



Ilford County High School



OFSTED 2026 ICHS rates **STRONG** in **ALL** areas

Head of English

Candidate Brief



THE  TIMES
ILFORD COUNTY HIGH SCHOOL
PROUDLY ENTERS
THE TIMES 2026 TOP 100
UK STATE SCHOOLS

<p>GCSE RESULTS 2025</p>		<p>A-LEVEL RESULTS 2025</p>	
<p>GCSE 100% English & Maths 4+</p>	<p>Most Common Grade 8</p>	<p>Most Common Grade A</p>	<p>A-Level 73% Grades A AB+ (Inclusive of 2 Facilitating Subjects)</p>
<p>GCSE 68% Grades 7-9</p>	<p>Attainment-8 75.97</p>	<p>A-Level 49% Grades A*- A</p>	

Cultivating young people with exceptional potential to be the next generation of world - class scholars, visionaries, leaders, and innovative thinkers.

Iford County High School - A High Performing Specialist Grammar School for Boys



Our school welcomes academically able young men from any background, across our local community to join our school. We provide our students with the opportunities to thrive as the forward thinking, kind, and inspirational leaders our world needs to inspire the next generation.

As a high performing grammar school, we are naturally proud of our reputation for exceptional academic excellence. In recent years, at GCSEs, our students have performed in the top 4% across all subjects and the top 1% for Maths and Sciences, of all students nationally. Many of our students spend 7 years learning and growing at ICHS, studying a range of A Levels at our exceptional 6th Form. Recent results show half of all our students A Level Grades are A* or A grades, and we maintain long standing traditions of high numbers of our 6th Formers attending prestigious universities, including Oxford, Cambridge, LSE, Imperial, Warwick, and UCL, to name just a few.

Academic excellence is just one facet of the world-class education we offer. We encourage the young men who attend ICHS to become actively involved in both the school and the wider community, to take responsibility and to show leadership. We have a strong commitment to nurturing students through superb super curricular opportunities at ICHS; fostering intellectual curiosity, resilience, and a lifelong love of deep learning that world class universities and companies seek as an integral part of their recruitment processes. We nurture sporting, artistic, and cultural interests and provide trips and challenges within a supportive environment which enable students to develop their characters so they can leave ICHS as mature, confident and well-balanced young adults.

ICHS is a warm and strict school with high expectations of both learning and behaviour. Our broad and balanced curriculum allows individual students to find their niche as they excel across our wide range of Arts, Humanities and Languages subjects, alongside Maths and the Sciences from Year 7, right the way through to A Level study at our Sixth Form.

Our school values of Integrity, Courtesy, Hard work and Success are at the centre of everything that we do. They provide a firm foundation for our students to be brave in their learning, knowing that they are working within a supportive environment. Our staff aim to excite and support students to explore new areas and to achieve exceptional results through our high-quality teaching and the wider opportunities we offer.

I hope this website gives you an opportunity to understand a little of what our school is about. If you are lucky enough to visit our school, I am confident that you will meet students who clearly thrive at school, excel in their learning and who revel in the opportunities provided at ICHS.

Mr G Barnet
Headteacher

Why ICHS?

At Ilford County High School (ICHS), we value our staff as much as our students. Joining ICHS means becoming part of a supportive, inclusive community that invests in your professional growth and celebrates success together. Our vision is clear: we cultivate exceptional minds to become the next generation of scholars, innovators, and leaders - and that begins with our staff.

We are committed to staff wellbeing and creating a positive work-life balance. Our approach to leadership is built on trust as a foundation, not a reward, and we operate a surplus model of leadership where collaboration and empowerment support staff to thrive. Through our strategic anchor of effective leadership development, we embrace a collective intelligence approach to building high-performing teams, ensuring every colleague is heard, valued and developed.

At ICHS, organisational health matters. We keep the core job the core job, so you can focus on what truly makes a difference-teaching and inspiring. Our team benefits from structured mentoring, high-quality CPD opportunities, and a culture that prioritises wellbeing alongside excellence.

Working at ICHS is more than a role; it's a privilege. Our students are exceptionally scholarly and deeply committed to their studies, creating an environment where teaching is both rewarding and impactful. If you share our passion for shaping futures and believe in the power of education to transform lives, we invite you to join us.



INTEGRITY

COURTESY

HARD WORK

SUCCESS

Why you should join us at ICHS

At Ilford County High School, we believe exceptional outcomes for students are achieved through thriving, supported and empowered staff. Organisational health, professional excellence and staff wellbeing sit at the heart of how we work.

Our Culture & Values

- Organisational health is central to who we are and how we work, shaping leadership, decision-making and staff experience.
- Signatories to the Education Staff Wellbeing Charter, reflecting a shared commitment to protecting, promoting and enhancing staff wellbeing.
- A Staff Consultative Committee, ensuring staff voice is genuinely heard and informs school direction.
- A supportive Buddy Programme, pairing new staff with a colleague from another department when they join.

Professional Development & Leadership

- Early closure every Wednesday afternoon dedicated exclusively to world class professional development.
- A comprehensive CPD programme for both teaching and non teaching staff.
- World-class instructional coaching, embedded consistently across the school.
- A World-Class Leadership Programme, supporting staff at all stages of leadership development.

- Vertical Slice Teams, empowering all staff to shape meaningful, whole-school improvement together.

Staff Wellbeing & Support

- Golden Day – an additional paid day off each year, recognising and rewarding staff dedication.
- An on site School Counsellor available to staff.
- Access to a 24/7 Employee Assistance Programme, offering free, confidential support for wellbeing and work-related matters.

Pay, Pensions & Security

- Membership of the Local Authority Pension Scheme, with 22.1% employer contribution (where applicable).

Practical Benefits & Facilities

- Use of the school gym at designated times.
- Two on-site car parks.
- Electric vehicle charging points.
- Personal printing facilities.
- Free tea and coffee in the staff room.



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ICHS Ofsted Report January 2026 - STRONG IN ALL AREAS

Achievement - "Published academic outcomes are very high. The quality of pupils' work in all years is very high."

Attendance and Behaviour - "Pupils' behaviour is calm, orderly and purposeful. They enjoy the freedom to work hard without distraction in class. Leaders have embedded clear routines."

Curriculum and Teaching - "The curriculum is broad and very ambitious. Subject leaders are experts. They share their passion for subjects with teachers and pupils. "

Inclusion - "Leaders have high academic expectations for all learners. They take methodical steps to reduce learning barriers and foster independence."

Leadership & Governance - "Staff value the renewed focus on reducing workload further and prioritising wellbeing, so that they can 'focus on the core job'. They continue to drive excellence and support staff to develop professionally."

Professional Development & Wellbeing - "Significant time and resources have been committed to enhance teachers' skills in the classroom and to build future leaders in the school."

Post 16 Provision - "The post-16 curriculum is detailed and ambitious. Students work independently, respond well to expert teacher feedback and are well supported to deepen their understanding. "

Our Full Ofsted Report can be viewed [here](#)



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Core Purpose

At ICHS we exist to cultivate the minds of pupils who have exceptional potential, empowering them to become the next generation of world class scholars, visionary leaders, and innovative thinkers. We aim to provide a first class education grounded in excellence, integrity, compassion and community, enabling every pupil to thrive academically and make meaningfully and successful contributions to society beyond school.

The Head of English plays a central role in delivering this purpose. English sits at the heart of intellectual development and academic success in a grammar school; this role ensures that all students experience a rigorous, carefully sequenced and inspiring English curriculum from KS3 through KS5, supported by exceptional teaching and a culture of scholarship.

The Head of English will lead the department with compassion, treating colleagues as trusted professionals and always assuming positive intent. Through clear, open communication, they will foster constructive

dialogue where ideas are challenged respectfully and complexity is navigated together. Grounded in a shared commitment to academic excellence, they recognise service to the ICHS community as both a privilege and a responsibility. By prioritising collaboration, they will harness collective intelligence and expertise, ensuring every voice matters. With confidence and ambition, they will embrace challenge, inspiring high standards and enabling all members of the team to thrive.

Purpose of the Role

The Head of English is responsible for the strategic leadership, management and promotion of English across the school. The Head of English will secure the highest standards of teaching, learning and achievement, ensuring that English contributes powerfully to students' academic outcomes, personal development and cultural capital.

The role combines curriculum leadership, people leadership and moral leadership, rooted in ICHS core values and a shared commitment to excellence.



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Strategic Leadership of English

The Head of English will:

- Provide clear, ambitious leadership of English across KS3, KS4 and KS5.
- Articulate and enact a coherent curriculum intent, ensuring depth, challenge and progression appropriate to a selective, academic context.
- Ensure curriculum sequencing supports long term learning, retention and disciplinary thinking.
- Represent English within Whole School Vertical Slice Teams, contributing to implementing improvement priorities and strategic development across our organisation.
- Contribute to the School Development Plan and produce an annual Department Development Plan and self evaluation.
- Promote English to students, parents and the wider community, celebrating achievement and aspiration.

Teaching and Learning

The Head of English will:

- Lead the development of teaching through instructional coaching, supporting colleagues to deliver a responsive and high quality curriculum with leading edge pedagogy and that maximises pupil experience and learning.

- Ensure schemes of work are intelligently sequenced, to stretch and challenge inclusively, leading the English Team to effectively resource and deliver their curriculum.
- Maintain oversight of examination specifications, assessment requirements and coursework / NEA processes.
- Monitor teaching and learning through lesson visits, quality assurance of pupil work, assessments and standardisation and moderation, leading responsively to continually improve practice.
- Ensure students are thoroughly prepared for public examinations and supported to exceed expectations.

Excellence Beyond the Classroom

The Head of English will:

- Promote enrichment and super curricular provision.
- Encourage and prepare students to participate confidently in local, national and international competitions and world class academic and cultural opportunities.
- Foster ambition, intellectual confidence and scholarly identity through cultural and academic capital.



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Leading and Managing Staff

The Head of English will:

- Inspire, support and line manage and support all teachers within the department.
- Lead performance review and development in line with school policy.
- Identify and respond to departmental CPD needs.
- Support ECTs, trainees and new staff through structured induction and coaching.
- Build a collegiate, high trust departmental culture grounded in professional generosity, integrity and shared accountability.
- Act as a role model for scholarly engagement and professional conduct.

Assessment, Progress and Standards

The Head of English will:

- Establish and maintain robust systems for assessment, recording and reporting.
- Use data intelligently to identify underachievement and plan intervention.
- Ensure marking and feedback align with school policy and support student progress.

- Communicate clearly with parents about progress, attainment and next steps in line with school policy and procedures.

Curriculum, Timetabling and Resources

The Head of English will:

- Head of Department will collaborate with senior leaders on staff deployment, subject allocation and timetabling, recognising these as strategic expressions of curriculum intent.
- Manage the departmental budget with integrity and accountability, ensuring school funds are used effectively with value for money and affordability in mind.
- Maintain an accurate resource inventory.
- Ensure classrooms are attractive, stimulating, safe and display high quality student work.
- Ensure health and safety procedures are followed consistently.



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Pastoral and Wider School Contribution

The Head of English will:

- Act as a form tutor and contribute positively to the pastoral life of the school.
- Build strong working relationships with students and parents.
- Support the delivery of PSHE and contribute to students' personal development.
- Take a full part in cultural capital, enrichment, extra and super curricular provision, educational visits and whole school events.
- Always uphold the highest standards of safeguarding and child protection

Professional Expectations and Conditions

- Fulfil the professional duties of a teacher under the School Teachers' Pay and Conditions Document.
- Demonstrate professionalism, discretion and sound judgement.
- Support and promote the ethos, values and strategic aims of ICHS.
- Undertake additional duties, commensurate with the role, which support the effective running of the school, as reasonably requested by the Headteacher.
- This job description will be reviewed periodically following consultation.





Ilford County High School

Empowering to excel by learning together

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