



Ernest Bevin Academy
The best in everyone™
Part of United Learning

Candidate Application Pack

Head of English

START DATE: September 2026



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Dear Candidate

Thank you for your interest in Ernest Bevin Academy, as we enter our Centenary year, it's a really exciting time to join us. My vision is ambitious: for Ernest Bevin Academy to be recognised as one of the top boys' schools in the country. We will achieve this through a combination of academic excellence with a culture built on high expectations, strong relationships and a relentless belief in every student's potential.

As an inner-London community school, our pupils reflect the diversity of the local area with nearly twice the national average proportion of those who qualify for Pupil Premium. Therefore, all staff at the academy are driven by a strong mission to provide educational excellence to every single student.

Our values of Ambition, Perseverance, and Unity sit at the heart of everything we do. Ambition for our students to achieve their full potential. Perseverance to support students to overcome challenges and keep moving forward. Unity to support and inspire one another. We want every young person who joins us to flourish – academically, personally, and socially – leaving Ernest Bevin confident, resilient and ready to make a positive difference in the world.

We pride ourselves on ensuring that every member of staff is supported to also be the very best that they can be in whichever role they have in our academy. We have a number of core benefits which include competitive rates of pay when compared to the maintained sector; access to a contributory pension scheme relevant to your role; access to a Health Cash Plan; Westfields Rewards scheme; enhanced parental leave policies; and tailored Continuous Professional Development (CPD) for every role.

I look forward to meeting you in person.

Damola Ademolake, **Principal**



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Working at Ernest Bevin Academy

We are proud to be part of United Learning Trust, our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, group-wide intranet, own curriculum, and online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

As a Group our staff are better rewarded: with good career opportunities, benefits, and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing, it's our core ethos we call 'the best in everyone'.

Central Office staff work closely with schools, offering a wealth of expertise to underpin our knowledge. The specialist departments, including HR, finance, technology, strategy and performance, estates, and marketing, work alongside dedicated school improvement teams.

Committed to having a diverse and representative team

We welcome applications from everyone committed to our ethos and would particularly welcome applications from black and minority ethnic candidates, who are currently under-represented in the Group as a whole. We always appoint on merit.

Flexible Working

At United Learning, we value the dedication, professionalism and hard work of our teachers, support staff and school leaders, and strongly believe that everyone should be able to do their job without sacrificing a family life or compromising their well-being. We are committed to encouraging and enabling flexible working opportunities throughout our schools wherever possible and will support employees seeking to work more flexibly.

Rewards and benefits

- Competitive salary
- At least eight INSET days per year
- Enhanced contributory local government pension scheme
- Enhanced occupational sick pay, protecting you and your family
- Competitive and enhanced maternity, paternity, and adoption benefits



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- Over 250 employee exclusive benefits through our partners Perkbox, including access to wellbeing resources, discounted cinema tickets, holidays and gym memberships, car leasing and Cycle2work schemes

Find out more about working with us at <https://www.ernestbevinacademy.org.uk/work-with-us>.



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Job Summary

Job title: Head of English

Location: Ernest Bevin Academy, Tooting, London

Salary: United Learning Teaching Pay Scale, PT1 to EPT3 scale (MPS-UPS), including TLR allowances.

Contract type: Full type

Contract Term: Permanent

Responsible to: Assistant Principal

Responsible for: English department

The role will involve working within the English Department and with other key staff both across the whole school to promote the highest standards of learning, achievement and development for all students within English.

In particular, the post holder will:

- Plan and teach inspiring lessons that engage students of all ability levels.
- Excellent organisational ability
- Ability to organise own teaching resources and activities to deadline and quality standards.
- Ability to contribute to the design of subject units, curriculum development and new teaching approaches.
- Inspire, challenge, motivate and empower the school community to carry forward a shared vision.
- Build and maintain effective relationships.
- Listen to, and reflect on, feedback from others, including colleagues and governors.
- Think creatively to anticipate and solve problems.
- Prioritise, plan, and organise themselves and others.
- Set & achieve ambitious, challenging goals and targets.



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JOB DESCRIPTION | Head of English

Overall Job Purpose:

To contribute to the wellbeing and development of the school by teaching, inspiring, guiding and caring for students inside and outside the classroom. To ensure that all students make outstanding progress and achieve targets and fully implementing policies and procedures.

Key responsibilities:

General:

- To create an exciting learning environment securing department improvement, raising attainment and achievement.
- To plan, resource and deliver lessons to a high standard that ensure real learning takes place and students make good progress.
- To prepare, develop and deliver lessons in the timetabled subject, according to the schemes of work agreed within the department.
- To ensure that all students achieve at chronological age level or, if well below level, make significant and continuing progress towards achieving at level.
- To monitor and record the performance of students.
- To foster and maintain high standards of effort and discipline amongst the students by the use of appropriate school-based rewards, negotiated goals and sanctions.
- To encourage effective learning by the appropriate use of formative assessment, target setting and the development of teaching and learning styles.
- To foster an atmosphere of mutual respect with students in all classroom activity.
- To develop and foster good working relationships with all staff.
- To be prepared to undertake the pastoral role of a form tutor.
- To comply with all Examination Board regulations regarding the teaching of examination subjects and the completion of coursework.
- To attend meetings as directed by the SLT
- To attend Academic Review Process as appropriate.
- To care for and maintain such equipment and books as may be in use in the teaching base or location.
- To display work or materials which enhance the learning environment.
- To contribute positively to the extracurricular life of the school.
- To be proactive in the pursuit of continuous professional development ensuring you maintain an up-to-date knowledge of teaching practices.
- To liaise with the department on assessment.

Wider Professional Effectiveness:

- Actively contribute to the creation of the school's ethos and culture.
- Raise the profile of the school in the community, are aware of and contribute positively to



ULT's objectives, and contribute to continuous school improvement.

Professional Characteristics:

- Excellent organisational ability
- Ability to organise own teaching resources and activities to deadline and quality standards.
- Ability to plan, manage, organise, and assess teaching objectives.
- Ability to contribute to the design of subject units, curriculum development and new teaching approaches.
- Inspire, challenge, motivate and empower the school community to carry forward a shared vision.
- Build and maintain effective relationships.
- Listen to, and reflect on, feedback from others, including colleagues and governors.
- Think creatively to anticipate and solve problems.
- Prioritise, plan, and organise themselves and others.
- Set & achieve ambitious, challenging goals and targets.

Other:

- To receive all visitors in a courteous manner and direct them as appropriate and in compliance with the schools' code of practice and ethos.

This job description is not intended to be all-inclusive and the successful candidate is expected to be flexible and proactive in meeting the needs of the school and willingly undertake any further duties required that are commensurate with the role.

This post is subject to an enhanced DBS disclosure and MUST have the right to work in the UK. The post holder must be committed to safeguarding the welfare of children, and positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the United Learning Equal Opportunities Policy and Code of Conduct.

- To be aware of, and comply with, United Learning's policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To actively participate in continuous professional development and act as a positive role model across the Academy and the trust.

Any other duties as reasonably required to support the needs of the school.

About You:

We are looking for an individual who:

- Has a strong academic background in mathematics or a related field and holds Qualified Teacher Status (QTS).
- Has experience teaching English effectively across Key Stages 3, 4, and if applicable, Key Stage 5.



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- Demonstrates a passion for the subject and a commitment to fostering a positive learning environment.
- Uses data-driven strategies to personalise teaching and drive student success.
- Collaborates well with colleagues and contributes to the wider school community.



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Person Specification

Education and Qualifications

	Essential	Desirable
Qualified Teacher Status (QTS)	Y	
English degree or equivalent academic qualification	Y	

Skills and Knowledge

Strong subject knowledge and a passion for English	Y	
Ability to plan and deliver high-quality lessons that meet the needs of all learners	Y	
Effective classroom management skills	Y	
Competence in using data to track and improve student progress	Y	
High expectations of pupil achievement and behaviour	Y	
Experience of marking for examination boards		Y
Excellent communication and interpersonal skills	Y	

Experience

Working with children across the age and ability range appropriate to the role	Y	
Previous experience teaching English in a school setting		Y

Teamwork

Recognises the contribution and achievement of colleagues	Y	
Keeps colleagues, stakeholders and/or customers informed of progress	Y	
Treats others fairly, openly and consistently	Y	
Expresses disagreement or challenges views calmly, constructively and tactfully	Y	
Supports and cooperates with colleagues	Y	



Personal Attributes

• Maintains confidentiality and discretion	Y	
• Able to make connection between their work and the benefits to pupils	Y	
• Good written and verbal communication skills	Y	
• Ability to prioritise and manage workload while maintaining a flexible response to urgent requests	Y	
• Good interpersonal skills and ability to work with staff and stakeholders at all levels	Y	
• Organised and good attention to detail	Y	
• High expectations of self	Y	
• The ability to act on advice and be open to coaching	Y	
• A commitment to extra-curricular activities	Y	
• A continued interest in developments in teaching and learning	Y	
• The ability to motivate others	Y	
• The ability to establish effective working relationships with individuals, groups and organisations	Y	
• The ability to remain calm and diffuse situations	Y	
• The demonstration of a concern for excellence in one's professional work and achievement of pupils	Y	
• A commitment to supporting the school's aims, vision and ethos	Y	

