February 2021

Dear prospective applicant

Thank you for displaying an interest in our vacancy for the post of Deputy Head of English. We have two posts available, with the specific responsibilities for each successful candidate to be decided upon appointment.

We really do believe that these posts provide a fantastic opportunity for the right candidates to make a real difference in an especially appealing context. Lymm High School itself has been around in one form or another for hundreds of years and has traditionally had an excellent reputation in the local community and beyond. I cannot speak highly enough of the young people we have the privilege of working with or of the community in which we operate.

However, the fact that it really is a lovely place to work should not lead anyone to under-estimate the level of ambition we have here. There is no doubt that the school has improved very significantly over the past few years but we are conscious about not wanting to rest on our laurels and recognise that we have created the opportunity to do something special. Quite frankly, this won’t be possible without building an unequivocally outstanding English faculty.

The English faculty is already very good, and clearly has the capacity to be excellent. There are around 20 teachers in the department, with excellent relationships between them, a healthy blend of experience and youth, and plenty of appetite for collaboration. At the same time – and we believe this is what makes this post so exciting - it is clear that there is potential for the department to be even better. First and foremost, we are looking for people who can raise English achievement still further so that, for example, it at least matches the performance of our Maths faculty. This will mean ensuring that students have access to a well-crafted curriculum and excellent teaching from the moment they arrive as Year 7 students.

The successful candidates will therefore need to have a secure track record of delivering excellent examination results. In what context this track record has been forged, we don’t mind – just as long as you can demonstrate your ability to help students make more progress than most would believe possible. Please be specific in your application about your record in this area. Similarly, we are looking for people who genuinely love their subject and are first rate classroom practitioners with the ability to inspire colleagues to improve their own practice.

The marked improvement in English in recent years has been no accident; it has come about through strong faculty leadership and a willingness on the part of teachers to engage with an agenda built around delivering a rigorous, inspiring and ‘word-rich’ curriculum to all students. We are looking for people who are committed to this type of agenda, understand the rationale behind it and have the ability to apply it to students of all abilities.

By way of explanation as to how these posts have become available, the previous Head of Faculty left for an assistant headteacher post last summer and the second in faculty took on the role temporarily. She has done an excellent job but, unfortunately for us, is re-locating to the Middle East later this year, leaving both the Head of Faculty position and her permanent TLR vacant. The other TLR holder (who was Head of KS3 English) left at Christmas for a well-deserved promotion to Head of Department. We have chosen to advertise for two Deputy Heads of Faculty, leaving the precise job descriptions open for the time being, partly so that the new Head of Faculty can have input in how things are structured going forwards and partly so that we can best utilise the skills of the successful applicants.

A quick browse of our website and other materials available in the application pack will give you a flavour of the type of school we are, but – especially if you don’t know much about Lymm High School already – I encourage you to come and visit to see for yourself. I will show you round myself if I possibly can and will certainly make myself available to answer any questions you might have.

Yours sincerely

Gwyn Williams

Headteacher