



Leading Practitioner (Secondary) – Hospital School (KS3–KS5)

JOB DESCRIPTION

Job Title:	Leading Practitioner (Full Time)
Responsible to:	Headteacher and Governing Body
Salary:	Inner London Leading Practitioner Scale L6–L10 (£68,698–£74,844)

1. Purpose of the Role

The Leading Practitioner will play a pivotal role in improving teaching and learning across the hospital school, modelling exemplary practice and leading innovation in curriculum, pedagogy and assessment for pupils with complex medical and mental health needs.

Drawing on deep curriculum knowledge and adaptive teaching expertise, the postholder will ensure that all pupils receive high-quality, personalised education whether learning on the ward or in the schoolroom. This includes leading colleagues, strengthening multi-agency working, and contributing to whole-school improvement.

2. Key Responsibilities

A. Strategic Leadership

- Lead on identified school improvement priorities, ensuring they reflect the unique demands of hospital education.
- Contribute to the school's self-evaluation processes, including action planning and policy development.
- Promote a culture of inclusion, equity
- Lead by example when implementing change and raising standards.

B. Leadership and Management of Secondary Staff

- Provide day-to-day leadership and management of the secondary teaching team ensuring consistent, high-quality practice.
- Ensure all secondary staff have equitable access to communication, professional development, supervision and support.

- Lead regular team meetings, briefings and updates to maintain alignment of practice across sites.
- Oversee staff deployment to ensure effective coverage of ward teaching, schoolroom provision and transitions.
- Support staff wellbeing, workload management and professional growth.
- Ensure that systems, expectations and routines are implemented consistently across both sites.

C. Developing Self and Others

- Lead, inspire and motivate colleagues through coaching, mentoring and appraisal.
- Deliver high-quality CPD as required
- Undertake research into best practice in hospital and mainstream settings and disseminate findings.
- Support induction of new staff, including clinical-context training.
- Model a curious and forward thinking approach to teaching and learning.

D. Teaching, Learning and Curriculum Innovation

- Teach on the ward and/or in the schoolroom as required, modelling excellent practice.
- Lead the development of flexible, modular curriculum pathways.
- Ensure teaching is responsive to clinical information, infection control guidance, and fluctuating health needs.
- Promote evidence-based practice and forward-thinking approaches to teaching and learning.

E. Admissions, Transitions and Pupil Support

- Oversee the use of EPIC and other systems to support admissions, ensuring timely and accurate information for staff (e.g., expected admission length, infection control).
- Lead on transition planning with home schools, NHS teams and families.
- Ensure PEP allocation and teacher deployment are effective and equitable.
- Support teachers with complex cases, including communication with home schools and families.

F. Safeguarding and Clinical Context

- Model exemplary safeguarding practice, including clinical safeguarding, mental health risk management and information-sharing protocols.
- Ensure staff understand infection control, confidentiality and clinical boundaries.
- Maintain confidentiality at all times in respect of school-related matters.

G. Data, Quality Assurance and Reporting

- Monitor and ensure high-quality record-keeping across the school.

- Analyse pupil progress, engagement and outcomes, using local and national data to inform improvement.
- Produce summary reports for the Headteacher, SLT, governors and external partners.
- Contribute to leadership meetings and take responsibility for agreed actions.

H. Partnership and Community Leadership

- Strengthen professional relationships with NHS teams, ensuring shared understanding of statutory responsibilities.
- Attend meetings with parents, carers and external professionals to secure positive outcomes.
- Promote collaboration with home schools, local authorities, peer hospital schools and external agencies.
- Broker learning opportunities and external support for pupils.

3. General Duties

- Contribute to the effective day-to-day organisation of the school.
- Undertake tasks of a similar nature and level as directed by the Headteacher.
- Uphold the school's values, policies and commitment to safeguarding.

4. Professional Standards

The postholder will adhere to the Teachers' Standards and the expectations of Leading Practitioners as set out in the STPCD.

NB Leading Practitioners STPCD Advice

- The STPCD sets out minimum and maximum values for payment on the Leading Practitioner Pay Range. page 23 para 16.3
(https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/920904/2020_STPCD_FINAL_230920.pdf)
- There are no national criteria for appointment to such posts and governing bodies determine the pay ranges for such posts, having regard to the challenge and demands of the post and internal pay relativities.
- Progression on the Leading Practitioners Pay Range is based on the same system as for the Main and Upper Pay Ranges.
- Leading Practitioners are not subject to the *working time provisions for classroom teachers. Leadership group teachers are not covered by these working time limits, however governing bodies and head teachers must have regard to the need for a satisfactory work/life balance for all teachers.

**Working Time Provisions = The number of hours for which teachers can be directed to teach or undertake other professional duties is subject to a limit of 1,265. On top of this teachers are expected to work 'reasonable additional hours' to fulfil their professional responsibilities.*

