



# Queen Elizabeth School

Scholarship & Care since 1591

An 11-18 academy in Kirkby Lonsdale,  
between the Lakes & the Dales



## Job Details

### Director of English

<b>Post</b>	Director of English
<b>Hours</b>	Full Time
<b>Start Date</b>	September 2018
<b>Pay Scale</b>	Leadership Pay Scale

Thank you for accessing details of the above post. I hope these details will give you an impression of an exciting opportunity to make a key contribution in one of the country's best schools. To that end, I include details about the School, the job and the English Department at QES. I would strongly urge you to get more of a 'feel' for the life of the school by visiting our website

[www.queenelizabeth.cumbria.sch.uk](http://www.queenelizabeth.cumbria.sch.uk). I appreciate that there is much in addition that you would want to know and I can assure you that at the interview stage we will share with you as much as is feasible. If there is anything specific you wish to know at this stage please don't hesitate to get in touch.

### The Post

This post doesn't become vacant very often; the previous Head of English was at QES for 14 years! It really is a post of some significance. It isn't just that English is central to accountability measures, is double-weighted and under massive scrutiny. It is for us something more than that. English is a subject which underpins our comprehensive definition of literacy and which amplifies a determination to empower every young person; a subject which has genuine moral purpose; and a subject which encourages a love of books, literature, reading and an endless fascination with what makes human beings tick. Its connection to the QES Values is fundamental.

Consequently, we are looking for someone special and we will only appoint when we find the right person. Of course, the job is huge. Not only is there such an unremitting focus on English in the current national system and there is, as stated, our own sense of the subject's inherent importance and value but there are also the practical considerations of leadership most especially leading a team of

around eleven predictably strong-minded, independent-spirited, experienced, committed and passionate specialists!

The job description is naturally everything you would normally expect of an important leader in a school but it boils down to a fairly simple formula: teach great lessons; support others in the department to do likewise; build a powerful sharing ethos and team spirit; develop teaching programmes and styles which really excite and challenge students; operate successful examination classes; generate big A level numbers; generally create an attractive context and climate within which the subject can prosper; be an attractive, compelling figurehead. Teaching English these days is a challenging job that will undoubtedly involve pressure, intensity and sheer hard work but we need a Director of English who can help make it also highly rewarding and hopefully a lot of fun.

At this stage in our development as the Lunesdale Learning Trust we are currently two schools, albeit with shared staff and facilities in these first few years, and the Director of English will lead the subject across both schools. However, there is plenty of potential in this role and opportunities for the new post holder to liaise with other schools and support the work in other departments are certainly there.

I think we'll know the right person when we meet her/him but we remain open-minded about at what stage in a career the new person will be. It may be someone who has been preparing for such a post by working with responsibilities in an English Department. Or it may be someone who is currently working as a Head of Department and who wishes to extend responsibility levels perhaps aspiring to an Assistant Headteacher position in the not-too-distant future. Consequently it is anticipated that the post be remunerated on the Leadership Spine. Of course salary issues will definitely be the subject of discussion at interview but by all means do indicate in your letter of application if you have particular expectations.

## The Person

With the development of the QESstudio this is a critical time in the School and new Trust's history and, in order to ensure the development of two successful schools ambitious to improve still further, we intend to appoint only staff of the highest ability or with the greatest promise. Working at QES is demanding but the rewards are commensurate in a school with a strong, highly motivated staff, a lovely environment and pleasant, friendly and highly motivated pupils.

We expect to appoint a Director of English who has:

- a keen intellect and an excellent academic background with a very good degree
- a great track record of success at all levels
- experience of leading people and/or initiatives successfully

- compelling personal qualities, an ability to form positive relationships with people and the ability to enthuse and inspire both pupils and staff
- impeccable administrative abilities and a highly efficient demeanour
- an ability to communicate effectively
- the ability to work hard under pressure
- a sense of humour and proportion
- a commitment to enhancing the community or extra-curricular life of the school
- a commitment to professional development

Hopefully this list won't seem too daunting given the nature of the role but please do understand that QES has a supportive ethos and a commitment to structured professional development. The person appointed can expect much help, guidance and support from colleagues, school leaders, Fleur and Maria (the seconds-in-department) and, of course, the other English staff.