



**Teacher of Law and
Criminology 0.6 FTE**

September 2023





Welcome to Brighouse High School



Thank you for your interest in joining Brighouse High School; we are very much looking forward to welcoming you to our school.

Brighouse High School was one of the initial converter academies in 2006 and is the founding member of the Valley Learning Partnership.

Our school is oversubscribed and has consistently served the community of Brighouse and the surrounding area, always developing and building on consistent good practice and ensuring that positive experiences of student and staff development are partnered with good outcomes for the students. Our School Direct Programme is also growing rapidly as we move to ensure that we engage, train and retain the best teachers for our students.

'It is clear that you are uncompromising in your standards and work to ensure that you meet the needs of individual pupils. Teachers told us that there is a strong sense of 'togetherness' across the school. Pupils told us that they feel part of a caring school community that is fully inclusive with a trusting ethos. Pupils feel valued as learners. They say that they feel safe in school and trust staff to support them with their learning and well-being.' – Ofsted 2017

Our commitment to a broad and balanced curriculum has never faltered; we have always ensured that students are offered the broadest range of opportunities to succeed in an inclusive and supportive environment. We are consistently amongst the highest achieving secondary schools in Calderdale for enabling our students to progress with the benchmark qualifications required to access their next steps in education, employment or training.

Our ethos is simple; we value and are proud to be a comprehensive school which serves all of our local community. The core purpose of our school is to raise achievement for all and to do this within a framework of positive behaviour and relationships. We consistently strive to ensure that Brighouse High School is a happy place to learn and work and that there is equality of opportunities for all. We put the welfare and achievement of our pupils at the core of all our decisions.

Our vision remains clear; we aim to provide for our students an education and support that is second to none. We encourage each individual, student and staff member to contribute positively to school life; the best thing about Brighouse High School is the people in it.

Our sense of togetherness is important to us and to our community and it is often quoted that 'the best thing about Brighouse High is the people in it'.



Teacher of Law and Criminology – MPR – 0.6 FTE

An exciting opportunity to join a successful team in a forward thinking, high achieving school which focuses on raising attainment. The successful candidate would have an ability to teach and help administer the BTEC Applied Law (Pearson), A Level Law (AQA) and Applied Diploma in Criminology (WJEC), as well as a commitment to contributing to all aspects of school life.

This is an exciting opportunity for a dedicated, energetic and inspirational teacher to lead and make a significant contribution to this successful and hardworking department.

We are a stand-alone academy, which is proud to have retained its identity at the heart of the community. Our recent OFSTED inspection, in February 2022, recognised that *'There is an acute awareness of what pupils need to support them in their stage of learning or employment. This runs through the school from Year 7 to the sixth form. Leaders make sure all pupils, including those with SEND, access an ambitious curriculum that stimulates their minds and promotes curiosity.'*

'Subject leaders have a thoughtful approach to the curriculum, prioritising the needs of the pupils. They place a great deal of trust in the teachers, who are knowledgeable.'

Inspectors also reported that "there are clear and high expectations for behaviour that pupils know and understand. Staff apply the behaviour policy consistently";

Law Department and Sixth Form

We are a comprehensive Sixth Form with approximately 320 students drawing from many schools in Calderdale, Kirklees and Bradford. The Key Stage 5 curriculum has a wide range of academic A levels and vocational courses.

The Law department is a successful department offering A Level Law, BTEC Extended Certificate and Politics. All subjects are popular with 50+ students in each year studying Applied Law and 15+ students studying for A Level Law.

For BTEC in Applied Law we follow the Pearson specification for the four-unit Extended Certificate, with the Aspects of Tort Law (unit 7) as the optional unit.

At A Level we follow the AQA specification and have opted for the Human Rights Law option for paper 3. Subjects are allocated between 4 and 5 hours teaching time a week.

Currently there are two teachers of Law and an additional member of staff teaching Politics, the post has become available due to a staff retirement.

The successful candidate will be expected to teach across year 12 and 13, BTEC and A Level, in addition we are looking for someone with the willingness to deliver Criminology. We follow the WJEC Diploma in Criminology.

Criminology is under the leadership of the Social Science department and has been a popular addition to the curriculum with many students studying both Applied law and Criminology.

Learning is enriched by mock trial competitions, visiting speakers and external trips (e.g. to local courts) and it is expected that the successful candidate will also contribute in this area. You would be further expected to contribute to the Sixth Form team and may be asked to take on the role of Sixth Form tutor.

All information regarding the Sixth Form and our curriculum can be viewed at
<https://www.brighthouse.calderdale.sch.uk/sixth-form/>

Our priorities – Brighouse High School

Our People

As an inclusive comprehensive school working in partnerships, we recognise that the single, most important resource we have is our people. As we have consistently stated, the best thing about our school is the people in it. They make our ethos a reality through their day-to-day work. By our people, we mean every person that works with us across our partnerships, irrespective of role.

With this in mind, and in an environment where teacher recruitment remains a challenge, we are committed to enhancing the work of the Valley Learning Partnership School Direct in order to recruit and improve our staff through a programme of high-quality, continuous professional development.

We are also committed to maintaining a high level of retention. This can be via our engagement with the early careers framework and a high quality CPD programme, as well as the numerous professional opportunities that we aim to offer; supporting our employees in seeking wider experience across our partnerships, supporting applications for further professional qualifications and to initiatives such as the leaders in education programmes.

We are committed to recognising and rewarding high performance, as well as ensuring that the wellbeing of all staff is always considered in the decisions we make.

Of course, the people who make Brighouse High School what it is are also our students who, alongside the staff, are at the forefront of every decision we make. What we do, we do because it is right for our students, our staff and our community.

Our Systems

We have never subscribed to the 'one size fits all' approach in our school and have repeatedly described our approach as being led by 'systems with a heart'.

We believe that what works exceptionally well should be rolled out across our organisation and consistently applied as it drives continuous school improvement, but we are always mindful of the need for a heart in all we do. We value our identity as an inclusive school that works relentlessly to raise the aspirations and achievement of all of our students.

Our focus for some time has been on developing our practice in areas such as curriculum, Quality Assurance and Monitoring (QAM) processes, effective assessment and use of data, intervention strategies and developments in teaching and learning, with high quality in-house CPD and appropriate BfL policies.

All of our systems are under constant review and amended if necessary. If something does not work, we change it; if it does, we invest in it and promote it for the good of all of our community.

Our priorities

Our Organisation

Our partnership working has grown from our one secondary school to initially two secondary schools and now five cross-phase schools in just over one year. All schools operate completely independently but our collaboration makes us stronger.

Our primary concern has always been, and will always be, Brighouse High School but real strength and real potential to improve the outcomes for our students lies in strong partnerships. We had a modest growth plan where the Valley Learning Partnership was concerned, but our reputation was strong and has grown and we have built on those strengths to welcome other schools into the organisation and consequently helped to strengthen their position too.

Our next steps, beyond our own school, will be to help shape effective policies and procedures concerning finances and HR services, as well as Health & Safety and facilities management support, which will not detract from but will complement the main business of improving the outcomes of the young people in our school and those who work with us.

One further important priority for us, in terms of the organisation, has always been the effectiveness of governance. We are now strengthened by the board of the VLP and the addition of the University of Huddersfield and a broader pool of expertise feeding into our own school, but we have also focused the effectiveness of our LGB; the next step is to incorporate further training to inform and support governance, at both school and partnership level.

Our Wider Partnerships

A strength of our school is the partnership between home and school as well as the many other partnerships we are developing.

Our own school improvement work, as well as school improvement across our partner schools, remains our primary focus for the coming years but alongside this important work are a number of initiatives including work focusing on improving recruitment and retention through the school direct programme.

We understand the importance and benefits of real collaboration and are building a network of partners as well as deploying our own colleagues to further support other schools in SLE and SIP work across neighbouring authorities.

We will continue to build these networks and partnerships where they will benefit our school and enhance the wider opportunities of our staff and young people.

What we can offer you

If appointed, you will be joining a strong and dedicated Sixth Form team and a focused and supportive wider staff body who are fully committed to delivering the best outcomes for our students. We aim to both challenge and support our students and staff to push the boundaries of their achievements, to contribute to the wider life of the school and its community and to be role models in all that they do.

We offer you the opportunity to join a strong and developing team at a time when challenge and reward are in abundance; most of all we offer you a happy place to work in a role which can really shape futures.

There are also the wider opportunities available to you through our partnership work in the Valley Learning Partnership.

This is a fantastic opportunity to make a real difference.

We are looking for a candidate who is seeking to establish themselves in an exciting role and can fully support you on that journey.



Staffing profile

The school currently employs 97 members of teaching staff and 86 members of support staff.

Senior Team

The senior team currently comprises of the Headteacher, three Deputy Headteachers, one Associate Deputy Headteacher and six Assistant Headteachers.

Curriculum Leaders

Heads of Department lead curriculum areas, with core curriculum areas also having additional TLR holders within the leadership of that area.

Pastoral Structure

Each Year group is headed by a Head of Year, Assistant Head of Year and has the support of a member of the senior team. Each key stage has the additional support of a non-teaching Pastoral Assistant. HOYs move with their Year group throughout KS3 or KS4. A team of tutors works with each HOY and remains with their form group through each key stage.

The Sixth Form is led by the Assistant Headteacher - Head of Sixth who works with a Head of Year 12 and a Head of Year 13. The Sixth Form team are supported by a full-time administrator.

Support Staff

The school has an extensive array of support staff in student support, administration, IT, technical support and premises. Student support includes:

- Children with additional needs who are supported through the SEND department which includes 11 Learning Support Assistants.
- Vulnerable students are supported through a full-time Additional Needs Coordinator and a Pupil Premium Champion.
- Underachieving students are also supported through various support structures across the key stages.
- Safeguarding Leads and Counsellors to support EWB and Child Protection.
- Pastoral Administrators to support our extensive pastoral structure.

Responsible to: The Headteacher via the Line Management System

You are required to carry out the duties of a School Teacher as set out in the current School Teachers' Pay and Conditions document.

The key tasks associated with this post are as follows:-

Teaching

- ▶ to form effective relationships with students, teaching staff, parents and other professionals.
- ▶ to ensure appropriate assessment and regular monitoring of students.
- ▶ to teach to the specifications through the programmes of study effectively, mindful of the needs and responses of the students.
- ▶ to provide an attractive and stimulating classroom environment through display and classroom management.
- ▶ to promote and develop good working and learning habits in students.
- ▶ to assess and record students' work, progress and attainment in line with school and examination board policies.
- ▶ to make full use of a variety of materials, books and equipment.
- ▶ to ensure the supply from stock and take good care of such resources.
- ▶ to participate in the departmental trips and visits as applicable.
- ▶ to be aware of Health and Safety Issues.

Curriculum and Development

- ▶ to contribute to the planning of programmes of study and schemes of work appropriate to the needs of all students through ongoing review and evaluation.
- ▶ to ensure that appropriate techniques and materials are used.
- ▶ to keep abreast of professional and subject developments.
- ▶ to participate in professional meetings and training programmes and to share the benefits with colleagues.
- ▶ to participate in arrangements for Teacher Appraisal.
- ▶ to assist the Head of Department in curricular developments.
- ▶ to contribute to the working atmosphere of the department and to be willing to sustain this through extra curricular activities specific to the department.

Pastoral and Community

- ▶ to interpret to students the values, standards and expectations of the school.
- ▶ to promote equality of opportunity for students and staff.
- ▶ to perform the duties of class teacher and form tutor, as outlined in the Staff Handbook.
- ▶ to contribute to the life of the community according to your talents and skills, including a willingness to undertake the organisation of any extra-curricular activity.
- ▶ to exercise responsibility for the conduct and behaviour of students within the classroom and within the school as a whole.
- ▶ to participate in the arrangements made for the supervision and safety of students between lessons and at the start and end of the school day.
- ▶ to attend scheduled meetings with colleagues and parents.

Administration

- ▶ to take responsibility for some aspect(s) of departmental administration, agreed with the Head of Department
- ▶ to record students' progress in line with school policy
- ▶ to contribute to the evaluation and effectiveness of administrative and departmental routines
- ▶ to maintain an up-to-date teaching and attendance record
- ▶ to assist as required with arrangements for public examinations and coursework
- ▶ to help ensure up-to-date and appropriate display in the departmental area
- ▶ to undertake other such duties as may reasonably be required
- ▶ to attend subject standardisation & moderation meetings.

This job description will be reviewed from time to time and in response to changing circumstances after consultation with the post holder

Person specification

Attributes	Essential	How identified A - Application R - Reference I - Interview
Physical Attributes	<ul style="list-style-type: none"> • Clear and expressive voice • Smart appearance 	I I
Qualifications	<ul style="list-style-type: none"> • Appropriate degree • Qualified Teacher status or Post 16 teaching qualification 	A A
Experience	<ul style="list-style-type: none"> • Successful experience of teaching Applied Law / Law / Criminology, or successful teaching practice in a Secondary School or Post 16 institution of these related subjects 	R / I
Attitudes	<ul style="list-style-type: none"> • Enthusiasm for teaching Law / Criminology and developing cross-curricular links • Interest in and enjoyment of working with children • Orderly, methodical and well-structured approach to teaching, including punctuality to school and lessons and care of the classroom and resource materials • Commitment to raising achievement • Commitment to the job-lesson preparation, marking, assessing, recording, researching attendance at meetings • Willingness to become involved in and contribute to the department and take some responsibility for some aspects of its work • Initiative, creativity and flexibility • Evidence of having given thought to the teaching of Applied Law/ Law / Criminology and recent developments in the subject • Commitment to equal opportunities 	A / R A / R / I A / R A / I A / R A / R A / R A / R / I A / R
Skills	<ul style="list-style-type: none"> • Good relationships with pupils • Good classroom discipline • Co-operative relationships with staff • Good organisational skills 	R / I R / I R / I R / I
Other	<ul style="list-style-type: none"> • Interest in and willingness to contribute to extra-curricular activities of some kind • Recent INSET 	A / R / I A

Application process

Please note, all applicants must complete the application form, downloadable from the school website: <http://www.brighthouse.calderdale.sch.uk/Contact-Us/Jobs/Current-Vacancies>

Completed applications should be emailed directly to Mrs Kath Jackson by 12 noon on Friday 19th May 2023 using the following address: kath.jackson@brighthouse.calderdale.sch.uk

Candidates wishing to visit the school prior to application should contact the Headteacher's PA, Mrs Kath Jackson using the following address: kath.jackson@brighthouse.calderdale.sch.uk

