

# Subject Leader: Social Sciences

Welcome to Harris Academy Sutton and thank you for your interest in the above role. We are a highly inclusive, successful Academy with exemplary behaviour and high levels of academic achievement. Having opened in 2018, we are housed in a £40million state-of-the-art Passivhaus building and looking for a committed, passionate individual to join our thriving staff team with responsibility for our library and promoting a lifelong love of reading with our children.

Thank you again for your interest and I wish you all the very best with your application.

Mick Berry  
Principal

# APPLICANT PACK

## Subject Leader: Social Science

Harris Academy Sutton

START DATE: January 2027

PAY: MPS/UPS + TLR + Harris Allowance

Loyalty Bonus + Teacher Pension Scheme + Harris Wellbeing Cash Plan + Additional Harris Benefits

### Join our success:

- Judged 'Outstanding' in all categories by Ofsted (Feb 2023), more information here: <https://www.harrissutton.org.uk/469/ofsted>
- Progress 8 scores of +1.10 & +0.91 (2023 and 2024)
- Attainment 8 scores of 60.6, 59.9, 58.2 and 58.7 over the last four years.
- High achieving sixth form with multiple Russell Group Alumni (including University of Cambridge, Durham University and London School of Economics)
- Hugely oversubscribed in both Year 7 and Year 12, the 'Comprehensive of Choice' in a borough with several grammar schools

Deadline: **Thursday 8<sup>th</sup> October 2026**

Interviews: **w/c Monday 12<sup>th</sup> October 2026**



## ROLE OVERVIEW

We are looking for a dynamic and engaging practitioner to lead our highly successful Social Science department, as part of our team of leaders in the Humanities Faculty. You will be actively engaged in specifically supporting our students' achievement in Psychology and Sociology at Key Stage 5. This role suits a teacher who specialises in Psychology.

We have a thriving Humanities faculty, where all the departments have achieved fantastic results on a consistent basis, at both Key Stage 4 and Key Stage 5.

The Academy is committed to equality and diversity and welcome applications from practitioners regardless of background or experience: it may be that you have just the qualities we are looking for to add to our thriving team!

There is a great deal of collaborative working and sharing of good ideas and what works within secondary across the Harris Federation. You will also have full access to the Joint Professional Development support offered in house here at Harris Sutton. The successful candidate will be joining a friendly and outward looking group where professional development and progression opportunities are second to none.

Staff wellbeing and workload is high on the priority list at Harris Sutton, we have a number of initiatives to aid with this including a full 2-week October half term, half days at the end of each term and our flexible PPA periods (which teachers can choose to use at home or offsite).

**Reporting to:** Assistant Principal

**Responsible for:** Resources and students within the subject area

**Liaising with:** Teaching and Associate Staff, families



# INTRODUCTION TO HARRIS ACADEMY SUTTON

## Our staff

We believe that a happy and settled staff body helps drive the very best performance from our students. We are committed to a high-quality professional development programme and can draw on expertise from across the Harris Federation. As a HASU member of staff at any level you will receive the training and support that you need to carry out your role effectively and develop at a pace that suits you.

We are committed to ensuring that our staff have the right level of balance between work and home life. Our policies and procedures are aimed at allowing our teaching staff to spend as much time as possible planning and delivering lessons. We work in an award-winning building with excellent facilities.



- "Teachers work together to plan for **excellence**."
- "Teachers are **highly skilled** in selecting strategies and adaptations to ensure that **all pupils**, including those with SEND, fully access and excel in learning the curriculum."
- "Teachers **know about pupils' needs** and how best to help them learn."
- Staff at the school "...receive **excellent professional development**."
- "**Leaders value their staff**."
- "Staff are **thoroughly trained in safeguarding**... When leaders are concerned that pupils may be at risk of harm, they react with **rigorous and relentless tenacity** to ensure that pupils are protected"

## Our students

We run a broad and diverse curriculum to a fully comprehensive intake of students.

Our focus on the core value of Integrity means that our behaviour is excellent, with staff supported by a strong and highly visible Academy Leadership Group. Detentions are run centrally, allowing teaching staff to do what they do best: plan and teach amazing lessons. Attendance and engagement with learning is high, and centrally planned tutor time resources ensure that our tutors can engage with students whilst delivering high-quality experiences.



- "[Pupils] are **respectful** to one another."
- "Pupils throughout the school are **highly motivated**, polite and courteous."
- "Pupils **understand and respect the rules**. This means that little reinforcement of these is necessary."
- "Pupils readily **hold leaders to account**. Leaders respect and act on pupils' ideas."

## Our location

We are located in Sutton, with good public transport and road links. Central London (Clapham, Victoria) is 25 minutes away. Belmont station is just an 8-minute walk and Sutton station a 12-minute walk. We are on the Surrey border so journeys do not take long in fact journeys from Kent only take just over 30 minutes by car. We have safe and secure onsite parking with electric charging points.

## Other benefits of working for us

- Regular dialogue about workload and how to manage it effectively
- Protected time for examiners
- Internal promotion and progression opportunities
- Staff CPD breakfasts
- Harris subject networks
- Clear communication and manageable deadlines
- High-quality staff induction programme
- Regular recognition and celebration of staff excellence
- Free on-site parking
- Exemplary student behaviour
- All SLT teach
- Fully centralised behaviour system including rapid and effective support with any student behavioural issues



# JOB DESCRIPTION

**The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.**

## **Job Purpose**

- To lead outstanding provision within the subject area. This to include all programmes, systems and structures taking account of the Academy's vision and values leading to outstanding teaching and learning.
- To be accountable for student progress and development in the subject area.
- To ensure high standards of teaching and learning across the subject area.
- To ensure the provision of an appropriately engaging, relevant and differentiated curriculum for students in the subject area, in accordance with the academy aims and policies.
- To ensure that all school policies and procedures are implemented and applied consistently by all colleagues in the subject area.
- To manage and deploy teaching/support staff, financial and physical resources across the subject area, with the support and working alongside Academy Leadership effectively and efficiently
- To lead development for literacy, within subject areas, to raise standards of Literacy across the Academy.
- To mentor any trainee teachers if appropriate.



## Teaching

- To undertake an appropriate programme of teaching
- To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the curriculum area and subject area.
- To contribute to the curriculum area and subject area's development plan and its implementation.
- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in Academy and elsewhere.
- To assess record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- 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 Academy's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of students as requested by external examination bodies, subject area and Academy procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

## Operational/Strategic Planning

- To lead on rigorous self-evaluation and review of subject area performance, recording outcomes with evidence in a focused, precise and evaluative manner in the subject area self-evaluation form (SSEF)
- To formulate, in conjunction with the subject team, an annual subject improvement plan (SIP) which supports the academy improvement plan (AIP).
- To contribute to the formulation of and subsequently the monitoring, evaluation and review of the subject improvement plan.
- To foster and oversee the application of communication and ICT and numeracy skills in the subject area, including the development of materials.
- To ensure that Health and Safety policies and practices, including risk assessments, throughout the subject area are in-line with national requirements and are updated where necessary, therefore liaising with the Academy's Health and Safety Manager.

## Development:

- To take part in the academy's staff development programme by 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.
- To ensure the effective/efficient deployment of classroom support.
- To participate in the academy ITT and ECF training and induction programmes where required

**Quality Assurance:**

- To ensure that challenging targets for achievement are set, communicated to staff and students and that all colleagues work positively towards reaching them
- To work with the subject team to monitor and evaluate the work of the subject area, in line with agreed academy procedures, including evaluation against quality standards and performance criteria.
- Accountable for ensuring rigorous and effective systems of self-evaluation and review are carried out in line with school policy and that information collected through the process is used to make changes that will impact positively on student achievement.

**Management of Information:**

- To ensure the input and maintenance of accurate student data and information as requested and in line with the academy assessment policy.
- To make use of analysis and evaluate performance data provided in comparison with Academy, local and national performance.
- To identify and take appropriate action on issues arising from evaluation of data, setting deadlines where necessary and reviewing progress on the action taken.
- To produce reports on student progress and attainment within the quality assurance cycle for the subject area, including for governors when requested.

**Management of Resources:**

- To manage the available resources of space, staff, delegated budget and equipment effectively within the policies and procedures laid down by the academy.
- To work with the Academy leadership group to ensure that the subject area's teaching commitments are effectively and efficiently time-tabled and roomed.

**Communications:**

- To ensure all members of staff are familiar with the aims, objectives and policies of the school and the subject area.
- Ensure effective communication/consultation as appropriate with the parents/carers of students.
- To attend meetings as appropriate
- To communicate with partner schools, higher education, industry, examination boards, awarding bodies and other relevant external agencies as appropriate.
- To organise regular subject area meetings and to ensure that the interests of the subject area are represented at faculty meetings.
- Arranging details for NEAs (non-examined assessments), ensuring clear communication to parents and students.

**Pastoral System:**

- 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 tutor group as a whole.
- To liaise with the Subject Leader, Heads of Year and Leadership Group to ensure the implementation of the academy's Pastoral System.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of academy life.

- To evaluate and monitor the progress of students and keep up to-date student records as may be required.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the academy concerned with the welfare of individual students, after consultation with the appropriate staff.
- To deliver PSHE, Citizenship and Healthy Harris sessions according to Academy personal development curriculum.

**Other Specific Duties:**

- To play a full part in the life of the Academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To promote actively the Academy's corporate policies.
- To comply with the Academy's Health and Safety policy and undertake risk assessments as appropriate.
- To show a record of excellent attendance and punctuality.
- To adhere to the Academy's Dress Code.
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above.
- To undertake such other duties as may be required, commensurate with the level of responsibility of the post
- To promote equal opportunities and celebrate diversity in all aspects of the academy.
- To support and attend academy events such as Open Evening.
- To be familiar with and promote safeguarding requirements, demonstrating adherence to the DfE Guidance 'Keeping Children Safe in Education and the academy's Safeguarding/Child Protection policies.
- To be aware of and comply with all academy and Federation policies and procedures, in particular those relating to conduct, child protection (as above), health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Following consultation with you this Job description may be changed by Management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

# PERSON SPECIFICATION

| Attributes                      | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | How will these be assessed                                                                                                                                                     |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Knowledge and Experience</b> | <p>Graduate in relevant subject and DfE recognised Qualified Teacher Status.</p> <p>Successful teaching experience at secondary level (including teaching practice).</p> <p>Knowledge of National curriculum requirements</p> <p>Understanding of the importance of having highest expectations for all students, both of behaviour and academic achievement.</p> <p>Understanding of inclusive provision and practices which offer equality of access to the curriculum for all students, including special educational needs, English as an additional language and high ability students.</p> <p>Knowledge and experience of writing lesson plans, developing resources and assessing students work.</p> <p>Understanding the importance of being a Tutor.</p>                                                                                                                                              | <p>Application</p> <p>Application</p> <p>Application, Interview</p> <p>Interview</p> <p>Application, Interview</p> <p>Application, Interview</p> <p>Application, Interview</p> |
| <b>Skills and Abilities</b>     | <p>The ability to work as part of a team and to develop and maintain positive relationships with teaching and other support staff.</p> <p>Good level of ICT skills</p> <p>The ability to create a motivating and safe learning environment for all students.</p> <p>The ability to communicate positively with parents/carers and where appropriate outside agencies in a way that facilitates effective links between home and school.</p> <p>Good communication skills both writing and speaking.</p> <p>Ability to lead and manage own work effectively and take responsibility for own professional development.</p> <p>Ability to carry out the job description.</p> <p>Excellent time management skills and the ability to prioritise and meet deadlines under pressure.</p> <p>Ability to motivate students and raise their aspirations through a range of strategies e.g. assessment for learning.</p> | <p>Application, Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview, Application</p> <p>Application, Interview</p> <p>Interview</p>                  |
| <b>Personal Qualities</b>       | <p>Enthusiasm for and commitment to the achievement of the Academy's overall vision for success at all levels.</p> <p>Commitment to contributing to Academy life as a whole and willingness to be involved with clubs and community projects.</p> <p>A positive approach to hard work.</p> <p>A positive role model for students.</p> <p>Passion for teaching own subject specialism.</p> <p>Enthusiastic and exceptional teacher, with a proven track record of excellent results in public examinations.</p> <p>Flexible, adaptable, results orientated and able to prioritise, resilient under pressure.</p> <p>Awareness of and commitment to equal opportunities and valuing diversity.</p> <p>A commitment to "personalising learning" for all students in the Academy. Creativity and enthusiasm to promote a positive school image to the local and national community.</p>                            | <p>Application</p> <p>Application, Interview</p> <p>Application, Interview</p> <p>Lesson</p> <p>Interview, Lesson</p> <p>Application, Interview</p>                            |

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that Academy policies are reflected in all aspect of his/her work, in particular those relating to:

- 1) Safeguarding children
- 2) Equal Opportunities
- 3) Health and Safety
- 4) General Data Protection Regulations (2018) and Data Protection Act (2018)

## HOW TO APPLY

Apply online through the Harris Academy Sutton website ([www.harrissutton.org.uk](http://www.harrissutton.org.uk)) or the Harris Federation careers website ([www.harriscareers.org.uk](http://www.harriscareers.org.uk)).

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For a confidential discussion about this post with the Principal, more information or to arrange a visit, please contact the careers team on 0203 962 4500 or [info@harrissutton.org.uk](mailto:info@harrissutton.org.uk) .  
Thank you for your interest in our school. We look forward to receiving your application.

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## Before You Start Your Application

Please remember to check your junk mail folders for our email communications and add us to your safe senders list to ensure all future email communication is received. This is important to ensure you are kept up to date on the status of your application and to avoid delays in the recruitment process.

To submit an application, you'll need to have ready:

- Personal information about you
- Details of your education and employment history
- Details of any qualifications and training gained
- A CV and/or supporting statement to upload

## Help and Support

For our Help and Support completing your application, visit [www.harriscareers.org.uk](http://www.harriscareers.org.uk)

## Safeguarding Notice

The Harris Federation and all our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our Policy Statement on the Recruitment of Ex-Offenders.

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