



Lead Practitioner English

Location	Mercia Northridge School (currently Chaucer School) (Sheffield)
Salary	Lead Practitioner Scale 3-7
Contract term	Full time 1.0FTE
Responsible to	Subject Leader
Start date	1 September 2026
Closing date	12 noon Friday 15 May 2026

Mercia Learning Trust

Mercia Learning Trust is a successful partnership of four primary and three secondary schools located in Sheffield, and will soon be joined by our eighth school, Mercia Northridge School. Established in 2012, with one secondary school, our trust has grown to serving over 5000 pupils, with 650 staff.

Why do we exist?

- To empower everyone in our communities, especially the most disadvantaged, to succeed.

How do we behave?

- We are kind - showing care and supporting each other.
- We have integrity - doing the right thing and always putting children first.
- We work with diligence - overcoming obstacles and having no excuses.

What do we do?

- We run schools that focus on academic excellence, cultural capital and the development of character.

How will we succeed?

- A culture of excellence – high standards shaped by clarity, not control.
- Academic focus – empowering all children through an exceptional curriculum.
- Purposeful collaboration – relationships built on trust, reducing sub-optimisation and driving collective success.

Our staff are a crucial part of our trust, just like our pupils. We are devoted to recruiting, training, retaining and taking good care of our highly skilled and dedicated team.

Mercia Northridge School

Mercia Northridge School will open in September 2026 as the eighth school to join Mercia Learning Trust. Mercia Northridge School is a secondary school for children aged 11 - 16. It is situated in Sheffield and has over 700 pupils on roll.

Mercia Northridge School strives to provide all pupils, no matter their background or starting point, an academic curriculum that allows them to excel and thrive when they leave. We are committed to the most vulnerable pupils, and we are recruiting those who believe that high standards and expectations are necessary to lead pupils towards success.

We passionately believe in the need for a warm/strict approach as the bedrock of any success for pupils. Clarity and consistency are paramount for both pupils and staff as we work together to achieve our shared aspirations. Our pedagogical approach is clearly defined, emphasising direct instruction, the use of visualisers and high-level questioning to enhance learning. While we have established a strong level of consistency that supports pupil progress,

we continually strive for excellence. We are seeking dedicated professionals who can help us build on this foundation and drive our ambitions forward.

Job description

Purpose

To empower everyone in our communities, especially the most disadvantaged, to succeed.

Key responsibilities

- Help deliver the vision of Mercia Northridge School and promote its ethos and culture.
- Work cooperatively and constructively with the English team to drive standards in all key stages.
- Work alongside the head of department in designing, developing, and refining the curriculum so that it is challenging, appropriate and inspiring for every pupil and that it is knowledge rich and focused on mastery.
- Follow the Mercia Northridge School Teaching and Learning Policy (traditional and didactic) and consistently deliver exceptional lessons to all pupils and groups as directed.
- Lead coaching in the department to maximise the impact of all staff on pupils.
- Lead interventions to maximise pupil attainment in all years.
- Monitor and assess pupil progress in line with school and subject policy.
- Report to others, including parents and carers, in line with policy.
- With the head of department, and others:
 - contribute to the development of departmental documentation including appropriate schemes of work detailing content, resources, and assessments
 - ensure units of work and lesson plans are carefully sequenced and appropriately resourced to meet the needs of all pupils
 - ensure consistently high standards and expectations in lessons so that pupil engagement, attitudes to learning, productivity and learning is exceptional
 - prepare pupils for GCSE
 - engage in regular assessment and review of pupil progress and attainment and react to findings accordingly
 - ensure the provision of a safe and secure learning environment
 - liaise regarding work, behaviour, attendance, or other issues involving individual pupils
 - participate in regular quality assurance, including reciprocal observations, and performance management
 - observe and keep abreast of best practice elsewhere and disseminate across the department and school
 - create and sustain external partnerships and networks as appropriate

General/other

- Attend and participate in relevant meetings, training and events as required.
- With others, ensure that all communication and consultation relating to the department is appropriate.
- Induct new members of staff as directed by the head of department. Where appropriate act as a mentor to ECTs/Teach First in line with school policy.
- If possible, become a subject examiner/moderator at GCSE or A Level.
- Fulfil all other teaching and pastoral duties as directed and in line with school policy.
- Contribute to the overall development of Mercia Northridge School and Mercia Learning Trust, ensuring both operate because of shared and collective responsibility, including, contributing to trust partnership activities to drive school and trust improvement.
- All schools in Mercia Learning Trust are committed to safeguarding and promoting the welfare of children and young people. Therefore, all employees are expected to share this commitment.

- Be aware of and comply with the codes of conduct, regulations and policies of the school and its commitment to equal opportunities, as set out in the staff handbook.
- Any other delegated roles as directed by the headteacher.

This job description is current at the date as shown, but in conjunction with the post holder, may be changed by the headteacher to reflect or anticipate changes in the role which are commensurate with the grade and job title.

Person specification

Role: Lead Practitioner English

Attributes	Essential	Desirable	Assessment
Qualifications and training	<ul style="list-style-type: none"> • Degree in art or a relevant equivalent (2:1 degree as a minimum is desirable) • Qualified teacher status 	<ul style="list-style-type: none"> • Relevant professional development relating to knowledge-based curriculum 	<ul style="list-style-type: none"> • Application • Interview • References
Skills and knowledge	<ul style="list-style-type: none"> • Highly effective communication skills • Able to use / learn and adopt traditional pedagogical approaches • Clear commitment to and understanding of child protection matters • Exceptional subject knowledge and knowledge of the National Curriculum • Knowledge of current initiatives relating to achievement and inclusion 	<ul style="list-style-type: none"> • Knowledge of relevant GCSE or A Level syllabus and assessment • Leadership role in a department or whole-school 	<ul style="list-style-type: none"> • Application • Interview • References
Experience	<ul style="list-style-type: none"> • Teaching English for at least three years to a full range of age and ability within a secondary school • Track record as a successful classroom practitioner across the secondary school age and ability range 	<ul style="list-style-type: none"> • Exam board examiner • A level teaching • Evidence of strong pupil outcomes and examination success, especially for disadvantaged and vulnerable pupils 	<ul style="list-style-type: none"> • Application • Interview • References
Personal qualities	<ul style="list-style-type: none"> • Clear understanding of working effectively with the leadership team • Proven record of being transparent, approachable, and accountable • High expectations which motivate and challenge pupils • Ability to receive and act on feedback • Strong attention to detail • Aligned to values of our trust and schools 		<ul style="list-style-type: none"> • Application • Interview • References

Staff testimonial videos

Please take the time to watch these staff testimonial videos.

Working for Mercia Learning Trust

Staff wellbeing at Mercia Learning Trust

How to apply

All candidates must complete the following application process:

- Applications for this role are via the TES website.
- We do not accept CVs or council forms.

After your application has been submitted:

- In all cases written references will be taken up and made available to interviewers before the final selection stage.
- An email and/or letter will be sent to shortlisted candidates with details of the interview process.
- If you have not heard from us within two weeks of the closing date, please assume that on this occasion, your application has been unsuccessful.

Further information

Visit [here](#) for more on what it's like working for our trust, what we offer you, and what we're looking for.

Should you require any additional information about the role or the school or would like an informal discussion or out of hours visit, please contact the Headteacher's PA, Chelsea Clarke via cclarke@chaucer.sheffield.sch.uk.

The closing date for applications is 12 noon on Friday 15 May 2026.

The small print

Mercia Learning Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment. If you are shortlisted, your suitability to work with children will be explored, and this will include disclosing convictions. The information you disclose may be discussed with you during the interview.

The successful candidate will therefore be required to complete a DBS check in line with the Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 and the Police Act Regulations.

In accordance with DfE Keeping Children Safe in Education 2025, an online search will be completed on all shortlisted applicants prior to interview. Any relevant information will be discussed further with the applicant during the recruitment process.

We are an equal opportunities employer. Our staff are recruited and promoted on the basis of their merits and abilities, and no job applicant or employee receives less favourable treatment on the grounds of racial group, origin or nationality, sex, disability, marital status, age, sexual orientation, political or religious beliefs or trade union activity. Please indicate whether there are any reasonable adjustments or access requirements you would need to help you to attend an interview. If you wish to discuss your requirements prior to submitting your form, please contact our recruitment team on 0114 349 4230.