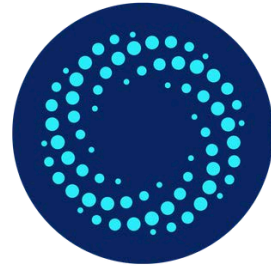
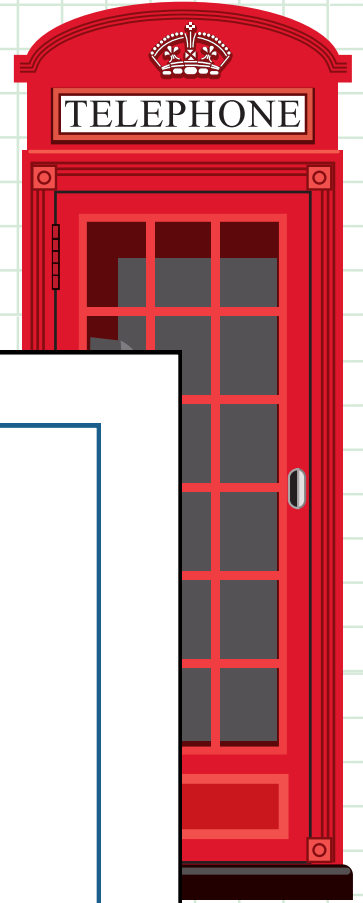


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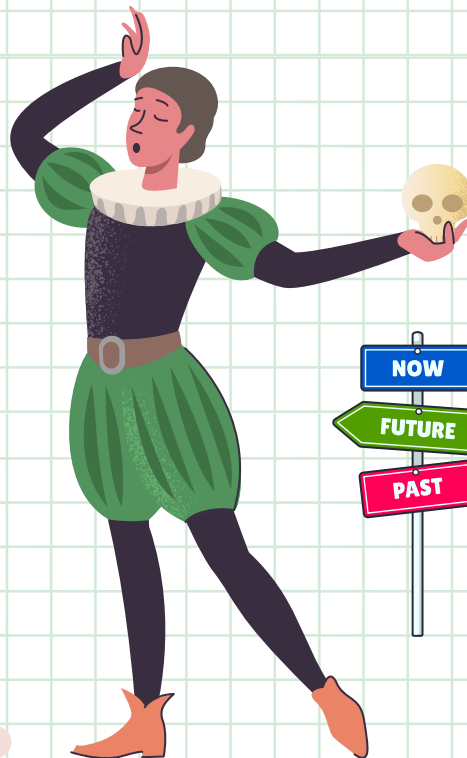


Wootton
Academy Trust

LEAD PRACTITIONER FOR ENGLISH

Job Pack

STORY



Welcome

from the Executive Headteacher

Dear Applicant,

Thank you for your interest in the post of Lead Practitioner for English at Wootton Academy Trust.

We are at an incredibly exciting time in our development. This September, Wootton Upper School will become Wootton Academy, a Year 7 – 11 secondary and grow from 850 to 1150 students. In addition, our popular and oversubscribed sixth form Kimberley College will also change as it focuses on getting students into the country's top universities and degree apprenticeships. The opportunities that come from this are huge, and we need to grow our staff body in key subjects as a result.

Both settings have been inspected in recent times and found to be "Good" across the board – Wootton in November 2024, and Kimberley in May 2023. Teachers can get on and teach because students behave and work hard.

However, we have lots of things we must do better right now for our students and the wider community. We want to run superb schools with great outcomes for all students, enabled by a high-performing, happy staff body, and a reputation as a great place to learn and work. We are working hard to build a strong culture based on great attendance and behaviour by students. And we are developing a curriculum that is ambitious and knowledge-rich, recognises the importance of subject disciplines, and immerses students in the best that has been thought and said.

If you share our passion for knowledge and handing it on to future generations, and are motivated to find out more about us, then please visit our website or get in touch with us for a chat. We'd love to show you around and have you see for yourself a place where teachers can teach and students work hard. Details of the application process are at the end of this recruitment pack.

We look forward to receiving your application.

Yours sincerely,



Mark Lehain
Executive Headteacher

About WAT

TRUST VALUES

Wootton Academy Trust is committed to the pursuit of **excellence**, with an unrelenting drive to ensure that every student makes great progress, achieves exceptional standards and realises their potential.

It is important to us that all students are able to access a wide range of **enrichment** activities in our academies, to realise their full potential and to be able to operate with great **independence** in adult life. Therefore, we are committed to providing all students with lots of diverse **opportunities** including developing their awareness of the importance of British values, of upholding the rule of law, tolerance, respect, democracy and **equality**.

We are committed to providing our students with skills to enable them to play active roles in our **community** and in the wider networks in which we all operate, in **partnership** with others.



"The pursuit of excellence underpins everything we do"



Our **vision** is to operate academies which are genuinely inclusive; Wootton Academy Trust (WAT) strongly believes that its provision should be judged by how its academies nurture the most vulnerable students in their communities to maximise their future social mobility.

We operate caring and supportive communities where everyone is encouraged to flourish. We are committed to providing all our learners the best education possible. We, therefore, nurture high aspirations and work collaboratively with others to provide outstanding opportunities.

It is important to us that everyone knows they are valued, and we will celebrate each student's individual journey as they take their next steps, well prepared for life in modern Britain.

English department

Our department's aim is to nurture each individual student, introducing them to the greatest literature, poetry and more, and building their knowledge and confidence. We want our young people to become well-read, reflective readers and effective communicators, developing the cultural capital needed for a richer life. We also have a track record of great exam success too!

English is a high-profile subject at Wootton, and our team delights in the variety our subject offers and the opportunities it affords to explore ideas, emotions and language in a creative context. We are fortunate to mentor trainees within the department and are proud that many permanent members of staff applied for their positions following a successful training placement.

We enjoy positive relationships with our students who are responsive and enthusiastic in their learning within the department. When students arrive in Wootton, we work to encourage exploration of English as a valuable subject in its own right, and also to prepare them for the transition to GCSE study and beyond. We also benefit from teaching the subject at a school that has put reading at the heart of everything, and the supporting processes in place to help every student become a fluent, confident and effective reader.

We run extra-curricular activities in the form of theatre trips, public speaking and debating competitions, whilst also providing individual support to pupils who need extra help to achieve their potential.

Key Facts

	 Wootton Upper School	 Kimberley Sixth Form
Last Ofsted	Nov 24	May 23
Ofsted Judgement	Good in all areas	Good
PAN	297 students 10 forms of entry	350 students (2024)
Year Established	1975	2013
Type of School	Converter Academy part of Academy Trust	Sixth Form Free School part of Academy Trust
Age Range	11-16	16-19
Number of Students on Roll	875 (rising to 1150 from September 2026)	750
Number of Students in Sixth Form	N/A	As above
% of SEND Students	16%	6%
% of EAL Students	7%	18%
% FSM Students	18%	7%
% of Pupil Premium Students	21%	8%
School Website	https://www.woottonupper.co.uk/	https://www.kimberleycollege.co.uk/

About the role

Lead on the improvement of teaching skills through modelling high quality teaching, coaching and training other members of staff. Provide strong and dynamic leadership, support and training, including the supervision and performance management of teaching staff.



The practitioner will:

- Fulfil the professional responsibilities of a teacher, as set out in the [School Teachers' Pay and Conditions document](#)
- Meet the expectations set out in the [Teachers' Standards](#)
- Assist in the smooth running of the school/college at all times.



Job Description

Job Title	Lead Practitioner for English
Reporting to	Head of Department
Location	Wootton Academy Trust
Salary Scale	Lead Practitioner Scale, Point 3-7

1. Teaching and Learning

- Consistently role-model effective, evidence-informed teaching strategies to enhance student learning and classroom management
- Develop top-tier teaching materials that support excellent teaching
- Design and deliver evidence-informed training sessions to help others teach more effectively
- Assist with teacher professional development and performance evaluation through mentoring, observations, instructional coaching and other support
- Analyse data to identify individuals or groups requiring additional teaching support, and develop strategies to elevate teaching standards
- Excellent understanding of the subject curriculum, keeping abreast with the latest educational requirements and developments
- Set high expectations for students in interventions and keep parents informed on progress

2. Monitoring and Evaluation

- Co-ordinate and carry out monitoring and evaluation activities to improve teaching and learning, including work scrutinise, lesson observations, learning walks etc.
- Analyse data from monitoring activities to guide the development of teacher support strategies
- Contribute to the school's self-evaluation process and assist with school improvement planning across the designated phase/department/subject/school
- Undertake any other duties that are important to the school's goals

SHAPING THE FUTURE

3. Health, Safety and Discipline:

- Promote the safety and wellbeing of students
- Maintain good order and discipline among students, managing behaviour effectively to ensure a good and safe learning environment

4. Professional Development:

- Lead in researching best practices and staying current with educational trends
- Share research findings with staff and provide support for integrating new practices into their teaching
- Keep staff informed of the latest developments in intervention strategies
- Lead the identification of high-quality CPD programs for your subject area to enhance teaching and learning
- Participate in the school's appraisal system
- Engage in ongoing training and development to improve personal teaching practice
- Take part in the appraisal and professional development of others

5. Personal and professional conduct:









- Collaborate and work with colleagues and other relevant professionals within and beyond the Trust
- Develop effective professional relationships with colleagues
- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school/college in line with Teacher's Standards
- Follow the Trust ethos, policies and practices of the Trust, and maintain high standards of attendance and punctuality

6. Other specific duties:




- The teacher will be required to safeguard and promote the welfare of children and young people and follow Trust policies and the staff code of conduct.
- Please note, this is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the postholder will carry out.
- The job description is current at the date shown, but in consultation with you may be changed by the Executive Headteacher to meet changing regulations or circumstances. These would be commensurate with the grade and title of the post.



Person Specification

CRITERIA	In assessing these criteria, the focus will be on demonstration of the necessary experience/knowledge to fulfil the overall strategic function as IT and Digital Innovation Lead	ESSENTIAL (E) DESIRABLE (D)		WHERE ASSESSED
		E	D	
A QUALIFICATIONS & TRAINING				
1	Qualified Teacher Status			A
2	Educated to degree level in relevant subject			A
3	Evidence of recent continuing professional development, including Safeguarding training			A
4	Relevant professional qualification(s)			A
5	Master's degree			A
B KNOWLEDGE & EXPERIENCE				
6	Ambitious for the amount of knowledge students will have at age 16 and 18			A, I, R
7	Experience as a teacher across Key Stages, with a track record of achieving successful outcomes for students of all abilities			A, I, R
8	Experience of collecting and analysing student data to set, monitor and achieve student performance targets			A, I, R

9	Experience of working constructively to achieve team objectives and deadlines			A, I, R
10	Thorough knowledge of current subject-specialist developments in the National Curriculum			A, I
11	An understanding of the principles of assessment			A, I
12	Experience of successfully supporting students as a form tutor or in a pastoral role			A, I, R
13	Experience planning and delivering interventions for students			A, I, R
14	Delivering high quality training/CPD sessions			A, I, R
15	Demonstrable track record of supporting other teachers to improve their professional practices			A, I, R
C SKILLS & ABILITIES				
16	Ability to consistently provide a high quality, welcoming and supportive learning experience for all students			A, I, R
17	Ability to work effectively with people from diverse backgrounds			A, I, R
18	Ability to make a positive contribution to the team, valuing and respecting others' expertise and contribution			A, I, R
19	Confident IT user			A, I, R
D SPECIAL REQUIREMENTS				
20	Responsibility for promoting and safeguarding the welfare of children, young people and vulnerable adults and for raising any concerns			I, R
21	Ability to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults			I, R

22	Willingness to continuously update skills and knowledge			A, I, R
23	Flexibility and willingness to undertake a range of tasks including contributing to the Trust's extra-curricular provision			A, I, R
24	Awareness of health and safety requirements relevant to the job			A, I, R

Key: A = Application I = Interview R = References

PLEASE NOTE: The Selection Panel will use the Person Specification criteria above to shortlist. Please demonstrate how you meet the criteria in order to be shortlisted



EMPLOYEE BENEFITS



- COMPETITIVE SALARIES



- TPS AND LGPS DEFINED CONTRIBUTION PENSION SCHEMES



- A COMPREHENSIVE EMPLOYEE ASSISTANCE PROGRAMME



- HIGH QUALITY CPD PATHWAYS



- GENEROUS HOLIDAYS



- AN EXCEPTIONAL ECT INDUCTION PROGRAMM PROGRAMME



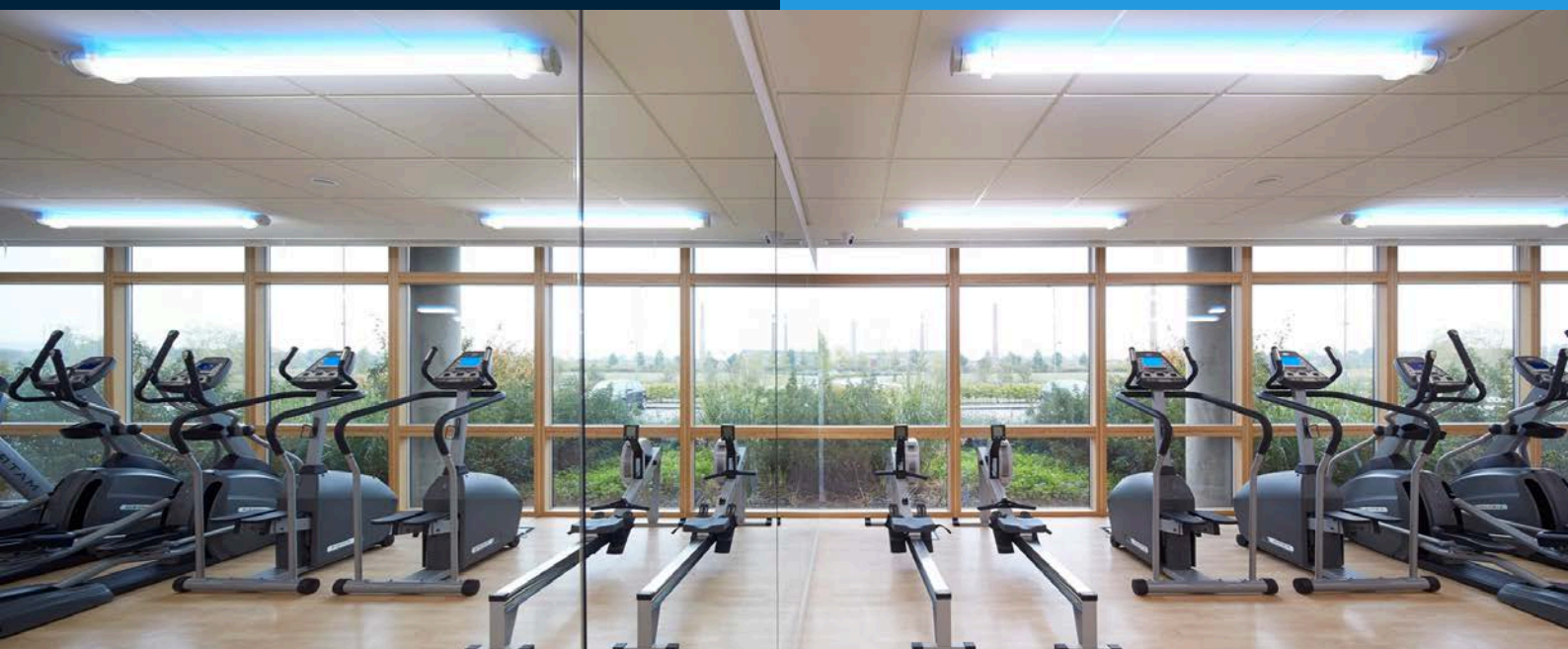
- FREE GYM AND SHOWER FACILITIES



- INDIVIDUAL DIGITAL DEVICES FOR STAFF



- ON-SITE COFFEE SHOP



How to Apply



APPLICATION PROCESS

To apply, please send the completed Application Form via <https://mynewterm.com/jobs/5411/EDV-2026-WAT-93095>

Your supporting statement should demonstrate how you meet the requirements set out in the Person Specification.

CLOSING DATE

Open until filled. Please apply at the earliest opportunity. We reserve the right to close the vacancy early should we receive applications from outstanding candidates.

INTERVIEWS

Shortlisting will take place upon receipt of applications.

References will be taken up shortly after shortlisting and prior to interview using the contact details you supply on your application form.

NOTIFICATION & FEEDBACK

Candidates who have been interviewed will be notified of the outcome as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached. Unsuccessful candidates will also be given constructive feedback.

SAFEGUARDING

The Wootton Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Candidates are expected to demonstrate a sound understanding of the leadership of and contribution to a safeguarding environment. The successful candidate will be required to undergo an enhanced DBS with barred list check followed by safeguarding training as part of their induction.

DATA PROTECTION

As part of our recruitment process, Wootton Academy Trust collects and processes personal data relating to job applicants. The Trust is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations. For further information about this and to read our Data Protection and Freedom of Information Policy, please visit the school's website.

Thank you for your interest

