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**Recruitment Information Pack**

**Teacher of Humanities –**

**Progress and Achievement leader role may be available for a suitably experienced teacher**

David Nieper Academy

Grange Street, Alfreton, Derbyshire, DE55 7JA

T: 01773 832331

April 2018

Dear Applicant

Thank you for showing an interest in the post of Teacher of Humanities at the David Nieper Academy.

Our Academy is sponsored by the David Nieper Education Trust, together with local employer partners, who are highly committed in supporting the development and achievements of our students. With an innovative approach to teaching, hands-on learning and brand new purpose-built facilities, which opened in early 2017, we believe that this is a truly exciting time to join the academy.

Our aim is to raise standards, expectations, inspire excellence and to encourage students to achieve their full potential. We will help them develop confidence and key lifelong learning skills and to obtain the qualifications required as they look to future careers and explore the many opportunities in further education, apprenticeships, university and beyond. The opening of our Sixth Form Centre is a further development in our growth. The Sixth Form will provide a first class education combined with fully integrated employability skills, cementing our ongoing working relationships with our business partners. We are currently a small school of 406 students 11-17 however, our intention is to grow quickly to our full capacity of 850 students 11-18.

The David Nieper Academy has a clear distinctive character due to the integrated involvement of its prestigious business partners. High profile local businesses, most, being either international or national household names such as Thorntons, Denby Pottery, Owen Taylor, Bowmer and Kirkland alongside David Nieper are committed to bringing the world of work and 21st Century employment practices into every classroom. Practical contextual applied learning has been proven to assist all students in retaining and understanding more fully the concepts and principles taught in the classroom. We are looking for a candidate who will embrace this approach and ensure that David Nieper Academy is adopting this approach through its world class learning pedagogies.

If you like the sound of the academy, and are keen to be instrumental in its future success, then we would like to hear from you and look forward to receiving your application by 9am on Friday 20th April 2018. Interviews have been provisionally scheduled for 26th or 27th April 2018.

If you have any queries or if you would like to visit prior to application, please contact Mrs Michelle Hackett, PA to Headteacher, via email at [mhackett@davidnieper.academy](mailto:mhackett@davidnieper.academy)

Yours faithfully



Kathryn Hobbs

Headteacher

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**David Nieper Education Trust**

**Teacher of Humanities –**

**Progress and Achievement Leader role may be available for a suitably experienced teacher**

David Nieper Academy, Grange Street, Alfreton, Derbyshire, DE55 7JA

Age Range – 11-18

Full time position – part time may be considered

Would suit a newly qualified teacher or more experienced teacher

Responsible to Head of Humanities Faculty

Start: September 2018

Salary: Main scale – Progress and Achievement leader TLR 2 £2,667

The David Nieper Academy is a newly formed academy in Alfreton, Derbyshire. A brand new school building opened in early 2017 with the Sixth Form Centre opened in September 2017. A key aspect of our vision is our focus on applied learning within all subject areas and across all year groups. This year we have seen an increase in student numbers within each year group and we are looking to build on this year on year. This is an immensely exciting time to be joining the academy and being a key component in the development of the new academy.

The Governing Body is seeking to appoint a teacher of Humanities to continue our excellent work in these areas.

The successful candidate must be able to:

* plan and deliver outstanding lessons that engage and motive students
* work well as part of a team
* embrace the co-curricula and extra curricula aspects of the academy
* have excellent communication and interpersonal skills
* have a ‘can-do’ attitude; be highly organised and
* have the ability to work under pressure.

The Governing Body is committed to the safeguarding of children and young people so all staff appointments are subject to employment checks and a satisfactory enhanced DBS check.

**How to Apply**

To apply please complete and return an application form along with your covering letter, clearly demonstrating your suitability for this post. Send via email for the attention of the Headteacher’s PA, Mrs Michelle Hackett, to [mhackett@davidnieper.academy](mailto:mhackett@davidnieper.academy)

**Closing date for applications: 9am Friday 20th April 2018**

**Interviews will take place 26th or 27th April 2018.** If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

**Teacher of Humanities**

**The Role**

To provide highly effective teaching of Humanities (Geography and History but may also include RE, PSHCE, Citizenship or Business Studies or MFL) across all key stages, contributing to the ongoing development of the Faculty. To be a full and contributing member of the Humanities Faculty and the Academy.

The Humanities Faculty currently encompasses a wide range of subjects including:

Key stage 3 & 4 Geography

Key stage 3 & 4 History

Key stage 3 & 4 RE core and GCSE

Key stage 3 & 4 & 5 PSHCE and Citizenship

Key stage 3 & 4 French

Key stage 4 & 5 Business Studies

Key stage 4 & 5 Health and Social Care

Key stage 5 Sociology

Due to the rapid expansion of the academy we are currently looking for a colleague to teach keys stage 3 and GCSE Geography and History and the ability to offer additional subjects at Key stage 3 and possibly other key stages.

The Humanities Faculty at David Nieper Academy

The humanities faculty at David Nieper Academy includes geography, history, religious studies, MFL, PSHE/citizenship, business studies, sociology and health and social care. Despite its wide variety of subjects, the faculty works very closely together and shares a common ethos when it comes to education. Our view is that every single young person – regardless of their background –  is entitled to access the rich body of knowledge that characterises the disciplines we represent. We firmly believe that it is from this rigorous knowledge-led foundation that students are best-equipped to succeed in the applied learning opportunities that we are committed to providing here at David Nieper Academy. Indeed, the Humanities Faculty was the first in the Academy to launch its employer partner challenge in association with Denby Pottery, which we will continue to develop for next year. As such, successful candidates would be joining a faculty that:

* Is committed to developing innovative, research-informed teaching based on knowledge of how children learn
* Celebrates explicit instruction as an approach to teaching that supports the fostering of students’ knowledge acquisition, independence and criticality skills
* Is self-reflective and constantly striving to improve the key principles of our practice (namely: review, acquire, question, model, practice, assess and feedback)
* Is newly and fully resourced after a recent curriculum over-haul
* Has a ‘warm but strict’ approach to discipline where expectations are high
* Is highly supportive and enjoys a strong sense of collegiality and humour

Overall, this is an immensely exciting time to join this thriving and growing faculty on our drive to improve results. Our knowledge-led approach is proving to be more popular than ever amongst students. For September 2018, geography continues to be the most popular of all our options at GCSE whilst history, religious studies and French will begin the year with their largest GCSE intakes in a number of years. If you have any further questions about our Faculty, please do get in touch.

**Progress and Achievement Leader**

Our year groups are supported by a non-teaching Pastoral support manager and a teaching Progress and Achievement leader, overseen by the Assistant Head – Pastoral and Inclusion. The role of the Progress and Achievement leader is to lead and manage the tutor team and work in close collaboration with the Pastoral Support Manager to ensure that all pupils are on track to achieve their full potential. This role involves developing close working relationships with pupils, parents and staff to identify and overcome any barriers to learning as well as celebrating and rewarding progress and achievement. As a growing academy we have a large number of pupils joining us throughout the year therefore the smooth and successful integration of new pupils to the academy is a frequent and essential part of the role. For suitably experienced colleagues there is the possibility of combining the role of teacher of Humanities with a Progress and Achievement leader role for which a TLR is available.

**Key Responsibilities**

* To teach Geography and History across key stage 3 & 4
* To teach additional subjects at key stage 3 and possibly key stage 4
* To be a form tutor
* To contribute to the co-curricular life of the school
* Participate in the academy Performance Management arrangements
* To lead and manage a year group developing close working relationships with pupils, parents and staff
* To lead and manage a tutor team, overseeing an effective tutor programme
* To track and monitor the progress and achievement of all pupils within the year group, rewarding, celebrating, intervening and supporting to allow all to achieve their potential
* Reporting to SLT on progress, achievement and attendance and associated intervention strategies
* Liaising with parents, staff and external agencies as necessary.

**Teaching and Learning**

* Plan and teach engaging and challenging lessons that pave the way for success in school and life
* Meet the needs of all learners by consistently planning and teaching carefully differentiated lessons
* Contribute to Faculty planning and the creation and updating of schemes of work
* Use regular, measurable and significant assessments of teaching
* Set and mark appropriate homework
* Complete all reporting on time
* Closely monitor progress and attainment of all students and use it to inform teaching
* Provide content for and, where necessary, deliver high quality student interventions with direction from the Head of Faculty
* Work to ensure that all students achieve or exceed targets
* Maintain regular and productive communication with parents about their child’s progress, behaviour and development, including attending after school parent meetings as required

**Other**

* Undertake professional development as agreed with academy leaders
* Perform additional duties and tasks required for the effective operation of the school as directed by the Headteacher.

**Person Specification: Teacher of Humanities** **– Progress and Achievement Leader**

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| **Criteria** | **Essential** | **Desirable** |
| Qualifications | * Good Honours Degree in Geography or History or closely related subject * Recognised Teaching Qualification | * Additional qualifications * Pastoral related qualifications |
| Experience | * Experience of successful teaching of Geography and/or History at Key stage 3 and 4 * Evidence of continually improving teaching and learning * Experience of successful pastoral and /or progress and achievement leadership | * Experience of teaching additional humanity or other subjects * Experience of teaching Key stage 5 * Experience of a pastoral role within school * Experience of progress data tracking and intervention * Experience of effective liaison with parents and/or external agencies |
| Teaching and Learning | * Excellent classroom practitioner * Good communication, planning and organisational skills * Commitment to regular and on-going professional development and training to establish outstanding classroom practice. | * Experience of data tracking * Knowledge of curriculum reforms |
| Personal | * Hardworking * Enthusiastic * Resilient * A strong team player * Good sense of humour |  |

## **Method of Application**

1. We will only accept applications on the David Nieper Academy application form. Curriculum Vitae will not be accepted.
2. The statement in your application should focus on:

* Candidate’s previous experience which will help in successfully undertaking the role
* Personal skills to benefit the learning by students at the David Nieper Academy.

1. For any queries or if you would like to visit prior to application, please email [mhackett@davidnieper.academy](mailto:mhackett@davidnieper.academy)
2. Completed application forms to be returned via email for the attention of the Headteacher’s PA, Mrs Michelle Hackett, [mhackett@davidnieper.academy](mailto:mhackett@davidnieper.academy) no later than 9am on Friday 20th April 2018.
3. The academy operates a NO SMOKING policy on site.
4. Interviews - Candidates invited to interview will:
5. Have the opportunity to tour the academy
6. Teach a lesson
7. Complete a set of exercises
8. Have a formal individual interview with the selection panel.

K. Hobbs

April 2018