



WILMSLOW
HIGH SCHOOL



TEAM LEADER ENGLISH

APPLICATION PACK



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Headteacher's Welcome

Thank you for your interest in our **Team Leader English** vacancy.

At Wilmslow High School, we believe in the value of a 'whole' education, placing equal importance on strong pastoral care, academic progress and a broad range of opportunities beyond our Formal Curriculum for every student. We are committed to the pursuit of excellence for every student, every day. We are immensely proud of our school, where success is built on a strong partnership between our students, dedicated staff, and supportive community. We have high expectations for behaviour and conduct; through the 'Wilmslow Way' we seek to develop 'Young People of Character' who routinely demonstrate the character values of PRIDE: Professionalism, Respect, Integrity, Determination and Empathy.

We are a forward-thinking, outward-facing school and have forged excellent links with other schools and learning communities. We expect our teachers to be highly skilled and tenacious and determined to achieve the very best for every student. We are committed to supporting our staff through an evidence-informed, research-driven professional learning programme, ensuring that both our staff and students continue to grow and develop.

If you believe that you can make a difference for every student, every day, we would welcome your application.

Kind regards,

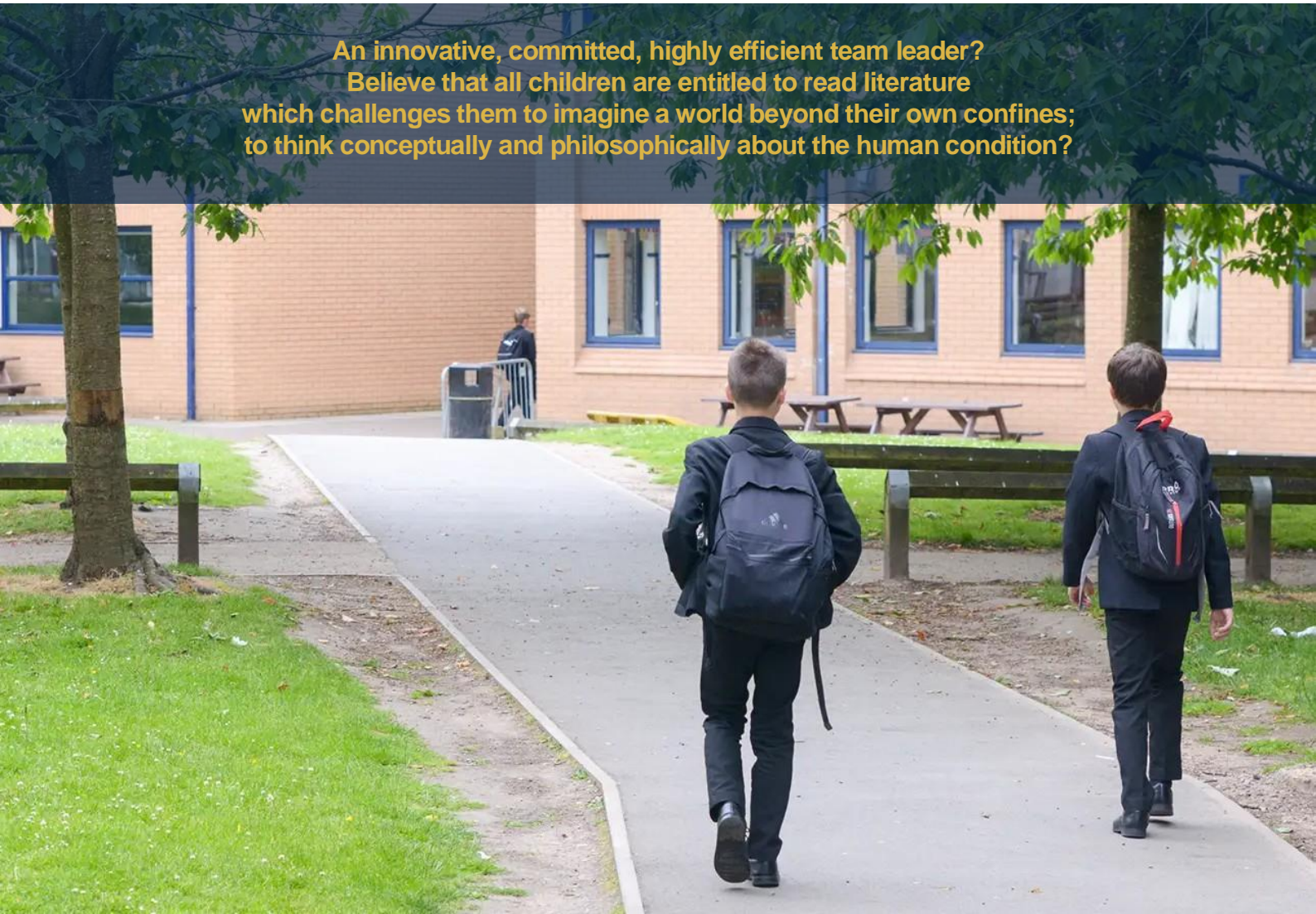
Christina Kane
Headteacher



Job Overview

Role:	Team Leader English - KS4 Lead
Salary:	£31,650 to £49,084 (plus TLR 2.1 £8,279)
Range:	Main Pay Range or Upper Pay Range 1st
Start Date:	September 2025
Contract Type:	Full Time
Contract Term:	Permanent
Suitable for ECT?:	Yes
Closing Date:	Monday 24th February

**An innovative, committed, highly efficient team leader?
Believe that all children are entitled to read literature
which challenges them to imagine a world beyond their own confines;
to think conceptually and philosophically about the human condition?**



About this role

Interview date: W/C Monday 24th February 2025

- **School age range: 11-18**
- **Number on roll: approx. 2,200 (including 500 sixth form)**

We are seeking to appoint an innovative, committed and highly efficient team leader who truly believes that all children are entitled to read literature that challenges them to imagine a world beyond the confines of their own, and that encourages them to think conceptually and philosophically about the human condition.

The successful candidate will directly support the curriculum team leader (CTL) in setting the vision and direction for the team and be responsible for ensuring that our curriculum and its implementation is aligned to the challenges that our students face as young, global 21st century citizens.

Our curriculum recognises our school's unique local context; the disparity between disadvantaged students and those from affluent backgrounds can, at times, be polarising. Therefore, the successful candidate will be acutely aware of this from the outset and be able to demonstrate a track record of leading students from all backgrounds to reach their full potential.

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 someone who genuinely loves their subject and is a first-rate classroom practitioner with the ability to inspire colleagues to improve their own practice through an asset based, collaborative approach.

You will need to demonstrate excellent organisation, communication and management skills and experience in effective curriculum planning and sequencing. You will also be up to speed with current pedagogy and evidence-informed practice.

We really do believe that this post is a fantastic opportunity for the right candidate to make a real difference in an especially appealing context. However, the fact that it is a lovely setting to work should not lead anyone to under-estimate the level of ambition we have here, and the work required to build a truly outstanding English team.

If you would like to join a forward-thinking, research-driven school committed to the pursuit of excellence and have the skills and tenacity to really make a difference for young people, we would welcome your application.

About this role

If invited for an interview, you will be:

- asked to complete a self-declaration form answering questions in relation to any criminal record or other information that would make them unsuitable to work with children.
- subject to an online search. This is to help identify any incidents or issues that have happened, and are publicly available online, which we may wish to explore at interview.

If successful, you will be subject to:

- an enhanced disclosure from the Disclosure and Barring Service.
- pre-employment checks which will include References, Health, Right to Work in UK, DBS and a Declaration that neither they nor anyone who lives in the same household is a disqualified person under the Childcare (Disqualification) Regulations 2009.

Current or previous employers will be contacted, and information requested will include:

- disciplinary offences relating to children, including any for which the penalty is 'time expired'.
- whether the applicant has been the subject of any child protection concerns.



Job Description **Team Leader English**

Purpose of Post

The post holder carries leadership and management responsibility as a member of the English leadership and management structure.

The purpose of the post is to contribute to leadership within the English Team and specifically to lead KS4 English

The post holder will help manage how the English curriculum is taught and will help monitor the attainment of students, in order to maximise their potential.

Central to the post is the promotion of a high expectation culture, which pursues excellence for every student every day and the promotion of a positive team culture which celebrates both learning and achievement and the strategic organisation and monitoring of team activities.

To whom responsible: Curriculum Team Leader - English

Principal Duties

You are required to carry out the duties of a school teacher and to meet the Teachers' Standards as set out in the current School Teachers' Pay and Conditions Document.

With particular reference to the role of Form Tutor and of Classroom Teacher, you are expected to meet the expectations outlined in the Wilmslow High School Staff Handbook.

Additional duties attracting a TLR 2.1

1. School Leadership

- To lead and maintain a high expectation culture which pursues excellence for every student every day.
- To contribute to the ethos, wellbeing and development of the school by ensuring that both staff and student activity within English operate to the highest standards of efficiency and effectiveness.
- To deputise for the Curriculum Team Leader of English as necessary.

2. Strategy and improvement

- To design and implement Evidence Informed Action and self-evaluation plans for specific areas of English.
- To lead on tracking and monitoring underperforming students in specific areas of English.
- To lead on developing the delivery of learning in English, along with the Curriculum Team Leader of English and the other Team Leaders.

Job Description **Team Leader English**

3. Teaching and curriculum excellence

- To share in the strategic development of English across the full 11-18 range, with a focus on the review and development of the intent, implementation and impact of the English curriculum.
- To actively promote team policies relating to internal assessment and tracking including working with other Team Leaders on gap analysis and the design and implementation of assessments to identify and effectively close learning gaps.
- To lead on quality assurance within the English Team, along with the Curriculum Team Leader of English and other Team Leaders.
- To share with the Curriculum Team Leader of English and other Team Leaders the overseeing of the performance management and professional development of team members.
- To be a lead/ active participant in Professional Learning Groups focused on improving the teaching and learning of English.
- To help develop and implement school policies relating to 'How we teach at Wilmslow'.

4. Leading with impact

- To take management responsibility for specific areas of the curriculum together with responsibility for aspects of the team's development and organisation, as negotiated and agreed on an annual basis.
- To monitor student progress in specific areas of English, identifying those who are underperforming and using this information to develop, implement and monitor appropriate interventions to move their learning forward.
- To lead in partnership with the Curriculum Team Leader of English to drive effective strategies to raise the attainment of key groups of students (Pupil Premium, SEN K, Low Prior Attainers, other identified groups) to ensure that they make the same progress as their peers in English.
- To identify team and individual successes.

5. Working in partnership

- To promote a positive team culture which is consistent with that established by the Director of English.
- To meet regularly with the Curriculum Team Leader and/or the other English Team Leaders to discuss all matters relating to the team's area of activity and the post-holder's area of responsibility.

Job Description **Team Leader English**

6. Managing resources and risks

- To share with the Curriculum Team Leader of English and other Team Leaders in overseeing the Team's learning environment, ensuring that it is professionally organized and maintained in order to stimulate learning.

Responsibilities

You are required to carry out the duties of a schoolteacher and to meet the Teachers' Standards as set out in the current School Teachers' Pay and Conditions Document (STPCD).

With particular reference to the role of Form Tutor and of Classroom Teacher, you are expected to meet the expectations outlined in the Staff Handbook.

Safety and safeguarding

To take all reasonable steps to ensure the Health and Safety of students and staff within the teaching base environment.

To promote and safeguard the welfare of students in accordance with the school's child protection policy.

Wilmslow High School is committed to safeguarding and protecting the children and young people that we work with, as such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. The post holder will be required to complete an enhanced Disclosure Barring Service (DBS) Check with appropriate barred list checks, or the equivalent, and must be eligible to work in the UK. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across the school, this is in line with statutory guidance Keeping Children Safe in Education and The Education Act, we expect all staff and volunteers to share this commitment.

Local Authority Flexibility Policy

Notwithstanding the detail in this job description to undertake, in accordance with the Policy, such work as may be determined by the Head teacher from time to time, up to or on a level consistent with the Principal Duties of the job.

'No Smoking' Policy

The school is an entirely 'no smoking' and 'no vaping' environment.

Review

This job description will be subject to review annually at the end of the academic year or earlier if necessary.

In addition, it may be amended at any time after consultation with you.

Person Specification

Qualifications and Training	Essential	Desirable
Have a suitable degree	X	
Have qualified teacher status	X	
Experience		
Successful teaching experience at secondary level, with proven positive impact on student outcomes	X	
Successful experience of delivering impactful intervention programmes	X	
Experience of teaching A Level English Literature/Language		X
Recent exam marking experience		X
Working knowledge of the AQA GCSE exam specification		X
Experience of leading an initiative with evidence of impact		X
Experience of leading a team		X
Knowledge and Skills		
Have excellent subject and curriculum knowledge at KS3 and KS4	X	
Have excellent subject and curriculum knowledge at KS5		X
Strong understanding of the theory and practice of effective teaching and learning	X	
Knowledge of a broad range of assessment strategies and how to use these to shape learning and maximise progress	X	
Understanding of inclusive provision and practices which offer equality of access to the curriculum for all students, including special educational needs, English as an additional language and high achievers.	X	
Good level of ICT skills	X	
Personal qualities		
Have excellent subject knowledge and a true passion for English	X	
A passion for education and a deep-felt desire to make a difference for young people	X	
Ability to manage a classroom effectively, maintaining firm but fair discipline	X	
Demonstrates a sense of responsibility to achieve success	X	
Ability to prioritise and plan effectively to meet deadlines and manage workload	X	
Demonstrates logical, practical and/ or creative approaches to tasks	X	
The ability to lead a team and to develop and maintain positive relationships with teaching and other support staff	X	
Excellent written and spoken communication skills	X	
The ability to communicate positively with parents/carers and where appropriate outside agencies in a way that facilitates effective links between home and school.	X	
Must have an ability and suitability to safeguard and promote the welfare of children	X	
A commitment to raising standards across the whole age and ability range	X	
Have rigorous professionalism in everything, accepting nothing but the best in a culture of excellence	X	
Demonstrate commitment to developing professional learning	X	





WILMSLOW HIGH SCHOOL

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