

Vacancy: Lead Practitioner

Applicant Information Pack



Welcome

Dear Applicant,

Thank you for your interest in the position of Lead Practitioner at North Huddersfield Trust School. Applications are open to suitably qualified and experienced colleagues from all subject areas.

The school opened in 2011 and has more than doubled in size. We currently have 847 students on role which will increase to over 900 in September 2021. Judged as 'good' during the most recent Ofsted inspection and with a level of pastoral care recognised to be excellent, there is a confidence in the effectiveness of approach and the impact made across all areas. A values focused ethos has been firmly established; this is reflected in the extremely strong relationships that are evident across the school.

As Headteacher since May 2019, I am in the privileged position of leading the school in its quest to provide a safe and happy environment in which our students thrive. Recruiting staff with the potential to make a significant contribution to this is crucial. As a Lead Practitioner, you will have the opportunity to shape the quality of education provided across the whole school in developing innovative and aspirational approaches to teaching and learning and classroom practice. The plan is to create a team of Lead Practitioners who will work across our school in developing and sharing excellence, including the leadership of coaching, mentoring and the design and implementation of staff professional development. The team will work with and be led by the Assistant Headteacher with responsibility for Teaching and Learning.

You will undoubtedly conduct research on our school and will see that the historic KS4 outcomes are well below aspirations; we were confident of an improvement in the most recent set of results but, as you will be aware, circumstances beyond our control mean that these are not published as key performance indicators. I'm pleased to confirm that last year's Year 11 students gained access to their desired post-16 destinations with 98.6% successfully enrolled in education or training which includes a significantly higher percentage accessing 'A' Levels. We are at an extremely exciting phase of our development with a largely new senior leadership team and strong middle leadership which includes staff who are new to post. Alongside a broad and balanced taught curriculum, we are in the process of implementing a bespoke leadership and achievement programme for each of our year groups; learning at NHTS is not just about aspiring to academic excellence, it is focused on developing a wider provision that meets our long term mission in creating engaged, critical and resilient learners equipped to become the people who define, shape and transform society.

Please take the time to read the contents of this pack carefully. Included, in addition to the job description and person specification, is a strategy and vision statement which makes specific reference to Lead Practitioner standards. Our website also provides lots of information about the school, its values, links and identity.

Thank you again for your interest in the position and, should you choose to make an application, I wish you the best of luck.



Andrew Fell
Headteacher

Vacancy Details

Lead Practitioner

Leadership Pay Scale 5-9

Closing date: Thursday 15 April – 9am

Start Date: 1 September 2021

North Huddersfield Trust School is recognised by Ofsted as a 'Good' school which is outstanding in its work around students' personal development, well-being, safety and security. We continually drive forward standards and are passionate about maximising the potential in all. Our caring and nurturing approach to education within and beyond the classroom contribute to what makes our school a special place both to work and to learn.

We place great value on the fulfilment and well-being of our colleagues; our successes to date are in no small part down to their hard work, commitment and determination and as a relatively new school, our growing student roll enables us to provide opportunities for both personal and career development.

We are seeking to appoint a talented individual with a flair for leadership and innovation, as well as a clear commitment to driving progress and raising standards across the curriculum. Applications are open to suitably qualified and experienced colleagues from all subject areas. The successful candidate will demonstrate an excellent understanding of the highest quality classroom practice, exemplary and transferrable subject knowledge and curriculum awareness, a robust understanding of data and its application to bridge gaps in performance as well as a passion for developing the best in others. It is essential that you possess and expect exceptionally high standards in the classroom and are an enthusiastic educationalist capable of providing aspirational leadership aligned to our school's philosophy.

Given the current status of schools in dealing with the Covid-19 pandemic, we are unable to accommodate visits to school. If you would like to arrange an informal discussion of the role please contact our recruitment partner Paula Read at Hays, telephone 0113 2003710 or email paula.read@hays.com.

Applications should be returned to Paula Read at Hays Education by email to paula.read@hays.com.

Closing date for completed applications is 9am on Thursday 15 April 2021 with interviews planned for the following week. The date and format of any subsequent interview will be confirmed following shortlisting and in line with government guidance in dealing with the Covid-19 pandemic.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. All staff are subject to an enhanced DBS check. A conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.

Lead Practitioners at North Huddersfield Trust School

Strategy

The teaching and learning approach at North Huddersfield Trust School is underpinned by the following ideals:

- **Prioritise** – evaluate current teaching practice and understand what the key areas for development are across the school
- **Research** – identify and analyse the best of current teaching pedagogy and find innovative ways to introduce this into classroom practice
- **Simplify** – find straightforward and meaningful ways to disseminate the very best of teaching and learning research. Enable staff to re-visit and reflect upon classroom practice and facilitate improvement

Vision

Our team of Lead Practitioners will be a dynamic and key driving force in our school's pursuit of excellence and consistency in teaching and learning for all our students. They will:

- be passionate, highly skilled, reflective practitioners who will have an outstanding understanding and love of their own subject areas
- be able to articulate what exceptional teaching and learning should look like across the curriculum and be able to demonstrate and develop this in others
- be able to demonstrate how effective and incisive assessment and feedback can promote good outcomes for students
- be able to build and maintain respectful, successful and productive relationships with all staff in order to create exceptional teaching and learning across the school
- use coaching and excellent communication skills to inspire, motivate and to ensure quality first teaching in every classroom for every student across the school
- keep abreast of all current research and understand how to use the very best pedagogical approaches to create a culture of consistency, challenge and impact in the work of the school
- develop and implement strategies to ensure that teaching and learning is absolutely focused on closing the attainment gaps where they exist
- be able to evaluate current teaching practices and use this evaluation to improve the teaching and learning across the school
- be able to use and analyse data to identify underachievement and develop strategies to support all students to make excellent progress
- work with Heads of Departments and Heads of Year to develop innovative strategies to engage all learners in teaching and learning across the school
- use staff and student voice to develop bespoke CPD that meets the needs of all learners and staff
- be able to work with senior staff to develop a shared vision of teaching and learning across school
- actively seek out networking and CPD opportunities to ensure that 'the best of what is thought and said' is embedded into our pedagogical approach to teaching and learning
- be able to ensure that the quality of teaching is such that it enables students to meet and exceed their potential in order to secure the very best life outcomes we can offer
- be absolutely committed to the students, staff, and the unique community that we serve

Job Description

Role	Lead Practitioner
Grade (SCP)	LP5 –LP9
Weekly hours	Full time (teaching commitment- approximately 25 periods per fortnight)

Role Summary

In addition to teaching duties, take responsibility for proactively driving forward standards in key areas across the school through coaching and professional development of departmental colleagues

Key Responsibilities:

1. Outstanding Teaching
2. Lead practice
3. Personal Development
4. General

Duties

Key accountabilities	Key tasks
Outstanding teaching	<ul style="list-style-type: none">• Fulfil the professional responsibilities of teacher standards, consistently teaching to exemplary standards• Work within the boundaries of school policy, including appropriate consideration of school budget and resources• Contribute to the design and delivery of the whole school development plans• Oversee progress of students in the subject area/s and work with departmental leaders to ensure that assessment is rigorous and interventions are proactively managed• Take responsibility for the learning and achievement of all students in allocated classes, ensuring an inclusive and differentiated approach• Be responsible and accountable for achieving at least good outcomes for all students• Create and maintain a vibrant and positive learning environment where students can thrive• Continually drive standards to ensure that all students have the opportunity to maximise their potential• Adhere to deadlines for all assessment, reporting and other aspects of school life as agreed or directed• Set an excellent example to students of good behaviour, professionalism and respect• Consistently uphold the school's behaviour policy• Build and maintain positive working relationships with stakeholders, including colleagues, students and parents, ensuring that communication is timely and accurate and in line with the school's ethos

Lead practice	<ul style="list-style-type: none"> • Set standards for a model of good teaching practice, actively working to raise the quality of teaching across the school • Through research and development, guide departmental staff on new and innovative teaching methods in order to improve student outcomes • Observe lessons and give constructive feedback to colleagues • Design and lead whole school CPD to improve teaching and learning • Guide and support development of the curriculum • Support Curriculum Area Leaders in the development and sharing of high quality practice across the whole school • Develop and oversee the implementation of teaching and learning improvement plans • Report progress and evaluations to senior leaders, governors and Trustees • Work with other Lead Practitioners in the development of excellence across NHTS
Personal development	<ul style="list-style-type: none"> • Develop self and others through the participation in the school's continual professional development programme • Continual development of teaching skills, seeking and / or embracing new and creative techniques and technologies • Contribute to the school's extra-curricular and / or transition programmes • Seek opportunities to develop leadership skills • Assist in the recruitment of new staff
General	<ul style="list-style-type: none"> • Contribute to overall operational effectiveness including duties and other mechanisms designed to ensure school is a harmonious and safe place • Always uphold the school's PRIDE agenda • Adhere to strict standards of confidentiality • Ensure compliance with data protection, equal opportunities, health and safety and safeguarding regulations, policies and guidance

This job description is not necessarily a comprehensive definition of the post and may be subject to modification or amendment at any time after consultation with the post holder. Additional duties may be requested from time to time which are commensurate with the post.

We are committed to safeguarding and promoting the welfare of children and young people and all post-holders are expected to share this commitment.

Reports to:	Assistant Head
Responsible for:	TBC

Person Specification

	ESSENTIAL	DESIRABLE
Education / qualifications	<ul style="list-style-type: none"> ✓ Degree or equivalent ✓ Qualified Teacher Status ✓ Experience of working across Key Stage 3 and Key Stage 4 ✓ Ongoing professional development 	<ul style="list-style-type: none"> ✓ Experience of working across more than one school ✓ Higher level leadership qualification
Specialist knowledge / skills	<ul style="list-style-type: none"> ✓ Clear understanding of current educational issues and challenges ✓ Evidence of contribution to whole school development ✓ Proven strategies for raising standards ✓ Evidence of quality assurance of self and others for improved outcomes ✓ Highly effective classroom practitioner in a secondary school setting ✓ Knowledge and understanding of inclusion in a whole school setting ✓ Excellent subject knowledge ✓ Clear understanding of a variety of approaches to teaching and learning ✓ Up to date knowledge of curriculum and assessment ✓ Ability to analyse and apply data to develop programmes to maximise student potential ✓ Excellent understanding of safeguarding and child protection 	<ul style="list-style-type: none"> ✓ Experience of leading others to secure individual and collective improvement in outcomes
Leadership / management	<ul style="list-style-type: none"> ✓ A positive attitude with the ability to lead by example and motivate others ✓ The ability to delegate effectively in order to support and develop team whilst maintaining professional accountability ✓ Ability to set clear and high expectations of others ✓ The ability to plan and prioritise tasks ✓ Excellent attention to detail ✓ Outstanding communication skills ✓ Proven presentation skills ✓ Professional resilience 	<ul style="list-style-type: none"> ✓ Experience of leading a team ✓ Experience of co-ordinating whole-school provision

- ✓ A sensitive and diplomatic approach
- ✓ Being a team player

Please use the above person specification to inform your supporting statement which should be no longer than 2 sides of A4.

The interview panel will assess each candidate against the above criteria, expecting candidates to demonstrate knowledge and understanding of each area and showing evidence of having applied, or an awareness of how to apply, this knowledge and understanding in the context of our school.

References will also be used to assess the ability of candidates against these criteria.

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