



**Head of History
TMS/UPS + TLR 2b (£4587)
Required for September 2018**

Recruitment Information Pack

**The Dearne Advanced Learning Centre
Goldthorpe Road, Goldthorpe, Rotherham, S63 9EW**

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Dear colleague

Welcome to the exciting opportunities offered by working at The Dearne ALC.

I am delighted you are interested in the post of Head of History in the Humanities department, a group of aspiring professionals who are working to raise standards and significantly improve the life chances of the young people of Barnsley.

The Dearne is a very special learning community, filled with talented and creative staff, all of whom share my vision for excellence in teaching and learning. The last 5 years have seen a positive transformation of almost every aspect of our work and OFSTED confirm 'great things' are happening at the school.

With rapidly rising results and a collective drive for improvement, this is exactly the right time to join the team! OFSTED commented that our shared Dearne Value words - 'ambition, respect and kindness are publicised and promoted throughout the school'. If you embody those values as well as high aspirations, then you will be very successful working with us!

The Head of History post offers the right ambitious candidate the chance to work with all staff at all levels to directly impact on school improvement. A passion for improving learning and outcomes for students through high quality teaching and innovation will be a key requirement of this post, as will working with senior and middle leaders to ensure our high standards for teaching and learning are fully embedded in every classroom. We have high ambitions for our children's success and this post is about delivering high ambitions for our teachers and their practice.

You will be committed to rapidly deliver an 'Outstanding' provision and you will have recent experience of achieving outstanding results. You will be nurtured and developed as a leader so that you are perfectly placed for a Head of Faculty role in the future.

It is a privilege to lead The Dearne. I am passionate about my students and my staff. There is a shared sense of purpose and a vision for success which inspires me on a daily basis. If you are appointed, you will belong to a truly aspirational body of professionals who really care about our young people.

With kindest regards



Chris Robinson | Principal



The Students at The Dearne ALC welcome you

Dear applicant

My name is Millie Ashley and I am proud to introduce myself as Head Girl at the Dearne ALC. The Dearne ALC is an intellectual and passionate environment filled with both determined and ambitious students and staff working together as a team to achieve the best.

Kind regards

Miss Millie Ashley
Head Girl

Dear applicant

I am proud to introduce myself as Head Boy at the Dearne ALC. To say I get to work with a team of talented and determined staff makes me really happy. Personally, I feel that the bond between members of staff and students make the school an environment that, I feel, nowhere else could offer.

Kind regards

Master Louie Barker
Head Boy

#teamdearne

Staff Wellbeing at the Dearne ALC

The health and wellbeing of all our employees is of high importance. Our workforce performs at a high pace to ensure our children exceed expectations and achieve outstanding results. Therefore we are passionate about investing in the health and wellbeing of #teamdearne.

Car valeting, mobile mechanic service whilst you work, professional ironing and dry cleaning service, medical services including NHS health programmes, blood pressure checks, flu vaccinations, diabetes checks, smoking cessation services and counselling are all examples of services we make available to our staff.

Social events have included competing in the South Yorkshire Workplace Games where we won the 'Spirit of the Games' award. Race nights and spa evenings have also promoted positive mental health and empowered staff morale.

Key colleagues are trained in recognising and supporting mental health issues. We provide bespoke prevention and early intervention strategies as an additional support to our employees.

Our commitment to staff wellbeing has been recognised throughout the Local Authority. In 2014 Barnsley Council presented our school with a Silver Award for the achievement of good practice in workplace health. In 2015, we hosted a business conference on workplace health alongside Barnsley Council and XPO. The Dearne was invited to present a case study on our staff wellbeing strategies. In addition to this, we proudly secured Investors in People Bronze status. This year we are on course to achieve the National Workplace Wellbeing Charter.

We very much hope to welcome you to #teamdearne!



You as Head of History at the Dearne ALC

Middle leaders at The Dearne lead, drive and innovate. Subjects are grouped into Faculties and Humanities includes History, Geography, RE (Ethics) and Psychology. The Faculty is based in its own bespoke suite of rooms and teaching spaces within our state of the art new building. All rooms are fully furnished with modern technologies and SMART boards and are part of a light airy working environment, offering opportunities for innovation and creative approaches when appropriate.

The Head of History will work with the Head of Humanities and Head of Geography in sharing leadership responsibilities covering aspects of the Faculty's work.

Much emphasis has been placed on improving the quality of teaching and learning across the whole school and the Humanities Faculty has grown and developed its practices as well as individuals developing as professional colleagues. A friendly and welcoming team, the Head of Faculty leads a team of staff who offer a broad range of experiences and skills. The Faculty is always seeking to improve and will be willing to innovate and develop new ideas. This is a tremendous opportunity to develop the Humanities faculty and will be an excellent preparation for a future leadership post.

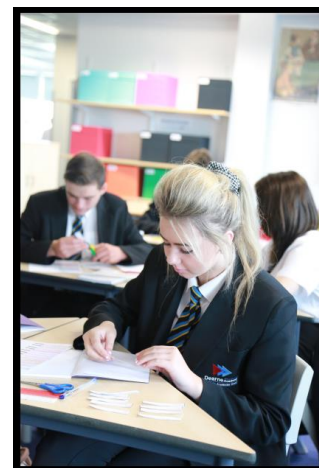


You as a key Middle Leader at the Dearne ALC

OFSTED recognise the strength of leadership at The Dearne and commended Middle Leadership. They comment that: 'Middle and subject leaders are now making a good contribution to improving teaching and to increasing the rate of student progress. If appointed, you will be part of a group of enthusiastic and successful Curriculum leaders who drive and share best practice. A clear and compelling focus on raising attainment and accelerating progress for students is at the heart of their work, alongside creating and developing a broad, balanced and forward thinking provision underpinned by excellence in teaching and student learning.

You developing as a Leader at the Dearne ALC

Our commitment to training and developing our staff is central to the improvements we have made over a number of years. You will be offered bespoke training to support you in your new role. Again, OFSTED commend the 'full programme of training which is matched to the needs of the staff' and you will be able to access weekly CPD and a seminar programme in addition. We know you are our most precious resource so we are committed to ensuring you get the best training we can provide to help you grow into the best school leader you can be.



You as a key player at the Dearne ALC

This is a very exciting time to join The Dearne. Every member of staff is an important piece in the jigsaw which will become the Outstanding Dearne provision. As a middle leader you join us as we are rapidly improving, are rigorously driving and are securing significant success.

Does this sound like you?

Do you want to be a part of something very special?

Then join us at The Dearne!

Our superb Dearne students

The students at the Dearne are a wonderful group of young people. They are lively, outgoing and have much to say for themselves, a characteristic we encourage!

Most of our students live in local communities with high levels of socio-economic deprivation. We believe they deserve an education that is outstanding, full of ambition and aspiration. That is what you commit to providing, if you work at The Dearne.

In December 2016 OFSTED praised our students highly. They said behaviour was 'Good' and:

'Pupils conduct themselves well around the school in a calm and orderly manner'

'Pupils' behaviour and attitudes to learning are good across all years'

'Pupils are helpful, polite and courteous to staff, visitors and to each other. The atmosphere in school is positive, supportive and caring.'

'Pupils are smartly dressed; they like their uniform and are proud of their school.'

'Pupils appreciate the range of opportunities organised by the school to ensure that they are prepared well for life beyond the school.'

We recognise this as being our school on a daily basis and know our students are fine young people whose futures are worth committing to.

Parents and carers

Students are well supported by parents and carers, who likewise overwhelmingly want the very best education for their children. We offer many opportunities to liaise with our community through: Progress Weeks held at the end of every term to review our young people's progress and attainment; rewards events where parents are invited to join us; many evening performances, and the launch of the community cinema where current blockbuster releases create truly memorable evenings!

Our partner primary schools

We have a six week innovative transition for our year 6 to year 7 students and have excellent working relationships with our primary partner schools to ensure a smooth transition. We are now innovating around schemes of work, 'bouncing books' and other initiatives which mean there is a genuine locality hub of schools working together in the best interest of our community.

Other links

We have close relationships with a number of other local schools to share best practice and support our students. We are a lead local school for attendance improvements and our 'SWAPP' scheme to support disaffected students has likewise been commended.



Application Process The Dearne ALC

Application forms are available on the Dearne ALC website, www.thedearnealc.org

A letter of application (no more than 2 sides of A4) is required detailing how you meet the personal specification and why you are the best candidate for the role. Under the following headings in the application form:

- **Experience**
- **General and Special Knowledge**
- **Skills and Abilities**
- **Additional Factors**

Please state 'See attached letter in support of application'.

Any concerns or queries please email dearnerecruitment@thedearnealc.org.

The closing date for applications will be 9am on Monday 14 May. Details regarding interviews will be confirmed with short listed candidates.

Completed applications must be returned to dearnerecruitment@thedearnealc.org

All applications will be acknowledged by the next working day.

THE DEARNE ADVANCED LEARNING CENTRE

Goldthorpe, S63 9EW | Principal: Chris Robinson | NOR: 998



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Head of History
Teachers Main Scale + TLR 2b (£4587)
Required for September 2018

'There is an impressive array of training opportunities for staff' Ofsted 2016

'Value such as ambition, respect and kindness are publicised and promoted throughout the school. This has helped to improve student's behaviour and attitudes to learning' Ofsted 2014

The Dearne ALC (11-16) is proud to serve the Dearne Valley communities and we are within easy access of the A1 motorway meaning Leeds, Wakefield, and Sheffield are on our door step.

We are seeking to appoint an inspirational Head of History with a passion for accelerating progress.

Career development recruitment incentives:

- £500 each year invested in your own CPD programme
- Access and support to follow middle leadership programmes from the outset e.g. NPQML, Teaching Leaders
- Candidates should be looking at this post as a career pathway to middle and senior leadership
- We advise you to come in and speak with the Principal and Principal Designate to discuss the above and shape the next 3 years of your career, thus this post is suitable for experienced teachers.

Ofsted confirmed 'great things are happening at this school' (2014)

- A rise of 16% in our 5 A*-C including English and Maths means we are now over 50% (Basics 55%).
- We are an inclusive community school focused on making sure that all our young people achieve academic success

We love to help our students learn and value the staff who help them do so, thanks to:

- An outstanding 'Teaching school standard' professional development programme for staff at all stages of their career.
- A leadership development programme for all interested high-quality staff.
- A staff social and sporting committee who promote regular opportunities for well-being and team building.

We are looking for a Head of History who really cares about helping our students succeed and is willing to lead and support the development of the History in the Humanities faculty. You will be joining a faculty who works hard to:

- **Put students first** - We create differentiated resources that are engaging and student-centred; our innovative lessons inspire our students to achieve. Our consistently high standards of delivery drive improvements and raise aspirations across both key stages.
- **Supports CPD and career development** - We support and challenge each other's teaching through frequent CPD, team meetings, peer observations and coaching and mentoring for all new staff.
- **Value team spirit and positive working relationships** - We support each other through team-teaching and collaborative planning, fostering a positive working environment.

Join our team and build a wonderful career in a school you are passionate about with students you love to help learn. Visits are welcome and these can be arranged by contacting our Principal, Chris Robinson, via her PA on 01709 892565 ext 1229 or Felicia Swann, HR Manager on 01709 892565 ext 1204

In joining The Dearne ALC you can expect a supportive culture within a school with very high aspirations, moving forward at pace. If you believe that instilling aspiration and ambition can transform the lives of young people then we would love to hear from you.

The closing date for applications will be 9am on Monday 14 May. Details regarding interviews will be confirmed with short listed candidates.

As safer recruiters an enhanced disclosure from the DBS will be required for this post.

The Dearne ALC - Head of History
JOB DESCRIPTION

JOB TITLE:	Head of History
TEAM/FACULTY:	Humanities
JOB PURPOSE:	To act as a lead for history teaching across the school and to assist the Head of Faculty in leading and managing the faculty.
SALARY:	TLR 2b (£4587) Pay portability will be honoured
ACCOUNTABLE TO:	Head of Humanities

STRATEGIC VISION, RESPONSIBILITIES & ACCOUNTABILITIES

This Job Description should be read alongside the range of professional duties of Teachers as set out in Part 10 of the Teachers' Pay and Conditions Document.

The Second in Faculty will be accountable for ensuring outstanding achievement through the development of teaching and learning that drives standards and ensures all students make outstanding progress.

STRATEGIC AIMS - SCHOOL IMPROVEMENT PLAN STRANDS

STRAND 1

VALUES & ETHOS

- Support the HOF in securing the commitment of colleagues, including any non-teaching staff designated to the faculty, to the vision, ethos and policies of the school and to promote the highest levels of outstanding achievement.
- Embed ambition and drive rapid and sustained improvement across the faculty to swiftly secure high levels of achievement and student success beyond national expectations.
- Play an active part in driving whole school improvement through the development of outstanding Teaching and Learning.
- Across the faculty, support and challenge colleagues to achieve the school's strategic priorities.
- Contribute to the implementation of appropriate aspects of the school improvement plan at faculty level; routinely quality assuring, monitoring and evaluating success of strategies.
- Work to remove all barriers to learning and progress for every single - *no child left behind*.
- Be an outstanding role model for both staff and students by promoting positive relationships.

BEHAVIOUR & SAFETY

- Embed the Dearne Value words into the life and work of the students in the faculty to support the raising of expectation and aspiration.
- Through rigorous monitoring and support, work with the HOF to ensure that colleagues within the faculty implement and adhere to the school's behaviour management policy, ensuring the health and well-being of students is maintained at all times.
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and support differences to ensure equal opportunities for all.
- Appreciate and support the role of others within the faculty providing feedback to support progress and challenging underperformance.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Communicate with parents in a professional manner at all times, promptly responding to parental enquiries by telephone, letter or email as appropriate.

STRAND 2

ACHIEVEMENT & STANDARDS

- Lead the progress, attainment and achievement of all students studying history across the school
- Work with the HOF to ensure that assessment data is used effectively within the department and in a formative way to drive achievement beyond national expectations.
- Arrange faculty intervention to address underperformance and swiftly secure high levels of achievement and success beyond national expectations.
- Work with the HOF to identify and eliminate barriers to learning across the faculty and ensure that currently low performing groups including all FSM students, SEN and boys rapidly secure and sustain significantly high achievement compared to national figures.
- Support colleagues in the preparation of high quality lessons and schemes of work, facilitating the effective use of assessment for learning across the subjects and key stages within the faculty to ensure that high aspirations impact positively on raising achievement beyond national expectation.
- Where necessary work with partner Primary schools to facilitate a smooth transition from KS2 to KS3 for students in subjects within your faculty area.

TEACHING & LEARNING

- Play an active part in shaping the direction of teaching and learning across the whole school by being part of the Dearne Pedagogy in Practice Group; contributing ideas, sharing outstanding practice and being open to any avenue of change that drives standards and creates a 'buzz' around learning, progress and achievement.
- Support the HOF in the monitoring and evaluation of standards of teaching and learning within the faculty.
- Working alongside the HOF, use the outcomes of learning walks, work scrutiny, student and teacher voice to plan and deliver high quality CPD to enhance the practice of colleagues within the faculty leading to rapid and sustained progress for students.
- Create a climate within the faculty whereby effective, independent learners are supported through innovative and challenging lesson design to maximise their potential.
- Actively help the HOF to plan and lead faculty INSET on teaching and learning issues, contributing to the dissemination of current developments and thinking in Humanities.
- Work closely with the HOF to ensure that the Humanities curriculum and Schemes of Work are appropriate for and accessible to all students.
- Consistently model the teaching of good or better lessons that motivate, inspire and improve student attainment and embed an Open Door ethos across the faculty.

STRAND 3

WIDENING OPPORTUNITIES

- Actively coach and mentor colleagues to drive standards of teaching and learning, particularly the innovative use of modern technologies to enhance learning and progress.
- Lead colleagues in the faculty to create weekly extra-curricular opportunities for students to increase enjoyment and engagement in Humanities
- Support colleagues in developing their skill set to provide succession planning within the faculty.
- Support the delivery of programmes to improve the quality of teaching.
- Contribute effectively where necessary to the induction programme for new teachers and those who are new to the school.
- Organise with staff and students competitive and collaborative competitions, e.g. debating sessions and spelling competitions.

LEADERSHIP

- Challenge underperforming staff, put in place appropriate support and monitor and evaluate progress towards agreed targets.
- Actively develop leadership and management skills in others.
- Effectively appraise those colleagues for whom you have responsibility within the whole school appraisal policy, maintaining dialogue throughout the year.
- Create, innovate and implement student leadership opportunities across the faculty.

- Assist the HOF in effectively managing the budget for the faculty, being accountable for planning and allocating resources across the teaching groups and over the academic year.

GENERAL

- Take on specific leadership and management tasks related to the day to day running of the faculty.
- Deputise for HOF when necessary.
- Undertake administration and organisation of the faculty as requested by the Principal.
- Create and maintain positive and supportive relationships with parents, governors and the wider community.
- Engage with appropriate training opportunities to promote professional effectiveness in your role and to support the work of the faculty.
- Any additional tasks by agreement with the line manager which are commensurate with the responsibilities and remuneration for this post.

SAFEGUARDING

- The Dearne ALC is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including enhanced DBS checks

April 2018

**The Dearne ALC - Head of History
Person Specification**

Key Element	Detail of personnel specification	Essential	Desirable	Method
1. Relevant Experience	You will have a proven track record of:			
	1. Teaching in education at a secondary level and a proven track record of delivering successful outcomes for students.	✓		A/I/R
	2. Experience of successful student outcomes in GCSE History for at least 2 years	✓		A/I/R
	3. Successful experience of monitoring, evaluating and improving student achievement at Key Stage 3 and Key Stage 4.	✓		A/I/R
	4. Designing and developing resources to support learning	✓		A/I/R
	5. Successful teaching experience in the secondary phase - Good or Outstanding teaching under the new OFSTED framework	✓		A/I/R
	6. Prepared to teach RE as part of teaching allocation.	✓		
2. Qualifications	7. Relevant experience of teaching A-Level		✓	A/I/R
	1. A Graduate with Q.T.S. status	✓		A/C
	2. An upper second class degree or better in a Humanities subject		✓	A/C
	3. 'A' level in a Humanities related subject	✓		A/C
3. Training	4. 'A' level grade in a Humanities related subject at B grade or above		✓	A/C
	1. Evidence of additional recent and relevant continuing professional development	✓		A/I/R
	You will be able to demonstrate: 1. An up to date knowledge of the latest developments in pedagogy	✓		A/I/R

4. Specialist Knowledge and Skills	2. Excellent subject knowledge in your area of expertise	✓		A/I/R
	3. High level communication, organisational and management skills	✓		A/I/R
	4. An understanding of the factors contributing to successful outcomes in education for young people	✓		A/I/R
	5. The ability to secure improvement in provision supported by the ability to analyse and interpret data effectively	✓		A/I/R
	6. An understanding of equal opportunities in secondary education	✓		A/I/R
	7. Skilled in the use of ICT and modern technologies and possessing understanding of its potential contribution to school provision and improvement	✓		A/I/R
5. Personal Attributes	You will be able to demonstrate you are or have:			
	1. An absolute belief and commitment in the capacity of every single child to be successful, and an understanding that every child really does matter	✓		A/I/R
	2. Strong personal drive – a self-starter and a task completer; a ‘can-do’ positive attitude and approach	✓		A/I/R
	3. A team player	✓		A/I/R
	4. Personal impact and presence – a ‘hands-on’ approach	✓		A/I/R
	5. Emotional intelligence with the ability to recognise and manage stress in self and others	✓		A/I/R
	6. Commitment to learning for self and others and the development of own and others’ skills and knowledge	✓		A/I/ R
	7. A liking for and the ability to inspire, enthuse and motivate members of the school and wider local community	✓		A/I/R

	8. Commitment to professional development in self and others – to coach, mentor and support colleagues in managing and evaluating all areas of their professional roles	✓		A/I/R
	9. Commitment to safeguarding young people	✓		A/I/R
	10. Commitment to the principles of comprehensive and inclusive education	✓		A/I/R
	11. Commitment to abide by and uphold the policies on Equal Opportunities; Health and Safety and Child Protection at The Dearne ALC	✓		A/I/R
	12. A willingness and ability to be flexible	✓		A/I/R
	13. Openness, optimistic, energetic, and enthusiastic in demeanour and dealing with others	✓		A/I/R
	14. Honesty, integrity and care in approach and in relationships – a desire to do the right thing because it is <i>the right thing to do</i> and not simply because it is required of them	✓		A/I/R
	15. To enjoy working within an environment which is very challenging at times	✓		A/I/R
	16. Good personal time management skills	✓		A/I/R

Key: A = Application

C=Certificates

I = Interview

R = References