



GUMLEY HOUSE
SCHOOL FCJ

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Application Pack

Head of Sociology

*Are you passionate about teaching Sociology?
Would you like to help students of all abilities
develop the skills and qualities that will allow
them to excel in the future?*

*We are seeking to appoint a dedicated
professional with excellent subject knowledge
and a passion for teaching to inspire students to
succeed through GCSE and A Level.*

***Required from
January 2021***

***Salary Scale:
Main/Upper Pay Scale***

*Gumley House School FCJ is
committed to safeguarding and
promoting the welfare of
children and young people and
expects all staff and volunteers
to share this commitment.*



STEPHEN BYRNE
Headteacher



Thank you for your interest in joining our school community here at Gumley House.

If you spend a day at Gumley House you'll understand what '*ethos*' means. Our school *really* is distinctive in the way it delivers an innovative and impacting education for our students.

I am very proud to be the Headteacher of Gumley House School and it gives me great pleasure to welcome you to our school. Thank you for taking the time to visit our school website and to explore more about joining our hardworking and caring community. I hope the information you find in this pack provides you with all the information you need about our Gumley Family.

Gumley is a Catholic school and Sixth Form Centre committed to academic excellence and firmly rooted in the tradition of the Faithful Companions of Jesus (FCJ). We are a happy and high-achieving school, offering a wide range of activities outside the classroom to ensure each student experiences a wide range of opportunities to help them find their place in the world.

We firmly believe that a serene and happy student is one who will succeed at study, and our pastoral programme is directed to that end. Our school motto is 'Vive ut Vivas', which means 'Life in all its fullness'. That's what we want for every single young person we serve. We want every person who joins Gumley to enter into a relationship with the Christ who demands excellence whilst demonstrating compassion and forgiveness when necessary.

Please do not hesitate to contact the school at any point on your journey of discovering more about a career at Gumley.

With every best wish,



www.facebook.com/gumley.house



www.twitter.com/gumleyhouse



www.instagram.com/gumley.house



www.gumleyhouse.com/LinkedIn



Founded 1841

180 years of outstanding Catholic education

Gumley is a school with a long tradition of educating girls (and boys in the Sixth form) to make a difference to our world. The school was established in 1841 by Marie Madeleine d'Houet, foundress of the Faithful Companions of Jesus (FCJ) an international society of Catholic sisters working in many parts of the world. In the UK there are five FCJ schools; each with its own identity but bound together by the tenets of the FCJ Philosophy of Education based on Ignatian principles.

Six core FCJ values of companionship, dignity, justice, hope, excellence and gentleness are at the heart of our work with young people and with each other.

Gumley is a vibrant learning community where students and staff learn and thrive together. The ethos of academic excellence and whole person development prepares our students to confidently achieve their education and career aspirations in the global world. Vision and innovation form our central pillar of learning. We embedded Mandarin in our curriculum in 2008 resulting in 'Confucius Classroom' accreditation and provision of Mandarin teaching to support primary schools. The forward looking MFL department also teaches Spanish, French and Italian.

Our students are provided with a broad and balanced curriculum which recognises the importance of creativity and the arts as well as making sure that maths and science are taught by well qualified specialist teachers.

As an oversubscribed non-selective girls school at KS3 and KS4 we have a wide catchment area with girls coming from 70 primary schools across west London. There are 52 ethnic groups represented in the school and 67 languages other than English. Our students are supported by an outstanding pastoral team led by one of our Assistant Headteachers who work with Heads of Year, Pastoral Managers and School Counsellors to provide a safe environment for all to flourish.

Gumley's academic results reflect our tradition of achievement, the students' high levels of ambition, parental support, as well as the challenging teaching and dedication of the staff. The vast majority of our students are accepted at their first choice university including Oxbridge, reading a wide variety of subjects. Some also attain scholarships or high level apprenticeships with companies such as SKY.

At the heart of our education is the belief that whole person development is paramount. Thus we strive to provide our students with inspiring opportunities and a wide experience through extra-curricular activities.

Gumley is situated on a beautiful site with excellent facilities. This creates a peaceful uncrowded environment in which our students are encouraged to live by our motto: 'Vive ut Vivas' - 'Live that you may have Life' and grow into their best self.



**GUMLEY HOUSE
SCHOOL** FCJ

Job Description

Reporting to:	Deputy Headteacher
Responsible for:	Teaching staff within Department
Working Time:	Full-time as specified within the STPCD
Salary:	MPS/UPS + OLA + TLR 2a (£2,914)

PURPOSE:

- ▶ to be accountable for leading, managing and developing Sociology within the school;
- ▶ to be accountable for student progress so that each individual student achieves their optimum level in Sociology and ensuring that effective strategies are in place to further raise standards of student attainment and achievement;
- ▶ to ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying within the department, in accordance with the aims of the school and the curricular policies determined by the Governing Body and the Headteacher;
- ▶ to ensure the effective management and deployment of teaching/support staff, financial and physical resources within the department;
- ▶ to ensure the development and enhancement of the teaching practice of others;
- ▶ to ensure that Health and Safety procedures are adhered to at all times by all members of the department;
- ▶ to play a full part in the life of the school community, to support its distinctive vision and ethos and to encourage and ensure staff and students follow this example.

1 TEACHING, LEARNING AND STANDARDS

The main accountabilities are to:

- ▶ working with the TLR holders within the department, lead curriculum development and assessment ensuring that courses provide a broad, balanced, relevant and differentiated curriculum;
- ▶ ensure the production, evaluation and revision of schemes of work and subject syllabuses to meet the needs of individual students;
- ▶ use attainment data provided by the school to monitor the progress of students taught ensuring that effective use is made of the data to set targets for achievement in Sociology;
- ▶ monitor the progress of students and identify underachievement ensuring programmes of support are in place to maximise the potential of all students;
- ▶ monitor the progress and attainment of gifted students to ensure they are 'challenged' in all aspects of their work;
- ▶ ensure that individual learning targets are set for all students;
- ▶ ensure that classroom expectations are enforced and that the school's 'Behaviour for Learning Policy' is implemented;
- ▶ ensure adherence to the school's Homework Policy and Feedback Policy by all teachers in the department;
- ▶ monitor and evaluate teaching and learning in accordance with the school policy, including lesson observation, scrutiny of student work and quality of marking;
- ▶ liaise with the SENDCo to ensure access and equality of opportunity for all students

2 IMPROVEMENT PLANNING, MONITORING AND EVALUATION

The main accountabilities are to:

- ▶ actively promote the school's aims and values;
- ▶ prepare an annual department improvement plan and staff development plan for the department in accordance with the school planning cycle and taking into account the school's Strategic Plan and School Improvement Plan;
- ▶ provide a termly performance report for the Headteacher;
- ▶ meet regularly with the Link Governor for Sociology; - chair department meetings and attend TLR meetings in accordance with the published schedule;
- ▶ actively contribute to the school's procedure for self-evaluation;
- ▶ take part, as required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

3 LEADING AND MANAGING STAFF

The main accountabilities are to:

- ▶ lead, manage and coordinate the work of the Sociology Department and encourage the process of team building;
- ▶ allocate teachers to teaching groups and manage staff in the department;
- ▶ monitor staff absence within the department and provide appropriate support and guidance;
- ▶ oversee and support the professional conduct of the staff in the department. Monitor and advise staff on appropriate professional conduct;
- ▶ induct new staff to the department including newly qualified teachers in accordance with school policy and oversee the work of initial teacher trainees as appropriate;
- ▶ represent department views through attendance at appropriate meetings and provide feedback;
- ▶ meet formally with the link SLT member according to schedule;
- ▶ ensure the school's 'Appraising Teacher Performance Policy' is implemented for all department staff;
- ▶ participate in relevant courses related to the role of Head of Sociology and keep abreast of current or new developments in the subject and the curriculum;
- ▶ actively encourage and assist members of the department team in their own professional development, recognising their training needs;
- ▶ organise, chair and arrange for the recording of meetings of the department team according to the agreed school schedule. Ensure that minutes of meetings are circulated to team members and the SLT link member; - participate in the selection and appointment of teaching and support staff to the department and to contribute to references for staff;
- ▶ ensure that quality cover work is provided for classes when staff are absent and support the work of Cover Supervisors/cover teachers within the department;
- ▶ ensure that school policies are implemented by all staff within the department.:

4 EFFICIENT AND EFFECTIVE DEPLOYMENT OF RESOURCES

The main accountabilities are to:

- ▶ oversee ordering, maintenance and accountability for the teaching and learning resources within the department;
- ▶ ensure the care of rooms and other spaces, including furnishings and fittings in the department;
- ▶ ensure the school's Health and Safety policy is implemented and monitored in the department, including appropriate risk assessments when necessary;
- ▶ ensure all classrooms and corridors in the vicinity of and relating to the Sociology Department have inspiring displays of material including students' work which is regularly updated;
- ▶ manage the department budget effectively;
- ▶ maintain and regularly update the department inventory of equipment and audit on an annual basis.

5 OTHER ACCOUNTABILITIES ARE TO:

- ▶ play an active role in school life;
- ▶ share the responsibility with other managers for the maintenance of a learning environment and the well-being of students throughout the day and at the end of the school day, for example bus duty.
- ▶ This post is subject to the current conditions of employment for Teachers contained in the School Teachers' Pay and Conditions document and other current legislation

The post holder is required to participate in the school's Appraisal procedures.

The post holder is required to support and encourage the school's mission and FCJ ethos and carry out all duties in the context of and in compliance with the school's policies and procedures as agreed by the Governing Body as well as in line with the current Health and Safety legislation.

All adults employed by Gumley House School FCJ are responsible for safeguarding and promoting the welfare of children they are responsible for or come into contact with and upholding the school's policies in respect of child protection and safeguarding.

It is understood that areas of responsibility of the job description are not necessarily a comprehensive definition of the post or an exhaustive list of all duties performed. The main duties and responsibilities are indicated above. Other duties of an appropriate level and nature may also be required, as directed by the Headteacher.

The job description is a working reference document. The management duties and responsibilities will be reviewed at least once a year, together with the job description and may be subject to modification after consultation with the post holder and without changing the level of responsibility.

The job description allocates duties and responsibilities but does not direct the amount of time to be spent on carrying them out and no part of it may be so construed.

Performance Measures

Performance will be measured against The Teachers' Standards (September 2017) and student outcomes in relation to targets set and in addition will take note of progress with the Department Improvement Plan.

Confidentiality

The nature of your responsibility means that during the course of your employment you will see or have access to information of a confidential nature relating to the work of the school or the health or personal affairs of pupils and staff. Under no circumstances should such information be divulged or passed on to any unauthorised person or organisation.

PERSON SPECIFICATION

KEY: A = Application; I = Interview; R = Reference

ATTRIBUTES	ESSENTIAL	DESIRABLE	STAGE IDENTIFIED
EDUCATION			
Good honours degree or equivalent in relevant subject.	X		AR
Evidence of continuing professional development.	X		AR
Post graduate qualification.		X	AR
Relevant higher degree or professional qualification.		X	AR
EXPERIENCE			
Experience of being a form teacher		X	AR
ICT Proficiency.	X		AI
Evidence of commitment to extended learning for students beyond the classroom.	X		AR
Active involvement in the promotion of equal opportunities.	X		AIR
Experience of working with parents and external agencies.		X	AIR
KNOWLEDGE AND SKILLS			
A passion for the subject and knowledge and skills to inspire students.	X		AIR
Ability to teach your subject across all key stages	X		AIR
Excellent interpersonal and teamwork skills.	X		AIR
Excellent communicator – sensitive and effective	X		IR
An ability to establish good working relationships with a wide range of people including students, parents, Governors and colleagues.	X		AIR
Knowledge, skill and intelligent use of data to inform intervention strategies to improve outcomes for students.	X		AIR
A keen interest in how students learn and experience of putting this knowledge into practice.	X		AIR
To support the school's programme for care, welfare and guidance	X		IR
Knowledge and understanding of current educational issues.		X	AIR
Knowledge and understanding of Safeguarding	X		I
A commitment to Equal Opportunities	X		AI
PERSONAL QUALITIES			
Ambition and vision	X		AIR
A commitment to sustaining and raising achievement, attainment and aspirations of all students.	X		AIR
A sense of humour and perspective.	X		AIR
To have the ability to work in a team	X		AIR
Ability to work under pressure and remain positive, enthusiastic and resilient.	X		AIR
Reflective and analytical.	X		AIR
Energy, imagination and personal commitment.	X		AIR
Personal and professional commitment to the philosophies of school improvement and effectiveness.	X		AIR
Supportive of the school's catholic ethos.	X		AI
Potential and capacity to grow professionally and aspire further to take responsibility and lead.		X	AIR
Excellent attendance and punctuality.	X		R

We are seeking to appoint an excellent Head of Sociology to facilitate and encourage learning that enables students to achieve high standards; to share and support the corporate responsibility for the well-being, education and discipline of all students; to support the school's distinctive Catholic mission and FCJ ethos. The successful applicant should have a broad based subject knowledge in order to teach Sociology both at GCSE and A level.

How to apply:

Please complete an application form (available on [our website](#)) in expression of your interest in the post, with a brief supporting statement of why you think you would be a suitable candidate.

Please send it, in a sealed envelope, Donna Godwin by no later than Wednesday 6th October 2021 at 4pm.

If you require any further details about the role or application process, please contact Donna Godwin at dgodwin@gumleyhouse.com