



CORE
EDUCATION
TRUST

JOB VACANCY

Job Title:	Trust Lead Practitioner in English	Reporting to:	Director of Education
Location:	Based in CORE schools	Annual Salary:	L11-15 (£66,368 - £73,105)
Starting:	April/September 2026	Interview:	Tuesday 12th May 2026
Apply by:	Monday 4 th May 2026 - midday		

CORE Education Trust is a values-driven multi-academy trust rich in cultural and social diversity. Responsible for four schools in Birmingham, the Trust was set up to innovate through adversity and to challenge the conventional boundaries of what is possible for our students. Motivated and inspired by the success of our students, our ambition goes beyond textbooks and whiteboards, we are proud to work with the young people of Birmingham.

This role will be based within the School Improvement Team at CORE Education Trust working within a team of existing Trust Lead Practitioners whose sole aim is to ensure that all students get the very best support, care and guidance that enables them to achieve their very best.

WHO ARE WE LOOKING FOR?

Our Trust is a place of possibility, and we never underestimate the impact inspirational staff can have on the life chances of our students. We are now seeking to appoint further Trust Lead Practitioners to support and challenge us and our school leaders through the next stage of our trust improvement and growth.

This is a demanding and varied role, and the successful candidate should be committed to improving the lives of the students at CORE Education Trust. You will be an advocate for the vision and aims of the Trust; supporting its mission to provide opportunities for collaboration, support and challenge all of our schools within the Trust. You will demonstrate and play a key role in developing the school improvement strategy to ensure our students experience an excellent education aligned with the agreed Trust Strategic Framework, as well as leading on the implementation of school improvement strategy in collaboration with other key colleagues.

WHAT WE OFFER

The successful candidate will be joining a vibrant learning community with national award-winning credentials. The Trust works collaboratively with leaders to ensure our CORE Values are promoted, embodied, and celebrated by all the staff and children in our schools. You will:

- be given the opportunity to engage with cross-trust activities that connect students and staff to their wider family of schools/peers across the city. This includes programmes such as the award-winning Echo Eternal Holocaust memorial arts initiative and The COREus Choir.

- be provided with a provision of support and training to foster a positive culture of wellbeing for all students and staff.

We place a strong emphasis on supporting and encouraging personal development, which includes:

- a CPD strategy that is designed to support the career aspirations of all staff to help them realise their potential.
- provision and pathways for all: [CORE Education CPD Brochure 2024](#).
- access to experienced mentors who have a strong track record of developing staff.

This is an exciting time to join the Trust. We are about to embark on the next phase of our evolution as an outward facing, forward thinking Trust guided by a vision underpinned by optimism, ambition and oneness.

ADDITIONAL INFORMATION & HOW TO APPLY

For further information about this exciting opportunity, or an informal discussion please contact Recruitment on recruitment@CORE-education.co.uk

Only those applicants submitting a CORE Education Trust Application Form will be considered. Please note that we do not accept CVs.

To apply for this role please submit your application via CORE-education.co.uk/work-with-us

For more information visit our website, CORE-education.co.uk/work-with-us

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS (Disclosure and Barring Services) Check is required for all successful applicants.

CORE Education Trust is committed to promoting equality, challenging discrimination, and developing community cohesion. We welcome applications from all sections of the community. We are an Equal Opportunities and Living Wage employer.



JOB DESCRIPTION

Job Title: Trust Lead Practitioner in English	Reporting to: Director of Education
Location: Based in CORE Schools	Annual salary: L11-L15 (£66,368-£73,105)
Contract type: Permanent	Hours of work: Full-time

Job Purpose and Responsibilities

- The English Trust Lead Practitioner is responsible for the strategic leadership of English across CORE Education Trust Schools.
- To be responsible for delivering the highest standards of teaching and learning within English and to ensure the quality of teaching and learning continues to meet the high aspirations of our learners, providing them with the skills, knowledge and qualifications required for success in their chosen next steps.
- To participate in maintaining a rigorous system of monitoring, evaluating and improving the quality of teaching and learning within English.
- To support the further development and refinement of the curriculum and to take a lead role in modelling high quality teaching.
- To monitor student achievement and progress using data and benchmarks in collaboration with school leaders, identifying those with learning gaps and developing strategies to address these.

Curriculum

- In consultation with the Director of Education further develop an ambitious, inclusive, knowledge rich curriculum.
- Ensure that curriculum planning moves the schools forward for the benefit of their students, by taking account of the diversity, values and experience of the schools and their wider communities.
- To support the ongoing development and delivery of curriculum planning which meet the learning aims and curriculum intent of the subject area.
- To participate in a programme of activities which contribute to CORE's enrichment offer.

Leadership and Management

- To take a lead in the provision of professional development and coaching to colleagues within the subject area and across the Trust.
- Collaborate with other TLPs across the Trust in terms of pedagogy and curriculum development, leading subject Communities of Practice across the Trust.
- To work with Headteachers to support the implementation of improvement plans, incorporating aims, priorities, targets and actions.

- To fully participate in the Trust’s line management and performance management structures and to take responsibility for the delivery of these to any colleagues who may be line managed by the Lead Practitioner.
- To contribute personally to the improvement and development of CORE schools, working collaboratively with fellow leaders, both across the schools and the School Improvement Team.
- To contribute to and act as a senior leader within schools

Partnership Working

- Work to establish the Trust as a beacon of educational excellence within the wider community.
- Share knowledge and experience with other Trusts to promote innovative initiatives, thereby contributing to the development of the education system.
- To promote and fully participate in cross-faculty, whole-academy and cross-Trust partnership working designed to improve outcomes for students in CORE academies.
- To represent CORE at events, sharing knowledge and best practice with colleagues in the education sector.
- To lead and develop the subject provision beyond the curriculum across all schools.

Personal Professional Development

- Maintain a commitment to your own professional development.
- Be aware of changing legislation, new developments, and innovations through the use of publications, evidence-based practice, and other resources. Stay informed about relevant changes and emerging themes within the sector.

Other Requirements

- To carry out any other duties as may be reasonably required by the CEO/Director of Education.
- To be aware of and adhere to all Trust and school policies and procedures.
- To maintain confidentiality at all times.
- To promote and safeguard the welfare of children and young people at the school.
- To work in support of the School and Trust Improvement Plans.
- To take time to read notices, keep to deadlines and carry out duties to the best of your ability.

The above is not exhaustive and may be amended commensurate with the post holder’s salary and grade as required by the Headteacher.

Special Conditions of Employment Rehabilitation of Offenders Act 1974

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions, cautions, and reprimands being considered. Any arrests, convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Headteacher by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with CORE Education Trust Disciplinary Procedure.

Health and Safety

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in CORE Education Trust Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

Equality and Diversity

CORE Education Trust is committed to equality and values diversity. As such, it is committed to fulfilling its Equality Duty obligations and expects all staff and volunteers to share this commitment. This Duty requires the Trust to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they encounter with dignity and respect and are entitled to expect this in return.

Training and Development

The Academy has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

Mobility

The jobholder may be required to transfer to any job appropriate to their grade at such a place as in the service of the Trust they may be required, in accordance with legitimate operational requirements and / or facilitating the avoidance of staffing reductions.

This job description may be subject to review and / or amendment at any time to reflect the requirements of the job. Amendments will be made in consultation with any existing jobholder and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.

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Job Description Reviewed on:	April 2026
Job Description Reviewed by:	Director of Education

PERSON SPECIFICATION

Job Title: Trust Lead Practitioner in English	Reporting to: Director of Education
Salary: L11-15 (£66,368 - £73,105)	Location: Based in all CORE Schools

The Person Specification outlines the main attributes needed to adequately perform the post specified. It is intended to give prospective candidates a better understanding of the post requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

	Essential	Desirable
Education, Training and Qualifications		
• An honours degree	X	
• Qualified Teacher Status	X	
• Recent, relevant professional leadership development	X	
• Evidence of post-graduate study/ research		X
• Lead Practitioner/coaching/NPQ Leading Teaching/Leading Teacher Development qualification		X
Experience, Knowledge, Skills/Competencies		
• An excellent evidence-based classroom practitioner.	X	
• Sustained evidence of successful teaching at KS3 and KS4.	X	
• Experience of involvement in developing and supporting colleagues through professional development.	X	
• Evidence of having undertaken recent CPD appropriate to the post.		X
• Experience as a system leader/leading a professional network across schools.		X
• Sustained evidence of successful teaching at KS5		X

Essential	Desirable
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Personal Attributes	
• Resilience, the ability to work under pressure and be able to meet deadlines.	X
• Ability to prioritise workload and multi-task.	X
• Excellent communication skills (including written, oral and presentation skills).	X
• Excellent interpersonal skills.	X
• A commitment to CORE Education Trust vision, values, aims and the objectives of its academies programme.	X

How to apply

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