

Lead Practitioner for Standards
Leadership Scale L6–L10 (Middle Schools)
Start Date: September 2025
Contract: Full Time, Permanent
Location: EMS (Emmanuel Middle School)

For an informal conversation or to arrange a visit, please contact Sam Askam on 01202 828100.

Are you an experienced and passionate teacher ready to step into a key leadership role that will shape the future of our school? EMS is looking for a dynamic and committed **Lead Practitioner for Standards** to join our team and play a pivotal part in our journey towards excellence.

This is a new and exciting role, created following a review of SLT roles to strengthen our leadership capacity at a time of renewal and growth. While we have previously had two Lead Practitioners, this post replaces a long-standing gap and reflects our commitment to excellence in teaching and learning across the school.

This role will be adapted to suit the knowledge, skills and experience of the best candidate - we welcome applications from all phases.

Your expertise will make a significant impact on the quality of education and student outcomes. You will also have the opportunity to contribute to our developing Middle Phase strategy, with potential to lead initiatives that raise standards across the phase.

The role is in support of the Deputy Head who has responsibility for the quality of education. Working in conjunction with the deputy your leadership responsibilities will be to:

- Ensure the quality of education across EMS is consistently outstanding
- Drive student achievement to deliver exceptional outcomes
- Uphold and strengthen effective safeguarding practices

Working with the deputy your management responsibilities will be to:

- Lead the development of high-quality teaching and learning
- Oversee appraisal processes to support and challenge staff
- Lead quality assurance of teaching and learning across the school
- Support and develop middle leaders to grow future leadership capacity

Why Emmanuel Middle School:

- Opportunities for career progression within Trust schools and teams
- Continuing professional development for staff in all roles - 8 INSETs annually

- Wide ranging CPD to support school improvement plans - using expertise from across the 19 schools and external experts
- Centralised trust curriculum
- Online homework packages
- A dedicated Employee Assistance Programme
- Health cash plan - up to £1,085 of benefits annually
- Cycle to work scheme
- Wellbeing discounts
- A strong commitment to diversity and equality

Choosing the right working environment is the difference between thriving and surviving; at Emmanuel we place a huge emphasis on our staff flourishing in their role, as reflected in our mission statement of 'being inspired to go beyond our perceived limits'. Pride is a word I often use when referring to my role leading at EMS, and is my ambition for the whole school community to recognise in themselves. As a church school we educate for:

- 1) developing knowledge, skills and wisdom
- 2) working with hope and aspiration
- 3) learning to live in a community and living well together and
- 4) working with dignity and respect.

EMS is a vibrant and forward-thinking middle school where relationships matter, students thrive, and staff are deeply committed to our shared mission. We believe our students deserve the very best—and so do our staff. This is a school with a bright future and we are looking for a brilliant practitioner to help lead us there.

As a school, we have high aspirations and expectations of all our pupils. We expect them to positively engage in their learning and live out our core values of excellence, endeavour and enjoyment. This is what drives our school culture and ethos. Our House system supports this and your use of positivity will ensure the pupils meet our expectations. We take every opportunity to reward pupils for displaying our values through the epraise system and our epraise shop has a wide range of enrichment experiences for the pupils to choose from when they have accrued enough candle credits. We enable the pupils to feel the satisfaction of tangible reward for their hard work. Staff have found that leading these reward afternoons has promoted their sense of well-being.

If you're ready to take the next step in your leadership journey and make a real difference in a school that values ambition, care, and community, we would love to hear from you.