

LEAD PRACTITIONER - MATHS

A logo of a letter

Description automatically generatedThe Quest Academy

Application Pack

The Quest Academy

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| Role Location | The Quest Academy, Farnborough Avenue, South Croydon CR2 8HD | | |
| Salary | £50,511 - £64,183 | Grade | TCT5 - TCT 14 + TLR D |
| Details | Permanent, Full-time (Part time considered) | | |
| Start date | September 2025 | | |
| Application Closing Date | 6th May 2025, 8am | | |

**A message from the CEO**

Thank you for your interest in joining *The Collegiate Trust*. I hope that this information pack will help you to learn more about our fantastic family of schools and the exciting prospect of joining us.

*The Collegiate Trust* is a dynamic place to work. Our mission is to collaborate to deliver an *exceptional education for all* and our culture of ambition is focussed clearly on our people and their learning. It is this culture which leads to the high academic standards and the enviable reputation that *The Collegiate Trust* is known for. I am very proud of what we do and what we have achieved at the Trust, and I hold the highest aspirations for what we will achieve in the future.

Since 2015, our Trust has been growing and, today, we are a family of 8 schools with c.6000 pupils and 800+ employees. We take our responsibility as an employer very seriously, always striving to do best by our staff and focusing on wellbeing, development and achievement.

A group of people posing for a photo

Description automatically generatedWe would be delighted to receive an application from you if you feel that this role and our Trust may be right for you.

Yours sincerely

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Mr Soumick Dey

Chief Executive Officer

Why work with us? The benefits

At TCT, we understand that your time, wellbeing, career opportunities and work-life balance are key things you will look for when choosing where to work. We work hard to continually develop what we offer, striving to be recognised as an employer who looks after all our employees.

On top of our proactive and supportive approach to employee wellbeing and development, we offer a range of additional employee benefits. Please click [HERE](https://tct-academies.org/benefits-of-working-with-tct/) to see more detail about some of the fantastic employee extras we offer.

We have a comprehensive CPD programme, designed to ensure all staff in all roles have the opportunity to grow and develop in their career. Our appraisal process ensures that each and every member of staff is flourishing. Whether you are at the very beginning of your career or are looking to develop your experience, a school within *The Collegiate Trust* is a great place for professional growth. ECTs and Apprentices benefit from a focused induction period, prior to appointment, and a well-established programme of support throughout the year, whilst more experienced colleagues have many opportunities to develop skills and extend their professional learning through an extensive and varied programme of professional development.

We are an inclusive and supportive trust who understands that our employees have commitments beyond work. We have a generous approach to flexible working, annual leave, compassionate leave and supporting our staff in times of difficulty. Your wellbeing is of utmost importance to us!

An introduction to the role

**A message from the Head of School**

As we continue to build upon the successes of our disruption free classrooms, our Teaching & Learning Lead Practitioners provide training and coaching for colleagues to improve classroom practice across the school. Lead Practitioners are exemplar teachers in their fields and come together under our Deputy Principal to form a team with the scope and ability to rapidly drive improvements in pedagogical practice across the school.

Professional Development is the key driver for improvement at Quest. All staff are provided with the necessary tools and conditions to flourish. These tools are wide ranging and include basics such as robust behaviour systems which ensure disruption free learning, no requirement for book marking, modern facilities and support of Faculty Team Leaders from the Collegiate Trust and Senior Leadership Team.

Further to this, all teachers benefit from our innovative Professional development programme which consists of:

* Regular, weekly CPD (2 X 45 minute slots on a Monday).
* 1 hour every week of additional non-contact time (50% above standard PPA) specifically to implement pedagogical improvement (for example observing colleagues, engaging in reading etc)
* 1-1 coaching for all teachers
* Appraisal system driven by staff engagement with pedagogical development through your Pedagogy Journal which we complete together and bespoke Inquiry Questions.
* NPQs and Masters programmes

This position is designed to help us enhance our provision. Working alongside the Deputy Principal: Curriculum, Assistant Principal: Staff Development and the Central Trust Team the successful candidates will have a unique opportunity to engage in, and shape Teaching & Learning throughout the school.

The job description and person specification shown in this pack will give you a good indication of who we are looking for, including the skills and experience of our ideal candidate. I would be delighted to receive an application from you if, upon consideration, you feel that this role and The Quest Academy may be right for you. To submit an application, please complete the form at [TES Online](https://www.tes.com/schools/employers/1059331/current-jobs). If you have any further questions about this post, I would be pleased to speak with you; please feel free to contact me at [tbeecham@thequestacademy.org.uk](mailto:tbeecham@thequestacademy.org.uk).

**Mr T Beecham**

**Head of School, The Quest Academy**

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**About The Quest Academy**

At The Quest Academy we have created a disciplined environment with well-behaved children. Levels of attendance are above the national average because our students enjoy coming to school and we have very well-crafted systems of support in place to make sure that the Academy runs efficiently. We are oversubscribed and results over time are very strong in all key stages. We believe in the broadest and richest educational experience, and we have a highly developed and universal enrichment offer, numerous trips and visits, a wide range of clubs and societies, sports fixtures and a thriving Duke of Edinburgh award scheme.

We believe we are outstanding in the support we provide for staff development. We have achieved the ‘CLPD Gold Mark’ for our professional development work and we run in-house training sessions every week to update and further our colleagues’ skills. We are also very fortunate to occupy a stunning 17-million-pound building with extensive grounds which we moved into in 2014. Every part of the school is new and across the campus we have invested in nearly one million pounds of cutting-edge IT equipment to support all aspects of Academy life. The Academy is committed to ensuring that each student succeeds academically and personally. Our motto, *Learning Changes Lives* reflects our belief in the importance of our work. We are committed to making sure that every student makes outstanding progress. We have high expectations of every student, offer the best quality teaching and insist on the highest standards of behaviour and respect.

Strong moral values underpin the ethos of The Quest Academy. We welcome students from a wide range of cultural and faith (or non-faith) backgrounds and expect all families to value and support the moral values at the heart of all aspects of life at the Academy. We foster understanding, tolerance and mutual respect whilst producing confident, capable and respectful young people. At all times, we aim to create an environment that nurtures and develops:

* A group of people in a classroom

  Description automatically generatedIntegrity
* Compassion
* Respect
* Tolerance
* Kindness
* Courage
* Generosity
* A life-long love of learning

These values make the Academy a positive and inclusive community in which all students feel safe, valued and part of the family. Students at The Quest Academy’s 6th Form, Quest6, have excelled across the range of courses that are on offer.

In addition to academic excellence, Quest6 is a positive, rich and innovative learning environment where every student can achieve excellence in all that they do, in the classroom and beyond it. We offer a wide range of enrichment activities to extend learning in a range of contexts and promote leadership, teamwork, reflection, confidence and high self-esteem.

**You can find out more information about The Quest Academy on our website:**

[The Quest Academy | Part of The Collegiate Trust](https://thequestacademy.org.uk/)

**About The Collegiate Trust**

TCT has grown out of *Riddlesdown Collegiate*, a large, **outstanding** (OFSTED, March 2023) secondary school in Croydon with a longstanding reputation for high standards and an exceptional education. Since 2015, our Trust has been growing and, today, we are a family of 8 schools with c.6000 pupils and 800+ employees. The planned addition of a further secondary school will bring our Trust to c.7000 pupils and c.1000 employees.

Our strong culture of ambition is focussed clearly on **PEOPLE** and **LEARNING**. We ensure that the best interests of all those in our communities are always at the heart of our decision-making.

The work of *The Collegiate Trust* is informed by our core values: **Ambition and Collaboration**, leading to **Achievement and Enjoyment.**

There are three particular themes that drive our work and can be described as our *keys to success*:

***Partnership*** – We work hard to cultivate strong professional relationships with each other, with our pupils, with their families and the wider community as we see this as the foundation on which our Trust is built.

***Progress*** – To us, progress means much more than academic improvement. We place a great focus on personal and professional growth for all members of our community and it is this emphasis on continuous improvement which means we deliver an Exceptional Education for All.

***Preparation*** – Whether for the next stage of education, for work or for a future that is uncertain, it is our view that the prime purpose of school is to prepare young people for the rest of their lives. It is our intention to prepare all pupils to achieve their goals and to go on to enjoy happy and successful futures.

**You can find out more information about our Trust on our website:**

[The Collegiate Trust | Exceptional Education for All (tct-academies.org)](https://tct-academies.org/)

A young child reading a book

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What will I be doing?

Job Description and Details

**Contract:** Permanent**,** Full-time (part time considered)

**Hours:** 32.5 hours per week

**Location:** The Quest Academy

**Reporting to:** Deputy Principal

**Purpose of the Post:**

To secure excellent outcomes for students by,

* modelling exceptional planning, teaching and assessment.
* coaching and mentoring teaching staff to achieve high quality teaching, effective use of resources and the highest standards of learning and achievement for students.
* liaising with Team Leaders to ensure consistency of approach to curriculum implementation.
* promoting the vision, culture and ethos of the school.

**Leadership of Teaching and Learning:**

* Contribute to leading the improving quality of teaching and learning as part of the Teaching and Learning Team.
* Teach an agreed timetable to Key Stage 3, 4 and 5 classes.
* Exhibit exemplary teaching skills based on positive relationships and evidence-based pedagogy.
* Prepare and deliver exceptional lessons, ensuring regular assessment informs all aspects of planning.
* Contribute fully to the development of a shared vision for exceptional teaching and learning through collaboration, research and sharing of best practice within all subject area across the school.
* Support improvements in teaching and learning through expert coaching and mentoring.
* Motivate, challenge and inspire colleagues to provide exceptional provision for our students.
* Work with the Teaching and Learning Team and Team Leaders to implement an innovative curriculum designed to meet the needs of Quest students.
* Seek out best practice through TCT Subject Networks and evidence-based research.
* Monitor and evaluate the quality of teaching across a team or teams.
* Use data analysis and evaluation to identify areas where individuals or groups of colleagues may need support to achieve improved outcomes.
* Support colleagues in developing strategies to deepen learning for students with high prior attainment.

**Professional Leadership:**

* Participate in all performance development and management processes.
* Through line management arrangements, ensure professional developments needs are identified and addressed.
* Develop and use effective coaching and mentoring approaches to support teachers to meet professional standards.
* Provide leadership of trainees and ECTS to support effective and successful induction.
* Prepare and lead professional learning sessions for teaching teams.
* Design programmes of support for individuals to secure improvements in the quality of teaching.

**Pastoral Leadership**

* To be a form tutor, monitoring and supporting the academic and social development of members of a Tutor Group.
* To undertake duties at the direction of the Head of School.
* To promote and safeguard the welfare of all children and/or young people for whom you are responsible or with whom you come into contact with.

**Person Specification**

Qualifications:

· Qualified Teacher Status

· Degree or equivalent

· Established and evidenced practice as a highly effective teacher over a prolonged period

· Evidence of safeguarding training

Knowledge:

· Use of formative and summative assessment and attainment information to improve practice and raise standards

· Strategies to promote excellent learning relationships and high attainment in an inclusive environment

· Vision for the development of exceptional teaching learning

· Effective strategies to enhance teaching and learning

· Curriculum intent, implementation and impact

· Awareness of the latest developments and initiatives in education

· Meeting the needs of learners with varied needs

· In depth subject knowledge of curriculum specialism

Skills and experience:

· Highly effective classroom practitioner with proven ability to raise standards in own classroom and that of others

· Excellent interpersonal and communication skills

· The ability to lead and foster positive professional relationships and work effectively with teaching staff of varying experience

· Developing high quality learning strategies and monitoring learner progress to raise attainment

· Evidence of excellent student achievement

· Leading improvements in teaching and learning within a team

· Experience of contribution to the professional development, mentoring and/or coaching of colleagues

· Effective use of adaptive teaching to engage learners and meet learning needs

· Ability to establish curriculum development, assessment and implementation

· Experience of giving effective feedback to colleagues about professional performance

Professional Development:

· Evidence of a commitment to own professional development within the realm of leadership and teaching and learning

· Experience of leading teaching and learning beyond their own classroom

· Excellent understanding of the components which comprise highly effective teaching and learning

· Experience of learning about effective coaching and mentoring of colleagues

· Experience of conducting lesson observations and giving feedback

· Safeguarding and Health and Safety

Why am I right for this job?

We know that some people may not have 100% of the things we might think we want for a role but can make an EXCELLENT addition to our team and bring new things to the table that we may not have considered. If you think your skills and experience make you a good fit for this role, please do not be put off if you do not match 100% of the desired criteria! The notes should help you see if something is absolutely essential for you to be considered.

Person Specification

|  |  |
| --- | --- |
| **Qualifications** | **Notes** |
| An honours degree (2:2 or better preferred) | Essential |
| Qualified Teacher Status | Essential |
| Evidence of further professional development where appropriate | Essential |
| **Experience** |  |
| Experience working with young people of a range of ages and abilities | Essential |
| Evidence of leading a team and helping colleagues develop practice | Essential |
| Regular engagement with up to date teaching pedagogy | Essential |
| **Skills and Attributes** |  |
| Be an exemplary practitioner | Essential |
| Ability to be an effective Tutor | Essential |
| Capacity to work alongside colleagues, contributing effectively to overarching aims and priorities | Essential |
| Ability to quickly establish and maintain positive relationships with students, staff and families | Essential |
| Ability to demonstrate and promote good practice in line with the ethos of The Quest Academy | Essential |
| Understanding of safeguarding issues and promoting the welfare of children and young people | Essential |
| Well-developed communication skills, including high level of written and oral literacy and competent ICT use | Essential |
| Suitability to work with children | Essential |
| Potential for professional progression | Desirable |

All our staff MUST be able to fulfil to following criteria:

* Undergo a full enhanced Disclosure and Barring Service check (which will confirm there has been no criminal activity that means you might be unsuitable to work with young people)
* Right to work in the UK
* Be medically suitable and safe to fulfil the role
* Provide 2 references that support your application, one of which must be your most recent employer (unless this is your first ever job, in which case please contact us to agree alternatives)

How to Apply

If you feel that this role and our school may be right for you, we would very much like to receive your application.

To apply, please use the [TES application form](https://www.tes.com/schools/employers/1059331/current-jobs), attaching where requested a statement of no more than two sides of A4, identifying clearly how you meet the Person Specification.

If you have any queries or would like an informal discussion about the role, please do not hesitate to contact us at [HR@tct-academies.org](mailto:HR@tct-academies.org).

Safeguarding Statement

The Collegiate Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. In all cases, the post holder’s responsibility for promoting and safeguarding the welfare of the pupils is to adhere to and ensure compliance with the school’s safeguarding policies and procedures at all times.

The post is exempt from the Rehabilitation of Offenders Act 1974, and the school is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are “spent”, unless they are “protected” under the DBS filtering rules) in order to assess their suitability to work with children. Please note that if you are added to a Barred List then it is against the law to work, apply for work or volunteer in Regulated Activity with children.

Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers, online searches and the *Disclosure and Barring Service (DBS)*. Appointment will be dependent upon further health, safeguarding and attendance checks.