

Bishop's Hatfield Girls' School

Job Description - Lead Practitioner

Job Title:	Lead Practitioner for (Subject Specialism)
Responsible to:	TLL & SLT link
Pay range:	Lead Practitioner 1-8 (Teachers' Pay Scales)
Contract:	Permanent
Date Reviewed:	April 2026

Main Purpose:

- To collaborate effectively with TLL post holders and other colleagues to develop the school as a hub for best practice in subject teaching
- To be a role model for strong subject pedagogy and Quality First Teaching within and beyond the subject specialism
- To lead on the improvement of teaching and learning, curriculum development and pupil outcomes
- To deploy personal experience and expertise in order to support and develop other teachers
- To lead on whole school development projects, contributing to successful implementation of the School Improvement Plan

Context

The role will be based within the relevant Faculty and the post holder has an exciting opportunity to play a central role in leading their colleagues in the development of powerful subject pedagogy. This role of Lead Practitioner will add additional leadership capacity alongside the existing leadership structure within the Faculty and across the school, to ensure the strong focus and prioritisation of high quality teaching and learning in a collaborative, forward thinking faculty.

This role will provide further opportunities to support the development of teaching and provision for pupils across the whole school, in collaboration with the Senior Leadership Team.

Precise responsibilities will be agreed with the postholder based on their skills, experience and professional development needs. In addition to demonstrating competency in all aspects of the classroom teacher job description, key accountabilities for the Lead Practitioner include:

Teaching and Learning:

- Developing an inspiring approach to teaching and learning that engages pupils and enables them to 'achieve their potential and enjoy the journey'
- Developing and disseminating effective and up to date pedagogical practices that support pupils' learning and the acquisition of new knowledge and skills
- Systematically reviewing the quality of lessons and homework to ensure that they support high quality teaching and learning
- Supporting teachers to plan and deliver lessons effectively, promoting high quality resources and consistency across the sciences
- Ensuring that schemes of work and teaching resources are used effectively to match provision to student needs
- Quality assuring teaching and learning
- Designing and delivering teaching and learning strategies to raise standards
- Ensuring standards of literacy are monitored and supported
- Promoting strategies which support differentiation, inclusion and positive behaviour

Student Achievement:

- Supporting the raising achievement strategy, ensuring that teaching strategies support those students who are falling behind
- Planning appropriate intervention strategies for students to raise achievement
- Promoting highest attainment and progress in public examinations
- Supporting (with HoF and SLs) the analysis of assessments and examination results, identifying areas for development and focus
- Working with HoF and SLs to review and develop the curriculum to maximise pupil attainment and progress
- Ensuring pupils voices are heard when reviewing and developing teaching

Staff Development

- Leading on researching best practice and keeping up-to-date with the latest developments
- Supporting the development of teacher subject knowledge, so that it is secure and is updated in line with curriculum changes or when teaching out of specialism
- Upholding and embedding a culture that enables students and staff to excel
- Leading the mentoring of trainee teachers, ECTs or other colleagues etc as required
- Undertaking lesson drop ins / learning walks alongside the science leadership team, and providing feedback and coaching to colleagues as required
- Sharing knowledge with staff and offer support to implement research into their own practice
- Informing staff about the latest innovations in intervention strategies
- Leading on identifying high quality CPD programmes to improve quality of teaching and learning
- Taking part in further training and development in order to improve own practice
- Where required, taking part in the appraisal and professional development of others

Knowledge and skills

- Maintaining a deep and up-to-date understanding of the curriculum, assessment processes and teaching pedagogy
- Keeping abreast of all innovations in teaching, including Edtech and AI

STEM / Other Specialist areas - Promotion and Participation /

- Coordinating extra-curricular activities and opportunities to widen pupil engagement and understanding
- Identifying and supporting pupils who have a particular aptitude and interest in STEM subjects or in other specialist areas
- Promoting progression into STEM /other specialist areas degree and career pathways, including for highly competitive courses

Whole School Contribution, Policy and Planning

- Contributing to planning, delivering and reviewing Faculty and School Improvement Plans
- Liaising and working collaboratively with other area heads and with other stakeholders
- Working productively and cooperatively with the line manager and colleagues.
- Undertaking wider work across the school to support the development and evaluation of teaching, as directed by the Senior Leadership Team, including during staff meetings and INSET time.

Other

- To undertake relevant responsibilities as required within the relevant Faculty, dependent on existing staffing needs and requirements