



# Director of English

Status: Permanent

Salary: L12 - L15 £65,286 - £70,293

Location: Excelsior MAT, The Loft, Colmers Farm Primary School, Leybrook Road, B45 9PB with travel to Schools across the Trust

Start date: April 2025



# INTRODUCTION

We are seeking to appoint a Director of English across our successful and well-regarded Trust.

This is a newly shaped role and has been created as a direct result of our Trust success and growth in recent years. We are keen to increase the capacity of our School Improvement Team to support our current and our future schools to deliver exceptional reading, writing and oracy outcomes for our pupils.

Whilst joining a dedicated School Improvement Team you will work alongside our skillful headteachers and individual school leaders of English across our Trust. Our pedagogy and vision at all times is to diminish the gap of disadvantages and removing barriers that may prevent young people becoming the best versions of themselves.

You must have a passion for working in areas of high deprivation and be keen to improve the life chances of all the pupils in our Trust. Possibly you will have completed a leadership development programme such as NPQML, NPQSL or Future Leaders and are keen to put what you have learnt into practice.

In our Trust we need an experienced middle and or senior leader with a proven track record in outstanding classroom practice; substantial and successful practice as a middle leader in a primary school achieving successful outcomes for pupils of all prior attainment; the ability to improve, challenge and support colleagues; drive and enthusiasm; and in being uncompromising in the pursuit of high standards of pupil behaviour and attainment.

We welcome applications from talented middle leaders through to experienced AHT/Dep HTs and Headteachers. Our Excelsior People Strategy aims to get the right people into the right seat from where they will grow into bigger seats, enabling our Trust to meet the needs of all our pupils effectively.

Your further growth into ambitious leadership within Excelsior here is key.



Excelsior MAT has a supportive culture which is designed to support employees to achieve their full potential. Our culture is based around *'High Expectation, High Support and Low Threat'*

Together, we share a mission to improve educational standards across Trust schools, and work in collaboration to deliver our goals.

*At Excelsior we believe excellent teachers change lives*

Above all, we understand that our schools are communities; and that we all benefit from creating a working environment in which staff feel happy, valued and gain satisfaction from their work. We are driven by our core values of:

### OUR VALUES

**Succeeding together**

*Alone you are good, together we are amazing.*

**Aspiring from the start**

*Where ambition begins on day one.*

### OUR VISION

Our Schools to be outstanding beacons of equality, where pupils succeed in a safe, innovative, and vibrant learning community.


### OUR VALUES

**Ensuring equality for all**

*Equality, first, foremost, forever.*

**Engaging learning**

*Unlocking minds every day.*



Excelsior Multi Academy Trust presently comprises of Colmers Farm Primary School, Green Meadow Primary School, Heath Mount Primary School, Highters Heath Community School, Parkfield Community School, Thorns Primary School and Turves Green Primary School.



## Excelsior's main aims are to:

- Provide outstanding education through our 4 values detailed above.
- Develop outstanding leadership and well trained and motivated and happy staff, who will improve our pupils' outcomes in an exciting learning environment.
- Deliver a broad, balanced and innovative curriculum of opportunity.
- Provide opportunities for pupils to develop resilience, compassion and respect for all.
- Provide our communities with excellent schools.

# Job Description

**Job Title:** Director of English

**Reporting to:** The Executive Leadership Team/School Improvement Lead

**Location:** The Loft, Colmers Farm Primary School, Leybrook Road, B45 9PB

The Director of English will direct all aspects of English( reading , writing and oracy) across our Trust schools and support the implementation of an effective English curriculum and pedagogy, working alongside Head Teachers, school leaders of English and staff.

## **Outline of Responsibilities and tasks:**

The following job description is indicative of the work required in this specific aspect of the postholder's duties:

1. Enhance pupil outcomes further to move towards pupil attainment being average+ across all our Trust schools in English,( reading , writing and oracy).
2. Lead our networks across our Trust to promote the sharing of best practice and professional development.
3. Prepare and implement an annual schedule of professional development to be used in all schools within our Trust.
4. Support English leaders with the necessary expertise to secure strong teaching and learning and high attainment in English.
5. Support English leaders to monitor and evaluate the quality of the curriculum, taking action to strengthen both the curriculum and teaching community through a continuous cycle of evidence- based improvement.
6. Lead on joint approaches to assessment and/or moderation across our Trust.
7. Maintain an up-to-date understanding of best practice, debate and research on curriculum design, curriculum leadership, and teacher development within English and links with the broader curriculum.
8. Cultivate strong relationships with education associations and learned societies, universities, and other bodies on behalf of the subject community.
9. Maintain appropriate records of work undertaken and report orally and in writing in a manner which ensures high levels of accountability.
10. Liaise with senior leaders and our Trust's School Improvement Team to advise on all matters relating to the quality of teaching and learning and achievement within English.
11. Liaise with other members of our Trust's School Improvement Team to secure best practice and consistency in approaches to collaboration and curriculum development.
12. Contribute to the wider development of our Trust's curriculum collaboration and CPD across schools.
13. Support all aspects of our Trust, commensurate with the position of Director of English.



## Director of English - English Candidate Pack

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Staff will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.



# Person Specification

We are seeking to appoint a School Improvement Lead who is able to demonstrate the following qualities and experience. Please note that if you are shortlisted any relevant issues arising from your references will be taken up as part of your Pre-Employment Checks.

Criteria	Essential	Desirable
<b>Education and qualifications</b>	<ul style="list-style-type: none"> <li>• Degree</li> <li>• DFE recognised qualified teacher status</li> <li>• Valid full UK driving license</li> </ul>	<ul style="list-style-type: none"> <li>• Further relevant leadership and management qualifications e.g. NPQML, NPQSL etc (or working towards)</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Outstanding classroom practitioner in a primary school</li> <li>• A track record of demonstrating commitment to high standards, continuous improvement, and quality assurance</li> <li>• Successful leadership, management, and development of a significant, recent initiative with measurable positive impact</li> <li>• Successful experience of strategic leadership and management. A track record of effective leading, managing, and motivating pupils and staff</li> <li>• Clear vision for and proven track record of rising attainment and achievement and dealing with underachievement</li> <li>• Evidence of preparing schools for Ofsted and improving Ofsted ratings</li> <li>• Understanding of the curriculum as the progression model</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of middle or senior leadership.</li> <li>• Experience of system leadership.</li> <li>• Experience of connections/working for English Hub.</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• A positive attitude to continuous improvement</li> <li>• A positive and practical approach to change and challenge</li> <li>• Willingness to challenge inefficiency, ineffectiveness, or complacency</li> <li>• The ability to lead, inspire and motivate</li> <li>• A commitment to do everything possible for each pupil and to enable all pupils to be successful</li> </ul>	

	<ul style="list-style-type: none"> <li>• Relentless energy for setting and meeting challenging targets</li> <li>• A healthy competitive attitude that shows a real desire for excellence</li> <li>• An unequivocal positive role model to staff and pupils</li> </ul>	
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• Suitability to work with young children</li> <li>• Able to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Positive attitude to the use of authority and maintaining discipline</li> <li>• Knowledge and understanding of the implications of recent legislation, development, and initiatives</li> <li>• Knowledge of the curriculum at Key Stages</li> <li>• Ability to interpret and analyse school performance data Expertise in making reliable and valid judgements with regard to the quality of teaching and learning</li> <li>• Ability to lead and manage people within and beyond the school community to work towards common goals</li> <li>• Ability to prioritise and manage own time effectively and work under pressure and to deadlines</li> <li>• Ability to maintain strictest confidentiality and integrity at all times</li> <li>• The ability to communicate clearly and concisely both verbally and in writing at all levels</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of OFSTED requirements and self-evaluation</li> </ul>

### Application form, references, and interview

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours; and Attitudes to use of authority and maintaining discipline.

# Our offer to staff



An outstanding, innovative and ambitious executive leadership team who, through their passion and drive to improve outcomes for children, support and motivate each other to achieve great things! In return for your commitment to our Trust, we can offer:

- Sector competitive pay
- Excellent CPD opportunities
- A fantastic supportive working environment
- The opportunity to make a significant difference in the lives of children across Birmingham and the West Midlands.
- Access to our mental health and wellbeing platform, [ExcelWell](#).
- The opportunity to develop into a highly effective leader.
- 24/7 advice and helpline.
- Flexible working arrangements.

To find out more visit

[Our Offer to Staff - Excelsior Multi Academy Trust - Driving Equality, Innovation & Aspiration](#)





## Recruiting and Onboarding:

If you would like on informal chat, or further information about the role, please contact [hr@excelsiormot.org](mailto:hr@excelsiormot.org).

## How to apply:

Please visit our website to download the Job Description & Person Specification and complete the online application and monitoring forms. If you have any queries, please email: [HR@excelsiormat.org](mailto:HR@excelsiormat.org). Please do not send in CVs, the application form covers the information required and is designed to ensure fairness during interview shortlisting. Receipt of two references are required as part of the interview shortlisting process. Your application may be rejected if adequate references have not been provided.



*We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The successful candidate is required to undergo an Enhanced DBS check with Children's barred list.*

Excelsior Multi Academy Trust  
The Loft,  
Colmers Farm Primary School,  
Leybrook Road, B45 9PB

[www.excelsiormat.org](http://www.excelsiormat.org)

