



THE LEARNING PARTNERSHIP

Trust Lead of English

September 2026

Lead Practitioner Scale 10-14



Dear Applicant,

Thank you for your interest in the position of Trust Lead of English at The Learning Partnership Academies Trust. This person will report into both the Director of Secondary and the Deputy Headteacher at Congleton High School. They will predominantly focus on the overall leadership of the subject of English across our secondary schools within the Trust as well as the leadership of the English department at Congleton High School. We are looking for an enthusiastic, ambitious and inspirational leader who believes in the transformational power of education and who will promote exemplary academic standards and model leadership across our schools.

Our Trust is in its third year, and you would be entering at an exciting time, having significant impact on the next phase of our journey. The Trust has tremendous potential for growth and development, and you would play a key role in this, helping to take the progress of our current educational strategy and our journey of alignment to its next stage, transforming the lives of young people in our communities.

Our young people are an integral part of their communities, and we view that education sits at the heart of all that we do. We are looking for a candidate who is able to reflect this in their plans for leading English across our secondary schools.

We are looking for applicants that have strong English knowledge, exemplary leadership skills and experience of leading English at school level. This must be clearly outlined and substantiated in the application.

Should you require further information, please do not hesitate to see or contact me. We look forward to receiving your application.

Yours faithfully

Dan Thomas
CEO



Trust Lead of English (Lead Practitioner Scale L10-14)

We are seeking to appoint a Trust Lead of English from 1stSeptember 2026.

We require an enthusiastic and passionate individual with experience of leading English, who is academically able, inspirational and dynamic, with the vision and commitment to contribute to the Trust central education team as well as Congleton High School. You will have specific responsibility for the alignment and implementation of English across all secondary schools within the Trust as well as the leadership of the English department at Congleton High School. The successful candidate will have a teaching commitment and will be deployed to teach across the Trust as required.

Key attributes for the role include:

- Leadership experience, vision and the ability to drive forward change.
- A passion for working with young people and offering them the breadth of opportunity and aspirations to excel.
- Show a clear and ambitious vision for providing high-quality education to all pupils
- Have knowledge and experience of effective inclusion strategies to remove the range of barriers that pupils may face in learning English.
- Work collaboratively and effectively with a range of leaders, stakeholders and agencies to ensure the timely identification, assessment, and meeting of needs for pupils within the curriculum provision of English.
- The ability to motivate and inspire those around you.
- Proven track record of impacting positively on standards.
- A partnership approach to working with staff, pupils, parents and carers, governors and community.
- Enthusiasm for educational improvement and life-long learning.
- The skill to innovate and embrace new initiatives.
- The skill to plan strategically and implement that plan.
- A reflective practitioner with excellent organisational skills.
- An excellent knowledge and understanding of exceptional English provision.

How to Apply

Please complete the application process through My New Term which will automatically send you application through to us. We are unable to accept applications outside of this.

Closing Date: 9am Friday 24th April

Shortlisting: Week commencing 27th April

Interviews: 5th OR 6th May



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JOB DESCRIPTION

JOB TITLE	Trust Lead of English	GRADE	L10-14
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BASIC JOB PURPOSE

The Trust Lead of English is to support the central education team in driving academic excellence. Their primary job purpose is to provide inspirational leadership that secures outstanding outcomes for all pupils within the Trust. They will provide the vision, leadership and direction and ensure that the English departments across the Trust are managed and organised to meet the individual school's aims and targets. In addition, they will provide the highest quality leadership of English within Congleton High School.

MAIN RESPONSIBILITIES

Strategic Direction and Development:	
General responsibilities	
1	Lead on English, developing an innovative and aspirational curriculum.
2	Ensure an evidenced informed approach to the leadership of English
3	Ensure that all teaching of English ensures successful outcomes for all pupils.
4	Ensure all teachers of English are actively engaged in their own professional learning.
5	Ensure that all teachers of English have secure subject knowledge.
6	Prepare and teach lessons of a high standard to the assigned pupils: following designated programmes of study; carrying out the necessary assessments; providing information/comments for records; monitoring pupils in accordance with agreed departmental strategies.
7	Maintain discipline in accordance with school policies and demonstrate good practice in the classes taught with regard to attendance, appearance, uniform, punctuality and behaviour etc.
8	Contribute to the corporate tasks of development, record keeping, monitoring, evaluation of lessons and maintenance of materials.
9	Work closely with and consult those teachers who are also responsible for similar curriculum areas ensuring continuity and progression for pupils.
10	Engage with continuous professional learning.
11	Contribute to extra-curricular provision/intervention with particular regard to hard to reach groups.
Trust responsibilities	
12	Adhere to all Trust policies and procedures.
13	Take responsibility for promoting and safeguarding the welfare of all pupils.
14	Demonstrate commitment to the Equal Opportunities Policy, to work positively and inclusively with colleagues so that the Trust provides a workplace and delivers services that do not discriminate against people on the grounds of their age, gender, sexual orientation, marital status, race, religion, creed, colour, nationality, ethnic origin or disability.
15	Work flexibly in the interests of the service (this may include undertaking other duties provided that these are appropriate to the employee's background, skills and abilities).
16	Travel between different sites of the Learning Partnership Academies Trust as required.

17	Actively participate in performance reviews at regular intervals in accordance with Trust procedures.
18	Undertake training courses organised by the Trust where these will assist in the carrying out of the above duties, develop skills which may be required to fulfil those duties in the future or are required to fulfil legal requirements.
19	Refrain from smoking in any areas of Trust premises.
20	Behave in a manner that ensures the security of property and resources.
21	Demonstrate consistently high standards of personal and professional conduct as defined in The Learning Partnership Academies Trust Code of Conduct Policy.
Safeguarding	
22	The Learning Partnership Academies Trust and its affiliated schools are committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. The post holder will be required to complete an enhanced Disclosure Barring Service (DBS) Check with appropriate barred list checks, or the equivalent, and must be eligible to work in the UK. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across the school. This is in line with statutory guidance Keeping Children Safe in Education and The Education Act, we expect all staff and volunteers to share this commitment



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Central Education Team

PERSON SPECIFICATION

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ATTRIBUTES	DESCRIPTION The following are essential:	Desirable
Education and Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree 	<p>Masters degree or chartered teacher status</p> <p>Leadership NPQ or equivalent</p>
Knowledge and Experience	<ul style="list-style-type: none"> • Experienced Head of Department, with evidence of improving pupil outcomes • Experience of leading English networks/projects across more than one setting • Experience of leading people • Experience of teaching the relevant subject at KS3 and/or KS4 • Knowledge and understanding of subject area(s) • Principles and practices of monitoring/assessments/ evaluations 	<p>Experience of teaching at KS5</p> <p>Experience of working with English hubs</p>

	<ul style="list-style-type: none"> • Knowledge of formative assessment techniques • The application of technology to learning and teaching in subject area(s) • Ability to demonstrate high expectations of pupil behaviour and establishment of a clear framework to promote self-control and independent learning • Principles and practices of effective teaching and learning • Evidence of setting and assessing clear objectives • Preparation of schemes of work and lessons • Strong IT Skills including Microsoft PowerPoint, Excel, Word, Teams, SharePoint and Outlook 	Experience of leading/ delivering training
Skills	<ul style="list-style-type: none"> • Confident and innovative teaching • Enthusiastic and able to engender enthusiasm in others • Excellent planning and organisational skills • Ability to lead a team • Effective communication skills 	
Other Qualities	<ul style="list-style-type: none"> • Professional approach • Commitment to an inclusive ethos with the view that “Every Child Matters and Can Achieve” • Flexible • Approachable • Initiative • Energy, optimism and enthusiasm • Commitment to safeguarding and promoting the welfare of children 	
Other	<ul style="list-style-type: none"> • The role requires travel across our schools. The postholder will therefore be required to hold a full UK driving licence; exceptions to this requirement will be considered where Reasonable Adjustments are required. 	