



INFORMATION FOR CANDIDATES

Grace Academy Darlaston
Head of Humanities

Deadline for Applications: Monday 31st March 2025

MPS + TLR1a



"Grace Academy Darlaston is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work."

Welcome from Henry Holland

Principal, Grace Academy Darlaston



Thank you for your interest in joining Grace Academy Darlaston, an 11-18 school that serves the community of Darlaston and the surrounding areas in and around Walsall. We are incredibly proud of our Academy and our community. We are proud of our happy students and staff, both of whom work together to achieve excellent results. Our mission is ongoing yet immensely rewarding. We work tirelessly to provide an excellent education for our students, with a focus on high standards and high aspirations.

Whilst our Academy is not a faith school, it does have a unique Christian Ethos based upon our five core values: *Grace, Respect, Integrity, Excellence and Potential*. We strive to uphold these values in all that we do and we are determined that our attitudes and actions reflect these each and every day.

Having recently been awarded the ACE School of Character Quality Mark, we have high standards in all aspects of learning and behaviour and set challenging targets for further career and personal development. We have a focus on learning and fun through a variety of extra-curricular and enrichment clubs, activities, special events and holidays. Our core set of values ensures that every student is given the opportunity to develop into confident, successful and happy young adults, ready to face the future.

We are rated by Ofsted as Good, with strong, focused leadership, the successful applicant will join a friendly, dynamic and supportive academy staff team who are wellbeing focussed. Further development opportunities are provided through internal and external CPD courses and academy training days.

The life in our academy and teamwork is very important to us and we hope you will be able to play a key part in that. We invite you to explore our website, visit our social media pages. and most importantly - come and visit. We look forward to receiving your application.

Henry Holland

Principal - Grace Academy Darlaston



Limitless **POTENTIAL** | Intentional **EXCELLENCE** | Mutual **RESPECT**
Genuine **INTEGRITY** | Amazing **GRACE**

An Introduction - Tove Learning Trust


EMPLOY
OVER
1,700
STAFF


EDUCATE
OVER
11,500
PUPILS

Tove Learning Trust (TLT) is a highly successful multi-academy Trust with primary, secondary and alternative provision schools across the West Midlands, Northamptonshire and Milton Keynes. We are a cross phase trust providing a high-quality education for over 11,000 children between the ages of 4 and 18. Within our family of schools we have four primaries, nine secondaries and two alternative provision schools.

As an employer of choice, we recognise every colleague is an individual, we value diversity, and work as a team to remove barriers to equity. We know that when you are 'the best you', whatever your role is with the Trust, you will transform students' lives.

The Trust is committed to ensuring that all children achieve as highly as possible and we work hard to offer stimulating environments that enable every learner to progress and flourish. We have a small central team and a committed Board of Trustees that are focused on delivering outstanding outcomes.

We aim to have academies that are excellent communities of learning where children thrive on success.

You will have access to a team of school improvement directors specialising in Maths, English, Science, Humanities, EYFS and SEND & Inclusion.

Our outcomes in the vast majority of our schools exceed national expectations and many of our schools are rated Good or better by OFSTED.

Employee Benefits:

- ✓ **Teacher & support staff pension schemes**
- ✓ **Continuous Professional development (CPD)**
- ✓ **Training School Alliance**
- ✓ **Networking opportunities**
- ✓ **Specsavers eyecare voucher**
- ✓ **Flu vaccine**
- ✓ **Employee Assistance Programme (EAP)**
- ✓ **Medicash - Health Cash Plan:**
 - 24/7 GP Appointments & prescription services
 - Dental treatment
 - Optical care
 - Physiotherapy
 - Skinvision - skin health tracker
 - A range of essential healthcare expenses
 - Exclusive discounts on shopping & travel

TOVE LEARNING TRUST SCHOOLS

West Midlands

- Grace Academy Coventry
- Grace Academy Darlaston
- Grace Academy Solihull

Northamptonshire and Milton Keynes

- CE Academy
- Elizabeth Woodville School
- Huxlow Academy
- Knowles Primary School
- Lord Grey Academy
- New Horizons Academy
- Rushden Academy
- Sponne School
- Stantonbury School
- Water Hall Primary School
- Whitefriars Primary School
- Wootton Primary School

Job Title - Grace Academy Darlaston

Job Description

REPORTING TO:

Leadership Team Link

MAIN PURPOSE

We are seeking to appoint a talented and ambitious Head of Humanities to lead either Geography or History as a subject and the leaders of other departments within the faculty: *Geography, History, RE, Citizenship. PSHE/CR* across KS3, KS4 & KS5. The successful candidate will have excellent subject knowledge and a thorough understanding of curricular content and delivery.

- Ability to teach Geography or History to at least GCSE level is essential.
- The post holder will lead in the design and delivery of an engaging, challenging and progressive curriculum that inspires students to appreciate the subject and its application.
- We are looking to appoint an inspirational practitioner who has a passion for working with students to help them achieve beyond their aspirations and to also be highly organised, energetic and have the personality and drive to inspire and lead.
- We would also welcome a colleague that has a presence in the classroom and someone seeking to be part of a strong team and wider school community.



Main Duties

- To take the lead in the development of outstanding teaching pedagogy in the Academy
- To develop the learning area so as to meet the needs of a diverse range of learners in relation to the Academy mission and to ensure inclusiveness and equality of opportunity
- To monitor and report progress on achievement of targets and take appropriate action to ensure that targets are met
- To implement and manage the Academy's quality monitoring systems and lead the production of the Development Improvement Planning Process for the learning area
- To manage the development of flexible methods of curriculum delivery and learning styles to contribute to raising standards within the learning area
- To monitor the work of the Humanities Learning Area and to organise meetings to discuss the implementation of plans for all subjects within the learning area
- To work with subject leads to review curricula for the subjects
- To work with subject leads to consider and adapt the curricula for each year group within all areas
- To advise on syllabus, resources and examination boards for the learning area
- To lead development and change within the subject alongside heads of department within the learning area
- To take an overview of the quality of provision and plan interventions alongside subject leads
- To carry out other reasonable duties as directed by the line Manager

Qualifications

- Qualify Teacher Status



Job Title - Grace Academy Darlaston

Job Description continued

Specific Duties

- To advise the Principal on the aims and priorities of the learning area and the resources required to implement these
- To co-ordinate the preparation and development of courses of study, teaching materials, teaching programme, methods of teaching and assessment
- To contribute to the selection for appointment and professional development of teachers and non-teaching staff including the induction and assessment of new and newly qualified teachers to work in the learning area
- To maintain efficient and effective control of individual department's budget alongside subject leads within the learning area
- To teach students within the Academy and to carry out such other associated duties as are reasonably assigned by the Principal
- To maintain discipline in accordance with the rules and disciplinary systems of the Academy
- To promote equal opportunities within the Academy and to seek to ensure the implementation of the Academy's Equal Opportunities Policy
- To ensure that learning area's schemes of work reflect Academy Curriculum policies and meet the requirements of National Curriculum programmes of study as appropriate
- To monitor the academic progress of all students maintaining high standards of work, discipline and conduct, in accordance with Academy policies
- To monitor and quality assure the department's assessment approaches within the learning area, involvement in formative recording of achievement, internal examinations and oversee public examination entries
- To encourage curriculum development, the efficient use of resources and the maintenance of a good learning environment
- To provide effective communication with parents, other educational institutions and external agencies
- To hold regular meetings and to ensure good communication within the learning area
- To make recommendations for the Academy timetable and advice on the deployment of rooms and staff, ensuring a range of experience for all teachers
- To advise on appointments and to provide induction within the learning area
- To monitor, review and evaluate the work of department members within the learning area and contribute to their professional development
- The Head of Humanities is responsible to the Principal for all matters relating to the teaching and organisation of his/her subject/s throughout the Academy
- To assist the Principal in the preparation of reports relating to the work of the learning area to be made to the governing body or any other external body
- To make contributions relating to the work of the learning area to materials published about the Academy
- Maintain awareness and knowledge of contemporary trends, developments, theory and methods in the transformation of teaching and provide suitable leadership and interpretation to Governors, Leaders, Managers and staff within the Academy
- To support staff in the delivery and further improvements within the subject Maintain awareness and knowledge of contemporary trends, developments, theory and methods in the transformation of teaching and provide suitable leadership and interpretation to Governors, Leaders, Managers and staff within the Academy



Tove Learning Trust expects its employees to work flexibly within the framework of the job description. This means the post holder may be expected to carry out work that is not specified in the job description but which is within the remit of the role, duties and responsibilities.

Job Title - Grace Academy Darlaston

Person Specification

EDUCATION & QUALIFICATIONS	ESSENTIAL	DESIRABLE
Qualified Teacher status	✓	
Degree or equivalent	✓	
Post Graduate qualification	✓	
KNOWLEDGE & EXPERIENCE		
Evidence of self-development and commitment to professional development		✓
A wide ranging and detailed understanding of leading teaching and learning, innovative curricular and raising achievement strategies	✓	
Experience of successful teaching and leadership at Key Stage 3, 4 & 5	✓	
Has knowledge and understanding of leading the development of curriculum models across several subject areas	✓	
Has knowledge and understanding of leading the monitoring, assessment, recording and reporting of pupil progress across several subject areas	✓	
Understands the importance of developing positive links and relationships within school and with all its stakeholders	✓	
Evidence of ability to develop excellent relationships with both adults and young people and has high expectations of conduct and behaviour	✓	
SKILLS & ATTRIBUTES		
Has the ability to communicate effectively with a variety of audiences demonstrating good interpersonal skills	✓	
Understands the importance of, and is able to create, a happy, challenging and effective learning environment across several subject areas	✓	
Is approachable, committed, enthusiastic, organised, patient and resourceful, with the ability to motivate and be a team player with a sense of humour	✓	
Good knowledge of current education trends and initiatives	✓	

How To Apply/ Recruitment Process

TO APPLY

To apply, please forward a completed application form together with a supporting statement (no more than two sides of A4) outlining your suitability for the role. Your statement should outline how you satisfy the qualification and experience elements of the person specification.

For candidates invited to interview, these responses will be explored further, together with the other elements of the person specification.

Please send your completed application by email to GADrecruitment@darlaston.graceacademy.org.uk

All applications will be acknowledged.

THE RECRUITMENT PROCESS

After the closing date, short listing will be conducted by a panel. You will be selected for an interview entirely on the contents of your application form, so please read the job description and person specification carefully before you complete your form.

All candidates invited to interview must bring the following documents:

- Documentary evidence of right to work in the UK
- Documentary evidence of identity that will satisfy DBS requirements
- Documentary proof of current name and address
- Birth certificate and where appropriate any documentation evidencing change of name
- Documents confirming any educational or professional qualifications that are necessary or relevant for the post

Please note that originals of the above are necessary, photocopies or certified copies are not sufficient.

**THE CLOSING DATE
FOR APPLICATIONS**
31st March 2025

SHORTLISTING
w/c 31st March 2025

INTERVIEWS
w/c 7th April 2025

FURTHER INFORMATION

Should you have any queries or issues with the dates outlined above or would like a confidential conversation, then please contact Beverley Beasley, HR Manager, on 0121 568 3300 (GADrecruitment@darlaston.graceacademy.org.uk).

Tove Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The post is subject to an enhanced Disclosure and Barring Service (DBS) clearance check.

References may be taken up for all shortlisted candidates prior to interview, unless otherwise specified. The trust reserves the right to research shortlisted candidates on social media platforms and the internet, and the recruitment panel may take this information into consideration during the recruitment process.



TOVE
LEARNING TRUST

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www.darlaston-graceacademy.org.uk  [GraceAcademyDarlaston](https://www.facebook.com/GraceAcademyDarlaston)  [GADarlaston](https://twitter.com/GADarlaston)

www.tovelearning.org.uk  [ToveLearningTrust](https://www.facebook.com/ToveLearningTrust)  [ToveLearningTrust](https://twitter.com/ToveLearningTrust)

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