



Penistone Grammar School
Second in Department:
Social Science

Never Stop Flying



Penistone Grammar School

Never Stop Flying

Principal: Mr P Crook (B.Ed Hons)
Huddersfield Road, Penistone, Sheffield, S36 7BX
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Achieving Excellence through a Values Driven Education

11 March 2024

Dear Applicant

Thank you for expressing an interest in Penistone Grammar School. I hope that the information in this pack is helpful in providing an insight into our learning community.

Penistone Grammar School really is a special place to work. There's no doubt that our amazing student body of 1,900 and our state-of-the-art building, set in beautiful surroundings, make coming to work worthwhile. However, what really makes Penistone the school it is, is our staff. Our success as a school is directly attributable to the collaborative interaction and support between colleagues, complemented by a commitment to doing all they can for the benefit of each and every one of our students. We value the unique contribution each member of staff makes to our learning community.

If you would like to apply for this post, please complete the attached application and write a supporting statement on the following:

- Why you want to apply for this post
- Your relevant experience and skills that make you a suitable candidate

Your statement should be no more than 2 sides of A4 (font size 12). If you have any queries about any aspect of the post, please do not hesitate to contact Sue Williams, HR Officer on 01226 762114 ext 1022 or swilliams@penistone-gs.uk

Yours sincerely

Mr Paul Crook
Principal



The Quality in Careers Standard >>>>

Aim High



Be Determined



Be Brave



Be Supportive



Be Proud

Penistone Grammar School

We are a large and successful school with state-of-the-art facilities. The school comprises of 1900 students including 300 post 16 students. We are fully committed to meeting the needs of all our students and providing them with the very best teaching and learning. Students come to us from the small town of Penistone and from the surrounding villages. We also take students from further afield and we are over-subscribed. Our intake is genuinely comprehensive although we have retained Grammar School in our name to maintain the link with our history.

As the Principal, I am very excited about our future plans and as a staff we are working hard to make the most of our building to ensure that we can provide fantastic new and exciting learning opportunities. We already share our best practice with other schools. Our ICT infrastructure is first class and the strategic development of ICT is central to the learning and teaching agenda for the school. This is a major focus of the Continuous Professional Development (CPD) programme to make sure that our staff have the skills to deliver new courses and to deliver learning in new and innovative ways. We are focussed on developing our students' ability to learn how to learn and we respond in a structured way to the individual needs of learners. Within this context we are always exploring new approaches to learning for both students and staff. At PGS we are researching and developing the very best pedagogical practice to ensure that Penistone is a flagship for innovation and creativity.

We are a vibrant, oversubscribed 11 to 18 comprehensive school with excellent GCSE results across all subjects; we are recognised as one of the highest performing schools in the region in terms of Key Stage 4 outcomes. Our A level results and destinations are equally impressive, with the school placed in the top 10% for performance nationally (according to DFE Figures) and over 98% of all students gaining entrance to their university of choice in 2023.

Our school culture is built around our 5 Core Values: Aim High, Be Brave, Be Determined, Be Proud and Be Supportive. We are also extremely proud of our Values Driven approach. Our last Ofsted inspection was very positive, confirming that we are securely 'good' in every category with many outstanding features.

We have a great deal to offer, we are a happy educational community where the quality of relationships is of paramount importance for both our students and staff. You will be part of an excellent staff team whose aim is to deliver the highest quality learning opportunities for our students and to ensure that they achieve at the highest possible level. We will support your professional development and work with you in the achievement of your professional objectives.

You will work hard if you join us, but the rewards will be great. We hope you are creative, energetic, skilled, knowledgeable and innovative. We hope you will help us to take our school forward to become truly outstanding in every respect.

We look forward to receiving your application and thank you for the interest you have shown.



Second in Department: Social Sciences

Penistone Grammar School, Huddersfield Road, Sheffield, S36 7BX
01226 762 114 - www.penistone-gs.uk - @PenistoneGS

We have a TLR opportunity to join our amazing social sciences team which consistently sees excellent results from our Post 16 students. There may be an opportunity to take on the overall departmental leadership role on a temporary basis. For an exceptional candidate there is also a possibility of a recruitment and retention payment.

Penistone Grammar School is recruiting for a Second in Department for Social Sciences who has the enthusiasm and drive to join this high performing department and contribute to its ongoing success.

Contract: Full Time
Salary Range: MPS/UPS with TLR2 £3213 per annum
Start Date: September 2024

About the role:

You will be a teacher or leader of Social Sciences who has the determination and enthusiasm to make a difference in the life of each and every student you work with. You will share our vision and will have the ability to inspire our young people to achieve more than they believe is possible. You will either have TLR experience or be excited at the prospect of taking on a TLR responsibility as Second in Department.

You should have previous experience of teaching with a proven track record at KS5 with the ability and willingness to teach Psychology (KS5), Sociology (KS4 and KS5) and Criminology (KS5).

About our school:

Our school culture is built around our 5 Core Values: Aim High, Be Brave, Be Determined, Be Proud and Be Supportive. We are also extremely proud of our Values Driven approach. We are a vibrant, oversubscribed 11 to 18 comprehensive school with excellent GCSE results across all subjects and are recognised as one of the highest performing schools in the region in terms of Key Stage 4 outcomes. Our A level results and destinations are equally impressive, with the school placed in the top 10% in the country for the last 3 years of validated outcomes, and over 98% of students gaining entrance to their preferred choice of university in 2023.

We are committed to professional development for all staff, regardless of role. We have an innovative staff development programme, which truly empowers colleagues to take control of their own professional development through a supportive peer-coaching model. Regardless of what point you are at in your career and whatever your aspirations may be, Penistone Grammar School can support you to achieve them.

As a school, we pride ourselves on innovative practice, consistently high standards of teaching and learning, and a commitment to the success of all students, both academically and pastorally. If you share our vision, we want you to be part of our team.

Who can I speak to for more information?

For an application form and pack please contact our Recruitment Partner, Julia Peat at Hays Education on 0114 272 1470 or julia.peat1@hays.com Further information can be found on www.hays.co.uk/jobs/penistone-grammar-school or <https://penistone-gs.uk/current-vacancies>

The closing date for receipt of completed application forms is **Monday 15 April 2024 at 10.00am.**



Post Title	SECOND IN CURRICULUM AREA
Responsible to	CURRICULUM AREA LEADER
Responsible for	Progress of Disadvantaged, SEND, High on Entry students. Other responsibilities in line with school and department priorities
Line management responsibilities	<i>(No line management responsibility)</i>

Shared function of all Seconds in Department at Penistone Grammar School

- Lead by example, at all times, in terms of our Values Driven Education Culture
- Actively communicate the school's vision embodied in the 5 core values
- Raise aspiration, embed ambition and drive improvement by ensuring the highest quality provision and outcomes
- Maintain the highest possible personal and professional standards, leading by example at all times, following the PGS leadership behaviours.
- Implement consistently, effectively and fairly, all policies and procedures generally and specifically in relation to equal opportunities, inclusion and safeguarding
- Actively promote the school's vision, ethos and values internally and externally
- Act as a role model to fellow colleagues and students at all times

	Main Duties	Associated Outcomes
Standards of Achievement	To support the Curriculum Area Leader with aspects of the following: <ul style="list-style-type: none"> • The quality of teaching • The progress of all groups of students in all year groups • Analysis of data to inform intervention 	At least 10% above national benchmarks ALPS 3/APS sig above national
Accountability	To support the Curriculum Area Leader with aspects of the following: <ul style="list-style-type: none"> • The quality of teaching • The progress of all groups of students in all year groups • Analysis of data to inform intervention 	All students make positive progress and the Curriculum Area staff follow all agreed policies and protocols.
Teaching and Learning	To support the Curriculum Area Leader with aspects of the following: <ul style="list-style-type: none"> • Quality assurance and self-evaluation • Monitoring the progress of the department against targets in the SMART and SIP • Ensure positive progress of SEND, disadvantaged and High on Entry students • Ensuring assessment processes are rigorous, accurate and standardised • Ensuring that data is used accurately and to raise attainment 	All teachers in the subject area(s) are routinely good and are committed to developing outstanding practice.
Management of the	To support the Curriculum Area Leader with the following:	The Curriculum Area is well managed and cost effective

	Main Duties	Associated Outcomes
Curriculum Area	<ul style="list-style-type: none"> To ensure good and outstanding teaching and learning on a routinely consistent basis by: Ensure staff have the strategies to support and challenge key groups of learners (SEND, Disadvantaged and HoE) Preparing, monitoring and evaluating schemes of work to ensure that they reflect national curriculum/examination requirements Ensuring progress indicators are used effectively in all lessons or over a series of lessons Promoting a climate for learning that inspires and actively engages students Ensuring that literacy, numeracy and SMSC are appropriately planned for and delivered Ensuring the values driven expectations policy is implemented effectively Developing the use of ICT to enhance students' learning Undertaking rigorous QA in line with the school's policies and procedures which includes work scrutiny to ensure that the school's marking and assessment policy supports students' progress Implement an enrichment programme which inspires a love of learning and thirst for knowledge in our students 	

REVIEW ARRANGEMENTS

The details within this job description were revised in April 2023 and will be reviewed annually.



Post Title	SECOND IN CURRICULUM AREA
Responsible to	CURRICULUM AREA LEADER
Responsible for	<i>(No line management responsibility)</i>

EXPERIENCE	Essential	Desirable
Teaching secondary age students across the age and ability range	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Teaching subjects within the curriculum across the age and ability range	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Setting appropriate learning targets for students	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tracking student progress against targets	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Differentiating work for those students with SEN	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Developing resources/schemes of work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Developing strategies for stretching the most able	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Contributing to department inset on aspects of delivery	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Experience of implementing intervention strategies	<input type="checkbox"/>	<input checked="" type="checkbox"/>

QUALIFICATIONS AND TRAINING	Essential	Desirable
Qualified teacher status	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Good qualifications in a related subject at GCSE, A level and degree level	<input checked="" type="checkbox"/>	<input type="checkbox"/>
ICT literate	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Evidence of further professional development	<input checked="" type="checkbox"/>	<input type="checkbox"/>

LEADERSHIP AND MANAGEMENT	Essential	Desirable
Experience of leading innovation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Experience of leading inset and/or training	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Experience of coaching and/or mentoring colleagues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Experience of leading and managing a whole school initiative	<input type="checkbox"/>	<input checked="" type="checkbox"/>

TEACHING AND LEARNING	Essential	Desirable
Sound subject knowledge within the curriculum area	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to teach GCSE and a willingness to teach A Level	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A willingness to use a range of teaching and learning techniques	<input checked="" type="checkbox"/>	<input type="checkbox"/>



An awareness of equal opportunity issues in teaching	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to set and assess learning tasks that are appropriate to each student for classwork and homework	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to maintain a safe, stimulating, efficient learning environment which is enlivened by relevant regularly changing displays	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to follow the curriculum area's schemes of work and home learning schedules and be involved in regular updating and review	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to assess, monitor and report students' progress in line with agreed whole school policies	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to keep adequate records on students in your charge	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Enable all students to achieve according to their potential	<input checked="" type="checkbox"/>	<input type="checkbox"/>
IT skills and their application to teaching and learning	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Awareness of development in approaches to assessment	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Awareness of Assessment for Learning strategies	<input checked="" type="checkbox"/>	<input type="checkbox"/>

ADDITIONAL FACTORS	Essential	Desirable
A thorough understanding of the requirements of the role	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A commitment to the ongoing development of Penistone Grammar School	<input checked="" type="checkbox"/>	<input type="checkbox"/>
The ability to work as a member of a team	<input checked="" type="checkbox"/>	<input type="checkbox"/>
An enthusiasm for the subject	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A willingness to contribute to school life beyond the curriculum area, in extra-curricular and enrichment activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A willingness to share information and expertise	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Honesty and reliability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A flexible approach to accommodate the changing needs of the school	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A positive attitude	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A willingness to lead by example	<input checked="" type="checkbox"/>	<input type="checkbox"/>

