



JOB TITLE: Lead Practitioner – Literacy & Teacher of English

REPORTS TO: Associate Vice Principal – Quality of Education

Pay: LP1 – LP3

1. Purpose of the job

We are looking for an exceptional Lead Practitioner of Literacy to raise standards of teaching, learning, attainment and achievement.

To be responsible for all staff working within the Literacy team including HLTAs and the Librarian

2. Main duties

Reporting to the Associate Vice Principal, this post holder will be accountable for:

Strategic Leadership

- To provide pedagogical leadership in Literacy across the school.
- To play a key part in raising teaching and learning standards through the quality of their own teaching, and by supporting the professional development of colleagues.

Operational Management

- Develop and improve pedagogy within the literacy team and across the school.
- Take a lead role in the design, delivery and implementation of performance management activities, formulating criteria for good practice in procedures.
- Under the direction of the SLT, work to support priorities identified in the School Improvement Plan.

Supporting Staff and Students

- Disseminate best practice and be an analyst within the Teaching and Learning team.
- Work with other teachers to develop their practice.
- Along with all members of staff, the post holder has a duty to fully comply with all safeguarding procedures, ensuring students are kept safe.

3. Person specification

The successful candidate is likely to be a person who:

- is a talented and successful classroom practitioner, committed to raising achievement;
- has leadership skills and can work effectively with all staff;
- has good inter-personal and communication skills;
- is keen to initiate and innovate;
- has the drive and commitment to motivate students;
- has high standards and expectations of students and themselves;
- has a commitment to raising standards of achievement across the curriculum for all students;
- will be able to make a contribution to the wider education of students at the school.

4. Job context

The school welcomes teachers of a high professional standard and shares the responsibility with each teacher for continual review and the development of expertise.

All teachers make a valuable contribution to the school's development and, therefore, to the progress of all students. All teachers should be able to demonstrate competence against the relevant professional standards. It is expected that competence will be further developed as a teacher's career progresses.

Teachers in the upper pay scale can be expected to make a particular contribution to building team commitment in line with the statutory requirement to meet threshold standards.

In particular, post threshold teachers will make a sustained and substantial contribution by, for example:

- being a role model for professional practice in the school;
- making a distinctive contribution compared with other teachers;
- contributing effectively to the wider team.
- All teachers, except those who are newly qualified, will have varying degrees of responsibility for a curriculum area across the whole school and will be supported in that role by their line manager.

5. Review of duties

The specific duties attached to any individual teacher are subject to annual review and may, after discussion with the teacher, be changed.

Miss D Loveridge
Principal
October 2025