



LIONHEART
EDUCATIONAL
TRUST

JOB DESCRIPTION

JOB TITLE	Director of Humanities
RESPONSIBLE TO	Director of Curriculum, Deputy CEO, CEO
SALARY	Leadership pay range L 5-L9
HOURS	Full time (0.4 fte teaching in a Trust School dependent on need)

This post is eligible for a DBS check under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (i.e. it involves certain activities in relation to children and/or adults) and is defined as regulated activity under Part 1 of the Safeguarding Vulnerable Groups Act 2006.

This post is designated as a regulated activity and requires enhanced criminal records check for a regulated activity (including a barred list check)

Purpose:

- To embed the shared vision for Humanities learning across Lionheart Trust.
- To promote and support the professional development of all Humanities practitioners across the trust to ensure successful implementation of the common curriculum.
- To work closely with the Director of Curriculum and trust and subject leaders ensure strong outcomes for all groups of students, including those with SEN and who are Disadvantaged.
- To promote future pathways associated with the Humanities suite of subjects across the trust.
- To ensure secondary Humanities teaching enables learners to embrace the secondary curriculum with confidence and excitement.
- To develop and sustain strong leadership in all Trust schools, actively promoting the 4Rs (Resilience, Resourcefulness, Reciprocity, Reflectiveness) in regards to pedagogy.
- To research, develop and continue to resource, in collaboration with trust subject experts, the common KS3 & KS4 curricula ensuring parity and consistency of offer for all students across the Trust.
- Work in close collaboration with subject experts to develop a consistent curriculum offer at KS5 with clear progression in key concepts and skills, built on latest research in the field, incorporating work on the mastery of critical concepts.
- To help research, trial, evaluate, disseminate and embed pedagogies which promote achievement of all learners, including the use of new technologies.
- To develop a consistency of implementation of the curriculum by providing a strategy to develop subject expertise across all Trust schools based on latest research and sharing of best practice, including emphasising opportunities to showcase those with experience with examination marking.
- To monitor learning and teaching of all three disciplines across the Trust through classroom observation, work sampling, talking to students and data analysis to identify good practice to share and areas for development.
- To work alongside Heads of Department/ Heads of Faculty and practitioners across the Trust schools to secure high standards of learning and teaching in order to accelerate progress and improve outcomes for all students in Geography, History and Religious Studies.
- To ensure high levels of expected and more than expected levels of progress at each key stage by all groups of learners.
- To lead and develop innovative approaches to intervention with key groups.

- To analyse and interpret relevant national, local and school based data and use it to inform policies, practices, expectations, targets and teaching methods.

Main Duties

- To develop and quality assure schemes of learning for all secondary groups so that they are highly effective and in line with National Curriculum expectations.
- To actively maintain an awareness of best practice and research in relation to humanities, interpreting and implementing findings to suit the needs of the Lionheart Trust.
- To be involved in the appraisal and performance management of designated Trust staff.

Strategic Direction and Development of the Trust

- To lead, inspire and embody for the students, staff, governors and parents, the vision, purpose and values of the Trust
- To assist in the creation of an ethos and provide educational vision and direction which secures effective teaching, successful learning and achievement by students and sustained improvement in their wellbeing.
- To ensure that the leadership, management, finance, organisation and administration of the Trust support its vision, aims and values.

Teaching and Learning

- To teach engaging and effective lessons that motivate, inspire and improve pupil attainment, modelling outstanding practice.
- To ensure high standards of teaching and learning in order to continue the drive to raise standards of attainment and ensure all students make excellent progress.
- To ensure high standards of student behaviour, in line with the Trust and school policy and procedures.

Leading and Managing Staff

- To actively build a positive and collaborative team ethos celebrating strengths, creating opportunities for developing of best practice, enthusing and encouraging team members, fostering a climate of innovation and success.
- To support and develop professional learning opportunities for others, identifying and nurturing talent.
- To plan, allocate support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.

Efficient and Effective Deployment of Staff and Resources

- To work with senior colleagues and Trust directors to recruit, deploy and develop all staff effectively in order to improve the quality of education provided.
- To assist in setting appropriate priorities for expenditure, allocating funds and ensuring effective administration and control.
- To manage and organise accommodation efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.

Accountability

- To be accountable for outcomes in secondary Humanities subjects across Trust schools.
- To hold others to account in relation to provision for Humanities delivery.
- To assist in the presentation of and take part in delivering a coherent and accurate account of the school's performance in a form appropriate to a range of audiences, including students, parents, governors, the local community, OfSTED, HMI and others.
- To set high standards for the behaviour of students and provide support to subject staff in line with the Trust behaviour policies.

General Responsibilities of all members of the Trust Leadership Team

All members of the Trust/Leadership Team share collegiate responsibility for the strategic management and development of the Trust schools:

- To maintain an awareness of Trust schools in all aspects: curricular, pastoral and administrative, and contribute both proactively and reactively to its smooth running.
- To actively promote Trust policies and procedures as part of the general task of supporting other staff in their various roles.
- To represent the Trust at meetings, presentations and other functions relevant to role.

This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

The Lionheart Educational Trust is an equal opportunities employer and will provide reasonable support to disabled applicants throughout the recruitment process under the terms of the Equality Act 2010.



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PERSON SPECIFICATION

E=Essential criteria, D=Desirable criteria

			E	D
1	EDUCATION	Qualified teacher status	X	
		First degree or equivalent in one of/ related to the Humanities suite of subjects.	X	
		Evidence of continuing professional development	X	
		Post graduate qualification		X
		Geography Degree		X
		Evidence of wider professional development		X
2	EXPERIENCE	An outstanding classroom practitioner	X	
		Experience of implementing systems and processes to aid learning, teaching and student development	X	
		Management and experience of curriculum innovation	X	
		Active involvement in the promotion of equal opportunities	X	
		Experience and confidence in working with and engaging with parents and partner high schools	X	
		Experience of policy review, development and implementation	X	
		Ability to teach Geography, History and Religious Studies to KS3 and at least one specialism to GCSE and KS5.	X	
		Working knowledge of Ofsted framework and protocol	X	
		Experience and understanding of lifelong learning principles and community engagement		X
		Awareness and or involvement with ITT/appropriate CPD		X
3	KNOWLEDGE & SKILLS	Excellent interpersonal and teamwork skills	X	
		Excellent communicator – sensitive and effective	X	
		An ability to establish good working relationships with a wide range of people including students, parents, governors and colleagues		
		Knowledge, skill and intelligent use of strategies to inspire and improve outcomes for students	X	
		The knowledge and vision to put strategies into practice to meet current and future challenges	X	
		Outstanding organisational skills to ensure efficient and effective operation	X	
		Confidence and experience in the use of ICT for learning,	X	

4	PERSONAL QUALITIES	teaching and admin		
		Links to/with the wider community and world of work		X
		A commitment to sustaining and raising achievement, attainment and aspirations of all students	X	
		Ambition and vision	X	
		Co-operative, corporate style of working	X	
		A sense of humour and perspective	X	
		Ability to work under pressure and remain positive, enthusiastic and resilient	X	
		Reflective and analytical	X	
		Unbridled optimism	X	
		The ability to work independently, willingness to take tough decisions and face the challenges of managing change	X	
		Energy, imagination and personal commitment	X	
		Personal and professional commitment to the philosophies of college improvement and college effectiveness	X	
		Potential and capacity to grow professionally and aspire further to senior leadership	X	