



# **Teacher of Humanities Recruitment Pack**

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Dear Colleague

Thank you for expressing an interest in this post.

We are seeking innovative Teacher of Humanities to join our dynamic team, who is dedicated to providing the best possible opportunities to our students. Our focus is always on student progression and attainment and the successful candidate will be committed to achieving this. You will have the ability to inspire, enthuse and encourage students to enjoy their learning, leading to a desire to achieve their highest potential.

Park Lane Academy is a comprehensive school which welcomes students of all abilities, aged 11-16. Our school building was opened in 2005 and was purpose built so that our students have an excellent range of facilities and an optimal learning environment.

We are currently undergoing an exciting transformation through partnership with South Pennine Academies Trust <http://www.southpennineacademies.org/> in a fantastic venture to further the development of the school through collaboration.

The CEO of the Trust is Ms Jane Acklam OBE who is a National Leader of Education. The Governors, and, our Sponsor, South Pennine Academies are striving to ensure that this academy provides the very best educational success for our children. We enjoy a dynamic relationship between Governors, Sponsor, CEO and Principal which is both challenging and supportive as we work together to create an outstanding Academy.

If you are committed to improving the life chances of children and think that you are right for this position then we look forward to receiving your application.

Yours faithfully

Miss Lisa Corrigan  
Principal

## Sponsorship

In summer 2018, Park Lane Academy will join in partnership with South Pennine Academies to raise levels of attainment and aspirations of all students. As sponsor, South Pennine Academies is very well placed to create a unique institution characterised by high achievement and success. **The Trust has a national reputation for excellence and has a solid track record of partnership working with employers, universities and local schools.**

The benefits that South Pennine Academies brings are immense, adding their expertise and ideas as well as opening up life-enhancing opportunities to all in Park Lane Academy.

The key to the Academy's success will be the development of a shared vision, effective and transformational leadership and management, robust partnership arrangements, high quality and focused teaching which guarantees students learning and success. This all needs to be achieved amongst a strong and cohesive staff body.

Students will show good manners, work hard and be honest at all times. They will learn, share and succeed together.

## The Trust Vision

- To develop a group of closely partnered academies.
- To ensure all academies are world class centres of excellence for teaching, learning and progress.
- To ensure the trust plays a pivotal role in improving the life chances of students.
- To ensure that local solutions and partnerships meet local needs.
- To focus on school improvement with inclusion and diversity at the core.

## **Key Priorities**

### **High Performing Staff**

Targeted strategies are used to ensure teachers, support and business support staff have the capability and flexibility to deliver high quality educational opportunities and services. Highly effective professional development is essential for all staff. Working with Teaching Schools and local providers, ensures that staff needs are met, whilst maintaining a clear focus on local and national priorities. A highly productive, happy workforce is essential in sustained school improvement.

### **Successful students**

Every student, in every phase needs a personalised approach. We ensure opportunities in response to individual needs and empower individuals to contribute to their communities and continue to learn throughout their lives. A rich curriculum is essential, providing opportunities that lead to highly engaged students, who are articulate and communicate effectively. Students who feel their contributions are valued, students who become highly effective members of society.

### **Engaged community**

Nurturing and maintaining positive, valuable relationships between school staff, students, their families and the broader community leads to improved outcomes for students. Local community capacity is strengthened when it is built on trust, respect for others, common goals and high expectations for students' achievement. We are committed to engaging strategies to ensure our key priorities are not only met but exceeded wherever possible.

### **How will this support my development?**

As a teacher, you will have opportunities to work alongside SLEs from the Trust and gain expert support from the best in Education. We also hold Trust-wide CPD sessions and have a shared resource iCloud system, to enable you to work with your colleagues across the MAT and gain their opinions on your strategies and resources, sharing effective ideas.

South Pennine Academies School Effectiveness Team offers coaching to both middle and senior leaders and we engage in Ambition Schools Leadership Programmes for those aspiring to further their careers.

The English team itself includes a Senior Vice Principal and a Director of Literacy as well as an experienced Head of Department, so you will be joining a passionate, dedicated, successful team.

## Trust Partners





## THE SELECTION PROCESS

### How to Apply

Thank you for taking time to read and digest our information. If you wish to apply for the post you should;

- Complete the application from our website fully, ensuring all details are accurate and all declarations are signed
- Please ensure you enclose two previous employers professional referees one being your current employer (with email addresses if possible). Do not enclose additional CVs
- Ensure you fully complete the personal statement section of the form, this should be no longer than the allocated space of two sides in the application form, addressing the key characteristics and experiences outlined in the person specification and the unique contribution that you could make to the future success of this academy
- Submit your application electronically by **9am, 2 March 2018**

**Park Lane is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment.**

**Applicants to posts that are exempted from the Rehabilitation of Offenders Act will require a DBS (formerly CRB) from the Disclosure and Barring Service before the appointment is confirmed.**

<b>Post Title:</b>	Teacher of Humanities
<b>School Day:</b>	8.30 am – 3.10 pm
<b>Start Date:</b>	September 2018
<b>Line Managed by:</b>	Programme Leader of Languages and Learning
<b>Liaise with:</b>	Members of staff, students, parents/carers and outside agencies and act as an ambassador for the school
<b>1. Purpose of the Role</b>	
<ul style="list-style-type: none"><li>To facilitate and encourage effective learning which enables students to achieve high standards; to share and support the corporate responsibility for the wellbeing, education and discipline of students.</li></ul>	
<b>2. Main Duties/Responsibilities</b>	
<ul style="list-style-type: none"><li>This job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document so far as relevant to the postholder's title and salary grade. The post is otherwise subject to the Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book') and to locally agreed conditions of employment to the extent that they are incorporated in the postholder's individual contract of employment. Copies available upon request.</li><li>To safeguard and promote the welfare of children and young people.</li><li>To work in accordance with all school policies and procedures.</li></ul>	
<b>3. Knowledge and Skills</b>	
<b>Classroom teachers should demonstrate:</b>	
<ul style="list-style-type: none"><li>Principles and practices of effective teaching and learning.</li><li>Preparation of lessons and contribution to preparation of schemes of work as appropriate.</li><li>A knowledge and understanding of subject areas.</li><li>A knowledge and understanding of using data effectively to identify necessary intervention and support.</li><li>Principles and practices of monitoring/assessment/evaluation.</li><li>The application of information and communications technology (ICT) to learning and teaching in subject area(s).</li></ul>	



#### **4. Leadership Characteristics**

##### **Challenge and Support:**

- Prepare and teach lessons to the students assigned to him/her:
  - following designated programmes of study
  - carrying out the necessary assessments
  - providing information/comments for records
  - monitoring students in accordance with agreed departmental strategies and reporting on progress
  - use feedback from lesson observation – student feedback to review training.

##### **Managing Students:**

- Ensure that tutor group is organised, supported and guided in all aspects relating to learning and personal wellbeing.
- Demonstrate consistency in line with student policy with regard to attendance, appearance, uniform, punctuality, behaviour, homework.
- Show enthusiasm for learning and encourage this in students.

##### **Drive for Improvement:**

- Contribute to the corporate tasks of development, record keeping, monitoring, evaluation of lessons and maintenance of material.
- Set and mark homework in line with department policy and monitor homework planners.
- Work closely with and consult those teachers who are responsible for similar curriculum areas, ensuring continuity and progression for students.
- Make effective use of data and use appropriate strategies for intervention.
- Ensure that the welfare of students is promoted and safeguarded.

##### **Passion for Learning:**

- Engage in continuous professional self-development in relevant areas including leadership development.
- Contribute to maintenance of a learning environment which supports learning.
- Keep up to date with new developments in curriculum area and pedagogy.
- Provide opportunities for students to develop independent learning skills.

#### **5. Wider Contribution**

- Participate in supervision of students e.g. duties.
- Share good practice within school.
- Support Head of Department by carrying out appropriate and agreed tasks.

##### **Notes:**

1. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
2. This job description is not necessarily a comprehensive definition of the post. It will be reviewed annually and it may be subject to modification at any time after consultation with the holder of the post.
3. All staff participate in the school's performance management scheme.

4. S/he shall undertake any other duties as reasonably requested by the Head Teacher and consistent with the overall level, nature and grading of the post.

**Signed by:**

**Postholder:** ..... **Date:** .....

**Principal:** ..... **Date:** .....

## PERSON SPECIFICATION

A degree in Humanities or relevant subject area.	✓		Application
Qualified Teacher Status.	✓		Application
A commitment to the welfare of students and colleagues.	✓		Application and Reference
Awareness of current legal requirements, national policies and guidance on the safeguarding and promotion of the wellbeing of children and young people.	✓		Application, Reference and Interview
Proven excellence as a practitioner who uses a variety of teaching styles.	✓		Application, Reference and Interview
Evidence of adding value to student attainment across the ability range.	✓		Reference
A commitment to raising student attainment.	✓		Application and Reference
Experience of teaching KS3 and KS4 in Humanities.	✓		Application
An ability with respect to planning, implementing, monitoring and evaluating initiatives in Humanities.	✓		Application, Reference and Interview
Evidence of effective classroom management skills.	✓		Reference and Interview
A commitment to contributing to the improvement of learning and teaching and sharing of good practice within the department and beyond.	✓		Application and Reference
Experience of designing, preparing and delivering differentiated teaching and learning materials at departmental level.	✓		Application and Reference
A thorough working knowledge of the National Curriculum in relation to in Humanities.	✓		Application and Interview
Ability to communicate effectively orally and in	✓		Application

writing.			and Interview
An understanding of Assessment and its impact on learning and teaching.	✓		Application and Interview
Good time management and an ability to work under pressure.	✓		Reference
Evidence of appropriate Continuous Professional Development.	✓		Application
High quality administrative skills.	✓		Application and Reference
A willingness to embrace change in the pursuit of excellence.	✓		Application
A sense of fair play, honesty, humility and integrity.	✓		Reference and Interview
Experience of being a Personal Tutor.	✓		Application
A willingness to contribute to extra curricular provision.	✓		Application and Interview
To be cleared by Police to work with children.	✓		DBS Check