



Beacon Academy

Ambitious for excellence in all we do

HEAD OF HISTORY

Required for September 2018
TLR negotiable depending on experience

Information for Applicants



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Headteacher: Ms A Robinson

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Post of Head of History

Thank you for your interest in this post at Beacon Academy which offers an exceptional opportunity to teach in a large highly successful, happy, well-resourced, exceptional and non-selective 11-18 school.

We are seeking applications from highly motivated and ambitious professionals with a desire to work in a successful, thriving and supportive 11-18 Academy leading our History Department.

Context

We are a split site, rural, mixed 11-18 non-selective converter academy with approximately 1300 students, including over 250 students in our Sixth Form. We are situated centrally in Crowborough on the outskirts of the Ashdown Forest, an area of outstanding natural beauty. We are close to Tunbridge Wells and the South Coast. The vast majority of our staff travel to Beacon from a variety of destinations within the South East, including Brighton, Eastbourne, Lewes and Tunbridge Wells. We draw students from over 10 primary schools in Crowborough and the surrounding areas, while also attracting an increasing number of students from outside this traditional catchment area, from Kent and from the independent sector. This wide catchment area generates our truly non-selective intake, both in terms of ability and socio-economic background. Our sixth form provision is accommodated entirely at our Green Lane site, an 800m five minute walk from our main Beeches site which accommodates years 7-11. We are immensely proud that we retain a high proportion of our Sixth Form students from Beacon Academy as well as recruiting students from other local and international schools.

Vision, culture, expectations and outcomes

Our vision is to provide the best possible education for all of our students and to be ambitious for excellence in all we do. Whether a member of staff, trustee (governor) or student, we all work relentlessly to inspire and believe in one another to achieve our ambitions and succeed in life.

At Beacon Academy there is an expectation that as staff and students, we will work hard, be ambitious, self-motivated, inquisitive, resilient and determined to succeed. Our students work incredibly hard, are polite, respectful, well behaved, well presented and ready to learn. They are expected to be caring, considerate and tolerant in lessons, social time and whilst travelling to and from school. These areas are reinforced and adopted positively by staff and students alike – there is a tangible sense of pride in being part of Beacon. Our students are meticulously supported by our experienced, loyal, highly skilled and highly effective team of staff. This includes a dedicated, non-teaching Student Support Team consisting of a Head of Year (teaching staff) and an Assistant Head of Year (non-teaching staff) for each year group who support them throughout their time at Beacon Academy.

The rigorous focus on all of our students as unique individuals is paramount. There is an unprecedented determination and commitment from everyone who works at Beacon that they will succeed. We work diligently on our unapologetically high expectations, allowing us to foster exceptional relationships in an environment that is consistently calm, safe, happy and orderly. I have no doubt that the combination of this with our broad, balanced curriculum and outstanding teaching contributes significantly to our sustained improvements across the board. Our latest A-Level and GCSE results are testament to this and to the teamwork of our phenomenal students and staff.

We are immensely proud and delighted to be celebrating the best ever A-Level and GCSE results in our sixty year history. Despite a decline in national GCSE results, we find ourselves once again significantly above county and national averages. These results now place Beacon Academy as the top performing school in East Sussex and one of the top performing schools nationally.

GCSE Success

We have a vast amount to celebrate in terms of our outstanding GCSE results. These exceptional outcomes are a testament to our phenomenal team of staff and hardworking students. Over 77% of our students have achieved five or more GCSEs including English and Maths at grades 9-4 (the new standard pass – the old A*- C grade and above).

Some other highlights are:

- Over 60% have achieved five or more GCSEs including English and Maths at grades 9-5 (a strong pass – the new measure).
- More than a quarter of our students have achieved five or more A* - A grades.
- Nearly half of our students have achieved five or more A* - B grades.

We have also had some truly exceptional subject performances once again this year.

- In Mathematics, a third of the whole year group achieved the very top grades of 9-7 (the old A*- A). 85% achieved grades 9-4 (the old grades A*- C and above) and 67% achieved grades 9-5.
- In English, a quarter of the whole year group achieved the very top grades of 9-7 (the old A*- A). 82% achieved grades 9-4 (the old A*- C and above) and 70% achieved grades 9-5.
- Biology, Chemistry and Physics all achieved over 95% A*- C grades.
- Physical Education and Performing Arts (Drama) achieved 93% and 92% respectively.
- Modern Foreign Languages achieved 89% A* - C for French and 84% A* - C for German.
- Photography achieved 80% A*- C, Art and Design achieved 78% A* - C and Dance 75% A*- C.

A-Level Success

We secured just under 100% pass rate at A-Level. This was supported by an A*- A rate of 30%, A*- B rate of 59% and an A*- C pass rate of 83%. These results are a further increase on consistently improving results. Over 89% in Geography, 86% in Mathematics, 75% in Religious Studies, 100% in English Literature, 71% in Biology, 82% in History and 70% in Chemistry achieved the prestigious A*- B grades.

This is our highest performance ever across the board with our A-Levels and these exceptional outcomes have ensured that our wonderful, hardworking and determined students have been able to secure their futures at their first choice universities. Over 95% of our Year 13 cohort who applied to go to university were accepted to their choice and 47% achieved places at the esteemed Russell Group universities.

National Teaching School and National Support School

Beacon Academy is one of approximately 65 schools nationwide that has been selected to become a National Teaching School in the latest recruitment round, taking a leading role in recruiting and training new entrants to the profession. I am also one of approximately 75 Headteachers to be appointed to the role of National Leader of Education in the latest recruitment round.

At Beacon Academy, the quality of teaching, learning and assessment is expected to be highly effective, enabling all students to make excellent progress. Our performance management systems and associated continuing professional development and learning (CPDL) are tailored to support excellence in teaching, focussing entirely on what good and outstanding teaching looks like in each subject across each key stage. We have a highly acclaimed NQT and ITT programme, recognised as outstanding. Furthermore, we have developed a programme to continue to support teachers in their second and third year with our Recently Qualified Teacher (RQT) programme. We have also developed and deliver an internal Excellent Teacher Programme (ETP) to support colleagues with their CPDL.

We invest in our staff and this has been recognised through the award in November 2015 of the prestigious Investors in People Silver status. This reflects our leadership, management, communication and training across the school.

Beacon Academy is on an exciting journey towards becoming an exceptional school. We are judged to be a good school with outstanding leadership. Ofsted and our results confirm this. Trustees, staff, parents and students know this. We have a rigorous, relentless and uncompromising focus on ensuring that all students leave Beacon with the best set of qualifications possible, equipping them for our rapidly changing, highly competitive but exciting world.

To apply

Once again, thank you for your interest in the post of Head of History. Please see the details on page 12 on how to apply for this role.

If you wish to have an opportunity to discuss this post informally, please contact Sally Dennison, Senior Assistant Headteacher on 01892 603000, or email s.dennison@beacon-academy.org

Completed application forms should be e-mailed to the HR Department at vacancies@beacon-academy.org

Beacon Academy is committed to safeguarding and promoting the welfare of children and young people and expects staff to share this commitment. Please come and visit us at any time and see for yourself. To arrange a visit please contact the HR Department.



Anna Robinson
Headteacher

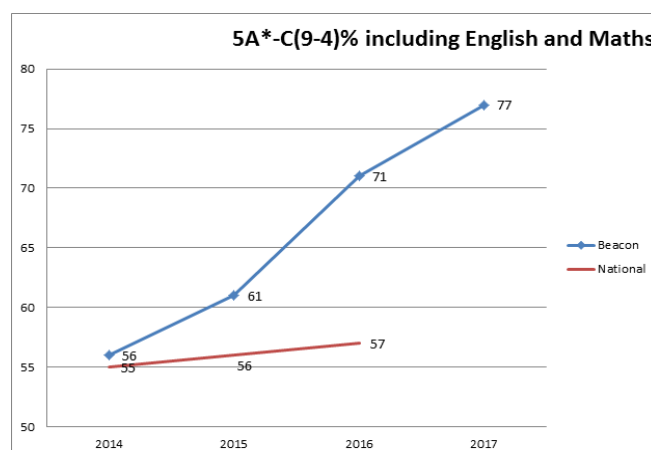
Examination Results

Key Stage 5 - A-Level & Equivalents	2014	2015	2016	2017
	Beacon %	Beacon %	Beacon %	Beacon %
A* - A	21	24	23	30
A* - B	39	47	50	59
A* - C	76	77	79	83
A* - E	99	99	100	98

Key Stage 5 - A-Levels only	2015		2016		2017	
	Beacon %	National %	Beacon %	National %	Beacon %	National %
A* - A	21	26	24	26	27	26
A* - B	47	53	55	53	54	53
A* - C	75	77	81	74	80	77
A* - E	99	98	100	98	97	97

Key Stage 4 - GCSE & Equivalents	2015		2016		2017		
	Beacon %	National %	Beacon %	National %	Beacon %	National %	E/Sussex %
A* - A	16	-	22	-	30.4	-	
Basics (English & Maths @ 4+)	69	58	75	62	77	-	61
Basics (English & Maths @ 5+)	-	-	-	-	60	-	38
5 A* - C including English & Maths @ 4+	61	56	71	-	77	-	
5 A* - C including English & Maths @ 5+	-	-	-	-	60	-	
English A* - C (9-4, standard pass)	80	65	80	68	85	62	73
Maths A* - C (9-4, standard pass)	74	63	82	74	82	59	66
English A* - C (9-5, strong pass)	-	-	-	-	70	48	58
Maths A* - C (9-5, strong pass)	-	-	-	-	66	44	43
Ebaac	30	24	40	24	37	-	19
Overall Attendance	94.4	94.8	95	-	93	-	-

Attainment 8	4.91	4.81	5.31	4.9	5.4		
Progress 8	0.19	0	0.38	0	0.6	0	0



*Provisional figures correct at time of publishing
- Figures unavailable

Staff Testimonials

I initially joined Beacon Academy as a PE and Spanish teacher in September 2004. I was given the opportunity to develop my skills and understanding on how to become an outstanding teacher from my first year. Before commencing my teaching career I worked as a Personal Trainer in London and have not looked back since.

Over the years Beacon have given me many opportunities to develop my professional development having led on many areas such as Head of Year; Head of Key Stage; Head of Department (in two different subjects), Associate Assistant Head of Academy focusing on Progress and Achievement and in my current role as Senior Assistant Headteacher.

Beacon Academy is an amazing place to work because of the friendly and helpful staff, there is a strong culture of collaboration and support that allows everyone to develop their practice. The strong focus upon CPD provides everyone the opportunity to learn the latest cutting edge developments in education and this is a major benefit for anyone wishing to further develop their practice. Our facilities and new technology allow us to provide engaging lessons to provide our learners with the perfect learning environment.

I would recommend Beacon Academy to anyone wanting to teach in a school that favours aspirational ethics and outstanding practice, because there are so many opportunities for ambitious staff who are keen to collaborate, develop and share best practice in order to progress in their career.

Keith Slattery: Senior Assistant Headteacher



I started working at Beacon Academy in May 2014. My previous role working with vulnerable young people in Kent gave me the skills and experience I needed to apply for the post.

The interview tasks were tough and competition was high, but thankfully by the end of the day, I was informed that I had been successful and would start my new role in a month's time. From the day that I started, I was made very welcome by staff at Beacon and have joined a fantastic team who support each other and work hard to improve the outcomes for the students in our care.

The most rewarding part of my role is building successful relationships with students and their parents in order to support them with any difficulties they may be experiencing at home or in school. I feel settled and confident within the school. I am still learning and being faced with new challenges every day, but challenges that I enjoy and working within a school that recognize the importance of the Student Support role alongside teaching and learning to support the whole child's wellbeing.

Krysten Hicklin: Student Support Services Manager

I have thoroughly enjoyed coming to work at Beacon Academy. The commitment and dedication from the staff to ensure students are achieving, and going above in and out of lessons is amazing to see. As an NQT I've received so much support from other members of staff and feel like I can ask anyone for help. The commitment and extra time given to the students is what makes Beacon such a good school to work in.

Imogen Mepham: Teacher of Mathematics



Having joined Beacon Academy as an NQT in September 2014, I have been fortunate enough to work alongside a supportive and passionate staff body, led by an exceptional senior team. The School's vision is clear: every student deserves to reach or extend their potential, and every staff member should enjoy and take pride in their role. There is an emphasis on Teaching and Learning, with a wide array of CPD events, and, opportunities to observe and share outstanding practice. The school has high standards on behaviour, which ensures that students can achieve and excel. Ultimately, it is an environment where teachers can teach, and students can learn.

Toby Horrocks: Head of History



At Beacon Academy, whether a student, a member of staff, a parent, carer or a trustee, we will all:

**Inspire one another
Believe in one another
Achieve our ambitions
Succeed in life**

The Humanities Faculty

The Humanities Faculty is a thriving faculty at Beacon, consisting of six subjects across the key stages. The various subject areas, led by a Head of Faculty, are united by the overarching ethos to create a rigorous, academic approach which motivates and inspires students

The Humanities faculty has a suite of well-equipped classrooms complete with data projectors and desktop PCs. As with all departments in Beacon, we encourage students to use a variety of resources and their own materials to enable them to develop independent learning skills. In addition, we have bookable ICT suites and are pioneers in the E-learning agenda across the school.

At Key Stage 3, students' high order thinking skills are developed through an analytical and academic approach to prepare them for Key Stage 4. Students have access to three discreet Humanities subjects: Geography, History, and Philosophy and Ethics.

In Key Stage 4, all students select either Geography or History as a GCSE. Additionally, we offer GCSE's in Religious studies and Sociology. The breadth of our provision highlights the strength of our faculty and the students' enjoyment of our options. We have a strong focus on academic success and consistently achieve outcomes both above the National and Beacon averages.

At Key Stage 5, the Faculty offers an even wider range of subject choices. As well as the continuation of all our GCSE subjects into A-level, we offer A-levels in Geology and Government and Politics. Here our wide ranges of specialist teachers are able to deliver inspirational teaching that sees many of our students progressing onto Humanities courses at some of the premier universities in the UK.

The Humanities Faculty works collaboratively, learning from one another and sharing our successes. We have a collective educational pedagogy that has seen the faculty make great strides in embedding the six principles to ensure that all student groups maximise their progress in our subjects and we are excited to welcome a new member to further develop our successful team.

Departmental Staffing Structure	Head of Humanities faculty: Mr D.Callard Head of History: Mr T. Horrocks Head of Geography & Geology: Mr R. Arthur Head of Sociology: Mr O. Rees Teachers of History: Mrs M. Davies, Mrs S. Dennison, Mr G. Ingham and Mr J. O'Brien Teachers of Geography: Miss M. Hocking, Mr R. Lang and Mrs M. Spearman Teacher of Philosophy & Ethics: Mr C.Howarth Teacher of Sociology: Miss C. Bagnall
Curriculum	KS3: National curriculum Geography and History (4 hours a fortnight) KS4: GCSE Edexcel Geography A, AQA Sociology, Edexcel GCSE History (6 hours a fortnight) KS5: A2 level Edexcel Geography (9 hours a fortnight)
2017 Results KS4 & KS5	GCSE Geography: 51% A*-C, 18% A*-A GCSE History: 63% A*-C, 20% A*-A GCSE Sociology: 70% A*-C, 18% A*-A A2 Geography: 82% A*-B, 100% A*-E A2 Geology: 43% A*-B, 100% A*-E A2 History: 82% A*-B, 100% A*-E A2 Sociology: 42% A*-B, 96% A*-E A2- Philosophy & Ethics: 72% A*-B, 100% A*-E

2018 KS4 predicted outcomes	GCSE Geography: 58% @9-4, 10% @9-7 GCSE History: 84% @9-4, 20% @9-7 GCSE Sociology: 76% @9-4, 15% @9-7
Facilities	Our large and vibrant Sixth Form are housed in a purpose built site less than a quarter of a mile from the main campus. Key Stage 4 and Key Stage 3 lessons take place on the Beeches site, where there are seven humanities rooms. All of the Key Stage 5 Humanities courses are currently taught at the Sixth Form Centre where we have a dedicated Geography/ Geology, History, Philosophy & Ethics and Sociology classrooms.
Resources	The Humanities faculty classrooms have desktop PC's and data projectors. Humanities lessons are also taught within the schools state of the art Creative Learning Centre (CLC) which enables students to participate in 21 st century learning.
Key areas for development	<p>OBJECTIVE – to develop our exam results across the faculty.</p> <p>Strategy 1. <u>Outcomes and Tracking Progress</u> To develop the outcomes for our PA low students. To reduce the gap between our disadvantaged and non-disadvantaged students.</p> <p>Strategy 2. <u>Quality of Teaching and Learning</u> To develop consistent teaching and learning practice that allows students to achieve outstanding outcomes.</p> <p>Strategy 3. <u>Assessment and Marking</u> To create a consistent approach to marking that maximises the opportunity for students to reflect on and develop their performance.</p>

JOB DESCRIPTION

JOB TITLE:	Head of History
JOB PURPOSE:	To lead a department using data to ensure student progress meets academy targets. To lead all staff within the department ensuring accountability for student development and providing appropriate CPD opportunities.
ACCOUNTABLE TO:	Assistant Headteacher
ACCOUNTABLE FOR:	All staff who teach and provide support within the subject.

Key Accountabilities:

The Leadership and Management of Progress

- To develop teaching and learning so that it provides a personalised and sustainable curriculum and has a positive impact on student progress
- To be accountable for the progress of all students within the subject area, ensuring that good progress is made and targets are met.
- To ensure that the experience of all students in the subject area is enriching and relevant to their learning.
- To provide regular feedback for staff, through lesson observations, drop ins, book sampling, and mark book checks, in a way which recognises good practice and provides appropriate development opportunities.
- To ensure that all academy policies are implemented and embedded within the department

The Leadership of People

- To provide effective and relevant professional development opportunities for all staff within the department, especially those that are newly qualified and at an early stage of their careers, that has a positive impact on their teaching.
- Understand and make full use of performance management, and lesson observations to encourage, challenge and support improvements in teaching
- To regularly review the standards of teaching and learning within the department to ensure all staff are meeting minimum standards.
- To hold all staff to account for the progress of the students they teach, ensuring it meets academy targets.
- To lead the department to meet the academy's objectives.

The Leadership of Policy

- To ensure that all academy policies are implemented and embedded within the department.
- To ensure that the academy's behaviour and inclusion policies are implemented and embedded.

The Management of Resources

- To oversee and evaluate the subject budget allocation to ensure it is spent in line with subject learning priorities and best value principles.
- To ensure that all resources are purchased in line with academy financial policies.

Communications

- To ensure that SLT are regularly updated about the subject area, including successes, issues and concerns in relation to both student achievement and professional developments needs of the staff.

Beacon's teachers are also accountable for promoting a positive image of the value of education within the student body of the Academy and in the wider community. Other whole Academy responsibilities include tutoring, or a commitment to the Academy pastoral system, attendance at INSET and other reasonable duties as directed by the Headteacher.

PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
Qualifications <ul style="list-style-type: none"> Graduate & Qualified teacher Degree and Teaching Qualification 	Qualifications <ul style="list-style-type: none"> Evidence of commitment to professional development
Experience <ul style="list-style-type: none"> Secondary teaching experience across both Key Stage 3 and 4 and preferably KS5. An excellent practitioner with the drive and ambition to develop further Excellent knowledge of your subject, teaching, learning, assessment and exam boards with a proven track record , assessment strategies and their effective implementation Leadership experience within a high performing department that can be evidenced via outcome data over time and references 	Experience <ul style="list-style-type: none"> Teaching students across prior attainment bands in a large comprehensive school Experience of working in an outcome led data driven culture A proven track record of impactful teaching within your specialism at Key Stage 5
Philosophy <i>Commitment to:</i> <ul style="list-style-type: none"> Working in an environment that is ambitious, has high standards and expectations of the staff and students to enable teachers to teach and students to learn Working collaboratively with other team members to lead and develop pedagogy Equality of opportunity The responsibility of contributing to whole team effort to ensure Beacon becomes an exceptional school 	Philosophy <ul style="list-style-type: none"> An understanding of Academy status and its benefits flexibilities this status brings for the school. Consistently good teaching with examples of developing outstanding practise. An understanding of History as part of the whole curriculum and the bigger picture within Beacon, locally, nationally and globally. Committed, ambitious for excellence in all you do, aspirational for our students to achieve the best they can and succeed in
Skills <i>You will need to be an effective:</i> <ul style="list-style-type: none"> Teacher Communicator Strong ICT skills (with a commitment to develop further through the utilisation of the 'Creative Learning Centre') Ability to lead a team Ability to motivate, support and inspire trust in others. Ability to innovate and manage change Ability to confront and resolve problems 	

Applications

Please note that applications will be considered as they are received and you are therefore advised to submit your application as early as possible, as some interviews may take place, and an appointment may be made, before the closing date is reached for this position.

If, like us, you are passionate about providing the best possible education for all students in a school with sustained improvement and a culture of high expectations and ambition, please ensure you:

1. Complete the statutory application form
2. Provide a letter of application that is no longer than 2 sides of A4. It is recommended that your letter is structured according to the main headings of the person specification. Please include any achievement data that are applicable to the role you are applying for. If possible, this should be across 3 years; otherwise please provide your latest set of results.
3. Provide two references, one of whom must be the Headteacher from your current school or most recent significant employer.

Completed applications should be sent to:

Human Resources
Beacon Academy
North Beeches Road
Crowborough
East Sussex TN6 2AS
Telephone: 01892 603078
Email: vacancies@beacon-academy.org

Beacon Academy is committed to providing the best possible care and education to its students and to safeguarding and promoting the welfare of children and young people. The Academy is also committed to providing a supportive and flexible working environment to all its members of staff. The Academy recognises that, in order to achieve these aims, it is of fundamental importance to attract, recruit and retain staff of the highest calibre who share this commitment. Please refer to our Recruitment, Selection and Disclosure Policy and Procedures which supports our statutory obligation to comply with Keeping Children Safe in Education 2016. Further information can be found on our website.