



Dear Colleague,

Thank you very much for your interest in the post of Head of English & Media Faculty at The Boswells School. The school is an extremely popular, oversubscribed and very successful 11-18 school situated in the north of Chelmsford, Essex. The school is moving 'towards outstanding' and we are a dynamic, forward thinking organisation who value our staff and the impact they make on our students.

The role that you are applying for is an important post in the development of the school and the educational provision we offer our students. English is a crucial subject area and this role offers a highly motivated colleague the opportunity to develop their leadership skills. The Boswells School is an 11-18, very successful, popular and oversubscribed school in the Springfield area of Chelmsford, Essex. Our results at GCSE and A-level are consistently excellent and make us one of the highest performing non-selective schools in Essex. Within the Faculty, we deliver English Language and English Literature at GCSE and A-level, Film Studies at GCSE and Media Studies at A-level.

You will lead the Faculty, working within a team that includes a Deputy Head of Faculty with responsibility for Key Stage 4, a Lead Practitioner, Key Stage 3 and 5 Co-ordinators and a Head of Film and Media Studies to ensure our students get an outstanding education in English and Media subjects. The successful candidate will be expected to deliver high quality lessons and to develop an already strong team.

It is also important that you realise that we can offer you a huge amount of support in development of your career. As part of the role, will be offered the opportunity to experience being part of the School's Leadership Team. This post has arisen due to the promotion of the previous postholder, who has moved into Assistant Headship. We take pride in the fact that, as a school, a large number of our staff move on to promoted positions. At our heart, however, we pride ourselves on what we offer all staff:

- We place a high degree of trust in our teaching staff. We believe that the greatest factor in improving outcomes for our students are the teachers standing in front of them on a daily basis.
- We believe in the professional development of our staff and we expect our teachers to take responsibility for developing their practice and becoming more skilled practitioners
- We don't do things simply to please OFSTED or the DfE. We do what is right for our students and the wider school community.
- We recognise that teaching can be challenging however we encourage everyone to share good practice and work collectively-we are much more effective when we collaborate and support each other

- Our lesson observations are developmental. We do not grade lesson observations (indeed we stopped doing this long before OFSTED stopped) as we believe the core purpose of any observation is a discussion between professionals about how to develop pedagogy and practice.
- We believe in leadership at all levels and encourage all our teachers to take responsibility for leading in their own classrooms and across the school.
- Professional development is at the heart of performance management and our teaching staff must have an objective that is focused solely on their professional development

This is a unique opportunity for a highly motivated colleague to develop their career and enclosed with this letter is a job description for the role. This post would be an excellent first step for a member of staff to develop their leadership and management skills in a strong and well-resourced school. If you believe that you have the necessary, drive and are seeking an opportunity to develop your teaching and leadership skills then I look forward to receiving your application.

As well as completing the application form, I would like you to provide a letter of application that covers the following areas:

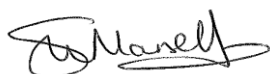
- Your teaching experience and the teaching skills and qualities you will bring to the school
- How you will motivate students of all abilities in lessons
- How you would develop provision in the area of English
- The value of extra-curricular activities in developing student potential and attainment.

Please ensure that your letter covers the areas listed above as well as any other information you feel is relevant to your application.

Thank you for your interest in The Boswells School. If you would like further information, to visit the school or to meet with me prior to submission of your application, please contact our HR Officer, Mrs Maria Williams on mho@boswells-school.com or 01245 264451. Alternatively, a huge amount of information about the school, including an applicant information pack, can be found at www.boswells-school.com

The deadline for applications is midday on Monday 27th September 2021 and interviews will take place during the same week.

Yours faithfully



Stephen Mansell

Headteacher

