



HATTON ACADEMIES TRUST

JOB DESCRIPTION

Post Title:	Leading Practitioner
Post Holder:	
Responsible to:	Senior Assistant Principal: Teaching & Innovation Appraiser Head of Department / Faculty
Salary Grade:	Hatton Academies Trust Teacher Scale Band 4: Point 10 to 14 (Leading Practitioner)
Full Time / Part Time:	Part Time / Full Time

All Teaching Staff Professional Responsibilities:-

1. Work within the School Teachers Pay and Conditions document.
2. Promote the Academy's stated ethos.
3. Contribute to and implement the Academy's annual Improvement Plan and agreed policies.
4. Teach as directed throughout the Academy, subject to appropriate training.
5. Monitor, expect and improve progress in pupil learning.
6. Participate in the pastoral management of the Academy as requested.
7. Take part in appraisal procedures outlined in the agreed Academy policy.
8. Take responsibility for their own professional development.
9. Be accountable for the progress and attainment of all teaching groups.
10. To meet all the Teacher Standards and maintain a level of performance in line with career stage expectations.

All Teaching Staff Specific Responsibilities:-

1. Plan and deliver lessons using a range of strategies to meet pupils' individual learning needs.
2. Have a thorough knowledge and understanding of their subject, its teaching and place in the National Curriculum and that of the Academy.
3. Set and mark homework according the Academy and department policies.
4. Mark, assess, record and report on pupils' achievements, setting appropriate targets for improvement.
5. Meet deadlines for reporting, marking, submission of assessment data, coursework, marks and forecast grades.
6. Prepare pupils for examinations, taking part in standardising and moderating activities required by departments and examination boards.
7. Contribute to the development of schemes of work, Academy and department policies as appropriate.
8. Attend and contribute to appropriate meetings and professional development activities.
9. Contribute to the process of department self-evaluation and improvement planning.
10. Undertake whatever other duties might reasonably be requested by the Principal or Head of Faculty/Department.

Form Tutor Responsibilities:-

1. Take responsibility for day to day discipline routines and attendance in the form group.
2. Review and discuss pupils' work and welfare, setting targets as necessary.
3. Promote good behaviour and positive attitudes at all times.

Hatton Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

4. Support form, year and Academy activities as appropriate.

Band 3 Teachers (UPS equivalent):-

1. Play a senior and proactive role within the department / faculty to enhance the quality of provision.
2. Play a senior and proactive role within the department / faculty to enhance the extra-curricular provision and opportunities.
3. Play a proactive role in leading the professional development of other colleagues within the department / faculty.

Band 4 Teachers (Leading Practitioner):-

In addition to the expectations of an Upper Pay Spine (UPS3/Hatton Point 9), the Teachers' Pay & Conditions Document states: "leading practitioner" means a teacher in a post the primary purpose of which is to model and lead improvement of teaching skills.

Role Purpose

Within the specialist subject area and across the academy or trust as identified by either the Head of Secondary Standards, Head of School, Director of Teaching and Innovations to include:

- Modelling "aspirational teaching", team teaching, observing lessons, and advising teachers on how to improve the quality of their teaching
- Scrutinising teachers' planning and marking, and giving constructive feedback
- Coaching, mentoring and induction of teachers, newly qualified teachers (NQTs) and trainees
- Advising on the use of assessment for learning and its impact on pupil progress
- Supporting teachers who are experiencing difficulties in performance, including those being supported through a support programme or going through a capability process

Core responsibilities

- Model and lead the improvement of teaching skills within Sir Christopher Hatton Academy and Hatton Academies Trust academies
- Provide inspirational, innovative and motivational leadership of the improvement of teaching in the specialist subject across the Academy and Trust academies to enable all students and staff to achieve their highest potential
- Be accountable for continuous improvement in the quality of teaching in the specialist subject area and identified areas and staff requiring improvement and support
- Work in close partnership with and be accountable to the Head of School and Senior Assistant Principal: Teaching and Innovations to improve the quality of teaching and learning in the academy and beyond in the trust as required
- Be committed to own professional development and external verification if required e.g. through further CPD for example the Chartered Teacher Programme.
- Be a key leader in the development of the academy Leaders for Learning programme and support student independence.
- Develop and lead subject based groups across the Trust and Hatton Teaching School Alliance (HTSA)
- Assist in ensuring that the curriculum offer is appropriate for all students and is supported by high quality teaching and learning.
- Provide school improvement support to Trust academies as and when appropriate in discussion with the Head of Secondary Standards or Head of Primary Education
- Develop and lead CPD programmes related to effective pedagogy and specialist subject teaching within the academy and HTSA.
- Assist in developing an innovative curriculum for students which values the talents and aspirations of all

Hatton Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

- Be an active member of research within the academy and beyond to help develop the HTSA USP based upon research
- Contribute to wider memberships and groups as required e.g. Challenge Partners, NPQs, Chartered College programmes.
- Create and maintain good working relationships among all members of the College community.
- Assist in the recruitment and selection of teaching staff, ensuring compliance with 'best practice' and all legal requirements, in particular with reference to safeguarding.
- Actively promote and deliver high quality appropriate personal and professional development of all staff, taking a lead with their own development.
- Promote and implement strategies which secure good order, pastoral care, discipline and high morale throughout the academy community.

General:-

1. Responsibility for safeguarding and promoting the welfare of children at the Academy.
2. The Academy has a commitment to be inclusive in terms of ethnicity, gender, disability, social background and academic ability and expects all staff to share this responsibility.
3. Share and actively promote the Academy's commitment to promoting equal opportunities and tackling discrimination.
4. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances.
5. Ensure that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons, and comply with policies and procedures relating to health and safety within the Academy.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation. This job description should be read in conjunction with 'Clarification notes on the exercise of professional duties for all teachers, other than head teachers' contained within the School Teachers' Pay & Conditions Document.

Signature of Postholder _____

Date _____

Signed on behalf of the Academy: _____

Date _____