



We Co-operate
We Pioneer
We Belong



Lead Practitioner of Literacy

Application Pack

Dear Colleague

Welcome to Kingsway Park High School and thank you for your interest in us.

Kingsway Park High School is proud to be a vibrant, inclusive and diverse school with approximately 1350 students, 47 different nationalities and 25 spoken languages. We have state-of-the-art facilities, and we provide an individualised and unique curriculum offer for all students regardless of their starting point, gender, ethnicity, faith or need.

We care for, nurture and develop the whole child while improving aspirations, learning and achievement for all. In addition to ensuring each student's academic potential, we also prepare them to be socially responsible citizens who can flourish in society and give back to their local community. We seek to remove any barriers of inequity, which prevent equality of opportunity so that all students can aspire and be inspired to realise their dreams.

Our school has a strong sense of community, purpose and belonging. We value our students and recognise that success looks and feels different for each one of them. However, what is consistent is our team of passionate, enthusiastic and committed staff who work relentlessly in the pursuit of excellence for the students and community we serve.

We have a strong commitment and belief in developing staff at all levels. We seek to recruit and retain colleagues whose drivers match our school ethos and are committed to their own professional development. Successful candidates will receive a high-quality induction, appraisal, continuous development programmes (including nationally recognised leadership qualifications), and opportunities to contribute to whole school impact projects throughout their Kingsway careers.

I hope you find this application pack helpful in making your decision to apply for this exciting career opportunity. If you have any questions for us, do get in touch, we are always here to help.

I would like to thank you for your application, investment of time and - whatever the outcome - I wish you well in the future.

Yours sincerely



Simon Ward
Headteacher

Making your application

I hope that when you read this pack you are inspired to apply for the post.

Application

- To apply, please visit our website and apply through **My New Term**.
- Our website: [Our Vacancies - Altus Education Partnership](#)

Deadline

The deadline for the post is **Monday 9th February 2026** (to arrive no later than 12.00 midday).

Interviews are expected to take place **Friday 13th February 2026**.

Shortlisting

Regrettably, we are unable to inform candidates who have not been shortlisted. If you do not hear from us, please consider your application unsuccessful this time.

Salary

The post will be paid on the **Teachers Lead Practitioner Pay Scale LP1 – LP6 (£52,026 - £58,857)**

Start Date

April 2026

For an Application Pack

1. Visit www.altusep.com
2. Contact Caroline Sullivan – HR Officer: recruitment@altusep.com
3. Telephone 01706 769999

Reward Package & Additional Benefits

We offer a comprehensive package, including membership of our outstanding Teachers' Pension Scheme; our 'Employee Benefits Programme' which provides a range of options including:

- Our Cycle to Work Salary Sacrifice Scheme
- Free access to Employee Assistance Programme, offering guidance, support and counselling on a range of subjects
- Generous holiday entitlement

Altus Education Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974. In accordance with the recommendations set out in KCSIE the Trust carries out online searches on shortlisted candidates. It is also Trust policy to contact at least 1 reference prior to interview.

Background Information

Kingsway Park High School

Kingsway Park High School joined the Altus Education Partnership in February 2022. KPHS students live in and travel to us from communities all over Rochdale and the surrounding areas. We are very proud of the high-quality facilities, resources, and environment that we provide for both staff and students.

We hold our school values of **Trust, Professionalism, Integrity, Respect, Kindness and Effective Communication** at the core of everything we expect from our students. Students are awarded when they consistently demonstrate our values.

If you would like to visit the school to get a feel of who we are and where we are going, we would warmly welcome you.

Altus Education Partnership

Altus Education Partnership is a Multi Academy Trust and was established in 2017 through Rochdale Sixth Form College, an Ofsted Outstanding provider, and grew from the Trust's desire to improve education in the borough of Rochdale as a whole.

The Trust currently comprises five academies, including ourselves. The other four academies are:

- **Rochdale Sixth Form College**, opened in 2010 to address the significant underachievement in A level performance in the borough. Since then, it has dramatically raised achievement in the area and is recognised nationally as a centre of excellence. The College is Ofsted Outstanding, Sixth Form College of the Year 2021, and regularly ranks among the highest performing colleges in the country in both the DfE's Performance Tables and the National Achievement Rate Tables.
- **Edgar Wood Academy** opened in 2021 under Wave 13 of the Free Schools Programme. While the school was judged Requires Improvement at its first inspection, Ofsted has since recognised that the school is improving, and we are confident in the direction of travel. The Academy is building a strong reputation locally and benefits from a committed staff and leadership team focused on rapid progress.
- **Bamford Academy** is an Ofsted-rated Good primary school providing a caring and nurturing environment. It is a popular first choice for many families in the area.
- **Caldershaw Primary School** joined the Trust on 1 July 2025. It is Ofsted Outstanding and one of the most oversubscribed primary schools in Greater Manchester.

Altus is on the cusp of further growth, with three additional schools currently considering academisation in the autumn term.

We also benefit from strong local partnerships. Most notably, and uniquely within the post-16 sector, Altus has a Memorandum of Understanding with Hopwood Hall College, coordinating curriculum and supporting seamless transition for students into post-16 education.

Role Description

Job Title:	Lead Practitioner of Literacy
Reports to:	DHT for Achievement/Outcomes
Contract:	Permanent – Full-time
Salary:	Teachers Lead Practitioner Pay Scale LP1 – LP6 (£52,026 - £58,857)
Start Date:	April 2026

The Lead Practitioner of Literacy provides strategic leadership and expert guidance to drive high standards of literacy across the school. The role focuses on improving teaching and learning, raising pupil attainment, and embedding effective literacy practices across all subjects and key stages.

They model outstanding classroom practice, support staff development through coaching and professional learning, and lead the design, implementation, and evaluation of whole-school literacy strategies. Working closely with senior leaders, the Lead Practitioner ensures literacy is consistently promoted to enable all learners, particularly disadvantaged and vulnerable pupils, to access the curriculum and achieve their full potential.

Key Responsibilities:

Raising quality of teaching and learning

1. Carry out teaching responsibilities in line with the professional duties of a teacher
2. Model consistently high-quality teaching and be able to demonstrate excellent practice to others
3. Produce high-quality teaching materials that support excellent practice
4. Prepare and deliver CPD across the school to improve teachers' practice
5. Support with teachers' professional development through carrying out lesson observations, providing feedback and implementing strategies to improve practice
6. Provide mentoring/coaching to individual teachers in need of 1-to-1 support to improve their practice
7. Use data to identify individuals or groups that need further teaching support and develop and implement strategies to raise the quality of teaching
8. Use data to identify individuals or groups of pupils that need targeted support, and develop and implement strategies to raise achievement
9. Promote strategies which support differentiation, inclusion and positive behaviour
10. Overseeing intent, implementation and impact of the timetabled Literacy curriculum

Monitoring and evaluation

11. Co-ordinate and carry out monitoring and evaluation activities to improve teaching and learning, including work scrutinies, lesson observations, learning walks etc
12. Use systems to analyse data from monitoring and evaluation, and use insights to inform strategies and plans for teacher development

13. Support with whole school self-evaluation and school improvement planning
14. Strategic coordination with Heads of Faculty and Heads of Subject to drive Disciplinary Literacy (including reading, writing and oracy)

Professional development

15. Lead on researching best practice and keeping up-to-date with the latest developments in literacy which includes learning and intervention platforms and the gathering and interpretation of data to show impact
16. Share knowledge with staff and offer support to implement the research into their own practice
17. Inform staff about the latest innovations in disciplinary literacy strategies
18. Lead on identifying high quality CPD programmes to improve quality of teaching and learning in respective area
19. Take part in further training and development in order to improve own practice
20. Where appropriate, take part in the appraisal and professional development of others

Management of staff and resources

21. Direct and supervise support staff assigned to them, and where appropriate, other teachers
22. Contribute to the recruitment and professional development of other teachers and support staff
23. Deploy resources delegated to them
24. Contribute to initiatives to drive Reading for Pleasure across the academy

General

- Always operate within the stated Policies and Practices of the School and promote them actively.
- To play a full part in the life of KPHS, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To adhere to the Staff Code of Conduct.
- Accept the shared responsibility of all colleagues for student discipline through collective oversight during the School day. Maintain a harmonious environment, with good order and discipline among students, and safeguarding their health and safety, both when they are on the School premises and when they are in authorised School activities elsewhere.
- Work co-operatively with staff throughout the School to implement the School Strategic Plan and Annual Development Plan and achieve its mission.
- Maintain effective working relationships and set a good example through their presentation and personal and professional conduct.
- Attend and contribute to curriculum / subject, learning and teaching group and staff meetings.
- Participate in appropriate in-service training opportunities both internal and external to update professional practice, reflecting individual, curriculum area or whole School development goals.
- Participate in arrangements made in accordance with regulations for the appraisal of Performance in the context of the School Performance Management Policy.
- Participate in arrangements for further training and professional development as a Teacher, including undertaking training and professional development which aim to meet needs identified in performance management objectives or in performance management statements.
- Be familiar with the School Health and Safety Policy and Child Protection Procedures and implement them as appropriate.
- Contribute to School provision for enrichment activities and study centre supervision as consistent with individual timetables.

- Participate in KPHS activities, including attendance at Open Evenings / Mornings, Parental Information evenings and supporting liaison activities.
- Participate in School Quality Assurance and Self-Assessment systems and the School Line Management System.
- Play a co-operative and supportive role within curriculum areas and the School as a whole, through the sharing of good practice and mentoring / coaching activities for less experienced staff where this is appropriate.
- Undertake such other duties as reasonably required by the Headteacher.
- This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading. This is a new post. The person appointed will be expected to work flexibly and the exact nature of the duties described above is subject to periodic review and is liable to change.

Other

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. An enhanced DBS check will be carried out on the successful candidate.

Altus Education Partnership is committed to Equal Opportunities for all.

The successful candidate will be required to complete a satisfactory medical screening assessment and provide two satisfactory references, identity check and right to work.

Your Terms and Conditions are specified within your Contract of Employment

Person Specification

		Assessed by:		
No.	CATEGORIES	Essential/ Desirable	App Form	Interview
1.	A high-quality degree with Literacy as a key focus	E	√	√
2.	PGCE with QTS/QTLS and membership with DfE or IfL or willingness to work towards	E	√	√
EXPERIENCE				
3.	Evidence of dynamic and innovative practice	E	√	√
4.	Knowledge and application of active learning and teaching styles	E	√	√
5.	Ability to devise, adapt and differentiate new resources for learning	E	√	√
6.	Either – successful teaching placement (<i>applicants currently in training</i>) OR successful record of teaching including quality KS4 results.	E	√	√
7.	Experience of examining subject	D	√	√
8.	Experience of contributing/ developing whole school experiences	D	√	√
ABILITIES, SKILLS AND KNOWLEDGE				
9.	A passion for teaching the subject	E	√	√
10.	Ability to engage with students, inspiring learning & promoting success	E	√	√
11.	Exceptional classroom practitioner with a clear understanding of Literacy curriculum.	E	√	√
12.	Commitment to leading quality teaching and learning within department	E	√	√
13.	Competence in the use of ICT & ability to utilise these to deliver teaching and learning	E	√	√
14.	Ability to contribute positively to teams, share ideas & develop resources co- operatively	E	√	√
15.	Ability to be adaptable & flexible to situations which may arise in school	E	√	√
16.	Effective inter-personal & communication skills	E	√	√
17.	Commitment to valuing the individual and boosting their self-belief and worth	E	√	√
18.	Commitment to high standards & expectations of both staff and students	E	√	√
19.	Commitment to professional learning & institutional improvement	E	√	√
20.	Commitment to high professional & personal standards of	E	√	√

	work & conduct			
21.	Determination to promote equality of opportunity	E	√	√
22.	Ability to offer enrichment & contribute to wider school life	E	√	√
PERSONAL CHARACTERISTICS				
23.	An unwavering commitment to the Altus Education Partnership's vision, mission and values	E	√	√
24.	Willing to be accountable and to take personal responsibility for own actions.	E	√	√
25.	Resilience and the ability to grow professionally and flexibly within a start-up and developing organisation	E	√	√



Kingsway Park
HIGH SCHOOL



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