



CURRICULUM LEADER OF HUMANITIES

This is a rare opportunity to take a vital role at one of the most sought after schools in the South West. We are seeking an outstanding teacher to lead our Humanities Department on a full time basis from 1 September 2022.

The successful candidate will be able to teach History at all key stages, lead and manage History as Subject Leader, as well as the wider Humanities department as Curriculum Leader. It would be beneficial if the successful candidate could offer another subject within Humanities or the Social Sciences.

We are looking for someone who has a proved track record of providing excellent outcomes for students and developing staff along the way to improve the quality of education. We are looking for a leader, confident in their knowledge and experience of nurturing success with the ability to take department staff with them.

The successful candidate will work with all staff in the department, especially subject leaders, and the post includes responsibility for leading teaching and learning within the area as well as managing staff, resources and budget, modelling and ensuring participation in school initiatives and processes. Curriculum Leaders at Backwell School have a specific member of the Senior Leadership Team to work with for support. The Humanities Curriculum Area comprises of History, Geography and Philosophy and Religion and each subject is led by a Subject Leader, overseen by the Curriculum Leader.

The Humanities Curriculum Area is a large and successful part of Backwell School, currently consisting of 20 teachers. History, Geography and Philosophy & Religion are taught separately in all Key Stages and teachers largely teach within their own subject specialism. Teachers of Philosophy & Religion also teach some PSHE content including Sex and Relationships (SRE) and are also expected to teach Social, Moral, Spiritual and Cultural education (SMSC) to Ks4 students and play a role in its organisation.

All three subjects are popular and successful both at GCSE and A Level. Outcomes for students are very high in all subject areas and there is a strong tradition of students going on to study Humanities subjects at University.

This is an exciting time to join our school as a Curriculum Leader. Our school development priorities focus on establishing a shared 'toolkit' of research-based pedagogy, effective use of assessment, the progress of vulnerable students and a whole school ethos around anti-discrimination. The successful candidate should be excited by the prospect and challenge of developing a curriculum and culture which enables pupils of all abilities to excel in this essential aspect of their education.

Backwell School is a large comprehensive school with over 1700 students of which 350 are in the Sixth Form. Judged by Ofsted as Good in January 2020 the school has an excellent reputation in the local area and is oversubscribed in regards to student applications. Our latest Ofsted report can be read [here](#).

Backwell School offers its staff a vibrant and stimulating teaching environment and there is a broad range of professional support available for new members of staff both within the department and in the wider school. At Backwell School, we prioritise staff wellbeing; planning time is generous with full time teachers teaching a maximum of 51 lessons out of 60. There is considerable support available from other Curriculum Leaders as well as the Senior Leadership Team.

The school has thriving extracurricular activities in all areas, and staff are encouraged to play a full part in the life of the school. Teachers are encouraged to run clubs for students around either personal interests or subject areas and the school has a wide range of these taking place.

We also provide a fantastic benefits package to our employees including a contributory pension scheme, a broad employee assistance programme and benefits (offering discounts on shopping), cycle to work scheme and on-site parking.

Backwell School is part of the Lighthouse Schools Partnership. This offers us curriculum collaboration and support opportunities with Chew Valley and Gordano School. We also have a Trust wide Professional Development Team organising a wide range of staff training and development.

All members of teaching staff are expected to act as tutors within the pastoral unit system. We have a 20 minute tutor period at the start of each school day which comprises of student wellbeing checks, administration and teaching of Personal Development (PSHE) materials as well as assemblies from the Heads of House and the School Leadership Team.

Before making an application candidates are asked to match their qualifications, experience, skills and abilities against the criteria listed on the job and person specification below.

We are committed to providing a comprehensive education for all our young people and this ethos is summarised in the Backwell School Charter.

To make an application please visit the: [Backwell School Eteach page](#)

The closing date for applications is **9.00 am on Monday 24 January 2022**. Those who are successful following shortlisting, will be contacted regarding interview arrangements. Interviews will take place before the end of Term 3.

Due to the ongoing COVID-19 situation prospective visits to the school, prior to application, are being limited. You are welcome to contact the Head's PA ecapeldavies@backwellschool.net to arrange an informal phone conversation, or possible visit, if you so wish. We are also happy to arrange an online meeting for candidates based outside the local area who wish to know more about the school and the role. Please be assured that all shortlisted candidates will be given the opportunity to look around the school as part of the interview process.



Backwell School

Job specification: Curriculum Leader of Humanities (Subject Leader of History)

Teaching and Learning responsibility: 1b

Responsible for: Subject Leaders of Geography and Philosophy & Religion and all teaching staff of History, Geography, and Philosophy and Religion

Responsible to: SLT Link > Deputy Headteacher (Curriculum)

JOB PURPOSE: To lead and manage the Teaching and Learning of History, Geography, and Philosophy and Religion and to ensure maximum progress and learning outcomes of students in those subjects

DUTIES

Teaching and Learning

As Curriculum Leader:

- To take a strategic role in the planning and delivery of the subject areas in the curriculum area.
- To take a principle role in the self-evaluation, monitoring and improvement processes with regard to the subject areas in the curriculum area.
- To lead and develop teaching and learning in the Curriculum Area
- To liaise with other colleagues, agencies, organisations and schools regarding matters specific to the Curriculum Area.

- Within school policies, to ensure that effective systems for behaviour management are in place in the Curriculum Area.
- To oversee and promote recruitment at Ks4 and Ks5 for subjects in the Curriculum Area

As Subject Leader:

- To monitor, lead and develop teaching and learning in History.
- To monitor student progress in History and ensure that effective interventions are made to raise standards, in particular in eliminating any gaps between identifiable cohorts of students.
- To plan and implement the curriculum and manage change, whether brought about following discussions in school, or following external direction.
- To liaise with other colleagues, agencies, organisations and schools regarding subject specific matters.
- Within school policies, to be responsible for the management of student behaviour in History.
- To oversee and promote recruitment at Ks4 and Ks5 for History

Team Leadership and Management

- To implement the school's Appraisal policies in respect of staff in the Curriculum Area.
- To monitor, support and guide Leads of Geography and Philosophy & Religion and teachers of History.
- To have oversight of the deployment of teaching and support staff and to organise the induction of new staff.
- To take part in the recruitment and appointment of new staff.
- To take responsibility for own continuing professional development.
- To manage and deploy the budget, accommodation, resources and equipment in History.
- To be responsible for assessment (internal and external) and reporting within History.

Whole School

- To take a high level collaborative role in school management and the development and delivery of whole-school initiatives and developments.
- To represent the Curriculum Area and Subject area relevant Department meetings.
- To plan and manage and Curriculum and Subject Area meetings as appropriate.
- To be aware of and work within all school policies, particularly those on Race Equality and Cultural Diversity and on Health and Safety.
- To contribute to the ethos of positive achievement of learning, high expectations of behaviour and respect for the environment.
- To carry out such other duties as are required and as are commensurate with the grade of the post.



Backwell School

Person Specification: Curriculum Leader of Humanities

ATTRIBUTES	ESSENTIAL	DESIRABLE	EVIDENCE
QUALIFICATIONS	Qualified teacher status. Honours degree or equivalent.		Application

EXPERIENCE	<p>Current successful secondary school experience.</p> <p>Experience and proven expertise of curricular leadership in History and Humanities.</p> <p>Record of very good classroom practice including at public examination level.</p>		<p>Application References</p> <p>School Data</p>
TRAINING AND PROFESSIONAL DEVELOPMENT	<p>Excellent knowledge of current educational thinking and developments in Education.</p> <p>A balanced programme of relevant INSET in the last three years.</p> <p>Experience/knowledge of Ofsted and School Self Evaluation processes</p>	Experience of leading successful professional development activity.	<p>Application References</p> <p>Interview</p>
PERSONAL QUALITIES	<p>Enthusiastic, perceptive and fair.</p> <p>Knowledge and expertise in how people learn.</p> <p>Ability to both support and challenge students and staff.</p> <p>A personal commitment to high quality and excellence that will match and extend the school's proven record.</p> <p>A proven desire to ensure all students achieve their best regardless of background.</p> <p>Smart appearance at all times.</p>	Evidence of wider school engagement and leadership.	<p>Application References</p> <p>Interview</p>
LEADERSHIP AND MANAGEMENT	<p>Ability to help us build on the breadth of the educational experiences we offer both in and out of the classroom.</p> <p>Evidence of involvement in/commitment to extra-curricular activities.</p> <p>Evidence of involvement in managing change.</p> <p>Involvement in school-based developments and initiatives.</p> <p>Ability to foster and maintain good relationships with the</p>	Evidence of innovative and effective curriculum development.	<p>Application References</p> <p>Interview</p>

	<p>school stakeholders and community.</p> <p>Ability to work independently and as a team leader and team member</p> <p>Respect for the professional expertise of others.</p> <p>Consultation and analytical skills.</p> <p>The ability to prioritise, plan and react.</p> <p>The ability to use data effectively to inform actions.</p>		
COMMUNICATION SKILLS	<p>Good communicator to a range of audiences</p> <p>The ability to chair and contribute to the success of meetings.</p>		<p>Application</p> <p>References</p> <p>Interview</p>

REASONS TO WORK FOR

BACKWELL SCHOOL

We respect your professionalism

Subject areas are encouraged to develop and design a knowledge rich curriculum suitable for all pupils. Teachers teach in their specialist areas and are not required to submit lesson plans. Lesson observations do not carry a formal judgement. Departments are encouraged to share and centrally store resources. We encourage an evidenced pedagogical approach rather than following educational fads.

Staff wellbeing is a priority

There is a maximum of 85% contact time with form-filling and data collection kept to a minimum. We no longer have detailed written reports. We have a sympathetic approach to staff absence and we follow a 'rarely cover' policy. Staff get involved in all aspects of school life including extra-curricular activities.

Staff say that they have strong and supportive working relationships with their colleagues. We have a dedicated staff room, affordable catering, a staff wellbeing group and CPD bookshelf in our library.

High expectations for behaviour

We have a behaviour system that enforces high expectations for classroom behaviour. High profile SLT and our Behaviour Manager take the lead in following up any instances of poor behaviour and in running daily same-day detentions leaving teachers free to focus on their teaching in a positive learning environment.

Fantastic development opportunities

As a member of the LSP (Lighthouse Schools Partnership) we have close links with a number of local secondary and primary schools as well as access to Trustwide CPD training. We are also a member of the 5 Counties Teaching Hub offering teacher training and development. As a large school and sixth form there are many opportunities to develop your experience and for internal promotion.

Our students are great to work with

Visitors to Backwell invariably comment on the positive attitudes of the students: that they enjoy their time at school, have very good relationships with their teachers and are motivated to learn. This is reflected in high participation in a huge range of extra-curricular activities as well as in our examination results.