

### LEAD PRACTITIONER - ENGLISH

Salary – Lead Practitioner Range, £50,025 to £56,025

Commencing – September 2025

**Are you an experienced teacher, who delivers exceptional English lessons that inspires and has a significant impact on the progress of students?**

**Are you ready to take the next step of your career, with a whole school role supporting Teaching and Learning?**

#### **The Role**

Watling Academy is looking for an exceptional and enthusiastic Lead Practitioner of English to join our team and take a key role in shaping the future of Teaching and Learning at our school. As a Lead Practitioner of English at Watling Academy, you will:

- **Model outstanding teaching practice**, delivering dynamic and creative lessons that inspire students, from exploring foundations of creative writing in Year 7 to unravelling the themes of literature in Year 11.
- **Support the effective implementation of teaching strategies** across the department to empower learners to express themselves with confidence and creativity.
- **Mentor and coach colleagues**, helping to raise the quality of teaching within your department and across the whole school, ensuring that students benefit from consistent and high-quality learning experiences.
- **Collaborate as part of the Teaching and Learning team**, under the leadership of the Deputy Headteacher, to evaluate and support Teaching and Learning across the whole school through initiatives such as learning walks, delivering quality training and conducting comprehensive reviews to drive excellence in every classroom.

#### **About Watling Academy**

Watling Academy is an Ofsted 'Outstanding' secondary school situated on the western edge of Milton Keynes, encompassing the Whitehouse and Fairfields developments. Opening in September 2020, our school is a new and vibrant learning community for students aged 11-18. We are excited to open the Watling Academy Sixth Form to our first cohort of Year 12 students from September 2025, which will provide further educational opportunities. Our core values of **Respect, Responsibility and Kindness** embody the 'Watling Way' and are integral to the way we interact, learn and grow together as a community.

For more information about our school, please explore our website: [www.watling.academy](http://www.watling.academy)

**Learn more about why you should join us by downloading the attached Watling Academy Recruitment Pack.**

#### **About The Denbigh Alliance**

The Denbigh Alliance Trust is driven by our mission of **Care, Education and Opportunity**. We prioritise **care** by ensuring that no student or staff member ever feels anonymous. Everyone is recognised, valued and supported, creating a strong sense of belonging within our community. Our commitment to **education** is reflected in our proven track record of academic success, consistently outperforming both Milton Keynes and national averages. We offer **opportunity** through supportive and dynamic learning environments, where every student can thrive and be well-prepared for future success in higher education or employment. For staff, we offer extensive opportunities for professional development and progression within our growing network of schools, empowering you to advance your career within a united, forward-thinking Trust.

As a Maths Hub, Computing Hub and SCITT, we are recognised as leaders in raising educational standards both within our Trust and in the schools we support. We are proud to appoint motivated, highly qualified staff who thrive in a culture where collaboration and the spirit of partnership are central to everything we do.

#### **How to Apply**

Due to our commitment to safer recruitment practices, we can only accept applications through My New Term. Please do not submit CVs. To apply, visit: <https://mynewterm.com/jobs/147860/EDV-2024-WA-71474>

The Denbigh Alliance is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants.

E-mail: [hr@thedenbighalliance.org.uk](mailto:hr@thedenbighalliance.org.uk)

Acting Headteacher: Mrs Helen Fry

**Closing date for applications: 11<sup>th</sup> November 2024, 9am**



### JOB DESCRIPTION

Role Title	Department	Reports to
Lead Practitioner	Teaching & Learning	Deputy Headteacher (Teaching & Learning)/Headteacher

### PURPOSE

To support and enhance the quality of Teaching and Learning across the school, the Lead Practitioner will work in close collaboration with the Deputy Headteacher. The post-holder will take on a key role in leading subject-specific pedagogy in their own departments, providing expert guidance, mentoring colleagues, and modelling exemplary teaching practices. Through active involvement in the evaluation of Teaching and Learning outcomes and leading Continuous Professional Development (CPD), the Lead Practitioner will contribute to creating an environment of continuous improvement for both staff and students.

This role aims to secure:

- **High-Quality, Personalised Teaching and Learning:** Ensure that all teaching practices are tailored to meet the individual learning needs of students, creating an engaging and supportive classroom environment that promotes success for all.
- **Excellent Student Outcomes:** Support staff in delivering high-impact teaching strategies that directly improve student performance and lead to outstanding academic achievement.
- **High-Quality CPD for Teaching Staff:** Lead and deliver targeted professional development opportunities for teachers, ensuring that staff are equipped with the skills and knowledge to enhance their teaching practices.

### PRINCIPAL ACCOUNTABILITIES

- Lead the development of high-quality Teaching and Learning strategies across departments, ensuring consistency and innovation across departments.
- Lead on subject-specific pedagogy in your own department, modelling outstanding teaching and setting a high standard for others to follow.
- Ensure that subject teaching aligns with the broader school strategy and supports excellent student progress.
- Develop and implement policies and practices for Teaching & Learning which reflect our school's commitment to consistency, challenge and inspirational lessons.
- Use current educational research to introduce and sustain evidence-based practices that can enhance outcomes.
- Act as a coach and mentor for both new and experienced staff, modelling outstanding teaching practices and providing feedback to enhance pedagogy.
- Support teachers in refining their pedagogy through collaborative planning, observation and feedback.

- Play an active role in the development of whole-school initiatives aimed at improving student engagement and achievement.
- Use school data and current research to inform and adapt teaching strategies, ensuring that all initiatives lead to measurable improvements in student outcomes. Track progress across the school, monitoring the impact of CPD and pedagogical developments.
- Work closely with the Deputy Headteacher, and other leaders within the Academy, to conduct regular reviews of Teaching and Learning across the school.
- Play an active role in internal evaluation processes, identifying areas of development for staff and supporting their professional journey.
- Work closely with department heads and senior leadership to identify areas for improvement and implement targeted interventions.
- Plan, design and deliver professional development sessions and workshops, ensuring that all staff have access to high-quality, relevant training.
- Promote a culture of lifelong professional learning within the Academy.
- Act as a mentor to support colleagues with development of their own Teaching and Learning, where required.

#### **Teaching Responsibilities/Expectations**

- Will have a secure knowledge and understanding of the subject they are trained to teach, a knowledge and understanding at a standard equivalent to degree level.
- Meet the core standards for teachers outlined in the Teachers Standards, Code of Conduct and Denbigh Alliance Teaching and Learning Code.
- Teach students based on curriculum guidelines within the required subject area(s).
- Assist in the development of appropriate schemes of work and resources.
- Contribute to the School/Faculty development plan and its implementation.
- Contribute to the ethos of the Trust and individual School and uphold it on a day to day basis.
- Make appropriate use of a range of monitoring and assessment strategies to evaluate students' progress towards planned learning objectives and use this information to improve their own planning and teaching.
- Ensure the highest standards of quality and apply the most up to date teaching methods.
- Engage actively in the Trust's performance appraisal process.
- Ensure the effective/efficient deployment of classroom support.
- Implement the Trusts assessment and marking policy, meeting deadlines as required.
- Track student data and progress and use this information to inform teaching and learning.
- Communicate effectively, professionally and regularly with parents.
- Set high expectations for students' behaviour and establish a clear framework for classroom discipline to anticipate and manage students' behaviour constructively, and promote self control and independence, applying the Behaviour Management policy consistently.
- Use ICT effectively in teaching and learning.
- Attend Open Evenings, Tutor consultations and parents evening as directed.
- Encourage student participation in lessons and other School related activities.
- Attend and participate in meetings to support the effective running and administration of the School.

#### **Pastoral System**

- Act as a Tutor to an assigned group of students, monitoring the progress of each student and highlighting issues to parents and other members of staff where necessary.

- Register students, accompany them to assemblies, encourage full attendance and participation in all aspects of School life.
- Contribute to PSHE programme and ensure lessons are planned as appropriate.
- Collaborate with parents, carers, guardians, support workers and other professionals to safeguard and ensure the educational welfare of statemented students who may have special educational needs.
- Provide educational and social guidance to students and/or signpost them to specialist areas of advice when needed.

#### **Other duties**

- Play a full part in the life of the School community, supporting its ethos and encouraging other staff and students to follow this example.
- Be aware of, and comply with, policies and procedures relating to child protection, health and safety and security and confidentiality, reporting all concerns to an appropriate person.
- Comply with the School visits and trips policy, completing all relevant documentation.
- Undertake any other reasonable duties as specified by the STPCD or Headteacher/Executive Headteacher.

### **PERSON SPECIFICATION**

Qualifications/Education/ Training	<ul style="list-style-type: none"> <li>• Qualified to degree level with full QTS (E)</li> <li>• Evidence of relevant further education and professional development (D)</li> </ul>
Knowledge/Experience	<ul style="list-style-type: none"> <li>• Accurate and up to date knowledge of issues in teaching and learning including learning styles, assessment for learning and examination specifications in a chosen subject (E)</li> <li>• ICT literate (E)</li> <li>• An ability to use data to understand target setting and track student progress/apply appropriate intervention (E)</li> <li>• Excellent communication and inter personal skills (E)</li> <li>• Ability to plan, prioritise, delegate, organise self and work with others in a team (E)</li> <li>• A reflective practitioner (E)</li> <li>• Keen to develop 21st century learning platforms within the subject (D)</li> </ul>
Technical/Business Skills/Ability	<ul style="list-style-type: none"> <li>• Knowledge of SIMS management systems (E)</li> </ul>
Particular Aptitude/Personal Skills Required	<ul style="list-style-type: none"> <li>• Excellent attendance and punctuality (E)</li> <li>• Enthusiasm, personal dynamism and determination (E)</li> <li>• Ability to manage the often conflicting demands of teaching (E)</li> <li>• Ability to be creative and innovative (E)</li> <li>• Commitment to professional standards, quality and continuous improvement (E)</li> <li>• An excellent classroom practitioner (E)</li> </ul>

	<ul style="list-style-type: none"><li>• Commitment to upholding the School's Safeguarding and keeping children safe policies (E)</li><li>• Adhere to Teachers' Standards (England) at all times (E)</li></ul>
--	---

The Denbigh Alliance is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

I hereby confirm that I have received a copy of the above job description

PRINT: ..... SIGNED: .....



# WATLING ACADEMY RECRUITMENT PACK

2024/25

# ABOUT WATLING ACADEMY



Watling Academy is a thriving secondary school situated on the western edge of Milton Keynes, encompassing the Whitehouse and Fairfields developments. Opening in September 2020, our school is a new and vibrant learning community for students aged 11-18. We are excited to open the Watling Academy Sixth Form to our first cohort of Year 12 students from September 2025, which will provide further educational opportunities for our students.

The Trust's mission - to provide the highest standards of **Education, Care and Opportunity** for all its students is underpinned by the 'Watling Way', exemplifying our core values of:



**RESPECT**



**RESPONSIBILITY**



**KINDNESS**

These values are not just words; they are integral to the way we interact, learn and grow together as a community. They are embedded in every aspect of school life - within lessons, during extracurricular activities, in social settings and in how we engage with others.

Our broad and balanced curriculum has been carefully designed to meet the diverse needs of our students, preparing them for future success both academically and personally. We are committed to encouraging our students to respect and care for the environment, giving them empowering knowledge to actively contribute to their communities and address sustainability challenges.

At Watling Academy, we believe in nurturing well-rounded individuals who are prepared to make a positive impact on their community and wider world.





# WELCOME FROM THE HEADTEACHER

Applying to a new school is the beginning of an exciting journey and we are thrilled that you are considering Watling Academy.

Watling Academy is a school community that puts students at the heart of what we do; we are committed to achieving individual successes for all students, alongside supporting their personal and social development. Our core values of *Respect, Responsibility and Kindness* underpin life at Watling Academy and our most recent Ofsted report highlighted that “students live and breathe these values every day”.

As we enter our fifth year since opening, we continue to grow and develop, with our first cohort of Year 11 students preparing for their GCSE this summer. This is a significant milestone for our school, which is coupled with excitement for the opening of our Sixth Form in September 2025. These developments present incredible opportunities for our staff to play a pivotal role in shaping the future of our school community.

The curriculum at Watling Academy has been carefully created by our staff to meet the needs of our school and wider community. Alongside the subject content, it is designed to encompass three key themes:

- Understanding the development of Milton Keynes
- The importance of STEM within our community and wider world.
- Tackling sustainability challenges we face across the globe.

Every member of our staff team is crucial to the success of our school community, bringing our values and curriculum to life. We are looking for individuals who are passionate about helping students to exceed their aspirations and who are ready to create an environment where students are able to learn.

We pride ourselves on offering a supporting and collaborative professional environment. As the school continues to grow, there will be opportunities for career progression and we are committed to supporting you on your journey to surpass your own professional goals.

I would encourage you to explore our website at [www.watlingacademy.net](http://www.watlingacademy.net) for further information about our school.

Helen Fry  
Acting Headteacher



# STAFF TESTIMONIALS



## *Head of Year & History Teacher*

Working at Watling Academy is a rewarding experience. By being part of the Watling team, you'll feel empowered and valued as a member of staff, and there are plenty of opportunities to leave your own stamp on the school community and develop as an individual. Perhaps the most refreshing part of working at Watling Academy is being led by a Senior Leadership Team that is generous and approachable and offers endless support to all staff.

## *Family Liaison & Engagement Lead*

Watling Academy has allowed and empowered me to use my initiative and professionalism as I support and guide not only students, but also their families. I feel exceptionally blessed and privileged to work with such fantastic colleagues. No matter how challenging and hectic the days are, as a team, we always support one another!

## *Deputy Operations Manager*

Watling Academy is a supportive and friendly environment to work. The school cares about their staff and has various schemes to support wellbeing. SLT are approachable and always willing to support and help you if needed. The Wellbeing Team offer a staff buddy system which is a great opportunity to get to know colleagues from different areas of the school along with birthday buddies and afterschool sports activities for staff, which gets very competitive!

# STAFF TESTIMONIALS



## *Head of Year, Computing & Social Care Teacher & House Champion*

Working at Watling Academy has been a transformative experience for me. Starting my career in primary education, the transition to secondary education at Watling has been both challenging and fulfilling. In just two years, I've grown from an ECT to Head of Year, thanks to the school's open & supportive culture, combined with a wealth of resources and the encouragement of my colleagues. I am proud to contribute to the growth of both the school and its students and look forward to continuing this journey.

## *Deputy SENDCo & History Teacher*

What I love most about working at Watling Academy is the people. Everyone is so friendly and helpful. I never have a day when someone doesn't ask me how I am or thank me for something I have done. It makes for a really lovely working environment! I started as an ECT and in 4 years I have been given so many opportunities, that I don't think I would have been offered in many other schools.

## *Reading Champion*

Working at Watling Academy offers an opportunity to join a team of committed individuals who genuinely care about every member of their school community. I felt instantly welcomed into an environment where open communication is encouraged and with a leadership team who are approachable and visible throughout the school. There are many initiatives to actively promote staff wellbeing, maintaining a network of support as the school has grown, and where staff take the time to check in on each other, no matter how busy their own days may be.

# ABOUT OUR MULTI-ACADEMY TRUST

The Denbigh Alliance Multi-Academy Trust consists of six schools in Milton Keynes; 2 secondaries and 4 primaries. We deliver a Maths Hub, a Computing Hub, a SCITT and we are a delivery partner for Early Career Framework.

The aim of the Trust is to provide the best possible education to students between the ages of 3 to 19. We want to grow as a Trust in a measured way and work with schools where we can make a significant difference to the progress and attainment of students.

Our Central Team is committed to delivering an exceptional service with our schools so that each school can have an increased focus on teaching and learning. We have a Scheme of Delegation that empowers schools to meet the needs of the students in their care.



# OUR TRUST MISSION AND VALUES

## CARE

We are a big organisation with a small feel and offer individualised care to our students.



## EDUCATION

We aim to achieve outstanding outcomes for all students, regardless of ability or background.

## OPPORTUNITY

We have a responsibility to enrich, broaden and deepen students' learning by providing valuable experiences inside and outside the classroom.



## OUR TRUST VISION

In the Denbigh Alliance schools we harness ambition by delivering excellence and enriching the lives of all children within the Trust. Each of our schools has its own distinctive character and is at the heart of their local community.

# WHY WORK FOR THE DENBIGH ALLIANCE?



## PAY

Our salaries are nationally benchmarked and aligned to STPCD and NJC scales, with annual cost of living increases and performance based pay rises.



## PENSION

All teachers are entitled to receive the Teachers' Pension, while associate staff are automatically enrolled in the Local Government Pension Scheme.



## LEARNING & DEVELOPMENT

We pride ourselves on prioritising staff development with support from experienced leaders and partnerships with the SCITT, Maths Hub, Computing Hub and Early Careers Framework.



## MENTAL HEALTH

From Day 1, all staff will have access to an Employee Assistance Program (EAP) and on-site support from HR and trained mental health first aiders. Our policies are designed to support you through various life stages, including flexible working arrangements and menopause support.



## PHYSICAL HEALTH

Our Cycle to Work scheme promotes healthy and sustainable commuting options. We also give all staff the option to have a free flu jab annually.



## LIFE OUTSIDE WORK

We understand the importance of work-life balance and have policies in place to support it. That's also why all staff have an additional leave entitlement so they don't miss out on important personal events like weddings and graduations.

# LIFE IN MILTON KEYNES

Established just over 50 years ago, Milton Keynes is a diverse, welcoming and expanding place. Beautiful open spaces sit alongside popular leisure attractions, there's lots on offer culturally, and our friendly neighbourhoods feature high quality community facilities with easy ways to get around on foot and by bike as well as by car.

Milton Keynes is 40 minutes from London, 30 minutes from London Luton Airport and a stop on the West Coast Mainline, connecting Scotland and the North West with the capital.

We're known to be a 'smart city', leading the way in projects like autonomous vehicles and robot deliveries, and we have a strong economy with plenty of highly skilled jobs. We also have a great deal of unexpected history with rural villages and busy towns like Bletchley (home of The Codebreakers).

Facilities include a large shopping centre (over 190 stores), a 1400 seat theatre, a municipal art gallery, two multiplex cinemas, an ecumenical central church, a 400 seat concert hall, a teaching hospital, a 30,500 seat football stadium, an indoor ski-slope and a 65,000 capacity open-air concert venue. Seven railway stations serve the Milton Keynes urban area (one inter-city). The Open University is based here and there is a small campus of the University of Bedfordshire.

Most major sports are represented at amateur level; Red Bull Racing (Formula One), MK Dons (association football) and Milton Keynes Lightning (ice hockey) are its professional sports teams.

