Bishop Young C of E Academy

Recruitment Application Pack

Subject Leader for History

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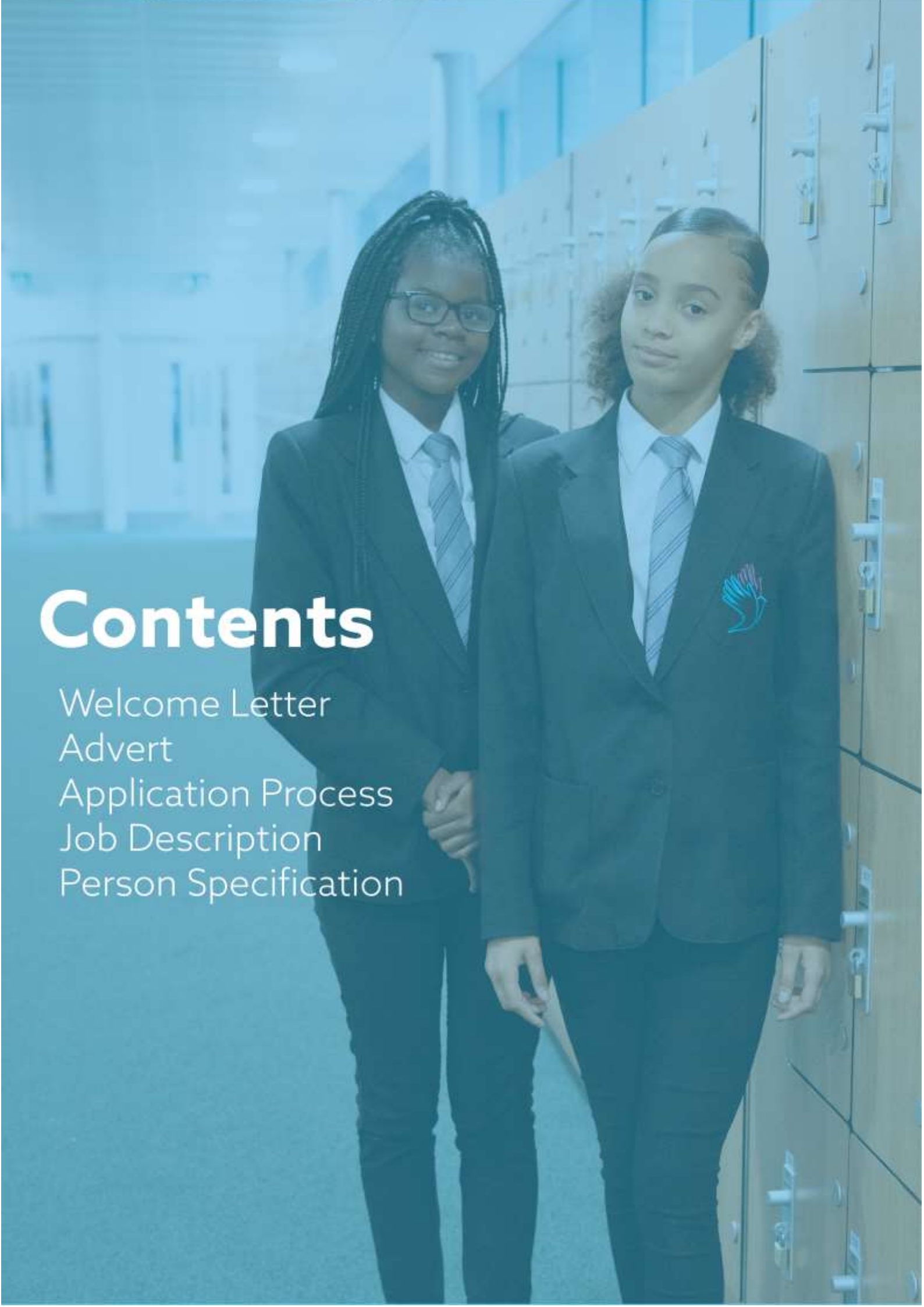

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Welcome

Dear Colleague,

Thank you for your interest in this vacancy at Bishop Young Church of England Academy.

We hope you will find all the information you need to inspire you to join our team. This pack contains information about the role, from which we hope you will gain an understanding of our ethos and approach and the high aspirations we have for ourselves and our pupils.

To work in partnership to Educate, Nurture & Empower

Our vision is that each of our academies, supported by Abbey MAT, will provide an environment which is welcoming, caring, calm, disciplined and purposeful and will stretch our young people academically, support them pastorally and help them develop socially and spiritually.

We are confident that genuine collaboration fundamentally drives the way in which we make a difference to the lives of all our learners. Through school to school collaboration we can live out our vision and ensure that our students can live 'life in all its fullness' (John 10:10).

We are committed to raising the skills base across our communities by ensuring a focus on quality, encouraging innovation and strengthening the ethos of the academies which will retain their own independent culture and ethos whilst operating within a strategic partnership to improve quality, share best practice and operate effectively and efficiently.

If you are seeking a truly distinctive role within a unique environment, please come and visit us and see what Abbey MAT has to offer.

We look forward to meeting you and reading your application.

Helen Prattern & Catherine Garrett
Co-Chief Executive Officers

Welcome

Dear Colleague,

Thank you for your interest in the role of Subject Leader for History at Bishop Young C of E Academy. We are seeking a dynamic, passionate, caring and ambitious person to join our wonderful Bishop Young family.

This pack contains information about the role, from which we hope you will gain an understanding of the requirements, duties and responsibilities, inspiring you to apply.

We are a values driven school, a place of nurture where we know our pupils. Pupils feel safe and enjoy school. In our recent Ofsted visit report, the inspectors refer to the 'calm and orderly environment' which exists at Bishop Young and states that 'within lessons, and across all areas of school, pupils behave well.' It was particularly pleasing to see that the report recognises the fantastic work that our Student Senior Leadership Team does. 'The school's student leadership team are involved in many aspects of school. They are highly regarded and are seen as role models to younger pupils.'

Our Special Educational Needs provision was also highly praised in the report. We were exceptionally pleased to see that Ofsted have recognised the great work that has already started in our new resource provision Dovecote. The report states 'Pupils with SEND are well supported at Bishop Young. Leaders, including the Special Educational Needs Coordinator (SENCo), have created a culture of inclusivity. Support staff make effective contributions in and out of lessons. The systems in place to nurture and support all pupils, but especially those with SEND, are of a high quality. The school's commitment to pupils with SEND has been strengthened by the creation of a new integrated resource for pupils with autism spectrum disorder.'

We continue to do the very best for each student in our care. We strive to help all children to recognise their talents, build on their strengths, recognise where they may find something tricky and help them have the skills to move forward from this. We strive to create caring, thoughtful and articulate pupils who are proud of themselves and the communities they live in.

The Academy values and invests in the continuing professional development of all staff. Our staff wellbeing programme has been recognised nationally and has featured on BBC Look North. As a key part of the Abbey Multi Academy Trust staff also have opportunities to collaborate with colleagues in our partner Academies.

We very much look forward to receiving your application.

Rachael Cole
Head of School

Pupils are proud to attend this school. They are eager to learn. They speak to each other and to members of staff openly and with respect. They are supported in and out of lessons, and always have adults to speak to when they need help or advice.

OFSTED 2021

Position: Subject Leader for History

Nature of contract: Permanent

FTE salary: MPS/UPS with TLR2b (£5,020)

Working hours: FTE

Start Date: September 2023

Bishop Young C of E Academy is a thriving and highly successful 11-16 Church of England convertor Academy which serves the community of East Leeds. We are part of Abbey Multi Academy Trust and share in the Trust mission to work In Partnership to 'Educate, Nurture and Empower'.

We are looking for a highly motivated and hard-working individual who can:

- Successfully lead in history across the Academy
- Encourage and enthuse students to achieve their full potential and are passionate about the development of the whole child
- Teach across the ability range
- Inspire colleagues and students sharing best practice

You will be:

- A proven good/outstanding teacher with the ability to successfully teach all aspects of KS3 & KS4 history
- A colleague who is looking to either start or further your career within a supportive team
- A team-player who can develop positive relationships with children, families and colleagues
- Someone who will support the Trust's Christian ethos as well as our shared mission and values

What our Trust can offer:

- Friendly, welcoming academies with a strong Christian ethos
- Enthusiastic, well-motivated colleagues
- A 24/7, confidential Employee Assistance Programme providing support and counselling for home-life and work-related issues, financial and legal support, specialist information and support for managers
- Free secure on-site parking
- Membership of a pension scheme

Abbey Multi Academy Trust is a Trust consisting of eight academies (three secondary, five primary) in the Anglican Diocese of Leeds and in the geographical areas of Leeds and Calderdale. All academies share in the Trust's mission to work:

In Partnership to Educate, Nurture and Empower

For more information about us or our academies visit www.abbeymat.co.uk. Find out about more about Bishop Young Academy by visiting www.bishopyoungacademy.co.uk.

Visits to our school to meet the team and experience our wonderful atmosphere, are warmly welcomed, and encouraged and can be arranged by contacting obracewell@bishopyoungacademy.co.uk.

If you have questions about the recruitment process, please email recruitment@abbeytrust.org.

Abbey MAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an Enhanced Disclosure and Barring Service check.

We promote diversity and want a workforce which reflects our communities.

How to apply

Please apply via the advert on the Trust vacancies page. All applications are submitted electronically. CVs are not accepted.

Closing date: **Noon, Monday 20th February 2023**

Interview date: **To be held soon after closing date**

You are advised to submit your application at the earliest opportunity. Applications can only be submitted up until the closing date. The Trust reserves the right to close vacancies early if sufficient suitable applications have been received.

We will contact shortlisted candidates soon after the closing date with details of the interview and selection process.

Please note, where a role involves engaging in regulated activity relevant to children, it is an offence to apply for the role if you are barred from engaging in regulated activity relating to children.

In order to access our application form, you will be asked to first confirm that you have a right to work in the United Kingdom.

If you are shortlisted, you will be asked to complete a self-declaration of your criminal record or information that would make you unsuitable to work with children. Any relevant information declared will be discussed and considered at interview before the DBS certificate is received.

Shortlisted candidates will also be the subject of online checks in accordance with Keeping Children Safe in Education.

All offers of employment will be conditional on a series of pre-employment checks in accordance with Keeping Children Safe in Education Guidance. Please ensure you can support the checks with correct documentation and evidence, prior to submitting your application.

You are advised to read the Recruitment Guidance for Applicants in full, prior to completing your application. This contains full details of the recruitment process as well as the pre-employment checks that will be undertaken.

APPLICATION PROCESS

Job Title: Subject Leader for History

Salary Scale: MPS/UPS with TLR2b (£5,020)

Working Hours: FTE

Reporting to: Assistant Principal

Overall purpose of the post:

To lead on the subject across the Academy and promote a secure, caring and challenging educational environment for each class taught and the individual students within it.

Key responsibilities:

- To provide a lead for high quality teaching and learning within the subject.
- To teach all aspects of KS3 & KS4 History
- To ensure high standards of achievement and progress for all students within the curriculum area.
- To ensure the delivery of an appropriate, comprehensive, high quality and cost effective curriculum programme which complements the Academy's strategic objectives.
- To lead on the development and implementation of effective assessment and monitoring systems within the subject.
- To lead the subject in tracking and intervention across the age and ability range.
- To devise and implement quality assurance systems, including regular learning observations, learning walks and work scrutiny, in line with the Academy procedure.
- To play a significant role in the development and the promotion of the curriculum area.
- To undertake and support subject-specific staff training and professional development within the curriculum area.
- To take a leading role in the Curriculum Area Development Plan and self-evaluation processes.
- To lead, monitor and ensure delivery of a Subject Improvement Plan and self-evaluation processes within the context of the Academy's Improvement Plan and self-evaluation processes.
- Support aspects of the Performance Development procedure within the Subject.
- To manage the resources of the Department, including the effective deployment of staff, physical and financial resources, within the limits of the delegated budget and in accordance with the Academy's financial procedures.
- To ensure effective use and transfer of performance data at all transition points.

Responsible for:

- Leadership, support and accountability of a subject team to ensure high expectations and high standards of teaching and learning.
- Ensuring the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students study in the subject, in accordance with the aims and ethos of the Academy.

- To set, monitor and evaluate subject and individual student progress targets to make a measurable contribution to whole Academy targets.
- To monitor and evaluate the subject in line with agreed Academy procedures, including evaluation against quality standards and performance criteria.

Educate

Teaching & Learning

- To work with colleagues to develop innovative and engaging schemes of work, lesson plans and related learning resources that accelerate student progress.
- To ensure appropriate, effective and exciting Schemes of Work are created and delivered to support the subjects.
- To keep up to date with national developments in the subject area and teaching practice and methodology.
- To actively monitor and respond to curriculum developments and initiatives at national, regional and local levels.
- To maintain accreditation with the relevant examination and validating bodies.
- To ensure the effective operation of quality assurance systems and ensure adherence within the subject.
- To co-operate with other subjects to ensure a sharing and effective use of resources and experiences to the benefit of the Academy and the students.

Achievement/Progress

- To use statistical and other information to evaluate the effectiveness of teaching and monitor the progress of those taught.
- To plan for progression across the age/ability range being taught, designing effective learning sequences within lessons and across series of lesson, informed by secure subject/curriculum knowledge.
- To ensure the implementation and evaluation of intervention strategies to ensure excellent student progress.
- To ensure progress data of all teachers within the subject is up to date, accurate and used effectively as required.
  To liaise effectively with the Exams and Assessment Team and relevant examination and awarding bodies.
- To ensure transfer of performance data from feeder primary schools and other transition points to teaching staff within subject.

Nurture

- To establish a clear framework for class discipline in line with Academy policy to manage students' behaviour constructively and promote self-control and independence.
- To know the legal requirements, national polices and guidance on the safeguarding and promotion of the wellbeing of children.
- To comply with the Academy's Child Safeguarding Procedures and to report concerns to the Designated Child Protection Officer.
- Have high expectations of young people including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting supportive and constructive relationships with them.

Empower

Staff

- To take responsibility for own professional development and to keep up to date with research and developments in pedagogy and in the subjects taught.
- To participate in arrangements made in accordance with the Performance Management cycle.
- To ensure training needs are identified and appropriate programmes are designed to meet such needs.
- To have a commitment to collaboration and co-operative working.
- To work as a team member and identify opportunities for working with colleagues, managing their work where appropriate and sharing the development of effective practice with them.
- To support the implementation of Academy policies and procedures e.g., Equal Opportunities, Health & Safety etc.
- To participate in the Academy's ITT programme where appropriate

Students

- To ensure the involvement of Student Voice in the production of Self Evaluation and the development of the subject.
- To ensure that the delivery of the subject within the curriculum area delivers on the Academy's Mission Statement to empower students.

Partnership

- To communicate promptly and effectively with parents and carers, conveying timely and relevant information about attainment, objectives, progress and well-being.
- To ensure effective communication/consultation, as appropriate, with the parents/carers of students, monitoring the overall accuracy and quality of reports to parents/carers, ensuring all deadlines are met.
- To lead on the development of effective subject links with partner schools and other external partners.
- To ensure the effective promotion of the subject at Open Days/Evenings, 'Moving on' Evenings and other events.

Abbey MAT responsibilities:

- Contribute to the overall aims and values of the academy and Trust, appreciate and support the roles of other members of the wider team and attend and participate in relevant meetings as required
- Comply with all academy and Trust policies and procedures including child protection, safeguarding. health, safety, welfare, security, confidentiality and data protection, reporting any concerns to the appropriate person
- To safeguard and promote the welfare of children for whom you have responsibility, or come into contact, including adhering to all specified procedures
- To promote and adhere to principles underpinning equalities in terms of employment and service delivery to ensure that colleagues are treated, and services deliver, in a fair and consistent manner.

The role holder must demonstrate a flexible approach to the delivery of the role. Consequently, the role holder may be required to perform work not specifically identified in this role profile, but which is in line with the general scope, grade and responsibilities of the role.

	Qualifications	Essential			Desirable		
1	Qualified teacher status for England (or equivalent)	A	R				
2	Relevant degree (or equivalent)	A	R				
3	Recent, relevant professional learning and development	A	R				
4	Record of continuous professional development				A	R	
	Professional knowledge, skills and abilities	**Essential**			**Desirable**		
1	Evidence of high expectations which inspire, motivate and challenge every student	A	R	I			
2	Evidence of track record of results that exceed expectations	A	R	I			
3	Demonstration of in-depth subject and curriculum knowledge	A	R	I			
4	Consistently plan and deliver well-structured lessons that enable all learners to make good progress	A	R	I			
5	Manage behaviour effectively to ensure and foster a safe, engaging, enjoyable and outstanding climate for learning		R	I			
6	Awareness of the need to safeguard students' well-being, in accordance with statutory provisions and policies		R	I			
7	Ability to lead, motivate and develop students to work independently	A	R	I			
8	Awareness and understanding of the wider educational context and national accountability frameworks	A	R	I			
9	Knowledge of/involvement in educational research on teaching and learning				A	R	
10	Successful involvement in self-evaluation processes and data analysis as an aid in personal and school improvement, development and change	A	R				
11	Confident in the use of ICT to support learning	A	R	I			
12	Able to deliver all aspects of History	A	R	I			
	Experience and Professional Attributes	**Essential**			**Desirable**		
1	Successful working relationships with students, staff, parents/carers	A	R				
2	Successful experience in leading and managing change and innovation				A	R	I
3	Experience of cross curricular initiatives/projects or whole school developments				A		I
4	A willingness to play a full part in Academy life and activities outside the classroom	A	R				

5	A commitment to our mission and values, demonstrated by current practice	A	R	I			
6	Appropriate and effective professional relationships with all		R	I			
7	Excellent interpersonal, written and oral communication skills			I			
8	Support for the Christian ethos of the Multi Academy Trust	A	R	I			
Safeguarding and promoting the welfare of students		Essential			Desirable		
1	An appropriate motivation to work with children and young people	A	R	I			
2	Ability to maintain appropriate relationships and personal boundaries with children and young people	A	R	I			
3	Emotional resilience in working with challenging behaviours and appropriate attitudes to the use of authority and maintaining discipline	A	R	I			

The criteria will be evidenced as indicated
'A' refers to the candidate's application form and letter,
'I' to interview, and
'R' to reference
Candidates should address at least all items marked 'A'; referees are asked to comment on items marked 'R'.

Where many candidates meet the essential criteria, the desirable criteria will be used to shortlist for interview.

PERSON SPEC:

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Abbey Grange C of E Academy
Butcher Hill
Leeds
LS16 5EA
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Registered Company Number: 07705552

Bishop Young

A member of ABBEY MULTI ACADEMY TRUST