



**Humphrey Perkins**  
School

## **Humanities Teacher Maternity Leave Cover**

### **Recruitment Information**

Employment Status	Maternity Cover
Hours / Weeks	Full Time or part time will be considered
Required From	January 2020
Job Location	Humphrey Perkins School, Barrow upon Soar
Salary	MS / UPS
Application Closing Date	21 <sup>st</sup> October 2019



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**Humphrey Perkins**  
School





## Welcome to Humphrey Perkins!

Humphrey Perkins School, an 11-16 academy in Barrow upon Soar, is on a journey. Following our Special Measures judgement in June 2017, much work has already been undertaken to improve the school and to raise standards, including a new Governing body and joining outstanding multi-academy trust, the Lionheart Academies Trust, led by Beauchamp College in Oadby, a nationally recognised Outstanding school, in October 2018. We now are looking to strengthen our Humphrey Perkins team through recruiting outstanding members of staff, who share our belief that every child deserves the very best standard of education.

We are a warm and friendly village school of approximately 800 students, taking students from our local and surrounding villages and are fortunate to have excellent parental support. Many of our students enter the school with high prior attainment and are courteous, polite and respectful.

Staff and students enjoy the benefits of being based on a large site, with lovely open green spaces and set within a safe and vibrant village setting, with excellent transport links to larger towns and cities within the East Midlands.

We believe in supporting and developing colleagues to achieve excellence and allow them to pursue their professional goals. We are a forward thinking school and value Staff Wellbeing. At Humphrey Perkins, we are committed to improving and aspire to excellence amongst our students and our staff.

Mrs Jenny Piper-Gale  
Executive Principal

Mrs Della Bartram  
Associate Principal

## Humphrey Perkins School

Humphrey Perkins School is steeped in history and tradition dating back to 1717, when The Humphrey Perkins School was founded as a 'Free Grammar School' in the will of the Barrow upon Soar born Reverend, Humphrey Perkins, rector of Holme Pierrepont, Nottinghamshire, who left money for the School to be built in Barrow upon Soar. The Humphrey Perkins Grammar School was built on an orchard near the centre of the village in 1735. In 1902 the School moved to larger premises on Cotes Road with the school's first non-clergyman Headmaster and 33 students.

Until 2011, Humphrey Perkins was an 11 -14 school; in 2015 the first cohort of students sat their GCSEs the first public exams to be sat at the school since the early 60s.

In October 2018, Humphrey Perkins joined The Lionheart Academies Trust, currently made up of a family of ten schools based in and around Leicestershire. Each one of our schools is unique in that it reflects the students and local community in which it is a part. With the support of the Trust, Humphrey Perkins has introduced a new Governing Body with a new Chair, a new Executive Principal and Associate Principal.



Humphrey Perkins students enjoy a wealth of extracurricular activities from Dance Club to Debate Club. We have high achieving Sport Teams including Football, Cricket, Netball and Basketball. Students enjoy sport workshops run by Leicester Tigers and UK Badminton. Students are welcome to join our Learning Champions in our original student library, which is also home to our Library

Ambassadors. The Performing Arts Department produces the Annual School Show, which is enjoyed by both the school and village community, with over 100 students involved in the cast and backstage; the show is a sell out each year!

Student Leadership is a huge focus for us and we currently have over 200 student leaders, ranging from Anti-Bullying Ambassadors through to Sport Leaders. We are proud to have an excellent day and residential trip programme that runs throughout the year for all year groups, from theatre trips and university taster days to New York and Skiing Residential trips.

There are strong links with the local community, with many families now seeing second and third generations enjoying life at Humphrey Perkins. We regularly support the parish council with village community events. Through our Charity Team, we raise funds for local charities and organise collections to support members of the community.





Staff benefit from the wealth of knowledge and support from The Lionheart Academies Trust including whole Trust training days, sharing best practice and ensuring our staff have an exceptional professional journey. Our Middle Leaders enjoy the support from dedicated Trust Directors who ensure professional and inspirational support for our teams. We have a dedicated team of Teacher Champions led by a member of SLT who run weekly CPD sessions and pathway options that are bespoke to staff needs and in line with department and whole school priorities. Staff enjoy a robust and supportive appraisal cycle to ensure continued career development.

Humphrey Perkins takes Staff Wellbeing seriously; staff enjoy Wellbeing Weeks in the Autumn and Summer Term, which include activities, guest speakers, sport events and discounts at local gyms, businesses and shops. We have achieved the Carnegie Mental Health Award at Silver Level, affiliated with Leeds Beckett University, which demonstrates our commitment towards Staff and Student Wellbeing.

Humphrey Perkins is a happy place in which to learn and teach, where great careers are launched and genuine friendships are forged.

## Our Mission and Our Philosophy

- **Every** young person deserves an **equal chance** to be successful in whatever they choose to do
- Our approach is **wholly student-centred** and underpinned by the principle that every child is an individual who has a right to access the very **highest quality education**
- We value **academic excellence** and **holistic development** equally
- We **actively promote** our **love of learning** and invite you to join us to celebrate this passion

*Ultimately, we believe that any young person from any background deserves an equal chance to be successful in whatever they choose to do. We want to share our love of learning with these young people in order to open the doors to their futures and prepare them with the knowledge and confidence to thrive in a competitive world.*

## Job Description

**Title/Post:** Humanities Teacher – Maternity Cover

**Scale/Grade:** MS / UPS

**Accountable to:** Head of Department

### Terms and Conditions of Employment (key points):

- This post is a temporary role
- This post is subject to School Teachers Pay and Conditions Document (STPCD) Part 12
- This post is exempt from the Rehabilitation of Offenders Act 1974 and subject to enhanced DBS clearance
- The duties and responsibilities detailed within this job description should be supplemented by those accountabilities, roles and responsibilities common to all classroom teachers, as set out within the School Teachers Pay and Conditions Document

### Job Purpose Summary

Working co-operatively with colleagues to ensure a rich, engaging and challenging learning environment in which students make good progress.

### Key Skills

- Qualified Teacher Status
- Evidence of outstanding teaching experience or capability and desire to be an outstanding teacher
- Good Honours Degree or significant teaching experience
- Detailed knowledge of the National Curriculum
- Excellent communication skills and interpersonal skills

### Generic Requirements

- Ensure the values of Humphrey Perkins School are evident in every aspect of the discharge of the duties of the post
- Model the highest professional standards to staff and students in all aspects of the role, leading by example, working at all times to the standards as set out in the staff Code of Conduct
- Be committed to working with a cohesive, supportive and forward-thinking team of colleagues
- Act as a form tutor within the School and in the role of form tutor perform wellbeing duties including but not limited to student support, counselling students with academic problems and providing student encouragement
- Offer an extra-curricular option / intervention to broaden, deepen and enhance the learning experience at Humphrey Perkins School

- Proactively undertake student supervision as required as part of a wider staff team
- Be aware of and take part in the schools' Performance Management framework participating in training and development activities as required
- Work in a manner that actively safeguards the wellbeing and safety of students, ensuring student voice and appropriate confidentiality
- Carry out duties placed on staff by Health and Safety legislation
- Carry out appropriate additional tasks at the request of the Principals

### **Key Requirements of the Post**

- In common with all teachers the responsibility "for providing and safeguarding the welfare of children and young persons s/he is responsible for, or comes into contact with"
- Work within a curriculum team, to deliver high quality learning experiences for young people that engage and excite
- Prepare and deliver high quality lessons
- Provide a stimulating, engaging and challenging learning environment
- Contribute to the development of schemes of learning in conjunction with colleagues that meet the specific needs of students in their learning that are accessible by students and staff via the Humphrey Perkins School Learning platform
- As part of a team develop, evaluate and improve outstanding extended learning projects in each year that effectively deliver explicit learning of the PLTS through a real-life context
- Maintain accurate and complete electronic records of student progress and development and update all necessary records accurately and completely as required
- Manage student behaviour in the learning environment by establishing and enforcing rules and procedures in accordance with the rules and Behaviour for Learning management systems of Humphrey Perkins School
- Participate in subject and school meetings, parent meetings and to communicate necessary information regularly to students, colleagues and parents regarding student progress and student needs
- Keep up to date with developments in learning, teaching resources and methods

### **Key Accountability Measures**

- Proactively and successfully engage with the Performance Management Process within Humphrey Perkins School

***This job description will be reviewed and updated periodically in order to ensure that it relates to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the Principals/Line Manager in consultation with the post holder. In these circumstances, it will be the aim to reach agreement on reasonable changes, but if agreement is not possible the Principals reserves the right to make changes to the job description following consultation.***

# Personal Specification

## Education:

### Essential

- Qualified teacher status
- Degree
- Evidence of continuing professional development

### Desirable

- Post graduate qualification
- Evidence of wider professional development

## Experience:

### Essential

- An outstanding classroom practitioner (experience at KS3 and 4)
- Excellent subject knowledge
- Experience of offering intervention and extra-curricular activities
- Active involvement in the promotion of equal opportunities

### Desirable

- Experience of implementing systems and processes to aid learning, teaching and student development

## Knowledge and skills:

### Essential

- Excellent interpersonal and teamwork skills
- Excellent communicator – sensitive and effective
- 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
- Outstanding organisational skills to ensure efficient and effective operation

### Desirable

- Confidence and experience in the use of ICT for learning, teaching and administration
- Data analysis using SIMs and SISRA

## Attributes:

### Essential

- Ambition and vision
- A commitment to sustaining and raising achievement, attainment and aspirations of all students
- Co-operative, corporate style of working
- A sense of humour and perspective
- Ability to work under pressure and remain positive, enthusiastic and resilient
- Reflective and analytical
- The ability to work independently, a willingness to take tough decisions and face the challenges of managing change and improving examination results
- Energy, imagination and personal commitment
- Personal and professional commitment to the philosophies of school improvement and academy effectiveness
- Potential and capacity to grow professionally
- Ability to hold colleagues to account, allowing for a shared approach to learning
- Resilience

### Desirable



## The Package

Pension:	Teachers' Pension
Benefits:	Additional duty free lunch and beverages during term time
	Free off road parking
	Staff discounts at local businesses
	Free summer social event
	Monthly Staff Wellbeing events
	Golden Time
	Annual flu immunisation