



SCHOOL OFFICE

# LEAD PRACTITIONER – TEACHING AND LEARNING

GILDREDGE HOUSE

EASTBOURNE

# WELCOME FROM THE EXECUTIVE HEAD TEACHER

Dear Colleague

Thank you for your interest in working at our school. Gildredge House is a popular and oversubscribed all-through school, in Eastbourne, East Sussex. Primarily, Gildredge House is a warm, welcoming, and inclusive community. Every student, teacher and member of our community takes on a responsibility when joining Gildredge House to maintain and cultivate the unique culture that exists inside our walls. You will find this culture embodied in every part of our school, in the way Gildredge House students think, feel and act, regardless of age.

As a unique, all-through school, I believe that we offer a special opportunity for any member of staff to work with young people and staff across a range of ages and key stages. This privilege is not lost on us, and we work hard to ensure that we are relentless in our pursuit of an excellent education for all our young people. In our most recent Ofsted inspection in November 2018, Gildredge House was judged to be Good. We are confident and excited about the school's future and are looking for an exceptional leader to join us on this journey.

We are recruiting for a new position, Lead Practitioner - Teaching and Learning. You will play a vital role in the leadership of Teaching and Learning in the Secondary phase at Gildredge House. The Lead Practitioner will coach, support and inspire teachers to be the best classroom practitioners that they can be. You will also be responsible for shaping and delivering professional development, modelling best practice, in-class coaching and co-planning and delivery of the lessons in the curriculum, all in the support of ensuring the best possible outcomes for students. If you are an outstanding teacher, have a proven track record of successful strategies for raising achievement alongside experience in the leadership of Teaching and Learning at a subject or school level, we encourage you to apply for this exciting opportunity.

I am very proud to be the Executive Head Teacher of Gildredge House and look forward to working with you to lead this aspect of school development together. I enjoy working in such a cohesive team across all phases of our school, and I warmly encourage you to consider joining our fantastic and unique community. Please contact me at [c.bull@gildredgehouse.org.uk](mailto:c.bull@gildredgehouse.org.uk) for a confidential conversation, or you can speak with our HR Team at [careers@gildredgehouse.org.uk](mailto:careers@gildredgehouse.org.uk), who will be able to send you the full job pack.

We look forward to hearing from you.

Craig Bull  
Executive Head Teacher



# OUR SCHOOL

At Gildredge House, our vision is clear and underpinned by a strong value-based education where learning in and out of the classroom is prioritised, to support students to achieve their potential and beyond. We have the highest aspirations for our school and every member of our school community.

## Our Mission

*Aspire*

In all that we do

## Our vision

Our vision is to be a school that:

- Aspires for balanced students who flourish through opportunities and learning experiences in and outside the classroom.
- Aspires toward a culture of care and wellbeing, which results in optimal conditions for learning.
- Aspires to be proud of the Gildredge House Way, our uniform and attendance.
- Aspires for all students to achieve their potential and beyond.
- Aspires for an inclusive, all-through, values-based curriculum.
- Aspires for students to understand their responsibility to be global citizens, contributing to a better world.
- Aspires to celebrate students' individual and collective achievements.
- Aspires to engage young people in environmental education and action.
- Aspires for a strong careers programme which supports students in further education, training, and employment.
- Aspires to work collaboratively within our local, national, and global communities.



## The Gildredge House Way

*Ready, Respectful, Safe*

Our school is founded upon high standards and high expectations of students' attitude to learning. We expect a commitment from all students to the Gildredge House Way, in and out of every lesson. We also believe it is important to celebrate individual and collective achievements through a culture of 'catching students in'.

# THE ROLE



## Ideal candidates will:

- Align to the Gildredge House vision, mission and values.
- Have a track record of leading Teaching and Learning and outcomes.
- Be committed to working in partnership with colleagues, Governors, parents, and the community to deliver strong outcomes for students.
- Act with integrity and build effective, trusting relationships with colleagues and students.
- Be able to contribute meaningfully to the school's strategic development.
- Possess the technical and behavioural traits to support the leadership of a highly effective school.
- Be an outstanding teacher themselves.
- Know what great learning looks like in the classroom and how to achieve it.
- Have experience in improving teaching and learning.
- Know what a strong performance management and professional development programme should look like.
- Be able to secure a strong culture for learning with students and their families.

The successful candidate will have proven success in driving standards, be committed to the pursuit of excellence and be able to establish systems and procedures to develop Teaching and Learning across the Secondary phase.

This is an exciting opportunity for an aspiring Senior Leader or someone with a real passion for supporting colleagues and the development of teaching and learning.

To apply, click [here](#):

**Reports to:** Deputy Head - Quality of Education / Head of School - Secondary

**Start Date:** September 2024

**Location:** Eastbourne, East Sussex

**Salary:** L2 - L5

**Contract:** Fixed Term

**Closing Date:** 9.00am, Monday 15th April 2024.

**Interviews:** Week Commencing 22nd April 2024.

Visits to the school are highly recommended. To arrange a visit, please contact Kate Lamprell on [k.lamprell@gildredgehouse.org.uk](mailto:k.lamprell@gildredgehouse.org.uk)

Applications by Gildredge House application form (available [here](#)) to [careers@gildredgehouse.org.uk](mailto:careers@gildredgehouse.org.uk) by the deadline above.

Gildredge House is committed to safeguarding and promoting the welfare of children. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

We require all employees to undertake an enhanced DBS check.

You are required, before appointment, to disclose any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar you from employment – this will depend upon the nature of the offence(s) and when they occurred.



# JOB DESCRIPTION

The Lead Practitioner will be a key leader supporting the Senior Leadership Team in establishing systems and procedures to develop Teaching and Learning across the Secondary phase, whilst working with Primary and Secondary phase colleagues across the whole school. They will lead and encourage critical professional dialogue across departments. The Lead Practitioner will coach, support and inspire teachers to be the best classroom practitioners that they can be.



## Key Responsibilities

Working as a Lead Practitioner within the extended senior leadership Teaching and Learning Team to develop colleagues' pedagogical practice through:

- In-class coaching
- Co-planning and delivery of lessons
- Shaping professional development of colleagues
- Modelling best practice
- Support with the delivery of whole-school weekly CPD programme

## Strategy

- Work towards and support the school's vision and school objectives outlined in the School Development Plan
- Contribute to the whole school strategy, including the IT Strategy
- Deliver a Learning to Learn programme across the school including GCSE intervention / revision support

## Outcomes & Activities

- Alongside colleagues, take a leading role in improving the standards of Teaching and Learning, ensuring these are consistently high. This will involve working closely with all members of departments, with the aim of raising student achievement and attainment at all levels
- Be the lead teacher for your subject, ensuring very high standards of attainment
- Be part of the Teaching and Learning Team and as such, make active use of the Coaching/Mentoring Programme to support high quality teaching and learning
- Work with staff throughout the school and put together coaching programmes for staff so that all have the potential to be judged good or outstanding as graded by Ofsted

## CPD

- Co-ordinate or manage the work of other teachers as appropriate
- Manage or supervise support staff as necessary
- Support teachers on informal and formal capability processes in order to support their improvement

## Curriculum

- To have excellent subject knowledge
- Plan and prepare courses to a high standard
- Play a key role in leading Teaching and Learning across the school
- Continuously review teaching methods, schemes of work and resources as necessary
- Advise and co-operate with the Line Manager, other teachers and the Senior Leadership Team on the preparation and development of courses of study, teaching materials and resources, teaching programmes, methods of teaching, assessment and pastoral arrangements
- Participate in meetings which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements
- Take part as required in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school

**Note:** The full job description is available as part of the application pack on our website

# PERSON SPECIFICATION

## Qualification Criteria

- Hold Qualified Teacher Status (QTS)
- Degree in relevant subject
- Evidence of recent relevant professional development and/or study
- A strong academic track record, to degree level and above

## Experience

- Successful classroom practitioner with experience in co-educational comprehensive schools
- Evidence of enabling students to work to the highest standards
- Proven track record of successful strategies for raising achievement and sharing good practice
- Evidence of impact of your leadership of Teaching & Learning at subject and/or school level
- Experience of coaching



## Personal Qualities

- Enthusiasm for teaching your subject
- Demonstrate emotional intelligence
- Ability to manage own workload
- Enthusiasm for Teaching and Learning
- A commitment to continuing professional development
- Ability to show empathy and understanding to all
- Desire and capacity for further promotion

## Knowledge

- Detailed knowledge of the national curriculum
- An understanding of the issues surrounding the safeguarding of children and a commitment to child welfare and safety
- Up-to-date educational research and theory on pedagogical practices
- A good understanding of the importance of literacy across the curriculum
- A good understanding of how to plan and assess work for vulnerable groups, such as SEN students, pupil premium students and those that have high prior attainment
- An awareness of recent national educational developments

## Skills and Abilities

- High level of classroom teaching skills
- Ability to communicate positively with students
- Ability to work supportively and collaboratively within a team
- Ability to reflect upon and improve your teaching practice and that of others.
- Good communication and administrative skills
- Effective and energetic in instigating and implementing change



Note: The full person specification is available as part of the application pack on our website

The post holder must be willing to undertake an enhanced Disclosure and Barring Service check. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.

# OUR VALUES

Our school is underpinned by a values-based education. Our stakeholders have discussed, collaborated and developed this thinking to create six core values that we believe ensure our students aspire to and achieve success. We believe that this creates a strong learning environment that enhances personal and academic achievement while also developing students' social and relationship skills that will last throughout their lives. Our curriculum is developed with our Aspire values in mind and we recognise and reward students when they demonstrate them.



**A**mbition - To relish new challenges or opportunities, always strive to do our best.



**S**upport - To collaborate, encourage and help others whilst accepting and responding to support ourselves.



**P**erseverance - To have self-belief in overcoming challenges to be successful.



**I**ntegrity - To be honest and always do the right thing.



**R**eflection - To consider our strengths and areas for development whilst making connections in our learning.



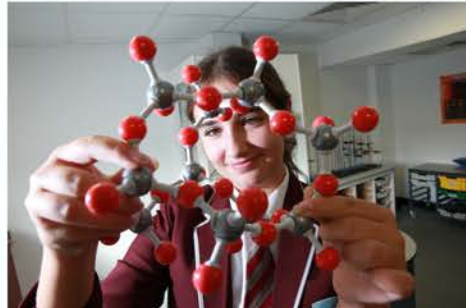
**E**mpathy - To understand the feelings and needs of others, supporting those who sometimes need our help.



# BENEFITS

As a Senior Leader at Gildredge House, we will offer you:

- A carefully designed and supportive induction plan to ensure you have everything you need to start your new role confidently and smoothly
- Non-contact leadership time to support impact
- A leadership coach
- Training - in addition to NPSL (if you do not hold the qualification)
- Career development opportunities
- On-hand expertise from the Executive Head Teacher and Heads of School
- Leadership Coaching Qualification
- Two week Autumn half term
- Teacher Pension Scheme
- Care First Employee Assistance Programme
- Staff wellbeing and sport opportunities





# Gildredge House



*Aspire*