



## Lead Practitioner of English and Oracy

<b>Reporting to:</b>	Deputy Headteacher and Curriculum Director of English
<b>Start Date:</b>	April 2024
<b>Location:</b>	Ark Victoria Academy, Talbot Way, Small Heath, Birmingham, B10 0HJ
<b>Contract:</b>	Permanent
<b>Working Pattern:</b>	Full Time
<b>Salary:</b>	Lead Practitioner Scale LP1 – LP5 (£47,882 - £52,842 per annum)
<b>Closing Date:</b>	<b>08/02/24</b>
<b>Interviews:</b>	<b>09/02/24</b>

*If you are ready to add further value to our English Department and to work alongside a brilliant school leadership team, then you will find this job extremely rewarding.*

### About the role:

We are seeking an innovative **English** specialist to undertake the role of **Lead Practitioner of English and Oracy** and join our fantastic **English Department** in our secondary phase.

The primary purpose of the Lead Practitioner for English and Oracy is to coordinate, oversee and deliver a high-quality Oracy curriculum and strategy across the school. The Lead Practitioner will lead Oracy across the School and will be responsible for a keystage within the English department ensuring that the standard of curriculum teaching, learning and assessment in the keystage, is of the highest quality for all students so that they are able to achieve to the best of their ability and that staff and students are supported, developed and motivated. You will also oversee the whole school vision for Oracy across both secondary and primary and ensure the implementation of a successful and innovative programme, to include signature strategies such as Think, Pair, Share and public speaking activities such as debating, as well as enrichment activities. You will quality assure the teaching of Oracy skills across the curriculum and ensure a high quality professional development programme. As a member of the Extended Leadership team, you will work closely with Senior Leaders to lead on whole school strategy and will attend SLT meetings as required. You will work closely with the Director of English to ensure excellent provision for all students, resulting in excellent outcomes.

You will be a fantastic motivator and will inspire students to achieve and exceed grades. You will be aligned to Ark's high aspirations and expectations for pupils and staff and have demonstrable evidence of improving outcomes.

**Ambitious**

**Resilient**

**Kind**



Our values mean a great deal to us and underpin all that we do, and so it is important that you champion Ark Victoria's pledge of being Ambitious, Resilient and Kind as well as living by the Ark ethos and six pillars that enable us to achieve our mission.

### **The successful candidate will:**

- be instrumental in our mission to provide every student a great education and real choices in life, regardless of their background
- be experienced in designing, implementing and evaluating effective, imaginative and stimulating Schemes of Work
- have an excellent understanding of both subject and general teaching pedagogy

## **About Ark Victoria Academy**

***Aim high, be brave, be kind, keep learning!***

Ark Victoria Academy is a high performing school across all key stages, providing pupils with a unique journey in their education through the curriculum, personal development programme, student experience offer and the vast range of opportunities that we are able to provide as an all-through school. 73% of all grades awarded at GCSE 2023 are grade 4 and above, against a national figure of 68%. 67% of students gained a grade 4 or above for English and maths. At KS2 82% of pupils gained the expected standard in reading, writing and maths, against a national figure of 59%. 87% of our pupils achieved the expected standard in reading and 85% in maths. Our provisional P8 score of +0.51, which places us in the top 8% of all schools nationally.

Whilst being a large school, we are able to retain a family feel, to nurture our pupils through their schooling and ensure that they leave us with the skills and qualifications necessary to continue their journey of life-long learning in a university or career of their choice.

It's for this reason that Ark Victoria Academy was judged 'Good' by Ofsted in May 2019, with a strong emphasis on expert subject knowledge from our teachers, strong teaching and leadership and a focus on excellence for our students and staff.

**Find out more about us on <https://arkvictoria.org/>**

### ***Why work for our school?***

Hear what our teachers have to say about working at Ark Victoria Academy:

<https://arkvictoria.org/page-strips/hear-our-team-0>

- We take CPD seriously, which is why we offer twice the number of training days as standard
- Our school's 'Wellbeing Wednesdays' are a great hit – get in touch to find out more
- Our staff can take advantage of our on-site fitness suite
- Access to Ark Rewards scheme offering up to £1,000 a year in savings from over 3,000 major retailers
- Interest-free loans of up to £5,000 available for season tickets or a bicycles
- Gym discounts offering up to 40% off your local gym

For an informal, conversation about the role please contact HR Manager, Kelly Mubarik on 0121 393 4459 or [k.mubarik@arkvictoria.org](mailto:k.mubarik@arkvictoria.org)

**How to Apply:** Please visit <https://arkvictoria.org/vacancies> and submit your application. Please note we will be reviewing applications on an on-going basis and this advert may close earlier than advertised depending on the level of response.





## Job Description

### Key Responsibilities

#### Leadership and management (with the support and direction of the SLT)

- Implementation of the oracy strategy across the academy
- Promote and encourage the use of oracy signature strategies across the school
- Support and develop knowledge of Oracy across the primary and secondary phases, through the provision of CPD, inset training days, supervising ECTs, ATT students and support staff, etc.
- Model outstanding teaching and lead collaborative planning and development, with a focus on oracy and the appropriate keystage, including the sharing of resources and best practice within the department
- Share best practice in using English and Oracy approaches across the curriculum at middle leader meetings and staff briefings
- Work with the Lead for Inclusion to develop differentiated learning and teaching methods and schemes of learning
- Liaise with Faculty Directors on a regular basis to ensure the Oracy goals are met across all subject areas and to exploit cross-year and cross-curricular links
- Keep up to date with any changes in learning and teaching related to English, Oracy, DfE guidance, assessment regulations, etc. and ensure staff are kept informed

#### Improving Teaching and Learning (with the support and direction of the Faculty Director of English)

- Design a plan to support roll out of the signature strategies for Oracy
- Design, oversee, monitor and evaluate an engaging and challenging keystage curriculum that inspires children and develops their skills and knowledge, while identifying clear targets, timescales and success criteria for its development
- Set high expectations so that all students are inspired, motivated and challenged to reach their full potential, and in doing so meet their progress and attainment targets
- Plan and teach well-structured, differentiated lessons that are aligned to the school and/or network curriculum and cultivate every student's intellectual curiosity
- Model outstanding teaching and lead collaborative planning and development, including the sharing of resources and best practice within the department

- Ensure continuity and progression in the teaching of English by supporting colleagues in choosing the appropriate sequence of teaching and teaching methods and setting clear learning objectives through an agreed scheme of work
- Monitor the provision for English and Oracy through rigorous and regular lesson observations, work scrutinies, and provide detailed, constructive feedback
- Use data to inform teaching and learning, identify areas for intervention and provide feedback to students, staff and families in order to promote progress and outcomes
- Manage behaviour effectively to create a safe, respectful and nurturing environment so that students can focus on learning
- Work collaboratively with both school and network colleagues as a committed team member, building successful, high performing teams
- Participate actively throughout the network, by attending relevant meetings, and, as appropriate, delivering network-wide training and initiatives
- Work with colleagues, students and families to develop a strong school community
- Teach English
- Provide extracurricular activities including trips to extend and challenge pupils

### **Other**

- Support the teaching and delivering of Media and iMedia
- Actively promote the safety and welfare of our children and young people
- Ensure compliance with Ark’s data protection rules and procedures
- Liaise with colleagues and external contacts at all levels of seniority with confidence, tact and diplomacy
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required

This job description is not an exhaustive list and you will be expected to carry out any other reasonable tasks as directed by your line manager.

## **Person Specification**

### **Qualification Criteria**

- Qualified to teach and work in the UK
- Degree in English or related subject

### **Knowledge, Skills and Experience**

- Experience of raising attainment in a challenging classroom environment
- Experience of developing others
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating Schemes of Work
- Experience of interpreting complex student data to drive lesson planning and student progress
- Excellent understanding of both subject and general teaching pedagogy
- Excellent understanding of signature strategies relating to English and Oracy
- Effective and systematic behaviour management
- Knowledge of the national secondary education system, examinations and curriculum

### **Personal Characteristics**

- Genuine passion for and a belief in the potential of every student
- Deep commitment to Ark’s mission of providing an excellent education to every student, regardless of background

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**Ambitious**

**Resilient**

**Kind**



- Excellent interpersonal, planning and organisational skills
- Reflective and proactive in seeking feedback to constantly improve practice
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice
- Commitment to and understanding of professionalism in line with the National Teaching Standards

### Other

- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check

*Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process which will include questions about safeguarding. This process is outlined [here](#), but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.*

For more information about the role, please contact Kelly Mubarik, HR Manager, via [k.mubarik@arkvictoria.org](mailto:k.mubarik@arkvictoria.org)

## Principal

I am delighted and proud to welcome you to Ark Victoria Academy, a family school in the heart of Small Heath. I joined our academy in 2019 and am working hard with our pupils and staff to make sure our school continues to improve. We want to provide an excellent education for each and every one of our pupils.



As Principal, it is my responsibility to create an environment in which your child can become a confident, articulate, resilient and kind young adult. Our curriculum, enrichment programme and student experience days, help ensure our pupils learn, thrive and make progress. We are committed to preparing and supporting our pupils to go on to pursue careers they are passionate about, contributing positively to society and living happy, healthy and fulfilled lives.

Our school community works hard to ensure our values of being **ambitious, resilient** and **kind** underpin our work and are upheld by us all.

We know that all children can and will achieve success and our dedicated staff work hard to nurture, support and provide challenge, to make this a reality. We welcome and value the input of carers and parents; together, we work hard to help realise the dreams and ambitions of our children and their families.

Please take a look around our website to find out what we can offer your child. The best way to really understand our school is to experience it. I would love to show you around and answer any questions you may have.

**Ms Ela McSorley, Principal**

## Being part of the Ark network

Ark is an international charity, transforming lives through education. We exist to make sure that every child, regardless of background, has access to a great education and real choices in life.

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We know that great schools need great teachers, which is why we offer you the very best training and support at every stage of your career - from starting out as a trainee to running your own school.

Our highly-successful network of 37 schools educates over 20,000 students across Birmingham, Hastings, London and Portsmouth. They are achieving some of the best results in the country despite being largely in areas of historic academic underachievement.

Ark schools prioritise six key principles: high expectations; excellent teaching; exemplary behaviour; depth before breadth; more time for learning; knowing every child.

Ark invests significantly in a number of professional development programmes which complement academy level training:

- The Ark training menu: we have developed a bespoke training menu, which is accessible by all staff in the network offering a wide range of training modules to staff in all roles
- Network support: schools share CPD, allowing us to share best practice and role specific training across the network, facilitated by in-school and central staff
- Ark staff receive 10 training days each year rather than five creating time to collaborate with subject specialists within each school and across the network

Ark is at the forefront of changing education society through education. You can read more about how Ark is transforming lives through education [here](#).

## Ark Safer Recruitment Procedure

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

### Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

### Reference checking

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

### Probation

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with pupils.

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