Lead Practitioner for English

Downham Market Academy

Lead Practitioner for English: Full Time/Permanent

Salary range: LPS 1-4

Required: January or Easter 2027

We are looking for a passionate teacher of English – all specialisms considered.

We are an ambitious school that has high aspirations and expectations for our students. We want to provide an education that is challenging yet accessible and relevant to the young people in our care. We want to inspire them to become life-long learners that empowers them to be valuable members of society. We offer all of our students many opportunities to enhance their learning through trips and visits that are both local and further afield. Our extensive extracurricular programme provides all students with opportunities to learn new skills and improve on existing ones outside of the normal classroom environment; make new friends and develop life skills such as communication, teamwork and resilience.

Knowing each student and member of staff individually allows us to build positive, mutually respectful relationships that support learning and create a culture of academic aspiration where success is celebrated. Promoting inclusivity, equality and diversity is fundamental to our academic curriculum and personal development programme. We want our students and staff to feel valued, respected and safe and we place great emphasis on their personal development and welfare.

We are growing in popularity in the local community, and we are now the top choice school for children in our catchment. We are oversubscribed in some year groups and need for a larger staff team to support this expansion.

Skills and Qualifications:

- Minimum qualification of Qualified Teaching Status (QTS)
- Strong knowledge of the Key Stage 3/4 curriculum for English
- Excellent communication skills both written and verbal
- Ability to create engaging lesson plans that cater to different learning styles
- Commitment to continuous improvement and professional growth

Values and Attitudes:

- Passionate about teaching English
- Dedicated to fostering a supportive learning environment for all students
- Committed to promoting diversity, equality, and inclusion within the classroom
- Willingness to collaborate with colleagues on curriculum development initiatives

Downham Market Academy can offer you:

• An aspirational culture where students and staff are encouraged to maintain high standards and be at the forefront of education

• Students who are ambitious, polite and hard-working

• The chance to contribute to planning an inspirational and knowledge-rich curriculum that is inclusive and enhanced by opportunities to learn outside the classroom

• A supportive and collaborative staff body that works closely with colleagues in other schools within our Trust

• Excellent facilities and equipment where all staff have their own laptop; students have their own iPad to use in lessons and at home and where the school community makes excellent use of IT to communicate, collaborate and learn more effectively

• A commitment to providing extensive and tailored CPD that allows all our staff to flourish

• The opportunity to teach sixth form.

• A wellbeing package including reduced gym membership rates, partnerships with local restaurants, cycle to work scheme and a comprehensive mental health service

Whilst there is a published closing date for this vacancy, if a suitable number and calibre of applications are received in advance of this, we reserve the right to close the advert early and invite candidates for interview. Therefore, we strongly advise interested candidates to apply early to avoid disappointment.

Our Trust is committed to equal opportunities, to safeguarding and the promotion of the welfare of children, young people and vulnerable adults. All staff are expected to share this commitment and undergo the appropriate checks. All positions within the Trust are subject to enhanced DBS checks and satisfactory references. We do not accept applications by CV.

We welcome informal visits or discussions from potential candidates prior to application, to arrange please contact Kate Coupland on 01366 389124.

Downham Market Academy Safeguarding Policy: https://dma.tela.org.uk/safeguarding-policy

All shortlisted applicants should expect to be called for interview no more than 5 working days after the closing date. If you have not heard from us by then you can expect your application to be unsuccessful.

Closing Date: 20th November 2026