

Expert Practitioner in Humanities (Geography Specialism) TLR2c

Weavers Academy



"Striving for success, learning with PRIDE"

**WEAVERS
ACADEMY**
*Creative
Education
Trust*

Dear Colleague



Whether you are just browsing or actively looking, I am pleased that you have shown an interest in Weavers Academy. I understand what a difficult decision moving schools can be so whether you have made up your mind or you are just seeing what is out there, we are happy to talk or meet with you to ensure you make the right choice. We value transparency. This is more to us than a business transaction!

I am excited to be recruiting for the post of Expert Practitioner to join our Humanities team at our forward thinking and positive school, Weavers Academy, Wellingborough.

Having achieved a 2022 Ofsted grading of 'good', in all areas including leadership, inspectors found that pupils are proud of Weavers and as a result behave well in lessons and around the school. The academy has pursued a rigorous and continuous programme of educational improvement which can be seen and measured throughout the academy. Work that the school has done to further improve behaviour and attendance has resulted in students becoming increasingly ambitious for their futures.

We are committed to ensuring that all students reach their full educational potential. This comprises of our 4 key curriculum areas in Academic, Ambition and our Co-curricular & Extracurricular programmes. Our curriculum development has resulted in a highly effective and sequenced curriculum that provides a secure platform ready for expert delivery.

Our ethos and values are underpinned by our vision, 'Striving for success, Learning with PRIDE'. 'Learning with PRIDE' helps identify the values that students and staff should embody in order to be successful, lifelong learners. Perseverance, Respect, Independence, Determination and Engagement are values we develop in our students and expect in all staff. This ethos drives us forward, every day.

We are proud of the co-curricular and extra-curricular programmes that all staff play an active part in, that means over 1300 pupils per week have access to high quality and planned additional activities. The options range from skiing to singing, chess to climbing and performance options to provisional driving licence preparation. We are very proud to show you and find out what you might offer!

We have a commitment to staff development, and we have put in place a detailed programme of profession development that provides weekly CPD for staff. As a result, curriculum planning, teaching strategies and assessment techniques have advanced and drive student progress.

We would welcome applications from staff who are experts in their field and are determined, independent and highly engaged. You will be joining a highly effective team with a collective focus to improve student achievement by providing a positive culture. You will need to be a team member, undertaking duties as required to meet the needs of the school, students and the team.

Yours sincerely

Jon Hunt
Principal

You can find out more at:

www.creativeeducationtrust.org.uk

For further information and an application form please visit our website (we are in the process of updating and improving our online provisions):

www.weaversacademy.org.uk

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.

You can find out more at:

www.creativeeducationtrust.org.uk

ABOUT CREATIVE EDUCATION TRUST



Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.



Our Mission

To give every child in our schools the best possible start in life through excellent education and wide-ranging co-curricular opportunities

Our Vision

To send out into the world educated, creative, confident and responsible young people, who can succeed in their ambitions and make their communities better places

Our Values

Ambition

We are ambitious in everything because only the best will do

Excellence

We do not stop at 'good enough'

Creativity

We connect our knowledge in innovative ways

Resilience

When the going gets hard, we up our game and reach our goal

Inclusion

Every child and every colleague matters – we will work for and with them all

Respect

We value the ideas of others and make sure all voices are heard

You can find out more at:

www.creativeeducationtrust.org.uk

ABOUT WEAVERS ACADEMY



We are a mixed secondary school, catering for children between the ages of 11 and 18 years and located in Wellingborough.

Since September 2013 we have been part of the Creative Education Trust. This has enabled the school to rigorously pursue rapid improvement for the children we teach.

The school boasts many facilities, and we strive to provide an inclusive and expansive education for all of the young people in our care.

Our on-site facilities include:

- Multiple Sports Fields
- Extensive Multi-Use Games Area & 5 a side Astro pitch
- School hall with bleachers, stage, equipment with auditorial technology
- Drama studio complete with sound system and mirrored wall;
- IT suites with state-of-the art technology;
- Interactive whiteboards in all classrooms;
- Modern and open-plan library with wide range of reading materials
- Brand new gym facilities – free for staff
- 3 large sport halls
- Bespoke 6th Form Centre
- Leadership Hub



Summary of Weavers Academy's Progress

- The atmosphere in lessons is positive. Pupils respond well to the challenges provided by teachers.
- This is a school where staff care for pupils and are determined that they will succeed.
- The way that behaviour is managed has improved the standard of behaviour across the school.
- **Ofsted GOOD – May 2022**

To see full details of the school performance data please visit:
<https://www.compare-school-performance.service.gov.uk/school/139068/Weavers-academy>

SUPPORT FOR OUR STAFF

We are committed to providing our staff with the highest quality support and challenge to ensure that they excel and give our students the education they deserve.

We are committed to providing our staff with the highest quality support and challenge to ensure that we excel and give our students the opportunities and provision they deserve. Senior leaders are encouraged where possible to sit on the academy council of another CET school which is a very valuable experience.

Each of the Creative Education Trust's schools benefit from a comprehensive programme of support and challenge, including working with former HMIs.

On a Wednesday afternoon, all staff take part in professional development. Each week a priority theme is explored, such as 'Improving Literacy', 'Meeting the needs of students with SEND' and 'Assessment for Learning'. Staff have opportunities to deliver a session for other staff and staff can choose which session to attend to support their own CPD goal.

All teaching staff are invited to join our Exceptional Teaching Group who meet weekly and are committed to developing evidence-informed teaching practice to improve the pedagogy and practice of our staff so that students achieve the best possible outcomes.

Creative Education Trust places a strong emphasis on CPD for teachers and for senior and middle leaders. They run a regular programme of training events to improve teaching performance and also provide focused management development and one-to-one coaching opportunities.

There are also a number of cross-group, phase leader and year-specific forums to facilitate collaboration across the schools.

Humanities

The leadership and management structure within Humanities consists of the Head of Humanities who oversees all Humanities subjects alongside the Heads of Geography and History. There are currently three full time Geography teachers, four full time History teachers and one Ethics teacher who are a cohesive and collaborative team with a mix of experience and expertise.

Students enjoy learning all Humanities subjects at Weavers Academy; our student voice frequently states that students enjoy the variety of topic areas covered within our schemes of learning and the subjects are regularly oversubscribed at GCSE and have groups of more than ten at A Level.

The Humanities teachers use a variety of teaching and learning styles and a wide range of resources to enhance and develop learning. Teachers within the team regularly plan together, and this has been an efficient and effective approach to raising standards. A range of strategies including formative assessment and questioning techniques are strong and well established in our lessons.

We follow a spiralling Key Stage 3 and 4 curriculum which has been developed by experienced teachers working in collaboration from across the CET Academies.

In Year 7 Geography students study map skills, the UK, weather and climate, resource management and Africa with a focus on Kenya. We also conduct local field work based upon micro-climates around the school site. In Year 8 students study climate change, glacial and polar regions, coastal environments, global population and Asia. We will also conduct fieldwork in the local area based on urban characteristics. In Year 9 students study the Middle East, globalisation, sustainability, and natural hazards where we focus on volcanoes, earthquakes and tropical storms.

At GCSE, the students follow the AQA specification and complete all of the physical elements in Year 10 with fieldwork planned for the end of the year. The human units are studied in Year 11.

At A-level students also follow the AQA specification. A three-day residential is usually undertaken in the summer term and enables students to collect their data ready for their NEA. The teaching of A-Level is split across the team and allows staff to deliver their specialist area of geography.

You can find out more at:

www.creativeeducationtrust.org.uk

EXPERT PRACTITIONER IN HUMANITIES JOB DESCRIPTION

If you are ready to take the next step in your career to work alongside the Quality of Teaching Senior Leadership Team to improve teaching and learning to drive up outcomes for our students, we want to hear from you.

We are looking for an inspiring and driven leader who can improve the standards of teaching across the faculty by focussing on subject pedagogy, quality first teaching strategies and student experience.

LOCATION

Weavers Academy, Wellingborough

SALARY

MPS/UPS £30,000-£46,525 + TLR2c

STRATEGIC PURPOSE OF THE ROLE

- To develop the pedagogical practise of Humanities teachers to further improve the student outcomes.
- Have an ongoing commitment to the professional learning journey both personally and that of colleagues.
- To research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues.
- To keep up to date with new teaching and learning strategies and implement as appropriate to further develop the quality of teaching and learning across the faculty.

REPORTING LINES

The post will report to the Head of Faculty

LEADERSHIP & MANAGEMENT

- To ensure that the aims of the Academy are effectively translated into high quality classroom practice both within the faculty and in general across the Academy.
- To support the leadership team of Humanities.
- To assist in developing, implementing, monitoring, and evaluating:
 - Teaching and learning
 - Curriculum planning
 - Continuing professional development
 - Team building
- To promote and ensure positive pupil approaches to learning through the development of co-curricular opportunities.
- To be a key leader in establishing systems and procedures to develop teaching and learning.

- To work with the Head of Faculty on all aspects above and to respond to Academy priorities within Humanities as directed by the senior leader responsible for Humanities.
- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in Humanities.
- To work with the Head of Faculty to devise action plans in order to close achievement gaps and ensure that these are being implemented appropriately.
- To work with and report to the Assistant Principal for teaching and learning to monitor, evaluate and review the quality of education across the academy.
- To work with the Assistant Principal for staff professional development to support planning and delivering the whole school CPD to improve teaching and learning.
- To oversee the professional development of staff in Humanities across the Academy and provide advice on appropriate means of CPD.
- Ensure that staff are kept well-informed of recent developments in Humanities.
- Observe the teaching of Humanities teachers, give constructive feedback and monitor this to ensure that it leads to improved standards in the classroom.
- Design, implement and evaluate an in-house, blended approach to teachers learning through strategies such as coaching, in-class training and 1-2-1 mentoring sessions.
- To coach members of the Humanities team.
- To support underperforming colleagues to improve and develop good practice across the faculty.
- Work with the Humanities leadership team to systematically monitor and evaluate the quality of learning within the department and lead quality of learning improvement initiatives by:
 - monitoring the quality of planning and the use of planning time in the department
 - monitoring the quality of teacher marking and feedback
 - sampling students' books and work for quality assurance
- To contribute to the Faculty Area Improvement Plan and its implementation.

TEACHING

- To undertake a designated programme of teaching.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To ensure the effective/efficient deployment of other adults to ensure good progress.
- To teach, students according to their educational needs, including the setting and marking of work.

You can find out more at:

www.creativeeducationtrust.org.uk

- To ensure a high-quality learning experience for students which meets internal and external quality standards.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the school's procedures, and to encourage good practice with regard to punctuality, behaviour, standards or work and homework.
- To undertake assessment of students as requested by external examination bodies, departmental and school procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

FORM TUTOR

- To be a form tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the Form Tutor Group as a whole.
- To liaise with pastoral staff to ensure the implementation of the school's pastoral system.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff.
- To teach PSHCE according to the school policy.

PROFESSIONAL DEVELOPMENT AND STAFFING

- To take part in the school's staff development programme by leading, facilitating and participating in arrangements for further training and professional development.
- To continue personal development in the relevant areas including subject knowledge and teaching methods.
- To engage actively in the performance management review process.

COMMUNICATION

- To communicate effectively with the parents of students as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the school.

- To follow agreed policies for communications in the school.

MARKETING AND LIAISON

- To take part in marketing and liaison activities such as open evenings, parents evenings, review days and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

OTHER SPECIFIC DUTIES

- To play a full part in the life of the school community, to support its distinctive aims and ethos and to encourage staff and students to follow this example.
 - To comply with the school's health and safety policy and undertake risk assessments as appropriate.
 - To take an equitable part in the supervision of the students according to policy and regulations.
 - To undertake any other duty as specified by STPCB not mentioned in the above.
-

You can find out more at:

www.creativeeducationtrust.org.uk

EXPERT PRACTITIONER IN HUMANITIES PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified Teacher Status. • Degree relevant to the subject (Geography) 	<ul style="list-style-type: none"> • NPQLT or NPQLTD • NPQSL
TEACHING & LEARNING	<ul style="list-style-type: none"> • Experience of teaching Geography at KS3 and KS4 • Proven track record of outstanding teaching including marking and assessment. • Proven track record of outstanding outcomes. • Expertise in planning the progression of subject skills within individual and across sequences of lessons. • Proven track record of strong, effective behaviour management strategies. • Experience of developing the teaching practice of colleagues. 	<ul style="list-style-type: none"> • Experience of teaching Ethics and or History to KS3 and KS4 • Experience of teaching KS5 Geography
INTERPERSONAL SKILLS & PERSONAL QUALITIES	<ul style="list-style-type: none"> • Ability to communicate effectively and relate well to all stakeholders (including written, oral and presentation skills). • Ability to be flexible and adaptable. • Ability to think creatively and to prioritise. • Willingness to contribute to extra-curricular activities. • Ability to work as part of a team. 	
SAFEGUARDING	<ul style="list-style-type: none"> • Ability to form and maintain appropriate relationships and personal boundaries with children and young people. • Ability to raise the self-esteem and expectations of children and young people. • Motivation to work with children and young people. • Commitment to, and belief in, the equal value of all students. 	

Creative Education Trust (CET) is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, workers and all other members of the school community to share this commitment. The CET Recruitment Policy follows the guidance set out by Keeping Children Safe in Education. All shortlisted candidates are subject to online checks and referencing prior to interview, and all offers of employment are subject to an enhanced DBS Check and where appropriate a Prohibition from Teaching search. This post is exempt from the Rehabilitation of Offenders Act (ROA) 1974. CET is committed to developing, maintaining, and supporting an inclusive culture and environment for the benefit of its employees and the communities it serves.

You can find out more at:

www.creativeeducationtrust.org.uk