



# Brinsworth Academy Head of English

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Multi Academy Trust

## Post Title: Head of English

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This is an exciting opportunity for an enthusiastic, driven and well-qualified teacher of English to lead this successful department.

The post is permanent, full time and is to commence from September 2023 due to the current Head of English's recent promotion.

The closing date for applications is 9.00am Wednesday 19<sup>th</sup> April 2023.

Candidates wishing to visit the school may do so. Please contact Caroline Fullelove, HR on 01709 828383 or email [cfullelove@bri.leap-mat.org.uk](mailto:cfullelove@bri.leap-mat.org.uk) to arrange a visit.

## The English Department

The English Department at Brinsworth Academy is a passionate, friendly and supportive team of 14 staff members, 3 of whom are TLR holders within the department.

We want to appoint someone who can lead our English Department with confidence and real ambition. We are looking for someone who can develop and deliver a rich and expansive curriculum that secures rich knowledge in our students and which grows our students' passion for language and literature. We are looking for a leader who can inspire students to achieve excellence in English, believing that English lessons should be engaging and inspirational, promoting thinking, discussion, and developing skills, not only necessary for exams, but more importantly, for life. We are excited about the potential of our department to drive this passion and progress. Results are improving (4+ 81% in English and 64% of students achieving 5+), though we believe we have not yet fully exploited the potential to do even better. We are striving to improve these figures further in future years, in order to become an 'Outstanding' department, and to contribute to the school's continuing success.

This is a tremendous opportunity for the right candidate to have real and measurable impact, building from a position of strength. If you think you have the capabilities to provide the leadership to take this hard-working department to the next level, then we would love to hear from you.

We teach ASA GCSE for both English Language and English Literature, Eduqas for GCSE Film Studies, AQA for A Level English Language, Edexcel for A Level English Literature and Eduqas for A Level Film Studies.

At GCSE we teach: An Inspector Calls, A Christmas Carol, Power and Conflict Poetry and Macbeth as well as the reading and writing skills necessary for both Language papers.

We have a three-year KS3 in English which develops the skills that students will need for Key Stage 4. All schemes of learning in place and have been created collaboratively by the team to ensure the development of skills for GCSE are being taught in an engaging manner.

There are many opportunities for staff development within the department and through our Academy's extensive CPD program. We look forward to welcoming staff who will contribute to our ongoing success. We look forward to working with a colleague who is highly motivated, passionate about English and who seeks to continue in and further the success of the department.

## Job Description

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To be an effective professional who demonstrates thorough curriculum knowledge, can teach and assess effectively, take responsibility for professional development and supports students to achieve excellence.

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## Leadership

Lead learning within the English Department

- Monitor, manage and develop the quality of teaching and learning in the department, in line with the whole school priorities, to maximise student progress;
- Monitor, support and evaluate the deployment of resources, including staffing;
- Develop, co-ordinate, monitor and evaluate strategic planning within English in order to improve standards in the subject;
- Manage the assessment and tracking of students, including data analysis as required, and devise and implement appropriate intervention strategies;
- Ensure all colleagues are aware of and meet internal deadlines by submission of all relevant data, ensuring the accuracy of predictions and assessment data through rigorous QA and standardisation; • Manage the Year 8 and Post-16 options process for the subject;
- Manage the department in terms of curriculum design, assessment, recording and reporting and support for positive behaviour;
- Design, implement and evaluate communication systems for the English department including subject meetings and communication with all stakeholders;
- Ensuring policies relating to student rewards and behaviour management are implemented to secure a well-ordered and disciplined environment;
- Evaluating own teaching critically to improve effectiveness;

- Ensuring the effective and efficient deployment of classroom support;
  - Make appropriate arrangements for classes when staff are absent, ensuring appropriate cover.
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## Teaching, Learning and Curriculum

- Be accountable for sustained improvement of T&L within English across all key stages
  - Co-ordinate and support subject assessment and tracking of students in English;
  - Co-ordinate and support the development, implementation and evaluation of intervention strategies in English to maximise student progress;
  - Lead English curriculum development and evaluation, ensuring access for students of all ages;
  - Monitor schemes of learning in terms of short, medium and long terms plans, focusing on differentiation and assessment.
  - Participate in and engage with whole school CPD and contribute to staff coaching as required;
  - Support development and training needs for members of the English team as required;
  - Act as an appraiser and ensure that objectives set are rigorous;
  - Review teacher performance through QA, holding colleagues to high account, in line with the trust appraisal policy.
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## Other Professional Responsibilities

- Line management of TLR holders in the department;
- Lead the development of, review and evaluation of the department;
- Have a working knowledge of teachers' professional duties, teacher standards and legal liabilities;
- Operate, at all times, within the stated policies and practices of the academy, in particular safeguarding responsibilities;
- Know subject(s) or specialism(s) to enable effective teaching;



- Take account of wider curriculum developments;
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct;
- Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the academy, department and students;
- Contribute to the corporate life of the academy through effective participation in meetings and systems necessary to coordinate the management of the academy;
- Take part in marketing and liaison activities such as Open Evenings, Parents Evenings and events with partner schools;
- Take responsibility for own professional development and duties in relation to academy policies and practices including health & safety policies;
- Liaise effectively with parents and key stakeholders.

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

It is understood that areas of responsibility are from time to time subject to review and are negotiable in the light of the needs of the academy and the professional development of the staff.

## Person Specification

	Criteria	How assessed *
Qualifications	Degree or equivalent in an appropriate subject	A/C
	Qualified Teacher Status	A/C
Experience	Teaching or teaching practice across a range of age and ability	A/I/R
	Use of a variety of teaching strategies and approaches	A/I
	Effective teaching and learning in the classroom	A/I/R
	Reflecting on and improving practice to increase student achievement	A/I/R
	Commitment to personal development and development of others	A/I
Knowledge	Up to date knowledge of the curriculum area	A/I/R
	Thorough knowledge of the role of literacy, numeracy & ICT	A/I
	Importance of teacher standards	A/I
	Strong understanding of national performance measures	A/I
	Principles that promote positive relationships and an excellent climate for learning	A/I
Skills & Abilities	Excellent classroom teacher or the ability to become one	A/I/R
	Ability to deliver engaging and motivating lessons	A/I/R
	Genuine passion and belief in the potential of every student	A/I
	Ability to develop learning resources and contribute to department schemes of work	A/I/R
	Effective and systematic behaviour management to promote positive relationships	A/I/R

	Good communication, planning and organisation skills	A/I
	Sensitive to the varying needs of young people and individuals	A/I/R
Personal Attributes	Enthusiasm, flair, energy and imagination	A/I
	Strong educational principles based on inclusion and equality	A/I
	Demonstrate resilience, motivation and commitment to raising standards	A/I
	High level of emotional intelligence, honesty and integrity	A/I/R
	Excellent communication skills	A/I
	Willingness to be involved in the full life of the academy including extra-curricular activities	A/I
	Good health and attendance record	R
	A commitment to the safeguarding and welfare of students	A/I/R

\* A – Application form; R – Reference; I – Interview; C – Certificates

LEAP Multi Academy Trust's mission is to help all students to "Achieve Excellence" via quality first teaching, responsive pastoral care and decisive leadership.

Completed applications should be returned either by post to: [Caroline Fullelove, HR at Brinsworth Academy, Brinsworth Road, Brinsworth, Rotherham, S60 5EJ](#) or by email to [recruitment@leap-mat.org.uk](mailto:recruitment@leap-mat.org.uk)

The Learner Engagement and Achievement Partnership is committed to safeguarding and protecting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This post involves working with children and therefore if successful you will be required to apply for a disclosure of criminal records check at an enhanced level. Further information about the disclosure of criminal records can be found at <https://www.gov.uk/disclosure-barring-service-check>.

We undertake to make any "reasonable adjustments" to a job or workplace to counteract any disadvantages a disabled person may face.





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