



Appointment of

Head of Sociology

March 2022

Candidate information



The College

Hurstpierpoint College is one of the country's leading HMC co-educational schools and has a reputation for offering an excellent all-round education with a strong academic core for every child.

The College comprises a Sixth Form, Senior School, Preparatory, and Pre-Prep with close to 1,300 pupils in all and an annual turnover of £30 million pa. Over half the pupils in the Senior School are boarders (weekly or flexi).

What particularly strikes visitors to the College is the vibrant dynamic of our community.

Situated within a 150 acre Campus, surrounded by beautiful countryside, Hurst lies on the border of the South Downs National Park, close to the village of Hurstpierpoint in West Sussex.

This superb location is also just 20 minutes from the city and beaches of Brighton and Hove, whilst London train stations can be reached from Hassocks or Haywards Heath in under an hour.

Hurst has an excellent academic track record and the vast majority of pupils go on to Russell Group universities including Oxford, Cambridge, the various London Universities, as well as large numbers to Exeter, Bristol and Durham.

The central Campus is thoughtfully laid out and planned with zones for the Academic, Co-Curricular and Pastoral. These all lie at the centre of a superbly equipped broader Campus.

Founded in 1849 by Nathaniel Woodard, Hurst is a Church of England college. The Christian ethos underpins college life, but we are a diverse community; we welcome those of other faiths, or no faith, and pursue an inclusive approach in all that we do.

We are ambitious for our pupils to achieve the best that they can in all that they do and we recognise and encourage both engagement and achievement.

In short, we aim to develop confident, successful, independent individuals with a good sense of themselves and the world around them, who will succeed in their lives whatever route they choose to take.



Superb Facilities

The College has invested heavily in campus developments, including substantial new academic and sports facilities, in addition to an extensive programme of boarding house refurbishments. In the last five years, major developments include the New Bury Theatre which opened in 2018, Pelican House in 2020 and a complete overhaul of the College's catering facilities, completed in early 2022.

Future planned developments include new science laboratories and a substantial new sports complex including a new swimming pool, alongside the continued programme of refurbishment of the College's existing facilities.



HEADMASTER'S WELCOME

Hurst is a great place within which to work and to live. We have a clear sense of our educational values and a vision for our future based on those values. Fundamentally, we believe that school is not about the school itself but rather the development of all the individual pupils (and indeed staff) within strong communities. Our aim is to be ambitious for each pupil to achieve their very best and to grow and develop in such a way that they leave us ready and prepared for what comes next in their lives. They should then be able to make the most of the opportunities before them as well as the right choices. We also have a strong belief that our pupils' lives should be closely intertwined with the lives of others and that they should contribute positively to the lives of other people and the world in general as they follow their own particular journeys.

As a result, an education at Hurst is certainly holistic, to use a slightly pompous expression, and we believe that pupils develop through a full on engagement with every aspect of Hurst life (Academic, Co-Curricular and Pastoral) as well as just being a part of this place whether in the Houses, Teams, Casts, Activity groups or whatever. Being at Hurst is very much a way of life for those who attend either as a pupil or as a member of the staff team.

We are therefore looking for an individual to join us who will not only feel comfortable with the values and ethos of this place but will actually embrace them and thrive here. Over the past 15 years, the number of pupils at the College has doubled, our Academic and Co-Curricular output has risen dramatically and the reputation of the College has not just strengthened but also spread. Financially, too, the College has gone from a position

of less than strength to being one of the leading players in the region and able to have invested very heavily in facilities (£30m new buildings in the last 10 years).

Time spent at Hurst should be both worthwhile of itself but also of value for any individual's future. The College's core mantra is very simple: Work hard, do good and engage. It is not too trite to say that this applies to all of us who are here. We take a certain amount of pride but with, I hope, humility in what has been achieved thus far. We are looking for somebody to join us who will do the same.

As ever

Tim Manly



Head of Sociology Job Description

Reporting to: Head of Faculty (Humanities)

The Department

Since its creation in 2018, the Sociology department has gone from strength to strength. We offer the subject at A-level and study the AQA exam board. It is a popular subject at A-level and many have gone on to study sociology at university, especially through the criminology route.

The department has a very successful record at A-Level, all pupils have achieved their target grade or higher, and the department has significantly positive value added each year. The department prides itself on creative and innovative teaching using relevant contemporary studies and examples embedded in schemes of work.

Each year, the department runs a range of talks and lectures to support the A-level syllabus as well as extending pupils beyond the confines of the curriculum. Previous events have included talks from Stuart Lawrence (brother of Stephen Lawrence), Laura Bates, Sheldon Thomas (talk on gangs), and Sussex Police on modern day slavery in Sussex.

The department runs a Highly Selective Universities programme in which pupils are stretched and challenged in the world of sociology and encouraged with wider reading, creation and production of their own podcasts, seminars and lectures. Pupils are given the independence to explore areas of sociology that most interest them to support their university applications.

The department has engaged with Black Lives Matter and Black History Month by celebrating the diversity of society and exploring the work of a range of black sociologists and their contribution to the academic field of sociology and wider society. We have used this to explore the concept of racial bias within society today. Similarly with International Women's Day, pupils explored the role that war and conflict has on women and the contribution of valuable female sociologists to the field.



Responsibilities

PRINCIPAL RESPONSIBILITY

The primary role of the Head of Sociology is to develop effective teaching and learning, so that all students and members of their team can achieve their personal best.

SPECIFIC DUTIES

- To lead high quality teaching, learning and assessment within the department, facilitating best practice sharing and outstanding resources.
- To review and revise the curriculum to cater for the needs and abilities of all students within the Department. Collaborating with staff to create Schemes of Work and a unified sense of purpose within the department.
- To monitor the quality of teaching and learning in the department via discussion of teaching strategies, reviewing of lesson planning, lesson observations,
- To lead and monitor a departmental marking policy that is consistent amongst the team and understood by the students.
- To set and monitor Challenge Grades and academic progress for all pupils taught in the department.
- To identify the professional development needs of staff in the department and liaise with the Director of Professional Development to ensure that necessary staff training is identified and implemented.
- To subject mentor and oversee the training of Teach Hurst colleagues in the department.
- To liaise with the Learning Support and Examinations office to ensure that all extra learning needs are being addressed.
- To represent the department in all matters within the School including attendance at HoDs' meetings.
- To give presentations at the Sixth Form Choices Morning to promote Sociology to parents and students.
- To be in communication with parents when necessary to monitor the learning of individual students.
- To manage the effective administration of the department including examinations and assessment administration, booklets and handbooks.



Responsibilities

- To liaise with other departments, pupils and the Director of Academic Administration on all matters concerned with the timetable, curriculum and setting arrangements.
- To liaise with department staff, parents, tutors, Library staff and the relevant Deputy Head as required.
- To supervise the work of Support Staff and monitor the health, safety and wellbeing of pupils and staff.
- To enrich the learning to foster the academic ethos throughout the School. This may include organising events such as Co-Curricular visits, creating societies, foreign exchanges, field trips, etc. This also includes helping to prepare Senior Johnians for interviews and examinations beyond A level.
- To discuss with the team how the brightest and best students' learning can be stretched so that there is no ceiling on achievement.

ADDITIONAL RESPONSIBILITIES

- These will be dependent upon the skills and interests of the person appointed but will include a requirement to participate in the school's tutorial system, being attached to a house, and to contribute to the programme of sporting, cultural and extra-curricular activities.



The Person

- The successful candidate will be innovative, proactive and place the needs of the young people at the forefront of everything they do.
- They will have a strong track record of teaching Sociology and a willingness to teach a second subject.
- Bachelor's Degree in a Sociology or related subject with a PGCE, QTS (desirable not essential) and strong evidence of continuous professional development.
- Proven track record of excellence in an education setting.
- Academic credibility with teaching staff as well as being recognised as an outstanding teacher and colleague.
- The ability to lead, manage, engage and provide clear direction to staff and pupils to deliver the very best results.
- The ability to organise, administer and monitor efficient systems and processes.
- The ability to manage, analyse and interpret data for the better performance of staff and pupils.
- Genuine interest in ensuring every pupil and teacher reaches their potential.
- Focus on the development of education as defined by the Hurst Strategic Vision.



Salary and benefits

- Highly competitive salary scale.
- Head of Department Additional Allowance.
- Membership of the Teachers' Pension Scheme.
- Remission of fees in line with the School Fees Discount Policy.
- Free dining and refreshment facilities during term time.
- Extensive professional development programmes, together with career opportunities across the College and Hurst Education Trust.
- Free use of extensive sports and leisure facilities.
- Comprehensive health and wellbeing offering including an on-site mind clinic, wellbeing MOTs, employee assistance programme, Chaplaincy, contributory BUPA Health Insurance and a cycle to work scheme.
- Social calendar of events.
- Free on-site parking.
- Accommodation may be available on-site.



Apply

THE APPLICATION PROCESS

Interested candidates should submit a covering letter (including details of second subject to be taught), CV and application form to: recruitment@hppc.co.uk

Shortlisted candidates will be expected to teach a lesson.

The closing date for applications is 23 March 2022.

We reserve the right to interview and appoint at any time.

Shortlisted candidates should bring with them their degree certificates and two forms of ID.

SAFEGUARDING AND EQUAL OPPORTUNITIES

Hurst is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to an enhanced DBS disclosure, the receipt of satisfactory references, the College's pre-employment medical questionnaire, relevant original ID documentation and examination certificates. The College understands that a robust, fair and transparent recruitment and selection policy plays a central role in achieving this aim. Our full equal opportunities policy is available in the Policy documents section of our website.

FURTHER INFORMATION

For further information please see our website at www.hppc.co.uk.