



Faculty Head



WILBERFORCE
sixth form college



Sixth Form Colleges
Association





WILBERFORCE
sixth form college

Dear Enquirer

Thank you for your interest in the post of Faculty Head at Wilberforce College. Full details are attached.

As a specialist 16-19 Sixth Form College, we are delighted with the results our students achieve. The College is clear in its ambition to be outstanding in all that we do.

Wilberforce College is an excellent place to work with both staff and students contributing towards a purposeful and supportive environment which values each individual.

I hope that when you have read the details in this pack, our recent 'Good' Ofsted report and visited our website at www.wilberforce.ac.uk, you will feel encouraged to apply.

The closing date for applications is **Monday 14 March 2022 at 9.00am**. Interviews will take place during w/com 21 March 2022.

I look forward to hearing from you.

Yours faithfully

Colin Peaks
Principal



About Wilberforce Sixth Form College

Wilberforce Sixth Form College has a culture of high aspiration and we are committed to providing an outstanding educational experience for all of our students. All aspects of College life are focused on providing students with every opportunity to become independent, motivated and successful individuals who will contribute on an international stage. Success is central to our aims. We have adopted a core values statement. It is our intention that by applying these values and behaviours the College will become outstanding in every area of work.

| Core Values |
|-----------------------------------------------------------|
| • We conduct ourselves with integrity and respect for all |
| • We make students' experience central |
| • We value individuals and promote self-esteem |
| • We work as a team |
| • We encourage innovation, creativity and enjoyment |
| • We aim for excellence in everything we do |

The College's aim is to be an outstanding College, with an innovative curriculum that supports all students to achieve the best possible life chances.

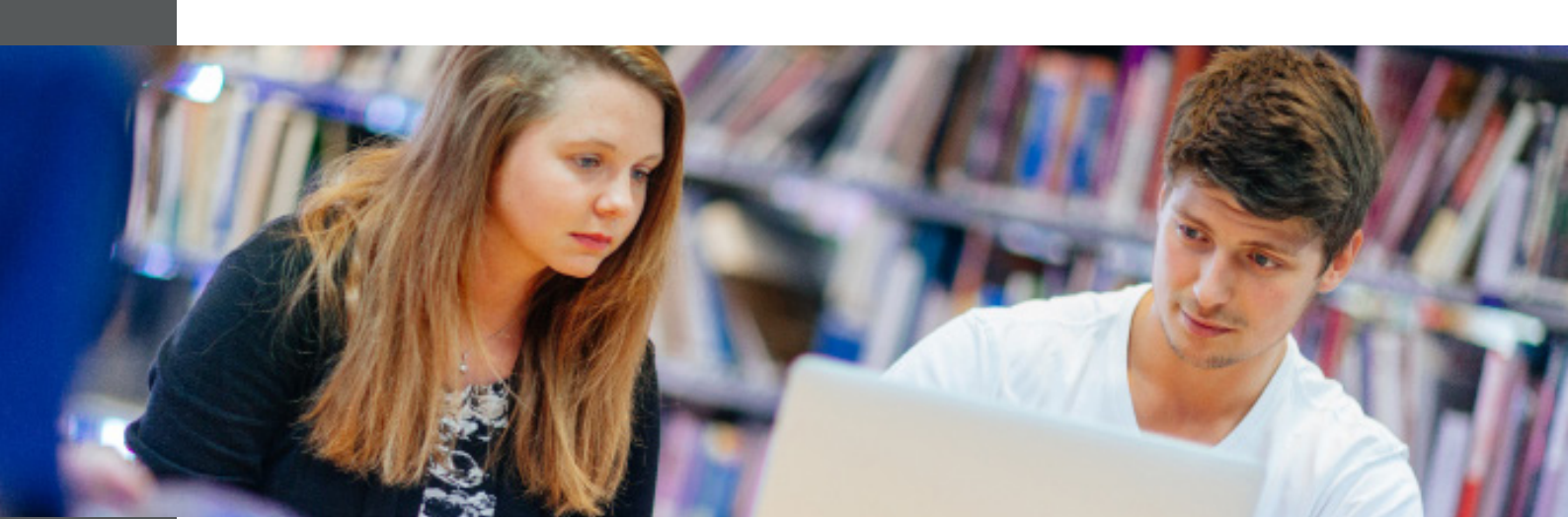
The three core priorities are:

Outstanding outcomes

- A fully ambitious, challenging curriculum that provides students with first rate qualifications.
- Aspirational and stimulating teaching and learning that engages all students at all levels.
- Stretch and challenge of all groups of students to ensure that all reach their potential, and there are no significant gaps.
- A student support framework that proactively removes barriers to learning.

Outstanding progression

- A curriculum that is aligned to local and national priorities that enables all students to progress to their chosen destinations.
- Students are equipped with the skills, knowledge and behaviours needed to progress in education and employment – including proficiency in English and Mathematics.
- Students are educated and supported to make decisions that ensures their long-term health and well-being.

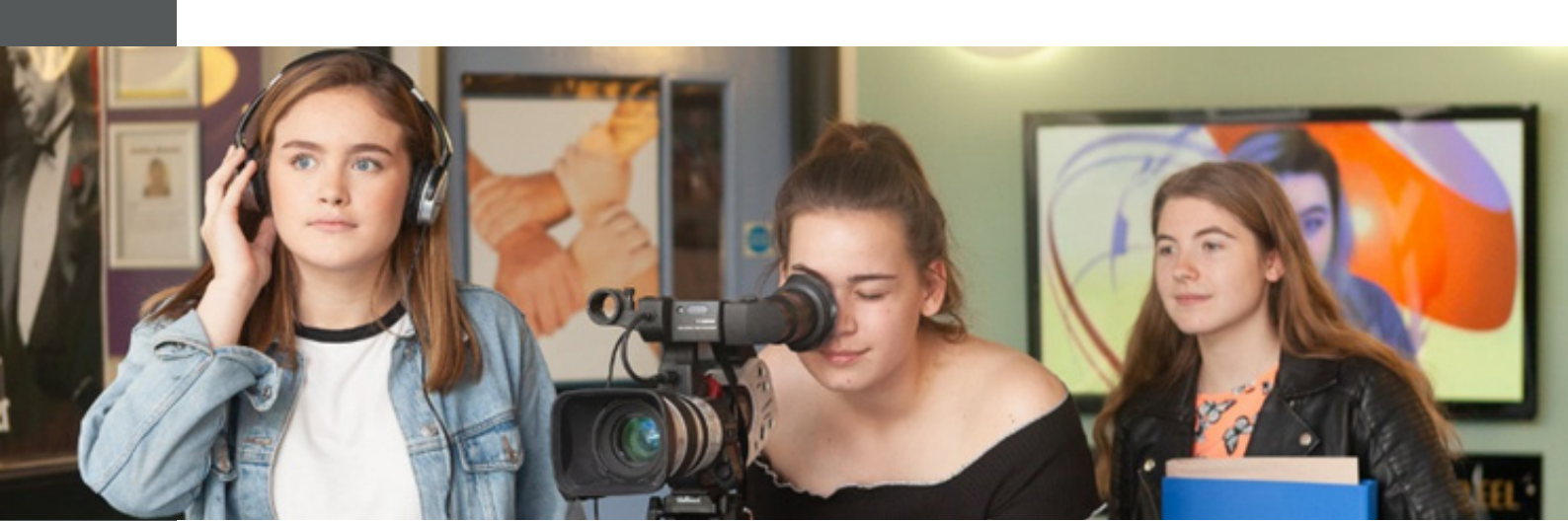


Outstanding experience

- Students have access to a wide, rich set of experiences through the curriculum, tutorial, and the programme.
- High expectations of behaviours and attitudes ensure all students develop a strong work ethic, resilience, and determination.
- Sustainable growth in student numbers that maintains a vibrant, interactive learning environment, in which students are highly challenged.
- A College environment with first class facilities, welcoming, accessible and a place everyone enjoys being in.

The City of Hull and surrounding region is experiencing rapid and exciting change, which has the potential to transform opportunities for young people in the area. The College occupies a large university style campus on the eastern edge of the city. Although our primary focus is to serve students from secondary schools in the City of Hull, our strong reputation means that we also attract many students from the surrounding Holderness towns and villages. Wilberforce College inspires learners to develop a passion for knowledge and love for learning. Our students receive a truly holistic education through an outstanding enrichment offer, including our upskilling programme, employability and workplace links, trips and visits, Student Council and the Excellence High Flyers pathway. The College has received several accolades in recognition of its outstanding work. In September 2020 we were awarded Microsoft Showcase College status making us the only sixth form in the UK to have achieved this high standard. In addition to this, we are the only educational establishment in Hull and the East Riding to be named as a Demonstrator College by the DfE. This has enabled our staff to use their expertise to support and train other teachers, locally and nationally, in delivering digital learning. In 2018, the College was awarded Maths Centre for Excellence status by the DfE. As one of 21 centres awarded this, we demonstrated the commitment, capacity and system leadership to drive innovation and improvement both at Wilberforce College and beyond.

The College's student population is mixed. We take many students from areas of economic disadvantage, as well as some rural and affluent areas. The College is recognised for its success in serving the needs of the local community, a fundamental commitment of the governing body. Students have on average, a lower GCSE score than students in other Sixth Form Colleges. However, the College's academic performance is testament to the potential of these students and what they are able to achieve with excellent teaching, great support and high quality resources. The College's curriculum is innovative, exciting and dynamic, and there is a strong commitment to ensuring that the student experience is outstanding for all. There is a relentless focus on the quality of classroom provision with the aim for every lesson to deliver the highest standard of education. We offer a full suite of academic and vocational subjects, and distinct vocational pathways. As a result of the local demographic, we offer Level 2 and Level 3 qualifications to support students to reach their full potential.



The five faculties have developed a responsive curriculum to meet local and national employment needs and to support and challenge our students into the top destinations.

Below is the destination data from 2020/21:

- 54% of pure A Level students went to H.E.
- 58% of those on mixed programmes at Level 3 went to H.E.
- 36% of those on vocational programmes at Level 3 went to H.E.
- 37% of vocational went on to employment.
- 8% of vocational went on to apprenticeships.

In February 2018 the College was judged to be good in all areas by Ofsted. Inspectors commented that:

“The leadership team and staff have continued to implement a clear and ambitious vision to provide high-quality study programmes for the young people of East Hull. As a result, the high standards of education and training have been sustained since the previous inspection.”

“Managers have made very good progress in improving further the quality of teaching, learning and assessment. They have developed a culture of continual improvement that ensures that teachers develop their practice to a high standard and share their ideas and expertise effectively with their colleagues. Students rightly value the teaching they receive and enjoy their studies.”





Faculty Head - Business, Maths and related subjects

Wilberforce College currently has five faculties. Due to the retirement of a longstanding Faculty Head we are seeking to recruit a highly motivated and driven leader ready for the next stage of their career. Management experience is essential and preference will be given to the right candidate rather than a subject specialist.

The role presents an excellent opportunity for a driven, ambitious leader. Working as part of a team of five Faculty Heads, you will form part of the wider College Management Group and be key in shaping the future success of the College in its drive to be outstanding. The Faculty Heads work closely with members of the Senior Leadership Team, so this post offers a great opportunity for those who want to gain experience to reach senior level. The College invests in its staff ensuring that staff are developed and progress within the institution.

As of September 2022 each faculty will also have a Deputy Faculty Head. The purpose of the Deputy is to provide support to the Faculty Head in carrying out faculty leadership duties and supporting the delivery of key priorities across the faculty.

This is a key role within the College and strong leadership skills are paramount. You will be responsible for inspiring, challenging and motivating teams and individuals to achieve excellence in all aspects of teaching, learning and assessment.

Wilberforce College's mission is to be an outstanding College. We work with our students and the community to raise aspirations and enable all students to fulfil their potential.

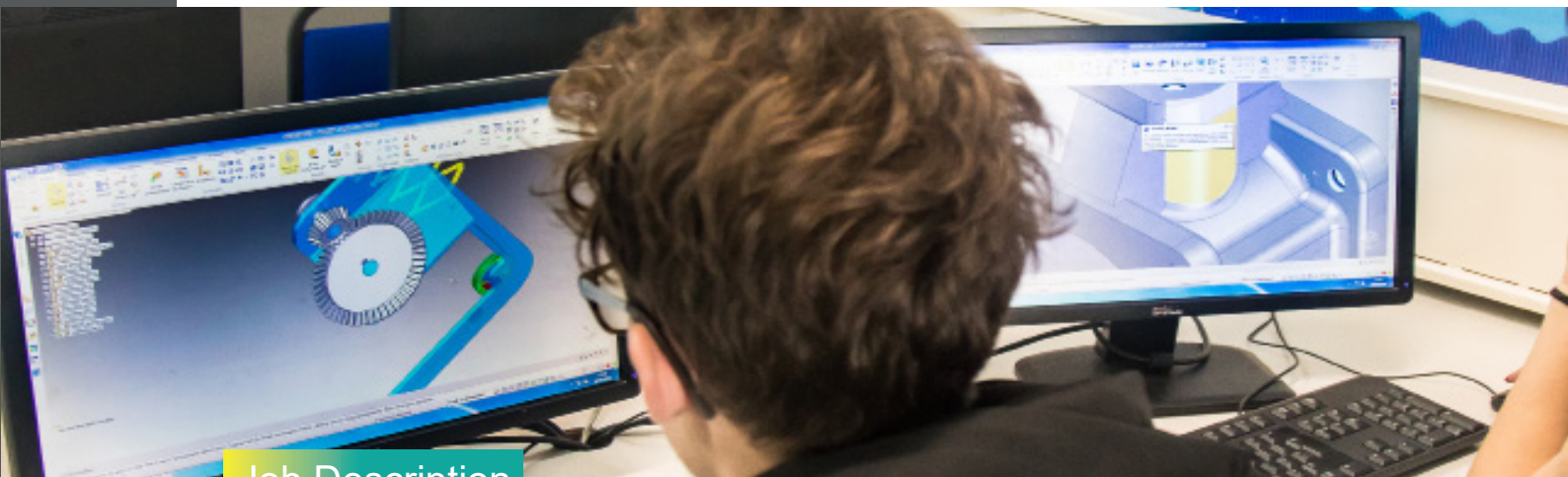
The successful candidate will have:

- excellent leadership skills and willingness to develop further
- the ability to drive improvement
- a commitment to Wilberforce College's ethos of excellence

Working at Wilberforce College offers an exciting opportunity for the successful candidate to:

- work within the Sixth Form sector with young adults predominately aged between 16-19
- be involved in shaping the future success of the College
- work with a dynamic and forward thinking leadership team
- work with committed, dedicated and adaptable staff
- be part of a College with a fantastic reputation for serving its local community

If you would like to discuss the role further then please contact the College HR Office (personnel@wilberforce.ac.uk) and a telephone appointment can be booked with a member of the Senior Leadership Team.



Job Description

| | |
|------------------------|-------------------------------------------------------------------------------------------|
| Job Title: | Faculty Head |
| Responsible to: | Deputy Principal |
| Salary: | L1 to L4 on the SFCA Leadership Scale (currently, £49,268 per annum to £52,491 per annum) |

Purpose of the Post:

The post-holder will be responsible for leading on teaching, learning and assessment to ensure excellent outcomes for students. This is a key managerial role, where responsibility lies for implementing whole College aims and policies in day-to-day activity, ensuring strong recruitment, high quality teaching, learning and assessment and clear communications through the faculty. You will oversee a broad curriculum, ensuring the development and maintenance of effective learning.

Main tasks:

1. Support SLT in managing College operations.
2. Take a pro-active role in student recruitment.
3. Develop and promote the faculty curriculum offer in order to maximise recruitment of students.
4. Effectively lead and manage the curriculum to meet the students' needs in order to raise student participation and achievement, and generate sustained improvements in student outcomes.
5. Support the College's development of curriculum in relation to our potential T level offer and in relation to local labour market needs and trends.
6. Contribute pro-actively and in a timely manner to quality improvement and assurance processes.
7. Use data effectively to track and monitor student progress and intervene when necessary to ensure good or better outcomes for students on their courses.
8. Support improvements in all aspects of teaching, learning and assessment at the College.
9. Critically evaluate and support TLA to ensure they are consistently good or better for all students. Where standards fall below expectations, take timely action to address issues to ensure students are not disadvantaged.
10. Contribute to and manage a successful programme of enrichment for the faculty.
11. Provide effective management of the faculty for staff and students.
12. Actively promote the College's Core Values, securing the commitment of all curriculum staff to the College's mission and ethos.
13. Continue to undertake staff development as appropriate.
14. Perform other such duties as reasonably correspond to the general character of the post and are commensurate with its level of responsibility.



Person Specification

| | Essential | Desirable |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| Qualifications and training | | |
| Teaching qualification: Postgraduate Certificate of Education or equivalent QTS | ✓ | |
| Honours degree or equivalent qualification relevant to areas of teaching post | | ✓ |
| Master's degree or further professional qualification in relevant areas of teaching, administration or management/leadership | | ✓ |
| Evidence of continuing personal / professional development throughout career | ✓ | |
| ICT skills to level 3 or above | | ✓ |
| Assessor qualifications or experience of assessment of vocational qualifications | | ✓ |
| Experience and knowledge | | |
| The role of Sixth Form Colleges | ✓ | |
| Knowledge and experience of the range of qualifications offered in College e.g. A Level; T Level, BTEC; GCSE; etc. To include: Assessment methods; Course Development; Programme planning; National Bodies involved in Curriculum Development and Planning | ✓ | |
| Experience of leading a team in curriculum planning delivery; assessment and review | ✓ | |
| Experience of teaching a range of subjects offered by the College | | ✓ |
| Knowledge, skills and experience of the assessment and development of quality in Teaching, Learning and Assessment, including observation of lessons and staff development | ✓ | |
| Knowledge and understanding of the College Quality Cycle and Self-Assessment Reports | ✓ | |
| Experience of the role of personal tutor and or guidance of students onto programmes, on-programme and progression routes and the delivery and assessment of tutorial and core programmes | ✓ | |
| Experience of liaison activities and or curriculum planning 14-19 | ✓ | |
| Knowledge of funding methodology for Sixth Form College and current developments and understanding of its practice | | ✓ |
| Experience of development planning and resource allocation | | ✓ |
| Knowledge and understanding of post-16 Ofsted inspection | | ✓ |
| Skills, attributes and qualities | | |
| Interest and enthusiasm for working in a 16-19 educational setting | ✓ | |
| Proven track record of successfully leading and motivating students and staff | ✓ | |
| Ability to use effective communication methods to support management, planning and review activities | ✓ | |



Person Specification

| | Essential | Desirable |
|--------------------------------------------------------------------|-----------|-----------|
| Skills, attributes and qualities | | |
| Proven track record of successful leadership skills | ✓ | |
| Highly adaptable and flexible attitude | ✓ | |
| Ability to contribute to wider College activities | ✓ | |
| Exemplary organisation and planning skills | ✓ | |
| Willingness to undertake travel in line with the needs of the role | ✓ | |

How to apply

Thank you for enquiring about the post of Faculty Head at Wilberforce Sixth Form College. I hope the information in this pack encourages you to apply.

After reading through the details in the attached pack, please:

1. Complete an application form.
2. Include a statement in support of application in the space provided on the application form. This should outline why you feel you are suitable for this role. Please limit your statement to two sides of A4.
3. Complete the Safeguarding and Equal Opportunities forms.

Completed applications can be sent by:

- Post (or deliver) to:

HR Office
Wilberforce Sixth Form College
Saltshouse Road
Hull
HU8 9HD

- Email to: personnel@wilberforce.ac.uk

You may send in a CV to support your application but you must still complete the application form in full.

The closing date for applications is at **9.00am on Monday 14 March 2022**.

If you have any questions or queries, please contact the HR Office on 01482 711688 or personnel@wilberforce.ac.uk.

PLEASE NOTE

Due to the large number of applications we receive it is not possible to contact unsuccessful applicants prior to interviews being held. If we haven't contacted you within 28 days of the closing date you can assume that this time your application has been unsuccessful.

We are unable to give feedback to those applicants who have not been shortlisted.