



## Job Application Pack

# Lead Practitioner

Leadership Scale L1-4, (£39,374 - £42,398)

Full time, Permanent

Closing date: 9:00am, 20 April 2018



## **Letter from the Head of School**

Dear Applicant,

Thank you for your interest in joining Firbeck Academy's dedicated and supportive staff team. The successful candidate will be a valued member of the leadership and teaching team, initially working in Key Stage 2. This role will have strategic support and guidance from the Head of School and would be suitable for somebody who is looking to extend their teaching experience. We are looking for a forward thinking, dynamic, innovator who is excited by the challenge ahead and committed to improving the life chances of the young people we serve.

Firbeck successfully became part of Nova Education Trust in April 2017. We are incredibly proud to be part of the Nova Education Trust and are committed to providing high quality education for all our children and their families.

Firbeck Academy is situated between Wollaton and Bilborough areas of Nottingham, conveniently located on the city's tram network and just a few miles from both Nottingham Railway Station and the A52 trunk road, giving easy access from within and beyond Nottingham city.

The ethos of the school is centred upon the motto "Work hard – Be kind". This motto epitomises the entire staffs' genuine commitment to coupling high academic expectation and achievement with a whole-team dedication to pupils' spiritual, moral, social and cultural development. We have a set of "Work Hard" values that we teach directly to ensure our pupils consciously become the best learners they can be. Our School Council recently worked with senior staff to replace our school rules with "Be Kind" values – giving pupils 'ways of being' rather than 'rules to follow'. Our pupils have high potential and respond well to the wide variety of learning opportunities presented to them. The role of each class teacher is vital in order to successfully achieve the shared aims of the school community.

The staff team is made up of a dedicated and highly skilled group of teachers, teaching assistants, carers, counsellor, office manager, administrative, MDSA and site staff.

The successful candidate will be offered appropriate levels of support through our highly regarded Multi Academy Trust and mentoring from a range of experienced school leaders.

If you wish to discuss any aspect of this role with a senior member of the Trust team, please contact Jason Osprey - Head of School on 07757 711785 or Helen Duffy - Primary Executive Head on 07701 008067.

Visits to our school are encouraged and warmly welcomed by appointment.

**Jason Osprey**  
**Head of School**



## **Application Details**

Thank you for your interest in the Lead Practitioner vacancy at Firbeck Academy. Further details of this post, the school and the Trust are included in this pack and details of how to apply can be found below.

## **How to Apply**

Should you wish to apply for the post, please complete an online application form to include a covering letter outlining:

- Why your career experiences to date equip you for the post; and
- The impact you have made in your current role;

The online application form for this role is located on the current vacancies page of the school website [www.firbeck.org.uk](http://www.firbeck.org.uk) or <http://www.novaeducationtrust.net>. Wherever possible, please provide email addresses for your referees.

## **Closing Date**

Please ensure your application arrives by 9 a.m. on the closing date of Friday 20 April 2018

## **Interview**

Interviews for the role will be held during the week commencing Monday 23 April 2018.

If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

## **Safeguarding**

Firbeck Academy is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff and volunteers to share this commitment. All posts in Nova Education Trust schools are subject to an enhanced Disclosure and Barring Service check.





## **Job Description – Lead Practitioner**

Reports to: Head of School and Leadership Team

### **Purpose of the job:**

- To be an exemplar and model of teaching skills within the school, leading the improvement of teaching skills.
- To impact positively and directly on the quality of teaching and pupil outcomes within the school and where required, beyond the school.

### **Duties and Responsibilities**

- To promote and be committed to the Nova Education Trust/Firbeck's aims and objectives
- To lead the development of improvement strategies
- To promote and be committed to securing high expectations for learning and the raising of achievement within our academies
- To lead with the effective operation of quality First Teaching by working individually and with others to:
  - deliver highly effective teaching and impactful intervention
  - design curriculum plans appropriate to curricular and exam board requirements
  - developing schemes of work, resources, teaching and learning strategies
  - mark work, assess, record and report progress
  - provide a stimulating learning environment
  - have due regard for maintaining health and safety and security in the area s/he uses
  - contributing to review, monitoring and evaluation and the development of working practices
  - participating in working groups and projects
  - taking part in other professional development activities

### **Working with other teachers on classroom organisation and teaching methods/providing model lessons;**

- leading continuing professional development activities
- holding workshops on classroom management, differentiation
- pace and challenge, co-coaching
- matching teaching approaches to student learning styles
- demonstrating model lessons
- team teaching
- developing strategies with colleagues to use with students experiencing difficulties
- keeping abreast of the new teaching and learning strategies
- identifying educational research to enhance existing practices
- developing action planning based on the needs of the department

### **Producing high quality teaching materials:**

- updating existing and curriculum models alongside staff and supporting their introduction
- sharing good practice with members of staff

**Advising on Professional Development;**

- designing and delivering professional development activities
- participating in the planning and delivery of focused in-service training days

**Helping teachers experiencing difficulties;**

- observing and feeding back on the teaching of colleagues experiencing difficulties
- providing a structured programme of advice and support
- give constructive criticism

**If required, mentoring Newly Qualified Teachers;**

- providing a weekly discussion and overseeing personal action planning

**Initial Teacher Training:**

- providing exemplar lessons for trainee teachers
- contributing to the assessment of students' teaching practice
- participating in the training of teachers within teacher training institutions
- acting as mentor to trainee teachers

**Performance Management responsibilities**

- All members of staff are required to participate fully in the school's performance management system.

**Other professional requirements**

- Have a working knowledge of teachers' professional duties and legal liabilities
- Operate at all times within the stated policies and practices of the school
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct
- Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school.

**Other specific duties**

- To undertake any other duty as specified by the School Teachers' Pay and Conditions Document not mentioned in the above
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in the job description



Factor	Essential	Desirable
<b>Knowledge/Qualifications</b>		
Graduate with qualified teacher status	<input type="checkbox"/>	
Hold AST/SLE status or equivalent		<input type="checkbox"/>
An awareness of current issues in education		<input type="checkbox"/>
Knowledge of national curriculum requirements		<input type="checkbox"/>
Understanding of use of data to assess and inform teaching and learning	<input type="checkbox"/>	
<b>Experience</b>		
Experience of leading, developing and enhancing the teaching practice of other staff	<input type="checkbox"/>	
Outstanding record as a Teacher	<input type="checkbox"/>	
An excellent classroom practitioner that can model best practise	<input type="checkbox"/>	
Relevant management experience		<input type="checkbox"/>
<b>Skills</b>		
Excellent classroom practitioner	<input type="checkbox"/>	
Good organisational and personal management skills	<input type="checkbox"/>	
Effective planning and teaching	<input type="checkbox"/>	
Effective behaviour/classroom management	<input type="checkbox"/>	
An ability to demand high standards	<input type="checkbox"/>	
Ability to lead a high performing team	<input type="checkbox"/>	
Ability to work independently and be a team player	<input type="checkbox"/>	
Ability to develop and support other staff to develop a variety of teaching strategies	<input type="checkbox"/>	
Ability to enthuse and direct students and staff towards raising expectations and levels of achievement	<input type="checkbox"/>	
The ability to meet deadlines	<input type="checkbox"/>	
Good ICT skills	<input type="checkbox"/>	
<b>Behaviour and other related characteristics</b>		
Takes the initiative	<input type="checkbox"/>	
Is self-motivated	<input type="checkbox"/>	
Work in ways that promote equality of opportunity, participation, diversity and responsibility	<input type="checkbox"/>	
A commitment to abide by and promote the Nova Group Equal Opportunities, Health and Safety and Child Protection Policies	<input type="checkbox"/>	
A commitment to the ethos and values of the Nova Education Trust/Firbeck Academy	<input type="checkbox"/>	
An ability to respect sensitive and confidential work	<input type="checkbox"/>	
Commitment to own personal development and learning	<input type="checkbox"/>	
The post holder will require an enhanced DBS	<input type="checkbox"/>	



## **Overview of the Trust**

The Nova Education Trust is a dynamic and growing Multi Academy Trust based in the East Midlands. Our Trust Group is committed to providing high quality education to all our students, regardless of their backgrounds. Our track record demonstrates our ability to deliver our core goal: achievement for every child. Our portfolio of schools covers both secondary and primary phases, working in a range of contexts.

Our values are central to the positive ethos that we develop throughout our group of schools. This approach is focused on securing success for all our learners and providing them with the very best life opportunities. We believe nothing is more important than making a difference to children.

Nova Education Trust also run a successful School Centred Initial Teacher Training (SCITT) programme (Primary from September 2018) and a Teaching School Alliance (TSA) which links 23 schools together sharing effective practice and developing new models for staff development.