

Head of English

Applicant Pack



Contents

The vacancy.....	3
Post advert.....	3
Role summary.....	4
Job description	5
Lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum.....	5
Impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils.....	5
Leading, developing and enhancing the teaching practice of other staff.....	6
Specific duties relating to this post.....	6
Support for the trust/school	6
Changes to these duties	7
Person Specification	8
Job Title: Head of English	8
Qualifications.....	8
Experience	8
Professional knowledge and understanding.....	8
Professional skills.....	9
Silverdale School & Sixth Form	10
Chorus Education Trust.....	11

The vacancy

Post advert

Deadline for applications:	11.59pm on 04 October 2026
Interviews to be held:	Week beginning 12 October 2026
To start:	01 January 2027

We are seeking to appoint an outstanding and compassionate Head of English who is passionate about the power of language, literature and learning. This is an exciting opportunity for a highly motivated and reflective leader to guide a successful department, inspire a love of English across the school and support colleagues to deliver consistently excellent teaching.

The successful candidate will lead the strategic direction of English at Silverdale, ensuring a high-quality, ambitious curriculum that enables all students to achieve and develop a lifelong appreciation of reading, writing and communication. They will work collaboratively with colleagues to develop evidence-informed teaching practice, support professional growth within the department and contribute to whole-school improvement.

As a middle leader at Silverdale, the post holder will play a key role in leading with compassion, integrity and clarity of purpose. Leadership here is rooted in the understanding that we lead people first, creating a culture built on trust, respect and high expectations. The role requires a consistent and honest approach to decision-making, underpinned by clear communication and professional accountability. The successful candidate will be innovative in their thinking, open to evidence-informed practice and willing to challenge existing approaches where this improves outcomes for students. Above all, they will be a visible and supportive leader who empowers others, models the school's values and contributes positively to the wider leadership of the school.

The English department is central to the success of the school, and this role presents an opportunity to shape curriculum, pedagogy and enrichment in a way that ensures all students can flourish academically and personally. The successful candidate will be committed to fostering a culture of high expectations, strong relationships and a shared belief that every student can succeed.

Silverdale School is a highly successful and oversubscribed school, recently recognised as one of the top ten northern schools in *The Sunday Times Parent Power Guide 2026*. Student behaviour is excellent, and staff benefit from a positive, collegiate culture built on teamwork, professional trust and high expectations. Silverdale is a fantastic place to teach, grow and develop, where staff are supported to be the very best they can be and where teaching is truly valued.

Role summary

Post title:	Head of English
Grade:	TLR1b (£12,958)
Payscale:	M1 to UPS3
Responsible to:	SLT Line Manager
Responsible for:	All teaching and support-based within the faculty area as agreed with the Headteacher to assume overall responsibility for the faculty.
Purpose of post:	To lead the English team and to teach English across the school.
Version revised:	April 2024
Contract:	Permanent

At Chorus Trust we are committed to the safeguarding of all our pupils, please visit our website to access our safeguarding and child protection policy at www.chorustrust.org/policies.

The trust will conduct an online search of the successful candidate in line with the DfE's keeping children safe in education advice.

The successful candidate will be required to complete a Disclosure and Barring Service (DBS) check in line with the Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 and the Police Act Regulations.

Job description

The post holder must at all times carry out their responsibilities within the spirit of the school and trust policies and within the framework of legislation relating to academies and education, with particular regard to the statutory responsibilities of the trust and the governing body of the school.

The job description should be read alongside the range of professional duties of teachers as set out the Teachers' Pay and Conditions Document. The post-holder will be expected to undertake duties in line with the professional standards for qualified teachers and uphold the professional code of the Department for Education.

The specific duties and responsibilities include but are not limited to:

Lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum

- To provide strategic leadership for the development and management of the English subject throughout the school.
- To identify areas for development and improvement linked to the school improvement plan and national and local initiatives.
- To develop and monitor schemes of work and ensure successful implementation which meets curriculum requirements.
- To have an overview of, and contribute to, the planning and delivery of continuous professional development and training related to the teaching of English.
- To develop strategies for the use of other staff to promote new teaching methods and improve learning throughout the school and monitor effectiveness in raising standards of teaching and learning.
- To monitor and evaluate pupil progress.

Impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils

- To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for pupils.
- To identify clear, appropriate targets for attainment and/or achievement.
- To monitor and evaluate pupil progress and achievement against targets.
- To lead evaluation strategies to contribute to overall school self-evaluation.
- To undertake lesson observations and provide constructive feedback and support as appropriate.
- To implement school quality procedures and to ensure adherence across the school.

Leading, developing and enhancing the teaching practice of other staff

- To ensure the establishment of common standards of practice and develop the effectiveness of teaching and learning styles.
- To plan and implement strategies to improve teaching where needs are identified.
- To provide induction, support and monitoring for new staff.
- To act as a role model of good practice for other teachers, modelling effective strategies with them.
- To act as a performance management team leader for identified teachers.
- To ensure all staff in school are familiar with the aims and objectives of the English faculty.

Specific duties relating to this post

- Developing teaching and learning in English to further improve the experience and outcomes for all children and young people.
- Continuing to develop the curriculum to meet the ongoing needs of the children and young people.
- Develop the English Faculty team through professional development in English Faculty/ Whole School priorities.
- Plan the support/intervention for those children and young people that need intervention outside of the English Faculty classroom.
- Other duties that will be needed in time to enhance the English Faculty provision within Chorus Education Trust.

Support for the trust/school

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Work in a flexible way to respond to the needs of the trust and to fulfil other duties and responsibilities appropriate to the grade and role as and when required.
- Be aware of and support difference and ensure equal opportunities for all.
- Appreciate and support the role of other professionals.
- Attend and participate in relevant meetings as required.
- Contribute to the overall ethos/work/aims of the trust/schools.
- Participate in relevant training, other learning activities and performance management as required.
- Team responsibilities: all staff are considered part of the overall trust team and may be required to provide assistance to colleagues in other areas from time to time commensurate with the role, skillset and grade.

Changes to these duties

The above duties are not exhaustive and the post holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Headteacher/Principal.

The job description and allocation of particular responsibilities will be kept under review and may be amended via consultation with individuals, the governing body or board of trustees and/or senior leadership team as required. Trade union representation will be welcomed in any such discussions.

Person Specification

Job Title: Head of English

REQUIREMENTS	Essential	Desirable	Assessment method A = application I = interview R = reference
Qualifications			
A relevant degree together with an English PGCE or equivalent teaching qualification.	✓		A
Evidence of commitment to CPD to support areas of the job role.	✓		A / I / R
Detailed knowledge and understanding of the current issues in English education.	✓		A / I
Experience			
Proven track record of excellent teaching in English.	✓		A / I / R
Experience of teaching English at Key Stage 3, GCSE, and A-Level.		✓	A / I / R
Demonstrable evidence of raising and sustaining attainment through successful leadership.		✓	A / I / R
Use of student performance data to inform classroom teaching.	✓		A / I
Record of success in effective and efficient team management.		✓	A / I / R
Experience of managing resources effectively.	✓		A / I / R
Professional knowledge and understanding			
An enthusiasm for innovation and developing teaching and learning.	✓		A / I / R
An excellent understanding of engagement and how to motivate students.	✓		A / I / R

A sound understanding of modern pedagogy methods within the field of teaching English.	✓		A / I / R
Professional skills			
A high commitment to learning and achievement.	✓		A / I / R
Ability and confidence to coach and mentor staff and tackle underperformance.	✓		A / I / R
Excellent interpersonal, planning, and organisational skills.	✓		A / I / R
The ability to collaborate with other staff.	✓		A / I / R
Commitment to safeguarding and promoting the safety and welfare of young people.	✓		A / I / R
Ability to inspire confidence in and establish excellent relationships with pupils, teachers, and parents.	✓		A / I / R

Silverdale School & Sixth Form

Silverdale School is an extremely popular and high achieving 11-18 comprehensive in the south west of Sheffield and is the founding school of Chorus Education Trust. Silverdale has 1,450 students on roll including 450 in Silverdale Sixth Form. In 2020 it was named the Sunday Times Top State Secondary School in the North of the Decade, in recognition of its sustained success.

Silverdale has an excellent record of student achievement at both key stage 4 and key stage 5. At our heart is one of the country's original teaching school hubs, the South Yorkshire Teaching Hub, which includes the Sheffield Teacher Training Alliance and National Modern Languages SCITT.

At Silverdale, we benefit from a new building with excellent facilities, which was expanded in 2023 to provide further state of the art teaching facilities and a dedicated Sixth Form centre.



In addition to trust-wide benefits for all staff, those at Silverdale School also have access to:

- Supportive and friendly staff and leadership team.
- Free staff parking.
- Opportunity to be part of the varied extracurricular offering, including Duke of Edinburgh's Award programme.

You can view the school website at: www.silverdale.chorustrust.org.

Chorus Education Trust

Chorus Trust is a growing trust, committed to providing every child with the best education in both primary and secondary schools across South Yorkshire and Derbyshire. We train and develop teachers, giving our children access to the very best educational thinking and practice.



Our vision is ‘Outstanding Achievement for All’. We want to create a culture of success in which our children and young people can succeed. We do this through the provision of safe and supportive schools, collaborating to ensure our children benefit from a more effective spend of public money.

As part of the Chorus Trust Team, all staff have access to:



An ethos of being a **force for good**; of being part of a team that enables ‘outstanding achievement for all’.



Competitive **pension schemes**: Teacher’s Pension Scheme (teaching staff) and local government pension scheme (support staff).



A **collaborative environment** encouraging knowledge sharing and support.



Career progression opportunities within a growing, local trust.



Leading edge **training and development** through the South Yorkshire Teaching Hub.



Discounted **health schemes** through Westfield Health and Westfield Rewards Schemes, plus **free annual flu jabs** with Boots Corporate Health and **free eye tests** with Specsavers.



Term-time only contract postholders have the freedom of having **school holidays** off.



Support for **flexible working** arrangements.

You can read more about Chorus Trust at www.chorustrust.org.