



South Charnwood High School

'encouraging excellence, valuing people'



Head of Humanities



Head of Humanities

Post: Head of Humanities

Hours: Full time

Salary: MPS/UPS TLR2C £8,735

Contract: Permanent

Start: 26 August 2025

We are seeking to recruit an outstanding leader as Head of Humanities to this highly successful, oversubscribed 11-16 School. The Humanities department is renowned for its consistently good results at GCSE as well as for its collaborative and friendly staff. We are looking for someone with the vision, determination and academic acumen to continue the department's success.

Are you:

- A highly qualified practitioner with a love of Humanities?
- Confident to teach Geography at KS4?
- Ready for the step into Middle Leadership?
- Able to contribute to the school's rich programme of extra-curricular activities?
- Excited by the prospect of teaching highly motivated pupils?
- Committed to developing exciting learning for pupils of all abilities?
- Dedicated to making a difference to young people?

If the answer is '**yes**' to these questions, then we would love to talk to you!

We can offer you the chance to develop in a school with:

- highly motivated, responsive pupils
- well-equipped departments
- a fantastically supportive team of colleagues
- a sensible marking policy to support a good work/life balance
- a strong ethos of supportive professional development

Further information about South Charnwood High School is available at our website www.southcharnwood.leics.sch.uk

Please ensure your application form and covering letter includes examples of your experience and how you meet the criteria outlined in the job description and person specification. You are also very welcome to visit us prior to application. Completed applications should be sent to recruitment@southcharnwood.org

Closing date for applications: 9.00am, Monday 28 April 2025

Please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable candidate or number of applications are received before the official closing date.

As this job is designated as a 'regulated activity' an enhanced DBS check with Barred list check is essential

'South Charnwood High School – Committed to Safeguarding Children and Young People'

Letter from the Headteacher

Dear Applicant

Thank you for taking interest in the post of Head of Humanities to start at South Charnwood High School 26 August 2025. I hope you find the following details informative as you consider the opportunity of joining our very successful school.

At the heart of my educational philosophy is a conviction to ensure that every child achieves their full potential; academically, socially, morally and personally. We have a duty to provide an outstanding and exciting curriculum that strives for excellence so that no pupil underachieves. Pupils should be given opportunities to take responsibility for themselves and their own learning. Our young people deserve expert care, support and guidance from staff, parents and the wider community to help them make informed decisions. Every pupil must feel able to develop their own unique personal qualities, to develop high self-esteem, self-worth and self-respect as they become the young adults of the future. We have very high expectations of both staff and pupils.

The school has a track record of sustained outstanding GCSE results year on year and our pupils make much better progress than similar students nationally. The school is oversubscribed and pupils are highly motivated to succeed. Our Progress 8 score has consistently been positive both pre and post pandemic. In addition, we ensure that all Year 11 pupils receive support and guidance to apply for suitable post 16 courses.

You will be leading and managing a well established and popular department which teaches Geography, History, RE and Business Studies, with the support of a second in department. Large numbers of pupils choose GCSE History, GCSE Geography and GCSE Business Studies every year with a growing cohort choosing GCSE RE. Results have been very good in these subjects and many pupils go on to study the subjects at A-level.

At South Charnwood, we invest in the continued professional development of all of our colleagues. Our CPD programme focuses on whole school priorities and the development of pedagogy based on research, best practice and our excellent links with other schools. In addition, we offer individualised CPD pathways which support staff at all stages of their career progression including National Professional Qualifications. As such, this role would be a great step towards future senior leadership.

We are totally committed to raising aspirations and achieving fantastic outcomes for all pupils. Therefore, we are seeking to appoint an enthusiastic & dynamic Head of Humanities to build on the achievements of the past and support the department to further outstanding success in the future. If you have the desire to work hard, believe in a holistic approach to education and want to transform lives, with the full support of experienced colleagues, then this is a very exciting opportunity. I look forward to receiving your application.

Simon Andrews

March 2025

Job Description

Post Title	Head of Humanities
Overall responsibility	To lead and manage the Humanities department
Reporting to:	Senior Leadership
Salary/Grade	UPS/MPS – TLR2c

Overall Responsibilities:

- Coordinate the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment.
- Ensure that schemes of work meet the requirements of the National Curriculum programmes of study and exam syllabi.
- Develop and implement aims, policies and practices for the subject, and lead discussions within meetings to develop these.
- Ensure that high standards are maintained and departmental and whole school policies are being adhered to.
- Prepare the departmental development plans in line with the School Improvement Plan to reflect departmental priorities.
- Monitor academic progress of all pupils maintaining high standards of work, discipline and conduct in line with school policies.
- Evaluate the impact of teaching and learning and lead on relevant interventions in liaison with the Headteacher.
- Contribute to the monitoring and development of all staff in the department, especially ECT (Early Career Teachers).
- Provide any relevant guidance and support to departmental colleagues to meet the needs of the subject and of different pupils.
- Ensure that the subjects are well resourced and suggest areas for improvement.
- To keep up to date with national developments and research, using this information to ensure appropriate provision for students.
- Carry out other associated duties as are reasonably assigned by the Headteacher.

Main Duties:

Teaching and learning

- To teach effectively across a range of provision ensuring pupils achieve excellent outcomes.
- To regularly assess and review pupils' progress and achievement and to communicate effectively with parents/carers in line with school procedures.
- To work with Senior Leadership to develop, implement and monitor effective schemes of work, course delivery, assessments, pupil surveys and pupil data in line with school policy.
- To ensure that teaching and learning is evaluated and action plans produced and implemented to promote best practice and ensure excellent pupil achievement.
- To liaise with SENDCO to ensure schemes of work match the needs of individual pupils.
- To remain up to date with national trends in education and in the Humanities subjects to implement a high quality curriculum.
- Where appropriate, mentor staff new to teaching, staff undertaking teacher training programmes and other staff as appropriate.
- To develop and maintain a learning environment in line with the school's values.

- To deliver enrichment programmes, including trips and visits.
- Participate in staff training and take a lead in own professional development.

Other Duties

- To take part in marketing and liaison events such as Open Evening, Parents' Evenings and events with partner schools.
- Promote and model good relationships with pupils, colleagues and parents.
- Set a good example in terms of dress, punctuality and attendance.
- Uphold the school's behaviour code and uniform regulations.
- Participate and contribute to the organisation of school visits and trips that complement learning.
- Supervise pupils outside lesson time in morning and afternoon sessions, for example during lesson changeovers

Head of Humanities

Personal Specification

		Essential	Desirable	Evidence
Qualifications and Experience				
1	Appropriate degree and/or teaching qualification.	.		A
2	Ability to teach Geography at KS3 and 4	.		A
3	Recent experience of teaching pupils aged 11– 16 years.	.		A
4	Ability to teach another subject to GCSE level		.	A
5	Proven experience of leading a Humanities department and strong pupil performance		.	I, R
6	Proven experience of strong pupil performance at KS4	.		
7	Further relevant qualifications such as second degree, Leading from the Middle, Leadership Pathways, NPQs or working towards the above	.		I, R
8	A track record of supporting staff in improving their practice	.		I, R
9	Evidence of recent appropriate professional development.	.		A, R
10	Knowledge and understanding of Safeguarding practice	.		A, I
Skills				
11	Establish a safe and stimulating environment for pupils, rooted in mutual respect	.		A, I
12	Set work to stretch and challenge pupils of all backgrounds and abilities	.		A, I
13	Ability to work hard under pressure while maintaining a positive, professional attitude	.		I, R
14	Ability to organise and prioritise workload and work on own initiative	.		I, R
15	Excellent personal, oral and written presentation skills	.		A, I, R
Personal Attributes and Behaviours				
16	Adaptability and flexibility to changing circumstances and new ideas	.		I, R
17	A belief that schools have a responsibility to prepare pupils for their lives - not just for exams	.		A, I, R
18	Creative, courageous and resilient	.		I, R
19	Sustain personal motivation and that of colleagues	.		A, I, R
20	Willing to take responsibility and ownership	.		A, I, R
21	Team player	.		I, R
22	Evidence of a sense of humour, commitment and enthusiasm.	.		I, R
23	Evidence of self-motivation and the ability to be self-critical, and to evaluate own performance.	.		I, R
Ability to Fulfil Wider Professional Responsibilities				
24	Willingness to make a positive contribution to the wider life and ethos of the School	.		A, I, R
25	Ability to develop effective professional relationships with colleagues, pupils and parents	.		I, R