LEICESTER GRAMMAR SCHOOL



Head of English

September 2027

Welcome



Leicester Grammar School

Leicester Grammar School (LGS) is a wonderful place to work! Our teachers enjoy modern, purpose-built facilities, in a spacious site on the edge of Leicester, surrounded by supportive and expert colleagues. But more than all of this, we have the joy of working with enthusiastic and motivated pupils, who are supported by engaged families, and who take a real joy in embracing the myriad opportunities available to them at our school.

As teachers at LGS we reap the benefits of working in such an inspiring environment, with pupils and parents who place a huge value on what we do. There is no doubt that we work hard, but the satisfaction that comes from seeing the impact we make is significant.

There is much more to life here than lessons, important though these are. Our extensive programme of co-curricular opportunities, and our outstanding pastoral care, are central to the education we offer. Our aim is to develop young people who are confident without being arrogant, with a sense of purpose but the flexibility to adapt, and ready to go out into the world and make a positive difference.

As Headmaster I know how important the staff team at LGS is. Only with outstanding and engaged staff can we deliver the high-quality education to which we aspire. If this sounds exciting, and something that you would like to experience first-hand, please do get in touch. I look forward to meeting you in person soon.

Magnus Anderson
Headmaster

Leicester Grammar School

In 2024 Leicester Grammar School was recognised as East Midlands Independent Secondary School as well as East Midlands School of the Year for Academic Performance by the Sunday Times. Further to this, the school was shortlisted as one of eight finalists for the TES Independent Senior School of the Year award and, most recently, for Independent School of the Year for Student Well-being.

Indeed the importance of pupils' well-being was seen as a significant contributory factor to the school's success in the last inspection of January 2024.

The success of our community stems, above all, from a culture of aspiration and care for our 850 pupils, all of whom enjoy exceptional opportunities within and beyond the classroom.

The school's aims are to:

- Promote intellectual curiosity and academic excellence.
- Provide a broad, balanced and stimulating curriculum.
- Offer a rich range of co-curricular opportunities which enhance pupils' physical, cultural and personal development.
- Equip pupils with the self-belief, consideration and skills required for a principled and fulfilling life.
- Create a happy and mutually-supportive community of learners and staff, in which each individual is encouraged and enabled to do and be their best.
- Care for the mental and emotional well-being of pupils, and be proactive in the promotion of a healthy lifestyle.
- Welcome pupils of diverse backgrounds and faiths, nurturing their social and spiritual development.
- Foster a generous contribution to charity, community service and society.



The English Department

In Years 7, 8, and 9 the pupils follow a scheme of work in five periods per week, and taught by subject specialists. The central curriculum is set by the departmental head in conjunction with staff in charge of the subject for the Year Group, but teachers have a freedom of how they fulfil the criteria through choice of novel, Shakespeare play, and poetry. English and English Literature (Edexcel IGCSE) are compulsory for all. At A level we offer the OCR English Literature syllabus; uptake for this subject is consistent with similar schools, and there are usually two sets in Year Group. A level teaching groups are split between two members of staff. A level teaching sets are generally around seven or eight students in each set in Years 12 and 13. Our English students are hard-working and high achieving. In 2026, 100% attained grades A*-B at A level (63% A*/A).

At IGCSE level, 80% of our pupils achieved a grade 7-9 in Language (68% 8-9), with 71% 7-9 in Literature (59% 8-9). On average, around a third of our Year 13 apply to study English-related degrees post A level, and a significant number Law. We have a strong tradition of successfully preparing candidates for Oxbridge entry.

The Department has many strengths. In the delivery of lessons these include clear and authoritative teaching, with a passion for particular texts and genres (with a number of staff having higher degrees in the subject), very good relationships with students promoting challenge and resilience, and a clear sense of working together as a team, sharing ideas and strategies. Pupils in English lessons are well-focused and engage with challenging content, including language, understanding of authorial craft, and contexts, promoting confidence, imagination, and sensitivity. Pupils are well-supported via catch-up sessions and lunchtime clinics.

The Department has run a variety of clubs and activities over recent years, contributing to the life of pupils beyond the confines of the English curriculum: in an extension to the English curriculum with the Carnegie Readers, LGS Podcast, and the Foundation Day Essay competition published in The Young Arts and Sciences Journal; and other cross-curricular links, including tutoring, leadership within the school, sport, drama, teacher training, Oxbridge preparation, reporting and Extended Project Qualifications. The English Department contains a number of skillsets.



The role: Head of English

We are seeking an outstanding, enthusiastic and forward-thinking educator to join LGS as Head of English. This is an exciting opportunity to lead a successful department and play a key role in shaping the future direction of English across the School.

This position would suit either an experienced Head of Department seeking a new challenge or an ambitious and talented English teacher ready to take the next step into leadership. The successful candidate will inspire pupils aged 10–18, fostering a genuine passion for literature, language and communication, while maintaining the high standards and strong academic outcomes for which the Department is known.

The successful applicant will be an inspirational classroom practitioner with excellent subject knowledge and a clear commitment to delivering outstanding teaching and learning at all key stages. They will be expected to teach up to and including A Level, and to lead the continued development of a rich, challenging and engaging curriculum that encourages intellectual curiosity, critical thinking, creativity and a lifelong love of reading.

We are looking for a candidate with strong organisational and communication skills, a passion for their subject and a commitment to providing an exceptional educational experience. They will possess the ability to lead, motivate and inspire both pupils and colleagues, fostering a culture of collaboration, high expectations and academic excellence. The successful candidate will champion the importance of English, ensuring that pupils develop the confidence, analytical skills and eloquence to thrive both within and beyond the classroom.

Purpose of the job:
To provide inspirational leadership and strategic direction for the English Department, ensuring the delivery of an ambitious, engaging and academically rigorous curriculum.



Closing Date:
Monday 23 November, 9:00am

Interview Date:
1st Stage Interview (via MS Teams) w/c 23 November
2nd Stage Interview (in person) Monday 30 November

Job Description

Leadership of staff

- Lead an effective departmental team with a strong sense of purpose in which responsibilities are appropriately allocated, devolved and shared.
- Take the lead on delivering high-quality teaching and learning within the department.
- Ensure an appropriate scheme of internal assessment for all year groups, tracking pupil progress and coordinating intervention as required.
- Lead the department's approach to external assessment, ensuring teaching effectively addresses exam board requirements, including NEA where appropriate.
- Oversee the allocation of teaching for departmental colleagues, ensuring teachers have schemes of work and access to high-quality teaching resources.
- Assist departmental staff in their professional development, including leading and organising CPD.
- Chair department meetings which enable all staff to contribute to planning and ensure that records of such meetings are kept and distributed accordingly.
- Keep staff informed of curriculum developments and of thinking on whole school issues.
- Take a lead on matters of English among the school community at large.
- Monitor and evaluate the work of the department: conduct lesson observations, development review and regular work scrutiny.
- Lead, in consultation with the Head, on English staff recruitment.

Leadership of pupils

- Lead delivery of a stimulating and varied curriculum, designed to maximise pupils' engagement with English and ensure they make excellent progress and achieve excellent outcomes.
- Lead and coordinate the arrangement of a wide range of inspiring internal and external events, designed to support ongoing pupil engagement and enthusiasm.
- Monitor pupils' involvement and progress in English.
- Lead departmental involvement in school events, including Open Events and Parents' Evenings.
- Support and encourage pupil leadership in class and across the department.
- Ensure clear provision is made for pupils of different abilities, including the most able and those who find the subject challenging.

Departmental responsibilities

- Work closely with other colleagues to ensure that the vision for English is coherent throughout the school, and also the Trust.
- Be accountable for standards of attainment and progress across the department, using assessment data to develop and maintain the Department Development Plan.
- Ensure the departmental schemes of work are regularly reviewed and updated.
- Manage the departmental budget.
- Teach English across Leicester Grammar School from Key Stage 3 to A-Level.
- Attend and contribute to the Heads of Department Committee.
- Implement Health and Safety Regulations as they apply within the department; ensure that statutory procedures for safeguarding and promoting the welfare of children are followed.
- Provide the point of contact on all departmental matters for pupils, staff parents and outside agencies.

Additional Duties

- Design and oversee entrance processes (both written papers and interviews) for prospective pupils and lead the assessment of these.
- Work in accordance within current safeguarding guidance and legislation.
- Use excellent organisational skills and interpersonal and communication skills to manage own workload and build relationships.
- Support the School's well-being approach.
- Be committed to the vision and ethos of the Leicester Grammar School Trust..

Person Specification

Qualifications - Essential:

- Strong degree-level qualifications in a relevant subject
- Qualified teacher

Knowledge and experience - Essential:

- Excellent teacher who demonstrates enthusiasm for their subject
- Significant teaching experience including a track-record of delivering consistently good public exam results at GCSE and A-level
- Can demonstrate a commitment to high academic standards
- Track record of building strong working relationships with pupils, other professionals and parents
- Demonstrate the ability to communicate effectively with a range of audiences, such as pupils, colleagues and parents, both in writing and verbally
- Experience of developing department materials (for example test papers or schemes of work)

Skills - Essential:

- Excellent time-management and organisational skills with an ability to multi-task
- Ability to challenge colleagues and provide constructive criticism as required
- Ability to contribute to the co-curricular life of the school
- Ability to work on own initiative, without direct supervision and solve problems
- Awareness and understanding of safeguarding and welfare of children
- Have good ICT skills, and the willingness and ability to learn new systems, as required by the post
- Demonstrate commitment to professional development
- Have an understanding of the benefits of co-education and be willing and committed to involvement in the pastoral and co-curricular life of a busy and ambitious school community
- Be able to demonstrate and promote positive values, attitudes and behaviour with young people
- Ability to work as part of a team and collaboratively across the school

Desirable:

- Experience of leadership within education
- Experience of line-managing staff
- Experience of improving and implementing new systems and processes
- Experience of leading teaching and learning initiatives and improvements
- Experience of responding to parental concerns
- Experience of thinking strategically to create a department development plan
- Experience of working as an examiner
- Understanding of employment law in the educational context



Your Benefits

Competitive salary and generous teacher pension options with TPS or Aviva APTIS



Free lunches during term time plus free tea and coffee and hot chocolate



Beautiful walking trails around the school's extensive site



Discount on school fees



Access to Employee Assistance Programme via Life and Progress, offering telephone counselling, financial and legal advice, plus face to face counselling



Medicash Health Care



On site gym and swimming pool available for colleague use



Cycle to Work Scheme



Reduced rate Benenden Health subscription with no waiting periods; access to 24 hour GP and prescription service



Free car parking on-site



Free wrap-around care for your children



Use of the school's extensive library facilities



School campus and facilities

Leicester Grammar School Trust schools are easily accessible from the nearby city of Leicester, the market town of Market Harborough, and beautiful East Midland villages such as Great Glen. Although situated in the scenic countryside, we are an easy 30-minutes drive from the M1 and from nearby rail stations, London St Pancras can be reached in around one hour.

The school operates a comprehensive bus service which enables a large number of pupils to travel to and from school each day.

The campus has extensive facilities; well-equipped specialist classrooms, library, science laboratories, music rooms, and both indoor and outdoor sports facilities. We have an on-site café for use by staff and sixth form pupils as well as a bespoke study area for sixth form.









Equal Opportunities

Leicester Grammar School Trust is an equal opportunities employer and is committed to equality of opportunity for all staff. The Trust takes very seriously its duty to safeguard children, to remove discrimination, to advance equality of opportunity and to foster positive and caring relationships, by integrating safety and equality into each school's core priorities and functions.

We welcome applications from all sectors of the community as we aspire to attract staff who reflect the social and cultural diversity of our pupils. We consider the most important factors to be the right skills, abilities and aptitude for the job which will ultimately improve the education and well-being of our pupils. We also encourage applications from staff at all stages of their career, and regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage / civil partnerships.

Applicants must have the right to work in the UK.

Safeguarding

Leicester Grammar School Trust is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.

Applicants must undergo safer recruitment checks, including checks with past employers, online searches and the Disclosure and Barring Service (DBS). This role involves engaging in regulated activity relevant to children, it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

This role is exempt from the Rehabilitation of Offenders Act 1974 and the Trust is therefore permitted to ask you to declare all convictions and cautions (including those which would normally be considered "spent") in order to assess your suitability to work with children.

If you are successful in being shortlisted for this role, you will be required to provide information about your suitability to work with children by completing a self declaration form. In this form you will be required to provide details of all spent and unspent convictions and cautions. However, you will not have to disclose a caution or conviction for an offence committed in the United Kingdom if it has been filtered in accordance with the DBS filtering rules.





LEICESTER GRAMMAR SCHOOL

Leicester Grammar School Trust
London Road
Great Glen
Leicestershire
LE8 9FL

0116 259 1900
www.lgs-senior.org.uk