



**THE RADCLIFFE SCHOOL**  
INSPIRE AND ACHIEVE

# **LEAD PRACTITIONER IN ENGLISH**

**ISR P2 – P6**  
**(£48,606 - £53,642)**

Candidate Information



# **Lead Practitioner in English**

## **ISR P2 – P6**

### **(£48,606 - £53,642)**

“The Radcliffe School is a Good School” – Ofsted, 2020

We are looking to welcome a dedicated and engaging Lead Practitioner to our English department, ideally from Autumn 2024, as we work to achieve and surpass the objectives outlined in our vision: supporting learners as they seek to develop an empowering knowledge of English.

In the Radcliffe English department, we have worked hard to develop a sequenced curriculum that challenges and supports students to consider broader patterns behind different forms of spoken and written communication. The successful candidate will be able to evaluate the efficacy of existing resources, and to adapt and produce materials for the department to use.

Coaching and mentoring of staff within the department is a key priority. As such, the successful candidate will be able to work with teachers to promote high-quality teaching and learning, and to ensure that teachers are supported in their implementation of the school’s behaviour policy. Promoting and monitoring student progress, through these and other means, is essential for the role.

The successful candidate will be supportive and keen to assist in leading a team of colleagues who value and welcome new ideas; regularly evaluate team successes and challenge each other to continue improving. They will crucially provide a friendly and supportive presence for a diverse cohort of students who are keen to learn and to be shown the magic of English.

This position would suit an experienced teacher. Experience in departmental leadership is preferable, though not necessarily required. We have an extensive record of providing excellent mentoring and support to new staff.

We are an iPad school with all staff and students receiving an iPad (along with regular CPD on how to use it) to support teaching and learning.

We can offer onsite accommodation for new staff in one of our two houses. Each house is semi-detached with three bedrooms and a large garden. Please enquire for more information.

This is a unique opportunity to take on an exciting role in a forward-thinking school and to work with committed and collaborative staff. The ideal candidate will be passionate about teaching and learning and will have the ability to motivate students. They will be happy to work in support of a large and friendly team.

The Radcliffe School offers the opportunity to:

- Work with a Department that is passionate about achievement for all pupils.
- Work with fantastic students who enjoy a dynamic and engaging curriculum.
- Operate within a diligent team of excellent teachers who have a wealth of expertise and experience.
- Teach, research, develop and examine at GCSE and A Level.
- Work with a driven and inspirational department in pursuit of excellence.
- Be part of a strong induction programme tailored to your experience and needs.
- Contribute to high quality teaching and learning, and the provision of extracurricular activities to drive students forward.



- Collaborate within a very supportive environment where professional development is an essential aspect of our daily practice.
- Develop your career.
- Contribute to the creation of outstanding student experiences in learning for all.

If you believe that you have the energy, passion, resilience and drive to be part of our positive journey we would love to have you on our team. Visits to the School are welcomed and encouraged.

Please contact Jo Moloney, HR Manager, on 01908 682 289 or go to [www.radcliffeschool.org.uk](http://www.radcliffeschool.org.uk) for more information about the post and an application form.

The deadline for applications is 9am on Tuesday 16 April 2024.

The Radcliffe School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. This post requires an enhanced DBS disclosure. We are an equal opportunities employer.

The Radcliffe School, Christchurch Grove, Wolverton, Milton Keynes, MK12 5BT

Tel: 01908 682 222

[www.radcliffeschool.org.uk](http://www.radcliffeschool.org.uk)

Headteacher: Paula Lawson



## **JOB DESCRIPTION**

In addition to the responsibilities of class teacher as set out in the school teachers' pay and conditions document you will also undertake the following duties and responsibilities.

### **Responsibilities**

Work with key staff to continue to develop teaching practice and student outcomes across the school by:

- Ensuring the implementation of whole school teaching and learning strategies, by supporting staff in executing them impactfully in the classroom.
- Contributing to the professional development of teaching staff across the school, by developing their classroom practice through a coaching model.
- Observing staff, providing high quality and constructive feedback and adapting your approach to enable rapid staff development.
- Contributing to the planning and delivering of inset and the continued professional development of teachers across the school.
- Carrying out learning walks with staff to measure consistency across the school, and working alongside key staff to put in place plans to continue to improve the quality of teaching and learning.

### **Teaching and Learning**

- Setting and sharing the aims, objectives and vision of the department with key post holders, to ensure high aspirations and excellent outcomes for staff and students.
- Improve the quality of teaching, learning, curriculum and assessment across the English department and to raise standards of attainment and outcomes of students.
- To keep up to date with national developments in teaching pedagogy and practice and to promote and implement them appropriately.
- Attend relevant meetings.
- Sustain and model outstanding practice in your own classroom by constantly reflecting and refining practice.
- To lead on the review and implementation of high quality schemes of work within English that allow high quality lessons to be delivered in line with the school policy, including:
  - challenging provision for all students, particularly high attainers
  - appropriate provision for SEND - learning beyond the classroom through effective homework opportunities
  - high levels of literacy, appropriate to the Key Stage
  - thoughtful and wide ranging promotion of learning and development opportunities
- To provide appropriate assessment opportunities and to ensure accurate moderation of assessment.
- To ensure student progress is accurately monitored and reported on across the department.
- To provide appropriate intervention for individuals and groups of students based on the accurate monitoring of their progress.

### **Behaviour & Climate for learning**

- Ensure student behaviour is positive and the whole school policy on behaviour is followed, involving appropriate colleagues where necessary.
- To contribute to providing a positive learning environment for students to learn in the department including through high quality display that is changed regularly according to school policy.

### **Promotion of school**



- To make a positive contribution to the life of the school and exemplify the school vision and values.
- To ensure that all department members are familiar with the school vision.
- To promote, advocate and follow all school policies across the school.

The Radcliffe School has a professional dress code for staff and is a non-smoking workplace. We expect our staff to have a professional and positive approach and to actively collaborate with colleagues in providing the best possible learning experience for our students.

The Radcliffe School is committed to safeguarding and promoting the welfare of children and vulnerable adults. All employees are expected to share this commitment, to follow the School's safeguarding policies and procedures and to behave appropriately towards children and vulnerable adults at all times, both in work and in their personal lives.



## PERSON SPECIFICATION

Specification	Essential	Desirable	Evidence
<b>Qualifications</b>	Relevant degree, 2:2 or better	Qualified teacher status Postgraduate degree and/or further relevant professional studies.	Application form
<b>Experience</b>	Experience of successfully teaching across age and ability range. Evidence of successful, consistently good to outstanding teaching practice. Understanding of Pupil Premium.		Application form and interview
<b>Philosophy</b>	Commitment to the “fun and fundamentals” of learning. Commitment to self-evaluation and continuous improvement. Commitment to sharing best practice. Belief in the positive difference high quality educational opportunities make to peoples’ lives. Commitment to the values and ethos of the school		Application letter and interview
<b>Professional knowledge / understanding</b>	Knowledge and understanding of current issues in education. Understanding of the Curriculum. Awareness of different learning styles and multiple intelligences.	Experience of working with other agencies to enrich the education of students. Thorough understanding of the potential of e-learning.	Application letter and interview
<b>Skills</b>	Excellent oral and written communication skills. Excellent literacy and numeracy skills. Ability to give and receive effective feedback and act to improve own performance and that of others. Ability to explain ideas clearly and succinctly. Excellent user of ICT. Excellent attendance and punctuality record.		Interview and References
<b>Personal Attributes</b>	Excellent interpersonal skills - ability to communicate well with pupils, parents and staff. Ability to inspire, challenge and motivate staff and students. Ability to ask for advice and support where necessary. Self motivating with a positive outlook. Ability to work to deadlines and under pressure. Commitment and enthusiasm. Dependability and sound organisational skills Understanding of own strengths and areas for development Good time management Administrative efficiency		Interview and References

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## **HOW TO APPLY**

The following guidelines are designed to help you submit a job application in line with our requirements. Please ensure that you comply with the instructions below as, if you do not, the panel will not shortlist you. If you require clarification or have any questions regarding the application process, please contact Jo Moloney, Personnel Manager on 01908 682 289 or [jo.moloney@radcliffeschool.org.uk](mailto:jo.moloney@radcliffeschool.org.uk).

### **Application Form**

Please complete all the sections of the form in full, giving as much detail as possible. Once completed, you must sign and date the application form to confirm that the information and any attachments are correct. Note that CVs will be accepted only if an application form and covering letter are also included in the application.

### **Equal Opportunities Monitoring**

Please ensure that you have completed the online Equal Opportunities Monitoring form or attach the Equal Opportunities Monitoring Form to your application.

Please send these documents to [jo.moloney@radcliffeschool.org.uk](mailto:jo.moloney@radcliffeschool.org.uk) to arrive by the closing date.

### **Shortlisting**

Shortlisting will be completed as soon after the closing date as possible. Shortlisted candidates will be contacted by telephone. We are unable to contact non-shortlisted applicants. If you have not heard from us within three weeks of the closing date you should assume that you have not been shortlisted for interview.

### **Interviews**

Interviews will be held at The Radcliffe School. Candidates may be required to complete a test or exercise relating to point(s) of the job description and criterion/criteria of the person specification.

Candidates who are invited for interview will be required to provide proof of their eligibility to work in the UK by producing verifiable documents. Candidates will be required to bring some photo ID with them on the day of the interview e.g. valid passport, driving licence or identity card.

### **References for shortlisted candidates**

All referees whose details are included on the application form will be contacted before the interview unless you have indicated that you wish otherwise. Appointments will not be confirmed until The Radcliffe School has received two satisfactory references (one must be from your current employer or, if you are not currently in employment, from your most recent employer), confirmation of your fitness for employment, an enhanced Disclosure & Barring Service disclosure and confirmation of your right to work in the UK. Teachers will be required to provide proof of their qualifications (degree certificate(s), QTS).

### **Disabled applicants**

The Radcliffe School welcomes applications from disabled people. If you require any adjustments to enable you to attend the interview please ensure that you have provided this information on your application form. If you are called for interview, please discuss any adjustments you may require to carry out the duties of the role with the interview panel so that the appropriate arrangements and any adjustments can be made if necessary.

(Under the Equality Act, a disability is defined as a physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.)

