

Lead Practitioner – Job Description

Responsible to: Headteacher/Deputy Headteacher

Salary Scale: Lead Practitioner Scale

Newbury Park Primary School is committed to promoting equality, diversity, and inclusion. We welcome applications from all suitably qualified candidates, irrespective of sex, race, religion or belief, sexual orientation, gender reassignment, pregnancy/maternity, age, disability, or marital/civil partnership status.

Purpose of the Role

The Lead Practitioner will:

- Be an outstanding classroom practitioner who models excellent teaching, coaching colleagues, and supporting the Senior Leadership Team (SLT) to drive school-wide improvement.
- Lead and develop innovative, inclusive, and high-quality teaching practices to maximise pupil progress and engagement.
- Act as Phase Group Coordinator and Subject Leader, promoting curriculum development, consistency, and excellence across the school.
- Contribute to strategic planning and the implementation of school improvement initiatives.

Key Responsibilities

Teaching and Learning

- Deliver high-quality teaching and learning in allocated classes, demonstrating exemplary practice.
- Model aspirational teaching, team-teach, observe lessons, and provide constructive feedback to colleagues.
- Plan lessons effectively, differentiating to meet pupils' learning needs, including vulnerable and target groups (SEND, EAL, Pupil Premium, G&T).
- Keep abreast of National Curriculum developments, educational research, and best practice.
- Introduce and support the integration of new initiatives and curriculum developments.
- Support colleagues in creating engaging learning environments, including effective use of displays and working walls.
- Advise on assessment for learning, pupil feedback, and interventions to accelerate progress.

Leadership and Management

- Provide strategic subject/phase leadership, including curriculum review, policy implementation, and monitoring pupil outcomes.
- Facilitate team meetings, encourage collaboration, and ensure consistent application of school ethos and procedures.
- Coach, mentor, and induct teachers, Early Career Teachers (ECTs), and trainees.
- Support staff experiencing performance difficulties, including those on managerial support or capability processes.
- Performance manage middle leaders, conducting appraisals and holding staff accountable for outcomes.
- Support staff well-being, ensuring workload is managed effectively.

School Improvement and Governance

- Work with SLT and governors to monitor school performance, contribute to strategic planning, and implement school improvement initiatives.
- Ensure compliance with statutory requirements and regulatory frameworks.
- Build effective partnerships with other schools, organisations, and professionals to enhance pupil outcomes.
- Research and apply evidence-based practice to inform personal and school-wide improvement.

Professional Development

- Engage in continuous professional development to maintain and extend personal expertise and contribute to the development of colleagues.
- Share best practice through training, mentoring, coaching, and collaborative planning.

Additional Responsibilities

- Undertake other duties reasonably delegated by the Headteacher.
- Maintain professional standards in line with Teachers' Standards and the school's policies.

Last review date: March 2026

Next review date: March 2027

Headteacher/Line Manager's signature:

Date:

Postholder's signature: _____

Date: _____