



# Kesgrave High School

## More Than Just a School

### Recruitment Pack

### Head of Sociology

Required from Easter or September 2021

Employment Status	Full time - Permanent TLR2B £4945
Employment Location	Kesgrave High School, Suffolk
Application Closing Date	Friday 5 <sup>th</sup> February
Interview week commencing	TBC

Be Positive. Be Respectful. Be Your Best



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# ABOUT KESGRAVE HIGH SCHOOL

Thank you for taking an interest in our school.

We are proud of staff and students at Kesgrave High School and we expect them to take a pride in all that they do. We have a strong pastoral system, high academic standards and clear and fair behaviour expectations. Our experience tells us that children thrive in an environment that sets firm boundaries, is consistent in its expectations and which builds relationships that set the tone for learning.

We provide an environment in which our students feel safe and are encouraged to grow, often challenging their own expectations. Our positive, inclusive approach ensures that students make the most of their talents and potential. We are lucky to have a school environment which befits these expectations, investing in their futures through the latest technology and facilities.

We encourage students to take responsibility, to be curious and to have a thirst for knowledge. Students learn from each other, as well as from their experienced and skilled teachers, in a supportive learning environment, where everyone is valued.



Relationships within and beyond the classroom are positive and help us to secure the best possible outcomes for our young people. Teachers, associate staff, parents and carers all work together to help our young people to progress.

As a Teaching School, a lead partner in the Ipswich Research School and a founding partner of EAST SCITT, staff as well as students, continuously reflect on what they do and consider how to improve. Evidence-informed practice is at the heart of our classroom improvement. As part of East Anglian Schools Trust we work with like-minded schools who invest in staff development.

This is an exciting time to join our school, I look forward to welcoming you to our school in person and in sharing our pride in all we do.

Miss Upton  
Headteacher





## THE HEAD OF SOCIOLOGY

Kesgrave High School is looking for a Head of Sociology for either Easter or September 2021. This is an exciting opportunity to lead a talented and committed team of five subject specialists. The department has a great sense of team spirit, support and collaboration and are committed to ensuring our students achieve the highest possible grades.

Kesgrave High School is a large 11-19 school which has over 1850 students on roll including over 300 students in the Sixth Form.

In 2020 the performance of the whole school was strong with 75% of pupils achieving a Grade 4 or higher in both English and Mathematics. The Sociology Department achieved some of the highest results in the country and is a highly successful subject taught by a strong supportive team of specialist staff.



### **The team**

The department is currently made up of a team of five specialist and experienced Sociology teachers. Teachers work closely together, following a common scheme of work. There is an administrative assistant who works three days a week, supporting the department.



# JOB INFORMATION

## REPORTS TO:

*Headteacher / Leadership*

## JOB LOCATION:

*Kesgrave High School, Main Road, Kesgrave*

# THE HEAD OF SOCIOLOGY

## The facilities

Sociology / Ethics & Philosophy classrooms are close together, all in a subject-based location. There are 4 classrooms used for the teaching of lower school in our new bespoke accommodation.

Central to the Sociology / Ethics & Philosophy classrooms is the departmental team room, where staff work and connect during break and lunchtime. The departmental zone also benefits from a learning resource area with computers and open learning space. Teachers use this for provision with small groups in lesson time and at lunchtime and after school.

## The structure

### Key Stage 3

When pupils first arrive at Kesgrave High School they are taught in mixed ability form groups and this continues until Year 9 in preparation for KS4 option choices.

Pupils have two 100 minute lessons per fortnight in Ethics & Philosophy in Year 7, 8 and 9.

### Key Stage 4

Sociology is a hugely popular choice for students at GCSE and there are normally up to 8 classes in KS4.

In Years 10 and 11 all pupils receive three 100 minute lessons of Sociology per fortnight.

### Key Stage 5

Our Sixth Form is a creative and welcoming environment with two dedicated Sixth Form buildings; featuring state-of-the-art classrooms, an Apple Mac IT suite, meetings areas and social hubs.

Sociology is always one of our three recruiting subjects in the 6<sup>th</sup> Form, typically there are 6 classes in KS5.

### Results 2020

KS4 86% 4+, 63% 5+ and 21% 7+

KS5 A\*-E 100%, A\*-B 53% and A\*-A 33%

Sociology follows the Eduqas specification at KS4 and AQA at KS5.





## OUR CULTURE AND ETHOS

Kesgrave High School is proud to be 'more than just a school. Our ethos is at the heart of everything we do:

**'Be Positive, Be Respectful, Be Your Best'.**

- We have an ethos of **purposeful learning** with a sense of adventure and challenge, where students and staff are empowered to experiment and develop exciting learning opportunities.
- Our practice and development is rooted in **evidence-based research**.
- **Class sizes are kept as low as possible**. On average a KS4 class has 22 students and at KS5 12 students.
- Our **three period day** means that staff and students have a break after every lesson to ensure smooth transitions between lessons and a **calm purposeful learning environment**.
- All departments have access to a **designated curriculum administrator** who help drive improvements and reduce workload for teaching staff enabling them to focus on their core activities.
- **Team Rooms** for all departments help build **supportive collaborative relationships** and facilitate **shared planning time**.
- The majority of **meetings** are dedicated to Teaching & Learning.
- **Departmental development** is focussed on clear and manageable priorities rooting our work in the cornerstones of the best classroom practice.
- Lesson observations are for the purpose of **teacher development** and sharing of best practice. We discuss how to get better.
- There is no prescribed template for lesson planning. Our **Teaching and Learning Principles** focus on Subject Knowledge, Challenge, Modelling, Review & Retrieval, Questioning, Feedback and Oracy.





## OUR CULTURE AND ETHOS

- A commitment to provide a truly **exceptional extra-curricular programme**, which includes over 50 clubs per week and a dedicated Activities Week in the summer term for all KS3 students.

- We have maintained **an hour lunch break** to ensure staff and students have time to eat and socialise.

- We **work closely with unions** represented within the school. The Headteacher and senior team meet with them regularly and actively encourage open and constructive two-way dialogue.

- We have ensured, despite financial pressures, that teaching staff will have a **maximum of 83% contact ratio**, significantly lower than other schools.



- Our behaviour policy is based on our three core values of '**Be Positive, Be Respectful, Be Your Best**'. We invest heavily to ensure **disruption free learning** in all classrooms, this includes centralised, same day detentions which are run and managed by senior staff.





## DEVELOPING PROFESSIONALS WITH INTEGRITY AND AUTONOMY

- Each department has their own **administrative support**.
- A commitment to keep **administration and meeting time to a minimum**. Non TLR holders will not be required to attend more than one after school meeting per week. All meetings have a published finish time and will end promptly.
- We have a **rational approach to data drops**. Teachers will not be expected to produce data on individual students more than three times per year.
- **No formal time-consuming report comments** are needed within the normal report cycle.
- **A evidenced-informed approach to marking** ensures staff are not expected to mark every piece of work. Feedback



can include verbal and whole class feedback when relevant. Key assessed pieces of work are marked in more depth reflecting the varying demands and contexts within the subject.

- Staff only complete one **20 minute duty per week**.
- **Cover is minimal**. If staff have to cover a lesson this is never more than half a lesson. It is very rare for staff to have more than four half lessons of cover per year.



There are tremendous opportunities for career development at Kesgrave High School. We are at the cutting edge of educational innovation and best practice, both as a Teaching School and Research School. We work closely with other schools locally and nationally.

- **Professional development and bespoke CPD** package for every member of staff including external and internal courses.
- **Training is scheduled** across the whole year, so staff know what is happening and can select opportunities that are **most relevant** to them.
- Every member of staff has the opportunity to be involved in an **action research group** – sharing effective practice across the school.
- We welcome applications from colleagues who would like part-time or job-shares. **Flexibility** keeps good teachers in the school.
- All our recruitment processes are **open and transparent**.
- We develop leadership positions and undertake shadow-staffing and succession opportunities to **encourage and invest in our staff** to **gain promoted posts** within our school and elsewhere.
- Opportunities will be offered to staff to undertake developmental roles / work **across our academies** in the East Anglian Schools Trust if they choose to.
- Performance Management is **developmental and constructive**.

## YOUR WELLBEING

- Kesgrave is a very over-subscribed school. **Staff children are prioritised** for school places at Kesgrave even if you do not live within catchment.
- Staff have **24 hour access to our Employee Assistance Programme** including free counselling, financial and pensions advice, legal advice, home and well-being support.
- All staff have **complementary access to excellent gym facilities** and there is a programme of after school recreational activities.
- Complimentary access to flu vaccinations every year.
- Access to salary sacrifice scheme (for existing members) for additional support in childcare costs.
- Staff discounts with many local businesses.





# ABOUT KESGRAVE HIGH SCHOOL IN KESGRAVE, SUFFOLK

Kesgrave High School is proud to be more than just a school. From the schools inception in 1931 with 180 students under the Headmaster Captain Harrison, the school has always tried to ensure the whole child is educated, not merely an exam factory. Now in 2020 we have over 1850 students on role and it could not be a more exciting time to be a student here. We are proud to serve the local community, are regularly oversubscribed (we normally have over 800 applications for 308 places) and we have over 900 students and staff cycle to school each day!

At Kesgrave we trust our pupils, giving them complete access to the school site at all times. As a result the 'responsibility and behaviour of students is excellent. They are polite, courteous and are a credit to the school'. (Ofsted)

## Sixth Form

We have a large and thriving 6<sup>th</sup> Form of over 300 students, offering a wide variety of A Level and vocational subjects. Students achieve outstanding A Level and BTEC results and around 70% go onto pursue University courses each year.

## Our Location

We are based on the Eastern side of Ipswich in Suffolk, with excellent road connections with London only being one hour away by train.

