



BRIXHAM COLLEGE

Healthy Living – Faculty Leader



Success in learning, Success in life



Dear Prospective Applicant,

Healthy Living – Faculty Leader

Thank you for your interest in Brixham College. I hope that the information provided gives you what you require at this stage as you consider whether to apply for the advertised post.

We are proud of the College's reputation and standing in the community. The College is oversubscribed on applications with approximately a third of families sending their children to the College from outside the catchment area of Brixham. The College has been judged 'good' in its last three Ofsted inspections with the latest being October 2017.

Like any school, we also have our challenges, but through our collective efforts trustees, staff, parents and community partners are committed to improving the effectiveness of the College still further. Our aim is to provide a high quality educational experience for our students as we help to prepare them for adulthood and life after Brixham.

The Healthy Living Faculty is a high performing faculty in PE, Food and Childcare with successful outcomes at Key Stage 4, leading to a strong uptake at Key Stage 5.

The trustees and I seek to appoint an outstanding qualified, innovative and committed individual who will support the values, aims and ethos of the College and work hard with us to help shape and realise our vision.

We place great emphasis on helping staff settle happily and purposefully with us. Careful attention is paid to their induction and subsequent professional development. The successful applicant can look forward to joining a strong and supportive team of dedicated and hardworking colleagues.

The closing date for applications is 23rd April 2019 (noon), more information and the application form can be found on our College website. We will inform shortlisted candidates by email and by telephone so please make sure that you include your contact telephone number in your form.

I look forward to receiving your application.

Mark Eager
Principal

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THE HEALTHY LIVING FACULTY

The Healthy Living Faculty benefits from high standards of teaching and learning. We are a collaborative, hardworking and dedicated team with a passion for our subject and a commitment to achieving the very best outcomes for our students. We educate students and the wider community College to make informed decisions enabling them to lead a healthy, fulfilled life.

All Physical Education lessons are taught in single sex, mixed ability groups. Food is taught in mixed sex groups. Childcare is a GCSE option and is taught as Health & Social Care Post 16. Students have the opportunity to opt for Catering GCSE and Cambridge Technical Level 2 for Sport. Sport is also available as a post 16 option.

Brixham College believes that society works best in teams and that co-operative games can help children's social, health and educational development whilst installing a respect for competition, rules and etiquette towards others. Our students gain a rich variety of experiences and physical skills from PE and extra-curricular clubs that include Netball, Basketball, Football, Rugby, Gymnastics, Fitness, Cross Country, Swimming, Athletics, Cricket, Badminton, Trampolining and Rounders.



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JOB DESCRIPTION

Job Title: Faculty Leader

Pay Scale: Main/Upper Pay Spine plus TLR 1a

Hours of Work: 1265 as outlined in the School Teachers' pay and Conditions Document

Main Responsibilities:

- To proactively plan, support and intervene to ensure the highest standards of teaching and learning and the wellbeing of students and staff across the College in relation to the Faculty.
- To ensure that the team of staff within the Faculty enables students to achieve at the highest possible level
- To contribute to raising standards of student attainment across the Faculty
- To be responsible for the leadership, management, performance and development of the Faculty
- To be accountable for the Performance of the Faculty to the Principal and the Governing Body of the College

To carry out duties of a School Teacher as is set out in School Teachers' Pay and Conditions Document subject to any amendments due to Government Legislation.

Job Context:

You will operate as a Senior Leader in the College, extending the leadership of the Principal ensuring standards are raised throughout the Faculty. By leading your team effectively, you will engender a positive team spirit and sense of collaborative responsibility for the students you teach. You will contribute to the effective operation of the College as a whole, particularly in establishing and maintaining a strategic whole College system that ensures subjects within the Faculty are used consistently across the College to enhance all students learning. You will lead by example and support the College ethos. As a member of the Faculty Leaders Group, you will be able to contribute to the development of College policy, practice and systems; sharing good practice and promoting new ways of working.

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- **How you do the job?**
- Lead colleagues in the development of a College Faculty Strategy which will enhance the educational experience and opportunities of all students.
- Lead and promote high expectations in student achievement, ensuring that effective strategies are in place for each student to achieve their best.
- Uphold high standards of behaviour and attitude to learning across the Faculty.
- Monitor standards in teaching, learning and assessment across the Faculty through simple, shared systems. Ensure the effective and innovative delivery of the national curriculum and examinations courses in your Faculty, promoting high levels of student motivation, engagement and participation in lessons.
- Ensure that policies are consistently in place in every classroom to promote the tracking of student progress and proactive intervention to maximise success for all.
- Evaluate the work effectiveness of your team in raising student attainment through regular monitoring, frequent feedback and open channels of communication to
- Ensure a tangible impact on teaching and learning.
- Lead Faculty colleagues, through consultation in the writing of an Annual Faculty Improvement plan which is referred to, reviewed and developed as the year
- Progresses. Contribute through the work of your Faculty, to the College's Improvement Plan.
- Ensure staff within your team are aware of whole College and Faculty aims, principles, targets and inclusions strategies, and that they are developed in each classroom with the students.
- Lead, encourage and support the innovation of teaching and learning methods that promote the academic and social development of students.
- Review and report annually on the standards of attainment, leadership, teaching and learning in your Faculty area with the Principal and your Line Manager from SLT as part of the annual Faculty review process.
- Advise the Principal and SLT on developments and issues within the Faculty and provide suggestions and solutions as appropriate.
- Work with SLT and other Faculty Leaders across the College.
- Lead mentor and challenge and support staff within your team, facilitating their success, delegating responsibility to them as appropriate and promote their professional development.
- Support your team – inspire and motivate them to achieve their best on behalf of the students.
- Conduct performance management meetings and reviews.
- Ensure there is a clear focus on competence in all areas of the student's experience across the College, and that high profile liaison with local primary schools and community groups supports this work.
- Manage the Financial Resources and budget in accordance with College policy.
- Proactively support and enhance all strategies to positively promote the College; through liaison with parents, outside agencies and the community and through school events, open evenings and the learning review process.
- Create a learning environment to encourage high quality learning

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Faculty Leaders should have the necessary experience and capabilities to be “lead practitioners” within the College. Your professional development and training will be met within the context of your needs and those of the College, and supported by your Line Manager from SLT. As a successful Faculty Leader, you will require excellent interpersonal skills and the ability to lead and manage through clear structures, effective two-way communication and the ability to inspire and motivate them to work as a team for the benefit of the students. You will be able to discuss, analyse, debate and formulate policy with other middle leaders and with SLT. Your “passion for learning” and team working skills are central to the success of the role as you are your understanding of students needs and pedagogical issues.

PERSONAL AND PROFESSIONAL CONDUCT

A teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher’s career.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside College by:

- Treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher’s professional position
- Having regard for the need to safeguard students’ well-being in accordance with statutory provisions
- Showing tolerance of, and respect for, the rights of others
- Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
- Ensuring that personal beliefs are not expressed in ways, which exploit students’ vulnerability or might lead them to break the law.

Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach and maintain high standards in their own attendance and punctuality.

Teachers must have an understanding of, and always act within, the statutory frameworks, which set out their professional duties and responsibilities.

Child Protection:

- ✓ A commitment to the responsibility of safeguarding and promoting the welfare of young people
- ✓ A commitment to safeguarding and the welfare of children and young persons you are responsible for or come into contact with
- ✓ A commitment to undertake Child Protection training
- ✓ An enhanced DBS is required for the post

Brixham College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

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PERSON SPECIFICATION FOR THE POST OF TEACHER

Career Grade:	Essential Criteria	Method of Assessment/ Source of Information
Key Skills & Abilities	<u>Training, Qualifications, Experience</u>	
	To be a qualified teacher with QTS	Application form
	To have attended recent, relevant courses	Application Form
	To have experience of teaching children in the secondary age range	Application Form
	To have relevant experience of professional development and self-awareness of professional needs	Application Form
	<u>Interpersonal Skills:</u> <i>To be able to communicate and co-operate effectively by:</i>	
	Being aware of the need to develop appropriate social values and standards	Interview
	Making use of speaking and listening skills in different teaching contexts	Interview
	Establishing and maintaining good relationships, in particular with students, parents and colleagues	Interview
	<u>Management and Organisation</u> <i>To be able to manage and organise effectively by:</i>	
	Matching the teaching to the students' individual needs	Interview/Application Form
	Working collaboratively within the team of teachers and in the classroom	Interview/Application Form
	Using a variety of teaching styles, including individual, group and whole class approaches	Interview/Application Form
	Planning and organising the curriculum to the appropriate level	Interview/Application Form
	Creating a purposeful, orderly, supportive and stimulating environment for students learning	Interview/Application Form
	<u>Curriculum</u> <i>To be able to teach effectively and ensure continuity by:</i>	
	Promoting the social, cultural, spiritual and moral development of all students	Interview/Application Form
	Demonstrating clear current knowledge in the relevant subject area	Interview/Application Form
	Planning, developing and monitoring appropriate learning activities	Interview/Application Form
	Understanding that the role of the College is to provide effective education for all students	Interview/Application Form
	Being aware of the need to maximise the potential of ICT as an aid to learning	Interview/Application Form
	Assessing, recording and reporting on students learning	Interview/Application Form
	<u>Special Knowledge</u> Understanding and awareness of:	
	The learning, social, cultural and pastoral needs of students	Interview/Application Form
	<u>Work related Circumstances</u>	
	The equal opportunities policy	Interview/Application Form
	Developing the role of parents and carers as partners in their children's education	Interview/Application Form