, mentoring or developing colleagues to improve teaching practice.
- Be passionate about evidence-informed teaching and committed to raising standards across the academy.
- Have a strong understanding of curriculum design, assessment and effective pedagogical approaches.
- Be skilled in using data and assessment information to identify areas for improvement and accelerate pupil progress.
- Be committed to promoting literacy, reading, vocabulary development and communication across the curriculum.
- Have high expectations for all pupils and a strong commitment to inclusion, ensuring every learner can succeed.
- Be an effective communicator who can build positive professional relationships and inspire colleagues.
- Embody the Trust's core principles of Lead, Empower, Achieve and Drive in all aspects of their work.

Most importantly, we are seeking someone who believes in the transformational power of education and is passionate about helping both pupils and colleagues flourish.

Why Join Us as Lead Practitioner of English

This is a unique opportunity to join a supportive and ambitious academy where your expertise, leadership and professional growth will be highly valued.

By joining The Birley Academy, you will benefit from:

- The opportunity to shape teaching and learning across the academy and have a direct impact on whole-school improvement.
- A key leadership role within a collaborative and successful English department.
- The chance to lead professional learning, coaching and mentoring programmes that support colleagues at every stage of their careers.
- High-quality professional development and leadership opportunities through the Trust.
- A culture that values innovation, evidence-informed practice and continuous improvement.
- Opportunities to collaborate with colleagues across the Trust and contribute to wider educational improvement initiatives.
- A leadership team that is committed to staff wellbeing, development and success.
- The chance to transform life chances through outstanding English education and literacy development.

This is more than a teaching role. It is an opportunity to lead, influence and inspire, helping to create exceptional learning experiences for pupils while developing the expertise of colleagues across the academy.

Our Location and Community

The Birley Academy is located in the south-east of Sheffield, a vibrant and diverse city renowned for its strong sense of community, excellent transport links and outstanding quality of life.
Sheffield offers the perfect balance between city living and access to nature. As one of the UK's greenest cities, it combines a thriving cultural scene with beautiful outdoor spaces, creating an exceptional place to live and work.

The local area benefits from:

- A welcoming and diverse community.
- Excellent local amenities and transport connections.
- Affordable living compared to many major UK cities.
- Strong local identity and community spirit.

Just a short distance away is the stunning Peak District National Park, offering opportunities for walking, cycling and outdoor recreation, helping staff maintain a healthy work-life balance.

Alongside its natural surroundings, Sheffield boasts vibrant theatres, music venues, restaurants and leisure facilities, with excellent rail and road links to Leeds, Manchester and Nottingham.

At The Birley Academy, you can enjoy a rewarding career in education while benefiting from everything this unique city has to offer. Your work will make a real difference to young people's lives, while you build your own future within a supportive and ambitious Trust.

Benefits of being part of the Trust

Annual leave

Teachers enjoy up to 13 weeks annual leave during school holidays. This is in addition to any bank holidays or statutory holidays.

Support staff benefit from an enhanced holiday allowance, starting at 26 days up to a maximum of 36 days, pro-rata for term time only staff. The allowance is dependent on the role and amount of service increasing after 5 and 10 years service.

Competitive salary

All Trust roles (except apprentices) offer a minimum hourly rate above National Living Wage, with salary progression.

Pension scheme

Teacher's Pension Scheme or LGPS, with generous minimum employer contribution of 17.4% plus life cover.

Online GP service

24/7 access to online GP consultations, providing advice, diagnosis, referrals, and ongoing support for all staff.

Flu vaccinations

Free seasonal flu vaccinations for employees who are not otherwise eligible, ensuring health and wellbeing.

CPD

Individual development plus high quality professional development through the L.E.A.D. Teaching School Hub for teachers.

Employee Assistance Programme

Free 24/7 support for employees, offering counselling and resources for emotional, financial, and legal issues.

Free eye test

Free eye test every two years for regular computer users, reimbursed through expenses to promote wellbeing.

Occupational Health

FREE services available to support employee well-being and promote a healthy work environment.

Physiotherapy services

Access to free physiotherapy to aid recovery, support physical health, and promote overall employee wellbeing.

Access to discounts

Exclusive discounts and cashback on travel shopping, insurance and utilities through the Blue Light Card, Discounts for Teachers and Teacher Perks.

Travel expenses

Business travel expenses reimbursed at the HMRC maximum mileage rate to support staff travel needs.

Further information about our benefits can be found on the Trust website

Job Description

Lead Practitioner - English

Location:	The Birley Academy, Birley Lane, Sheffield S12 3BP
Salary:	LP3 - LP7
Closing date:	Tuesday 20th October 2026 - 8am
Interview date:	Thursday 22nd October 2026
Start date:	1st January 2027

Job purpose:

To lead and drive the development of outstanding teaching and learning within English through the promotion of evidence-informed practice, high-quality pedagogy and a culture of continuous professional development. The Lead Practitioner of English will work collaboratively with the Associate Assistant Headteacher to improve classroom practice, raise standards of attainment and achievement, and ensure that all pupils receive an excellent English education. This will include supporting the development of literacy, reading, writing and oracy across the academy.

The Lead Practitioner will have a timetabled teaching commitment commensurate with the role, exemplifying the Teachers' Standards and modelling outstanding practice for others. The postholder will support the professional development of colleagues, contribute to whole-school improvement priorities and champion excellence in teaching and learning across the academy.

Key Responsibilities and Accountabilities

Strategic Direction and Development of Teaching and Learning

- Support the development and implementation of the academy's teaching and learning strategy in line with the school improvement plan and Trust priorities.
- Champion high-quality, evidence-informed teaching and learning across the academy, with a particular focus on English.
- Act as a role model for outstanding classroom practice and professional conduct.
- Provide inspirational and purposeful leadership for all pupils within a caring and secure environment.
- Support senior and middle leaders in evaluating the impact of teaching and learning initiatives and identifying areas for further development.
- Contribute to the school's self-evaluation and quality assurance processes.
- Promote and develop innovative teaching strategies that improve pupil engagement, progress and achievement.
- Support the implementation of whole-school policies and initiatives that contribute to raising standards and improving outcomes.
- Work collaboratively with the Associate Assistant Headteacher and across the Trust to share best practice and contribute to wider school improvement.
- Lead and support research-informed approaches to teaching, learning and assessment.
- Promote inclusion and ensure that teaching strategies effectively meet the needs of all learners, including disadvantaged pupils and those with SEND.
- Promote literacy, reading and communication across the curriculum and support colleagues in embedding effective literacy practices in all subject areas.

Job Description

Teaching and Learning

- Be an outstanding and supportive member of the English department, contributing to its continued success and development.
- Deliver consistently high-quality teaching across English, modelling exemplary classroom practice.
- Demonstrate excellent subject knowledge and pedagogical expertise across English Language and English Literature.
- Use assessment information effectively to monitor progress, identify underachievement and support colleagues in improving outcomes.
- Model innovative, engaging and challenging lessons that inspire pupils and promote a love of reading, writing and literature.
- Support colleagues in developing effective teaching strategies, classroom routines and approaches to behaviour for learning.
- Coach and mentor teachers at all stages of their careers, helping them to refine and develop their classroom practice.
- Lead professional development activities focused on effective pedagogy, curriculum delivery, assessment and adaptive teaching.
- Support the induction, development and retention of Early Career Teachers, trainees and new staff.
- Work alongside colleagues to evaluate the effectiveness of teaching and learning and implement evidence-based improvements.
- Promote the effective use of assessment, feedback and questioning strategies to maximise pupil progress.
- Contribute to intervention programmes and strategies that accelerate pupil achievement in English.
- Support curriculum development within English to ensure pupils receive an ambitious, coherent and knowledge-rich curriculum.
- Support the development of reading strategies and literacy interventions that improve outcomes across the academy.

Leadership and Management

Under the direction of the Associate Assistant Headteacher and Senior Leadership Team:

- Support the continuous development of teaching and learning across the English department, ensuring high standards of classroom practice and pupil outcomes.
- Lead and facilitate professional development opportunities for staff.
- Coach and mentor colleagues through instructional coaching, lesson modelling, collaborative planning and effective feedback.
- Promote evidence-informed approaches to teaching and learning.
- Support colleagues in adapting teaching strategies to meet the needs of all pupils, including disadvantaged pupils and those with SEND.
- Develop and lead professional learning activities focused on effective pedagogy, adaptive teaching, assessment and curriculum implementation.
- Inspire and motivate colleagues through exemplary classroom practice, enthusiasm for English and a commitment to continuous improvement.
- Work collaboratively across the academy and Trust to share best practice and contribute to wider school improvement initiatives.
- Support the development of positive learning environments which promote high expectations, pupil engagement and academic success.
- Plan and deliver high-quality training sessions, workshops and coaching activities for teaching and support staff.
- Contribute to the induction, training and development of Early Career Teachers, trainee teachers and new members of staff.

Job Description

Planning and Development

- Support the evaluation and improvement of teaching and learning through the effective use of assessment data, lesson observations, learning walks and other quality assurance activities.
- Analyse pupil progress and attainment information to identify strengths, areas for development and appropriate strategies for improvement.
- Maintain an up-to-date knowledge of educational research, curriculum developments and effective pedagogical approaches.
- Play an active role in the Teaching and Learning Team, helping to shape and deliver whole-school improvement priorities.
- Lead professional dialogue focused on effective teaching, curriculum implementation and assessment practice.
- Research and disseminate innovative teaching approaches that can improve outcomes for pupils across the school.
- Encourage reflective practice and continuous professional development among all staff.
- Support colleagues in setting ambitious expectations for pupil achievement and maintaining consistently high standards of teaching and learning.
- Assist in the development of intervention strategies that improve progress and attainment in English.
- Maintain a detailed understanding of curriculum design, assessment principles and effective teaching methodologies.
- Contribute to the development and implementation of whole-school teaching and learning policies and practices.
- Promote the effective use of reading strategies, vocabulary instruction, questioning, feedback, retrieval practice and metacognition to maximise pupil learning.

Monitoring and Evaluation

- Analyse and interpret relevant national, Trust and academy performance data to support the evaluation and improvement of teaching, learning and pupil outcomes in English.
- Monitor the quality and effectiveness of teaching and learning within English.
- Use assessment information and pupil performance data to identify trends, gaps in knowledge and areas of underachievement.
- Contribute to quality assurance activities, including learning walks, lesson visits, work scrutiny, pupil voice and curriculum reviews.
- Evaluate the impact of coaching, professional development and teaching and learning initiatives on staff practice and pupil outcomes.
- Seek the views of pupils and colleagues regarding the quality of teaching and learning.
- Support the evaluation of curriculum implementation and assessment practice within English.
- Review the impact of evidence-informed teaching strategies and share findings with colleagues.
- Assist leaders in identifying areas where colleagues may benefit from coaching, mentoring or professional development.

Job Description

Communication and Liaison with Other Colleagues

- Develop effective working relationships with colleagues, senior leaders and external education partners.
- Promote a positive culture of professional learning, collaboration and the sharing of best practice.
- Work collaboratively with colleagues to ensure that English contributes effectively to wider academy priorities.
- Lead and support whole-school teaching and learning initiatives, professional development activities and enrichment opportunities.
- Take a leading role in the provision of high-quality continuing professional development for teaching and support staff.
- Establish good working relationships with pupils, acting as a positive role model and setting consistently high expectations.
- Represent the English department and academy at relevant meetings, training sessions and events.
- Liaise with other schools, Trust colleagues and external providers to identify and share effective practice.
- Support colleagues through professional dialogue, coaching and constructive feedback.

Communication with Parents and the Wider Community

- Establish positive working relationships with parents and carers to support pupils' learning, progress and achievement in English.
- Develop effective links with universities, employers, publishers, theatre organisations, literacy charities and other external partners to enrich the English curriculum and raise aspirations.
- Promote the importance of reading, writing and communication beyond the classroom.
- Support activities that promote literacy, further study and careers linked to English and communication skills.
- Contribute to academy events, transition activities and opportunities that strengthen relationships with pupils, parents, carers and the wider community.

Other Responsibilities

- Maintain the highest standards of professional conduct and uphold the Teachers' Standards.
- Comply with all academy and Trust policies and procedures.
- Promote equality, diversity and inclusion.
- Maintain confidentiality and comply with data protection requirements.
- Participate fully in appraisal and professional development activities.
- Attend relevant meetings, training sessions, parents' evenings and academy events.
- Undertake any other duties commensurate with the nature and level of responsibility of the post.

Influencing and Managing Relationships:

- Headteacher
- LEAD Central Support Teams
- External Agencies
- Parents and carers
- Senior Leadership Team
- Staff

As job descriptions cannot be exhaustive, the post-holder may be required to undertake other duties which are broadly in line with above key responsibilities.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment and individually take responsibility for doing so.

At L.E.A.D we have a strong vision and four core principles, to lead, empower, achieve and drive, which you will be expected to demonstrate in your working practices.

Person specification

The person specification listed below outlines the competences, knowledge and behaviour of candidates who would be suitable for this role. The criteria below provides guidance for the appointment of new staff. (E = Essential criteria, D + Desirable criteria).

Qualifications and Attainments	Essential criteria	Desirable criteria
	• Qualified Teacher Status (QTS) • Degree in English or a related subject • Evidence of continuous professional development • Recent relevant in-service training. • Evidence of successful coaching and mentoring of colleagues	• Master's degree or further professional qualification in Education, English or Leadership. • Designated Specialist Leader of Education (SLE) or equivalent. • NPQ qualification or equivalent leadership training.

Skills and Knowledge	Essential criteria	Desirable criteria
	• Ability to teach English to GCSE standard. • Excellent knowledge of English Language and English Literature curricula and assessment requirements. • Ability to coach and motivate colleagues individually and within groups. • Ability to develop and disseminate effective teaching, learning and behaviour management strategies. • Excellent communication skills, both written and verbal. • Strong ICT skills to support teaching, learning and data analysis. • Ability to use and promote a wide range of teaching methodologies. • Ability to form and maintain positive relationships with staff, pupils, parents and external agencies. • Knowledge of effective literacy, reading and vocabulary development strategies.	• Ability to assess the performance of others and provide developmental feedback. • Experience of leading literacy initiatives across a school.

Person specification

The person specification listed below outlines the competences, knowledge and behaviour of candidates who would be suitable for this role. The criteria below provides guidance for the appointment of new staff. (E = Essential criteria, D + Desirable criteria).

	Essential criteria	Desirable criteria
Experience	• Proven track record of outstanding classroom practice. • Sustained success in securing strong pupil progress and outcomes in English. • Experience of coaching, mentoring or developing colleagues. • Experience of leading professional development activities or INSET. • Effective use of assessment and data to improve outcomes. • Experience of developing intervention strategies to raise attainment. • Experience of promoting high levels of engagement and achievement within an inclusive environment. • Clear vision for English education and literacy development.	• Experience of leading whole-school improvement initiatives. • Experience of supporting curriculum development. • Understanding of Ofsted and self-evaluation processes. • Experience of partnership working within schools, Trusts or wider educational settings.

	Essential criteria	Desirable criteria
Personal Attributes	• Commitment to delivering intervention, enrichment and revision activities as required. • Strong belief in the transformational power of education. • Emotional resilience and ability to work effectively under pressure. • Highly organised, articulate and professional. • Highest levels of personal and professional integrity. • Commitment to inclusion and removing barriers to achievement. • Commitment to continuous professional development for self and others. • Commitment to safeguarding and promoting the welfare of children and young people. • Passion for English, literacy and developing a culture of reading across the academy.	

Person specification

The person specification listed below outlines the competences, knowledge and behaviour of candidates who would be suitable for this role. The criteria below provides guidance for the appointment of new staff. (E = Essential criteria, D + Desirable criteria).

	Essential criteria	Desirable criteria
Additional Requirements	• This role is subject to an enhanced DBS • May be required to travel to other Trust locations or third-party services as part of the role	• Hold a driving licence and have access to own vehicle



How to apply

Closing date:	Tuesday 20th October 2026 - 8am
Interview date:	Thursday 22nd October 2026
Contact email:	HR@birleysecondaryacademy.co.uk
Contact number:	0114 239 2531

Please apply online through the Trust recruitment portal or visit recruit.sampeople.co.uk/Jobboard/Trust/lead.

Applications will be reviewed upon receipt, therefore shortlisted candidates may be contacted in advance of the closing date.

L.E.A.D. Academy Trust is committed to safeguarding and promoting the welfare of children and young people and we can expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.

About the Trust

L.E.A.D. Academy Trust was established by Diana Owen, CBE in 2011 using her considerable experience as an executive headteacher, National Leader of Education, coach and mentor.

The Trust comprises 24 primary and 3 secondary academies across the East Midlands. All academies strive to achieve the highest standards of behaviour and conduct while providing outstanding teaching and learning.

Our values

The acronym L.E.A.D. embodies the four key principles at the heart of the Trust: strong leadership at every level; empowering everyone to aim high; providing the opportunity for all to achieve and constantly driving for improvement.



Lead



Empower



Achieve



Drive

"We are determined to bring about change and improvement to educational standards in the region by appointing visionary leaders who believe in the Trust's vision and values and are committed to making a tangible difference to the lives of children and young people."

Diana Owen,CBE Trustee and Chief Executive of L.E.A.D. Academy Trust.



24
Primary Academies

03
Secondary Academies

05
Geographical Regions

11,500
Pupils

1,650
Staff

The Birley Academy

A L.E.A.D. Academy

The Birley Academy

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