

JOB DESCRIPTION

Job Title:	Head of English	Reporting to:	Assistant Headteacher
Location:	Rockwood Academy	Annual salary:	L6 – L10
Contract type:	Fixed Term until 31 st July 2026	Hours of work:	Monday – Friday 32.5 hours per week

Job Purpose and Responsibilities

- The main function of the Head of English is to drive up standards, expectations and aspirations, so that staff and students regularly experience success and a sense of progression.
- Act as a role model for staff within English.
- Decide upon the pedagogy and methodology of delivery for all lessons within English.
- Monitor and evaluate the teaching and learning within English within a departmental system of self-evaluation.
- Observe lessons within English and draw up programme to ensure all members of the English team observe other practitioners regularly and draw up programmes to ensure that teaching is of high quality.
- Establish and maintain a good working atmosphere and climate for learning.
- Establish and maintain a culture of high expectations of work and conduct within English.
- Ensure that all learning takes place within a creative and disciplined atmosphere.
- Ensure the systematic use of data and analysis of data to diagnose students' needs and to monitor their progress.
- Develop and maintain appropriate assessment and recording procedures in line with school policy.
- Co-ordinate and produce reports to the headteacher reviewing English progress and planning.
- Monitor and review English, reporting to parents, in line with school policy.
- Lead the English curriculum planning; setting and monitoring of aims and objectives, through a syllabus and schemes of work, ensuring the department reflects the aims of the school.
- Undertake appropriate training and advise the headteacher on the training needs of English to ensure the skills of staff are updated, as necessary.
- Manage the teaching of the subject throughout the school.
- Manage the teaching of Literacy throughout the school.

- Ensure English takes responsibility to meet the needs of all students including those with special educational needs and those with challenging behaviour in line with the school's inclusion policy.
- Co-ordinate educational enhancement of the subject (including booster classes and visits).

Teaching

- Consistently teach high quality lessons.
- Deliver the curriculum in line with the relevant key stage groups.
- Identify individual student capabilities, plan and distinguish teaching methods appropriately to build and develop student learning.
- Contribute to the development of teaching materials and programmes of study
- Maintain discipline in accordance with the academy procedures and to encourage good practice with regards to punctuality, behaviour, standards of work and homework.
- To assess accurately and maintain appropriate records.
- Follow academy teaching policies for example with regards to assessment, marking, feedback and homework.
- Be a role model for students, inspiring them to be actively interested in English.

Student Support

- To be a Form Tutor to an assigned group of students.
- To promote the general personal development and well-being of individual students and the Tutor Group as a whole.
- To liaise with the relevant pastoral leaders to ensure the implementation of the student support system.
- To register students, accompany them to assemblies, encourage their full attendance and their participation in other aspects of academy life.
- To alert the appropriate staff to problems experienced by students in the Tutor Group.
- To be fully aware of all matters of child protection and safeguarding and follow the appropriate policies and procedures as required.

Professional

- Be up to date with the latest developments in teaching practice and methodology, in particular in the curriculum area of English.
- Be aware of departmental and academy health and safety measures, including relevant risk assessments.
- To set cover work during any leave of absence.
- To take part in Open Evenings and Parents' Evenings and any other similar event to support students and their families.
- To attend meetings and professional development activities as required.
- Carry out duties in line with published rota's.
- To play a full part in the life of the academy community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.

The above is not exhaustive and may be amended commensurate with the post holder's salary and grade as required by the Headteacher.

Special Conditions of Employment Rehabilitation of Offenders Act 1974

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions, cautions, and reprimands being considered. Any arrests, convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Headteacher by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with CORE Education Trust Disciplinary Procedure.

Health and Safety

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in CORE Education Trust Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

Equality and Diversity

CORE Education Trust is committed to equality and values diversity. As such, it is committed to fulfilling its Equality Duty obligations and expects all staff and volunteers to share this commitment. This Duty requires the Trust to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they encounter with dignity and respect and are entitled to expect this in return.

Training and Development

The Academy has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

Mobility

The jobholder may be required to transfer to any job appropriate to their grade at such a place as in the service of the Trust they may be required, in accordance with legitimate operational requirements and / or facilitating the avoidance of staffing reductions.

This job description may be subject to review and / or amendment at any time to reflect the requirements of the job. Amendments will be made in consultation with any existing jobholder and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS (Disclosure and Barring Services) Check is required for all successful applicants.

Job Description Reviewed on:	
Job Description Reviewed by:	