

The South Wolds Academy and Sixth Form



Humanities Performance Leader Application Pack

April 2023



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Dear Applicant

Humanities Performance Leader

Thank you for your interest in this post.

The South Wolds Academy is a popular, high-attaining 11-18 school. Our main aim is to enable every student to achieve their academic and social potential. We strive to achieve outstanding attainment and care, guidance and support, underpinned by a strong programme of enrichment that prepares our students for the rest of their lives. In December 2019 OFSTED judged us to be a good school with many outstanding features and the most recent report can be found on our website. We are regularly one of the 10 highest performing schools in Nottinghamshire and our "culture of high achievement is prevalent in all that we do.

At the centre of our improvements are outstanding staff who are committed to taking every possible step to enable our students to enjoy and succeed. If you are successful in your application for this post then you can rest assured that we will be absolutely committed to your professional development, work-life balance, and career aspirations. Governors, senior leaders and I are committed to enabling all staff to fulfil their roles successfully, to flourish professionally and prepare for the next stage of their career.

Perhaps our school is best summed up by OFSTED who reported that "pupils achieve well within a culture of high ambition" and "teachers have high expectations of what pupils can achieve". We are looking for someone who can make a major contribution to our great school and further enhance our students' experience.

We would urge all candidates to explore the school website www.southwolds.co.uk to find out more about our great school and students. Alternatively you can follow us on twitter (@SouthWolds) or Facebook for an easier way of staying in touch.

South Wolds is an exciting place to work – a place where staff and students do have a smile on their faces. We would be delighted to hear from you if you decide to apply for this post. Please complete an application form and use the "Additional Information" section to explain:

- How your training and experience to date have prepared for you this post;
- What difference you will make to the students if you are appointed; and
- Why we should appoint you to this post.

We look forward to hearing from you. **The closing date for applications is 9.00 am on Monday 15th May 2023.** Interviews are expected to take place on Thursday 18th May 2023. We reserve the right to interview suitable candidates prior to that date. Should this prove successful we may close to new applicants earlier so please don't delay in submitting your application.

If you have any queries then please contact Jo Egglenton by phone or email jegglenton@southwolds.notts.sch.uk

Yours sincerely

Halina Angus
Head Teacher

Humanities (History and Geography) at South Wolds

The Humanities (history and geography) department at South Wolds is an enthusiastic and hard-working team, committed to delivering high quality teaching, a rich learning experience and excellent examination results for all students.

Key Stage 3

At Key Stage 3 students experience three-four geography and history lessons each per fortnight. Our history Key Stage 3 schemes of work have been designed to allow students to study a wide range of topics in a variety of ways. The time period covered over the three years goes from 1066 to 1989 and students demonstrate their knowledge and understanding through extended writing, project work, model-making, presentations and drama. We are unique in that we also offer Fristory as an option in Years 7 and 8 which is essentially History taught in French. In geography, contemporary topics are taught alongside key geographical mapping and fieldwork skills.

Key Stage 4 and 5

Our GCSE and A-Level courses are well established and prove a popular option for GCSE and sixth form study. Students have 5 hours per fortnight at GCSE and 8 hours per fortnight at A-Level. Teachers are expected to teach across all key stages in their subject specialisms.

Students study AQA Geography at GCSE and A-level, teaching content of both human and physical geographical information. For the last three years approximately a third of the Year 13 class have chosen to study Geography at degree level at institutions such as The University of Birmingham, Liverpool and Newcastle. This reflects the students' passion and enjoyment of the subject at South Wolds. Field trips are a prominent part of our curriculum with recent trips including Iceland, Amalfi Coast and the annual Year 12 Overstrand Kingswood Centre. These are a great way for students to interact with the landscapes that they have studied whilst forming lasting relationships with their peers and teachers.

At Key Stage 4 history follows the Edexcel specification. The topics covered in Year 10 are Medicine Through Time and Weimar and Nazi Germany. In Year 11, we cover the Cold War and Elizabethan England. History is a popular A Level subject. We follow the AQA syllabus: the topics covered are Russia 1917 to 1953 and Tudor England, 1485 to 1603. The coursework option is Civil Rights in the USA, 1865-1965.

The department also takes part in the annual Geography STEM Project through an active link with the new Barratt Home Development in Cotgrave. This enables students to see the use of Geography in the working world and to gain an extra qualification through the BRONZE Crest Award.

We are a close knit and supportive team with a wealth of experience and a desire to embrace new ideas. You will have your own teaching room which is furnished with whiteboards (interactive and normal), speakers and ICT facilities. We have access to IT both in the department and in the nearby ICT suites. We look forward to being joined by a dynamic, innovative and enthusiastic leader and practitioner who is committed to providing a stimulating and rewarding learning experience for every student at South Wolds.



The South Wolds Academy and Sixth Form

Role: Humanities Performance Leader – History specialist

Grade: Mainscale - UPS

TLR: 1a

Responsible to: The Senior Leadership Team

Job Purpose

As Humanities Performance Leader you will lead, manage and develop the subject areas of history and geography. You will lead, manage and develop the teaching and other academic aspects of the work of a team of teachers, including implementing and delivering an appropriately broad, balanced, relevant, differentiated, challenging and inspiring curriculum for students. Your leadership will accelerate progress in order to promote strong outcomes for all learners and you will ensure that the history and geography subject areas are vibrant, interesting and enriching.

Main Areas of Responsibility

- Lead in the delivery of Humanities subjects (history and geography) and design of the curriculum.
- Teach, and model for others, engaging and effective subject teaching that motivates, inspires and improves pupil progress for all.
- Be the lead history teacher at South Wolds.
- Secure academic outcomes in line with the targets set through the Academy's target setting policy.
- Monitor, evaluate and continually improve the quality of planning, teaching and assessment of all members of the Humanities (history and geography) teaching team.
- Monitor and support the practice of all members of the Humanities team to ensure they are following all areas of subject and Academy policy accurately and appropriately.
- Review and refine the curriculum, planning, teaching and assessment across the Humanities team on a regular cycle to continually improve the subjects' outcomes.
- Regularly monitor the quality of teaching in line with Academy's expectations and provide effective feedback and coaching to individuals to ensure subject teaching continually improves.
- Create an orderly subject environment in which the Academy's culture and ethos is upheld.
- Secure a Humanities curriculum offer that is ambitious, inclusive and inspiring.
- Remain abreast of subject specific developments and policy change, advising the senior team of the Academy's strategic direction for the Humanities subject areas that will support pupil progress.

Outcomes and Activities

Leadership and Management

- To monitor and evaluate the progress of humanities staff and students towards meeting the overall aims and objectives.
- To undertake Appraisal Review(s) and to act as reviewer for other school staff.
- To support colleagues to be successful in their own leadership role through mentoring, coaching and line management.
- To contribute to mentoring/coaching programmes and induction of new staff and ECTs to develop powerful, consistent practice across the Academy.
- To plan, direct and lead subject specific training within Humanities as well as contribute to whole school professional training as appropriate.

- Manage resources, financial or otherwise, efficiently and effectively, ensuring that policies and procedures are adhered to.
- Support the Academy's aims and objectives and policy decisions and contribute to their evolution, implementation, monitoring and evaluation.
- Attend Curriculum Steering Group meetings with other middle leaders.
- Through self-evaluation, monitor progress made in achieving targets and evaluate the impact on teaching and learning.
- Line manage members of the Humanities staff as determined and in agreement with the Head Teacher.

School Ethos and Culture

- Support the fostering of a strong sense of Academy ethos amongst staff and students.
- Promote consistent implementation of behaviour policy and system of rewards and sanctions.
- Act as a positive role model to staff and students.
- To carry out supervisory duties as directed, and promote high standards of behaviour and respect.

Teaching and Learning

- Teach outstanding lessons that motivate, inspire and improve student progress.
- Ensure a high quality learning experience for students across history and geography which meets internal and external quality standards.
- Assess in line with Academy policy, monitor students' progress, set targets and respond accordingly.
- Be a reflective practitioner, keen to receive feedback, and continually seek to improve.

Marketing and Liaison

- Take part in the effective promotion of subjects at Open Days/Evenings and other events
- Undertake training and development relevant to the post and in line with the Academy's priorities.

Person Specification – Humanities Performance Leader

This is the specification to which we shall be working throughout the selection process. Your letter of application will be part of this process and will need to address these areas wherever possible.

Education and Qualifications	Essential	Desirable
Good honours degree in relevant subject (2:1 or above)	✓	
Qualified Teacher Status	✓	
Masters degree in relevant subject or Education/further study		✓
NPQ in middle leadership		✓
Knowledge and Skills	Essential	Desirable
Outstanding classroom practitioner who can lead by example.	✓	
Good understanding of your subject secondary curriculum, key stages 3 to 5	✓	
Experience of leading or supporting leadership of a department or providing support to a school/department	✓	
A record of appropriate and continuing CPD	✓	
Knowledge of Ofsted inspection framework and evaluation schedule		✓
Good understanding and knowledge of examination specifications	✓	
Successful experience of teaching, for a minimum of three years, at key stages 3, 4 and 5	✓	
Experience of exam board marking		✓
The ability to implement effective appraisal and performance management and act on any issues that arise from the reviews.	✓	
An ability to use and interpret data in order to design and implement intervention for individuals or groups of students who are underperforming	✓	
To be able to develop intervention strategies for improvement, following analysis/review of data and/or performance		✓
An ability and enthusiasm to exploit the possibilities and potential of history and geography within and beyond the classroom	✓	
Relentless focus on high standards	✓	
Personal Qualities and Attributes	Essential	Desirable
Outstanding relationships with students and staff members which promotes excellent classroom discipline and progress	✓	
Ability to work accurately and to deadlines, work flexibly and under pressure and maintain confidentiality	✓	
Authority and ability to inspire confidence in teaching and support staff, students and parents alike.	✓	
Demonstrated ability to motivate, coordinate, delegate and empower others.	✓	
The ability to communicate with colleagues, parents and students verbally and in writing.	✓	
In addition to the above, you will have the right to work in the UK and also be expected to demonstrate how you meet the following general criteria:		
Committed to safeguarding and promoting the welfare of children		
Ability to relate well to children and young people		
Ability to work effectively in a team and relate to all people		
Ability to stay focused whilst being able to problem solve and use own initiative as appropriate		
Ability to organise, prioritise and complete tasks efficiently and effectively		
Ability to communicate effectively and to impart clearly knowledge for the benefit of others		
Flexible, adaptable and professional approach to work		
Openness to new ideas		
Punctual, reliable and an ability to keep to deadlines		
Ability to maintain confidentiality		
<i>We reserve the right to ask candidates who are shortlisted for interview to verify any statements made on their application form.</i>		