

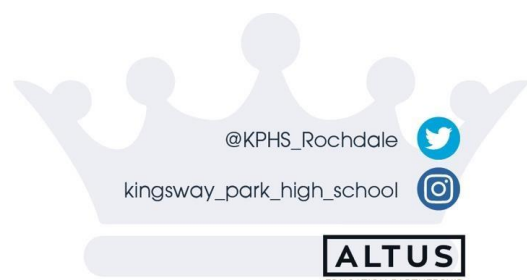


**Title:** Faculty Lead – EBacc

**Application deadline:** 13<sup>th</sup> January 2025 at 9.00am

**Interview:** 17<sup>th</sup> January 2025

## Candidate Information Pack





Dear Applicant

We would like to extend a warm welcome to you in applying for the post of Faculty Lead of EBacc at Kingsway Park High School.

As part of the Altus Education Partnership, the mission and values that underpin the direction for our school are clear and form a key area of alignment that will be needed for the role.

I would encourage you to review these alongside our statement of intent: “We Co-operate, We Pioneer, We Belong” on our website, as they will tell you all that you need to know as to whether this school is the right place for you. This is so important that we are a right fit for you as much as you are for us.

Kingsway Park High School is proud to be a vibrant, inclusive, and diverse comprehensive school. We provide an individualised curriculum offer for all students regardless of their starting point, gender, ethnicity, faith or need. We seek to nurture and develop the whole child not just ensuring each students academic potential, but also preparing them as a socially responsible citizen who can flourish in society and give back to their local community. We seek to remove those barriers of inequity that prevent equality of opportunity so that all students can aspire and be inspired to realise their dreams. We also respect and recognise that success feels and looks different for each and every one of our students.

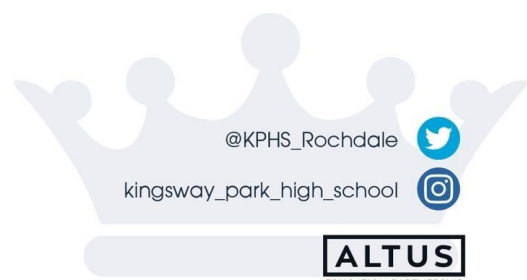
This school has soul and a true “family feel.” The staff here work relentlessly in the pursuit of excellence for this community and the students we serve.

Our challenge is to continue to develop the school’s culture and unique offer while improving aspirations, learning and achievement. This is not something that is possible for any one individual but requires a team of passionate, dedicated and committed staff, supported by a strong and principled senior leadership team. It is only through this collective responsibility and partnership working, that we can achieve a world-class learning experience for all.

If you are excited by what you have read and feel that you can support in elevating Kingsway Park High School, during its next stage of its journey, we look forward to receiving your application.

Yours sincerely

Mr Simon Ward – Headteacher





## Application

1. Complete the Altus Education Partnership application form.
2. Provide a supporting statement of no more than two sides of A4 which should address the criteria in the person specification.
3. Send your completed application form by email to [recruitment@altusep.com](mailto:recruitment@altusep.com).

## Deadline

The deadline for the post is **13<sup>th</sup> January 2025 at 9am**

Interviews will be held on **17<sup>th</sup> January 2025**.

## Shortlisting

We will unfortunately be unable to notify candidates who are not on the shortlist, therefore, if you do not hear from us, your application has been unsuccessful on this occasion.

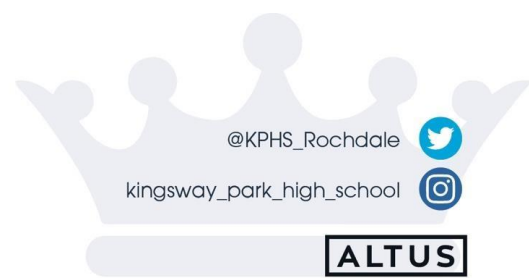
## For an Application Pack

1. Visit [www.kingswaypark.org](http://www.kingswaypark.org) or [www.altusep.com](http://www.altusep.com)
2. Contact: [recruitment@altusep.com](mailto:recruitment@altusep.com)
3. Telephone: 01706 716761

## Reward Package & Additional Benefits

We offer a comprehensive package, including membership of our outstanding Teachers' Pension Scheme; our 'Employee Benefits Programme' which provides a range of options including:

- Our Cycle to Work Salary Sacrifice Scheme
- Free access to Employee Assistance Programme, offering guidance, support and counselling on a range of subjects





## Background Information

### Kingsway Park High School

Kingsway Park High School was established in 2010 and joined the Altus Education Partnership in February 2022. We are now a very popular oversubscribed school (1350 students in years 7-11 and 190 staff) located in central Rochdale. We are very proud of the high-quality facilities, resources, and environment that we provide for both staff and students.

At Kingsway Park High School we strive to transform students' lives. Through our relationships, we endeavour to instil both resilience and an intrinsic motivation to become confident, creative and highly skilled students, capable of meeting tomorrow's challenges head on. We strive to establish a culture rooted in achievement and progress that encourages our students to grow academically, personally and socially; equipping them with the values of equality, fairness and openness. We pride ourselves on our relentless drive to achieve outstanding, high-quality teaching that provides a safe, supportive and encouraging environment for all our students to be able to realise their academic potential in pursuit of educational excellence.

### Altus Education Partnership

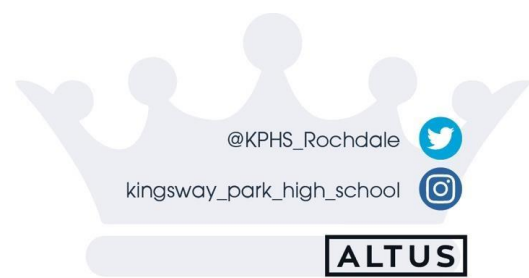
The Altus Education Partnership is a Multi Academy Trust and was established in April 2017 by the Governing Body of Rochdale Sixth Form College, an outstanding A-Level provider founded in 2010. The college was awarded Outstanding status by Ofsted in 2013 and has developed a national reputation for excellence, having been used in Ofsted case studies for sharing best practice. The development of the Trust stemmed from a commitment to raising aspirations and improving the life chances of young people throughout the borough of Rochdale. In 2019 the Trust was successful in its application to open a new free school, the Edgar Wood Academy, which serves the local community in Middleton and Heywood.

We are committed to supporting all children in their academies to progress to a successful career, life and employment path of their choice.

All our academies will share a collective identity as providers of the highest quality teaching with high expectations of learners, coupled with effective assessment and intervention. Young people in our academies will engage with opportunities to develop their own skills and aptitudes to support their progression, while making valuable contributions to their communities. Leaders and teachers will take a collaborative approach, sharing best practice at a local, regional and national level, to continuously improve the performance and outcomes of all academies in the Trust.

### Altus Education Partnership Values

The values of the Altus Education Partnership will be embedded and visible throughout all the academies.





Each will have its own unique identity built around the core Trust values. These are:

- Unrelenting commitment to improve the quality of our provision and enhance the lives of our students.
- Openness in the way we build trust and bring purpose to our work as a Multi Academy Trust.
- Accountability through the rigorous, transparent and forensic analysis of all aspects of our performance.
- Commitment to the principles of inclusion and equality.
- Dedication to the borough of Rochdale and its surrounds.
- Collective responsibility for one another and the results of all our students – ‘if one fails, we all fail’.

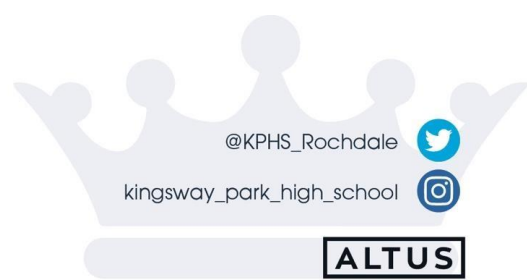
#### **The Ambition is that by the time students leave they will:**

- Have achieved their personal academic potential giving them a greater choice in life.
- Have the highest aspirations and developed the self-esteem, confidence, and emotional resilience to exploit their potential.
- Be contributing members of the community and have compassion for others.
- Be able to celebrate their success and that of others.
- Have developed the confidence to overcome barriers to success.
- Be articulate, creative, and prepared for future growth and learning.
- Be happy!

#### **Shared Objective for all Staff**

"To maximise students' achievements"

- At Altus Education Partnership we do this through engaging our students in their subjects and inspiring them to enjoy their studies in a totally positive atmosphere.
- Our students are challenged to achieve through a culture of high expectations and a belief in their ability.
- Above all, staff at Altus Education Partnership are committed to their students and demonstrate this through their daily conduct and interaction.







### Role Description:

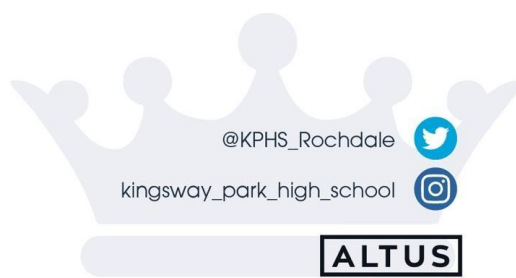
<b>Job Title:</b>	Faculty Lead EBacc
<b>Reports to:</b>	Assistant Headteacher
<b>Staff Responsibility:</b>	Strategic direction and accountability for the EBacc suite of qualifications through Leading and supporting middle leaders and staff within the area of Geography, History, MFL, Business and Computing
<b>Additional:</b>	As Assigned
<b>Remuneration:</b>	Leadership Pay Scale – L5 – 9
<b>Contract:</b>	Permanent – Full Time
<b>Start Date:</b>	ASAP

### Job Summary

The role of faculty leader of Ebacc presents a fantastic opportunity for an ambition, dedicated and forward-thinking leader to take the next step on their career towards senior leadership. It provides the unique opportunity to widen their breath of leadership knowledge, accountability and influence over a range of subjects providing a perfect stepping stone to becoming an assistant headteacher.

The school understands that the Ebacc suite of qualifications form a vital part of the academic pathway within a broad and balanced curriculum offer. At Kingsway we recognise that success can look and feel different for different students and as such our curriculum must be comprehensive and agile in uncapping students potential, so that they can achieve their short- and longer-term ambitions and goals. Not all of our students have to study the Ebacc pathway however it is available to all students. This ensures that our curriculum model is inclusive, aspirational and ambitious for all.

We want an inspirational leader to contribute to the development and strategic leadership of a high-performing, effective EBacc faculty, promoting a culture of educational excellence in a nurturing, safe, and inclusive environment. This role aligns with the school's values of trust, integrity, respect, kindness, and effective communication, extending these qualities into the broader school community.





Kingsway Park High School is committed to safeguarding and promoting the welfare of children and young people, and we expect all staff and volunteers to share this commitment. This role is subject to an enhanced DBS disclosure.

### Primary Purpose

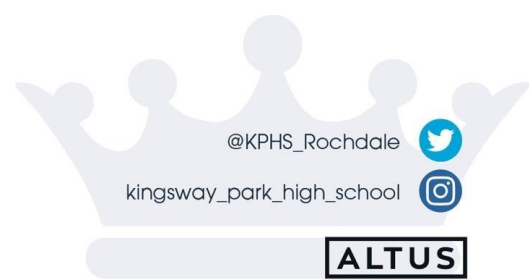
At Kingsway Park High School, we aim to develop the whole student, fostering academic success as well as preparing students to become responsible and engaged citizens. We are seeking a faculty lead to oversee our EBacc curriculum, with a preference for candidates who bring expertise in Business/Computing and can support achievement and direction of Geography, History and MFL.

This position is ideal for an ambitious leader who is ready to build a robust faculty structure that promotes academic excellence and personal growth. The faculty lead will work collaboratively with senior leaders, curriculum leaders and other faculty leads to implement strategies for enhancing student outcomes across EBacc subjects and ensuring curriculum alignment with the school's vision: *We Cooperate, We Pioneer, We Belong*.

### Leadership Responsibilities

- **Lead and Inspire:** Provide leadership and vision within the EBacc faculty, fostering a collaborative approach to curriculum planning, implementation, and improvement.
- **Curriculum Development:** Oversee the development and delivery of a high-quality, balanced curriculum across EBacc subjects, including Geography, History, MFL, Computing, and Business, ensuring alignment with school-wide goals.
- **Performance Tracking and Improvement:** Use data to monitor and support academic progress, identifying trends and implementing strategies to drive achievement. This includes direct involvement in pupil performance meetings and the presentation of results following internal and external assessment windows
- **Staff Development:** Mentor and develop middle leaders and teaching staff within the EBacc faculty, enhancing teaching practices and fostering professional growth.
- **Stakeholder Communication:** Engage with students, parents, and staff to promote a positive, inclusive, and high-achieving faculty environment.
- **Collaboration and Strategy:** Work with SLT and other faculty leads to align EBacc subject intents with the school's overall goals and support school-wide assemblies, events, and collaborative projects.
- **Student supervision:** All leaders within the school have to actively and dynamically engage in the effective supervision of students during transitions and as part of designated slots within the whole school duty rota.
- **Aspiration:** Foster and grow a culture of aspiration and ambition throughout the Ebacc faculty, challenging staff in the right way to raise standards and expectations through their language and actions.

### Teaching and Learning Responsibilities





- **Teach KS3 and KS4:** Deliver lessons within your specialism (preferably Business/ Computing), adapting curriculum plans to engage and challenge students at all levels.
- **Curriculum Mapping:** Ensure EBacc subjects have a well-sequenced curriculum plan, fostering continuity and depth of learning. This includes long and medium term plans, which are readily available and accessible to stakeholders.
- **T&L framework:** utilise and embed whole school approach to teaching and learning through the consistent implementation of “The Kingsway” – KP method (see T&L policy for more details).
- **Assessment:** implement, quality assure and embed valid, reliable and robust assessments inline with whole school assessment processes.
- **Innovation in Pedagogy:** Promote active learning, strategic assessment, and the use of ICT to engage students and optimize learning outcomes.
- **Personalisation:** Ensure lessons are differentiated for varied learner needs and collaborate with staff on effective strategies for individual support.
- **Passion:** demonstrate a passion for the Ebacc suite of qualifications so that their worth and status is tangible. Foster this sense across the team, advocating and driving standards.

### Other Responsibilities

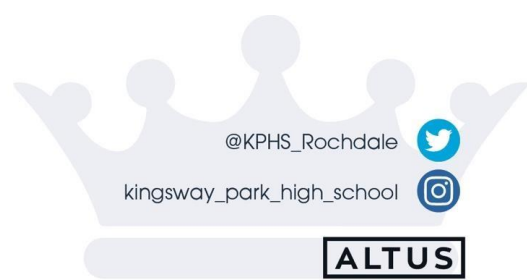
- **Whole-School Contribution:** Represent the EBacc faculty in meetings, contribute to faculty and curriculum initiatives, and support extra-curricular activities to enrich the school community.
- **Safeguarding:** Promote student welfare, adhering to all safeguarding policies and procedures while contributing to the culture of safeguarding.
- **Careers Education, Information, Advice and Guidance:** Actively contribute to the planning, delivery, and enhancement of Careers Education, Advice, Information, and Guidance (CEAIG) provision, ensuring students are equipped with the knowledge and skills needed for informed career choices and post-secondary pathways.

### Professional Development:

- Engage in continuous professional development to stay current with best practices in education, sharing insights with colleagues and contributing to a culture of continuous improvement.

### Person Specification

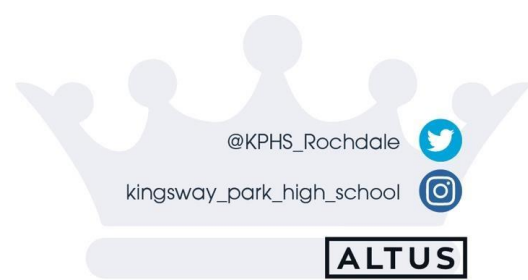
Faculty Lead – EBacc		Assessed by:				
No.	CATEGORIES	App Form/ Letter	Interview	Lesson	Refs	Results Sheet
<b>ESSENTIAL CRITERIA</b>						







1.	A high-quality degree in an Ebacc subject	√				
2.	PGCE with QTS/ QTLS and membership with DfE or IfL	√				
3.	A passion for teaching their subject – ideally Business and Computing (must be willing to teach in this area)	√	√	√	√	
4.	Ability to engage with students, inspiring learning & promoting success	√	√	√	√	
5.	Exceptional classroom practitioner	√	√	√	√	
6.	Ability to devise, adapt and differentiate new resources for learning	√	√	√	√	
7.	Knowledge and application of active learning and teaching styles	√	√	√	√	
8.	Evidence of dynamic and innovative practice	√	√	√	√	
9.	Ability to lead and inspire staff within a collaborative environment	√			√	√
10.	Commitment to leading quality teaching and learning within department	√	√		√	
11.	Strong understanding of curriculum intent, implementation, and impact	√	√		√	
12.	Ability to contribute positively to teams, share ideas & develop resources co-operatively	√			√	





13.	Ability to be adaptable & flexible	√	√		√	
14.	Effective inter-personal & communication skills	√	√	√	√	
15.	Commitment to valuing the individual and boosting their self-belief and worth	√	√		√	
16.	Commitment to high standards & expectations – no accepting of second best in students and staff	√	√		√	
17.	Commitment to professional learning & institutional improvement	√	√		√	
18.	Commitment to high professional & personal standards of work & conduct	√	√		√	
19.	Determination to promote equality of opportunity		√		√	
20.	Ability to offer enrichment & contribute to wider school life	√	√		√	
21.	Commitment to professionalism, sharing, teamwork & collaboration	√	√		√	
<b>DESIRABLE CRITERIA</b>						
22.	GCSE experience in teaching Business and Computing	√	√			



23.	Knowledge of current educational developments in EBacc subjects	√	√			
24.	Experience working for the exam board	√				
25.	Experience of contributing/developing whole school experiences	√				

