



RECRUITMENT PACK

LEAD PRACTITIONER ENGLISH



LEARN THINK CONTRIBUTE CARE



WELCOME FROM THE PRINCIPAL



Thank you for your interest in Rainhill High School. I hope you find this information pack helpful. If you would like to know more about us before you apply please see our website rainhillhighschool.org.uk or alternatively contact jobs@rainhillhigh.org.uk

Our school has a long and strong record of academic success. The destinations that our students move onto are strong. Our continued focus is on raising the aspirations, achievements and confidence of all our students to ensure they have the best life chances; that all of our students leave us ready to take on the world with conviction and self-assurance. We make no apologies for having the highest expectations of all our students.

Our curriculum is ambitious. Students are expected to work hard, and this is complemented by our excellent pastoral care, support and guidance. You will find the staff here are determined to support academic achievement but also provide a wide range of enrichment and extra-curricular activities both within and beyond the classroom, ranging from trips to New York to football teams in school; all of which are important in building the confidence, resilience and experiences of every child.

Our school's mission is 'In Pursuit of Excellence' in everything that we do and our core values; Learn, Think, Contribute, Care, embody our determination to ensure that all our students receive a first-class education that enables them to take their place in society with confidence. We are a popular and high achieving school on the edge of Merseyside with a very strong reputation locally and significantly oversubscribed.

I am very proud of the continued success of Rainhill High School.

Mrs J Thorogood
Principal

LEAD PRACTITIONER – ENGLISH

Role Overview

DIRECTLY RESPONSIBLE TO:

Head of Faculty

COMMENCING:

September 2025

CONTRACT:

Permanent

CLOSING DATE:

**Tuesday 22nd April 2025
9.00am**

INTERVIEW DATE:

Monday 28th April 2025

Visits to the school are warmly welcomed and encouraged by calling 01744 677205

Please return application forms to jobs@rainhillhigh.org.uk

We are seeking to recruit a Lead practitioner of English who has a passion for teaching and learning. You will work closely with senior colleagues and the Head of Faculty to develop outcomes in English and more widely across the curriculum. Importantly, you will be involved in mentoring, coaching, professional development and challenge where necessary

The successful candidate will have the capacity to lead with clarity, vision and passion; to enthuse, engage and inspire colleagues and pupils. We need an ambitious, highly motivated professional who pursues the highest standards of English and has a track record of great outcomes themselves.

This is a full-time, permanent leadership position, and we welcome applications from existing experienced leaders or successful and ambitious teachers looking for their next challenge. You will need excellent interpersonal and leadership skills and be committed to raising standards. If you are dedicated, driven, and ready to make a significant impact, we want to hear from you.

Rainhill High School is part of Stephenson MAT and was graded as 'Good' by Ofsted in February 2023. The Academy is working hard to make a difference to staff workloads by investing time, technology, and support to make Rainhill High School and Rainhill Sixth an attractive place to work.

Our vision is one of excellence for everyone, pupils and staff. We believe that by working together we can make a positive difference to children's lives.

If you believe you have the skills and dedication to meet our standards, and be part of our pursuit of excellence, then we are the school for you.



“The culture of improvement is something I love about working for Stephenson Academy Trust. At Rainhill High School, we have a bespoke approach to CPD for all staff members from ECT to Senior leader. Each member of staff is supported to work on their teaching pedagogy through a collaborative approach that meets the needs of the teacher at all stages of their practice. I feel that this quality of education centred approach supports the wellbeing of the staff and allows teachers to make significant and measurable improvements to their teaching and learning pedagogy which in turn supports the students.”

Rainhill Teacher

“Helping my child to be the best they can be.”

Parent

“A dedicated teacher who encourages and guides my child in lessons. Makes the lessons enjoyable and provides positive feedback. An excellent teacher.”

Parent

“Because from the caretaker to the headteacher, all the staff are amazing. Thank you.”

Parent

“Knowing that my child feels happy/safe whilst eager to learn around her.”

Parent

“Fantastic, great communication with parents and great educators, making learning fun and getting results.”

Parent

“I couldn’t have asked for a better form tutor for my son. It’s really reassuring to know that there is someone there to support him and check in with him daily. He has thrived since starting high school and I am very grateful for her kindness and reassurance.”

Parent



JOB DESCRIPTION



Post: Lead Practitioner - English

Grade: Lead Practitioner Scale LP 1 - 5
£54,727 - £60,408

Contract: Full time, Permanent

Responsible to: Head of English Faculty

Purpose of the Post

The Lead practitioner will lead on the improvement of teaching skills, focusing on the effective teaching of English and literacy across school, and KS5 English, through modelling high-quality teaching, coaching and training other members of staff.

Duties and responsibilities

- Raising quality of teaching and learning, with a clear focus on whole school Literacy and KS5 English
- Carry out teaching responsibilities in line with the professional duties of a teacher
- Model consistently high-quality teaching and be able to demonstrate excellent practice to others
- Produce high-quality teaching materials that support excellent practice both in relation to Literacy and KS5 English
- Prepare and deliver training courses across the school to improve teachers' practice
- Support with teachers' professional development and appraisal through carrying out lesson observations, providing feedback and implementing strategies to improve practice
- Provide mentoring/coaching to individual teachers' in need of 1-to-1 support to improve their practice
- Use data to identify individuals or groups that need further teaching support and develop and implement strategies to raise the quality of teaching
- Use data to identify individuals or groups of pupils that need targeted support, and develop and implement strategies to raise achievement
- Set challenging and ambitious targets for pupils on interventions and update parents' on progress
- Measure and assess the impact of interventions to raise achievement for pupils and the quality of teaching
- Promote strategies which support differentiation, inclusion and positive behaviour

In relation to Literacy;

- strategise to ensure that the culture of raising Literacy standards is embedded across the school, embraced and promoted by all teachers and pupils
- undertake QA to assess the impact of your interventions across all faculties within the school, addressing areas of underperformance effectively.
- Prepare formal reports for HoF and SLT using data in accordance with the DfE's 'making data work' guidance

In relation to KS5 English

- Ensure that the KS5 English curriculum intent and implementation are embedded securely and consistently across the faculty.
- Ensure that learning within KS5 English is coherently planned and sequenced towards cumulatively sufficient knowledge and skills for future learning and employment
- Undertake QA to ensure that a vision for KS5 is implemented consistently across the Faculty, addressing areas of underperformance effectively

Monitoring and evaluation

- Co-ordinate and carry out monitoring and evaluation activities to improve teaching and learning, including work scrutinies, lesson observations, learning walks etc
- Use systems to analyse data from monitoring and evaluation, and use insights to inform strategies and plans for teacher development
- Support with self-evaluation and school improvement planning across literacy and KS5 English

Professional development

- Lead on researching best practice and keeping up-to-date with the latest developments in both Literacy and KS5 English
- Share knowledge with staff and offer support to implement the research into their own practice
- Inform staff about the latest innovations in intervention strategies
- Lead on identifying high quality CPD programmes to improve quality of teaching and learning
- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own practice
- Where appropriate, take part in the appraisal and professional development of others

Management of staff and resources

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

Other areas of responsibility**Safeguarding**

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, Prevent) and our safeguarding and child protection policies
- Work with the designated safeguarding lead (DSL) to promote the best interests of pupils, including sharing concerns where necessary
- Promote the safeguarding of all pupils in the school

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The postholder may be required to do other duties appropriate to the level of the role, as directed by the headteacher or line manager.

The post is subject to a satisfactory Enhanced Disclosure & Barring Service check

PERSON SPECIFICATION



| Criteria | E/D | A/I |
|--|-----|-----|
| Teaching and Qualifications | | |
| Qualified Teacher Status/QTLS | E | A |
| Degree in relevant subject | E | A |
| Recent Participation in Relevant In-Service Training | D | A |
| Leadership & Management | | |
| Experience of a middle leadership role | D | A/I |
| Experience of carrying out quality assurance (QA) | D | A/I |
| Experience of leading CPD | D | A/I |
| The capacity for sustained hard work and resilience | E | I |
| The ability to motivate and inspire others | E | I |
| The ability to work with a range of stakeholders | E | I |
| Professional knowledge and understanding | | |
| Subject National Curriculum – All Key Stages | E | A |
| Assessment | E | A |
| Teaching and Learning Strategies | E | A |
| Ability to Teach Subject to GCSE | E | A |
| Ability to Teach Subject to A-Level | E | A |
| Willingness to assist in delivery of extracurricular activities | E | A |
| An awareness of safeguarding children issues | E | A |
| Personal Skills and Attributes | | |
| Ability to understand and demonstrate commitment to equality and diversity | E | A/I |
| High Level of Communication and Interpersonal Skills | E | A |
| Personal Motivation | E | I |
| Ability to Motivate Students | E | I |
| Excellent Organisation and Administration Skills | E | I |
| Excellent ICT Skills | E | I |
| Work as Part of a Team | E | A/I |

E = Essential requirement of the role

D = Desirable requirement of the role

A = Assessed via the application form

I = Assessed at Interview



STEPHENSON TRUST

Stephenson Trust is based in Rainhill, Merseyside and is currently a single school in a multi academy trust. We have several external partners, including Hope University, Ambition Institute, The Fowler Education Faculty, SSAT, Rainbow teaching school hub and the educational endowment fund.

We are now seeking to expand in the next couple of years with those who share our desire to provide an excellent education

In our trust, our vision is one of excellence for everyone, pupils and staff. We believe that by working together, we can make a positive difference to children`s lives. We place emphasis on wellbeing, collaboration and professional development for our staff, underpinned by research. Our aim is to ensure our students finish their education with us as well-rounded, well-grounded individuals who will make a positive contribution to society, which is partly achieved by ensuring our workforce is supported and professionally challenged, underpinned by comprehensive CPD programmes and wellbeing initiatives. We offer the following benefits, designed to promote your wellbeing and make your role enjoyable and rewarding.

For the right candidate there will be additional opportunities based on potential, ability and capacity to make a difference across the team and the school.

BENEFITS OF WORKING FOR STEPHENSON TRUST

- A culture that actively promotes a positive work-life balance
- Teachers' Pension Scheme with a generous employer contribution
- Flexible and Family Friendly Policies
- Continued Professional Development
- Lifestyle benefits and discounts
- National Terms and Conditions
- Free on-site parking
- On-site catering facilities

GUIDANCE FOR COMPLETING YOUR APPLICATION FORM

Your application form should be submitted to the school by email to the school's job vacancies email address provided, or by hard copy to the school postal address. Your application consists of two parts; the application form and the optional Equal Opportunities form.

Your application form will be used to measure you against the essential criteria as identified on the person specification. This is your opportunity to sell your skills, abilities and experience. It is important that you read the job description and person specification carefully and ensure that your application is tailored to the role you are applying for. You may also wish to submit a covering letter outlining how your career to date has prepared you for the post.

Take time to check your application form to ensure that you have completed all sections. Also check for any spelling and grammatical mistakes.

The Equal Opportunities form will be used to assist in monitoring the effects of the school's equal opportunities policy in recruitment and selection and will help us to develop and improve.

If you are applying for a post that includes working with children or vulnerable adults please include the date that you left secondary education. We may contact any of your previous employers to confirm information provided in your application.

Section 6: This is your opportunity to demonstrate to the shortlisting panel how you meet the essential criteria of the person specification. Use specific examples and evidence of your skills, abilities and experience to demonstrate how you meet the criteria.

Section 7: Please provide details of two referees, one of whom must be your current or most recent employer. Referees cannot be relatives or people writing solely in the capacity of friends. If you are applying for a post which involves working with children or vulnerable adults and you are not currently working with children or vulnerable adults, but have done so in the past, please provide details of the most recent employer of this type of employment.

Section 14: In line with the statutory guidance document Keeping Children Safe in Education (2024) the trust will conduct online searches after the shortlisting process for any candidates who accept an invitation to interview.

You are required to sign the form to confirm that the information you have provided is accurate and true. Providing false or misleading information could result in your application being rejected, a conditional offer being withdrawn or lead to disciplinary proceedings which may result in dismissal. If you send your application by email, it will be deemed that you have signed the declaration. You will be required to sign a copy of your application form if you are invited for interview or if you are offered the post subject to further checks.

Application forms should be returned to jobs@rainhillhigh.org.uk

Please note it is our policy to retain all application forms for unsuccessful applicants for a period of six months, after which time they are securely destroyed.

Click here for the [Teacher application form](#)