

**Teacher of History and Religion, Philosophy and Ethics**

**Closing date: Monday 22 April 09:00 2024**

**Interview date: Monday 29 April 2024**

**Start date: September 2024**

**Contract type: Permanent full time**

**Pay: MPS/UPS**

We are looking to appoint a teacher of History and Religion, Philosophy and Ethics (RPE) at Coombeshead Academy. Please refer to the job description below for further details of the role.

What we can offer you:

* The opportunity to work in a school where all staff are viewed as part of the family
* Somewhere where leaders look after you as well as encourage you to pursue your aspirations and goals as part of our trust, teaching and research school
* An organisation where curriculum design and innovation are valued and respected
* A school where the classroom and the learning experience for young people is the centre of everything that we do
* A school with a healthy view of the work life balance needed to be a great teacher
* Excellent schemes of learning and pre-planned resources to support workload reduction.
* A sensible and balanced approach to assessment in order to further reduce workload.
* The freedom to experiment in your own classroom.
* A clear behaviour policy which supports you to be able to teach with enthusiasm and freedom to a receptive audience.
* Opportunities to share your practice and learn from others across the trust and the teaching school alliance.

If you are interested in this position, please email your completed application to: caroline.battong@educationsouthwest.org.uk **no later than Monday 22 April at 9am** with interviews likely to take place **on Monday 29 April 2024.**

ESW is committed to safeguarding and protecting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced disclosure via the Disclosure and Barring Service.



**Coombeshead Academy**

**Job Description**

Post Title: **Teacher of History RPE**

Responsible to: **Curriculum Team Leader**

Salary: **MPS/UPS**

Start: **September 2024**

This job description is not a comprehensive definition of the post. Discussions will take place on a regular basis to clarify individual responsibilities within the general framework and character of the post as identified below. The conditions of employment of teachers in the School Teachers’ Pay and Conditions of Service Document apply to this post, whose holder is expected to carry out the professional duties of a teacher as circumstances may require, under the reasonable direction of the Headteacher. Appropriate level of performance is defined in the Framework of Performance Standards for Teachers in England.

**Main Purpose of the Post**

To be an effective teacher and tutor who supports and challenges all students to achieve their full potential.

**Key responsibilities**

1. To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum and pastoral developments which are relevant to your work.
2. To plan tutorials, activities, lessons, and sequences of lessons to meet students’ individual learning needs.
3. To use a range of appropriate strategies and follow School policies for tutoring, teaching, behaviour management and classroom management.
4. To do all you can, involving parents and other agencies, to ensure that because of your tutoring and teaching you promote the health, safety, economic wellbeing and achievement of your students.
5. To assess, monitor and record the progress of students in your teaching and tutorial groups and give them clear and constructive feedback.
6. To set well-grounded expectations for students in your teaching and tutorial groups using information about prior knowledge and previous attainment, making progress as good or better than similar students nationally.
7. To take responsibility for your own professional development and use the outcomes to improve your tutoring and teaching and your students’ learning.
8. To make an active contribution to the policies, aspirations and plans of your year group, of your curriculum team and of the school.

**Accountabilities:**

1. To maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum and pastoral developments which are relevant to your work.
2. To plan tutorials, activities, lessons, and sequences of lessons to meet students’ individual learning needs.
3. To use a range of appropriate strategies and follow school policies for tutoring, teaching, behaviour management and classroom management.
4. To do all you can, involving parents and other agencies, to ensure that because of your tutoring and teaching you promote the health, safety, economic wellbeing and achievement of your students.
5. To assess, monitor and record the progress of students in your teaching and tutorial groups and give them clear and constructive feedback.
6. To set well-grounded expectations for students in your teaching and tutorial groups using information about prior knowledge and previous attainment, making progress as good or better than similar students nationally.
7. To take responsibility for your own professional development and use the outcomes to improve your tutoring and teaching and your students’ learning.
8. To make an active contribution to the policies, aspirations and plans of your year group, of your curriculum team and of the school.

**UPS2:** UPS2 teachers are expected to make a sustained and substantial contribution to the school based on threshold criteria.

**UPS3:** UPS3 teachers play a critical role in the life of the school. They provide a role model for teaching and learning, make a distinctive contribution to the raising of students’ standards and contribute effectively to the work of the wider team. They take advantage of the appropriate opportunities for professional development and use outcomes effectively to improve students’ learning.

## Performance Management

## Your annual performance review is based on this overall job description and with particular emphasis on your annual targets. These are set in discussion with your line manager and grouped under the headings: Professional development; Team Improvement Plan; student progress.

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| --- | --- | --- | --- |
| **Name:** |  | **Date:** |  |

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| --- | --- | --- | --- |
| **Signed:** | (Principal) | **Signed:** | (Member of Staff) |



**COOMBESHEAD ACADEMY**

**Teacher**

**Person Specification**

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process.

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| --- | --- | --- |
| **Essential** | **Desirable** | **Evidence Base** |
| **Qualifications** | | |
| Degree and Qualified Teacher Status | Essential | Application Form / Certificates |
| Successful experience of teaching subject in placement or a previous school. | Essential | Application Form / Certificates |
| **Professional Experience and Knowledge** | | |
| Successful teaching and curriculum experience | Essential | Application Form |
| Ability to teach subject to GCSE. | Essential | Application Form |
| Experience of teaching at A Level. | Desirable | Application Form / Certificates |
| Ability to communicate effectively with students, parents and colleagues. | Essential | Application Form / Interview |
| Ability to use assessment for learning and data to improve student performance. | Essential | Application Form / Interview |
| High level ICT skills. | Essential | Application Form / Interview |
| Inspirational practitioner with a passion to enthuse and engage students so they achieve their full potential. | Essential | Application Form / Interview |
| Excellent understanding of the curriculum and current developments in teaching and learning. | Essential | Application Form / Interview |
| Positive attitude towards your own and others professional development. | Essential | Application Form |
| Able and willing to make a full contribution to the life of the curriculum team and the wider school community. | Essential | Application Form |
| **Personal Qualities** | | |
| Adaptable, flexible. | Essential | Application Form / Interview |
| Able to take responsibility and show initiative. | Essential | Application Form / Interview |
| Enthusiastic and inspiring. | Essential | Application Form / Interview |
| Able to command respect. | Essential | Application Form / Interview |
| Excellent team member, able to work both independently and cooperatively with others. | Essential | Application Form / Interview |

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**How to apply**

**Application deadline**

Completed applications must be received by **9am,** **Monday 22 April 2024.**

Please submit your application to Caroline Battong:

[caroline.battong@educationsouthwest.org.uk](mailto:caroline.battong@educationsouthwest.org.uk)

**Completing your application**

Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement outlining your suitability for the role.

The Governors are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced disclosure via the Disclosure and Barring Service.

It is the Governors’ Policy to ask to see original certificates for all qualifications of A Level or equivalent, and above, at interview.

**Discussion and visits**

Informal discussions are welcomed, as well as visits to the school. Please arrange a suitable time with Caroline Battong [caroline.battong@educationsouthwest.org.uk](mailto:caroline.battong@educationsouthwest.org.uk). Telephone: 01626 248971

**References**

Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are informed of the need to respond within the timescale set. In all cases, at least one professional reference is required.

The post will be offered subject to satisfactory completion of pre-employment checks.

**Welcome to Coombeshead Academy**

Coombeshead Academy is a thriving 11-18 school with students joining us from a range of partner primary schools across Newton Abbot and the surrounding area. We also welcome students from other secondary schools into Year 12 where they can study A Levels and vocational Level 3 courses in our successful Sixth Form collaboration with Teign School and South Devon UTC.

Our school forms part of Education South West (ESW) where we work in partnership and collaboration with other schools to build success for young people across South Devon.

Our school vision is based on **Inspiring Excellence**where we believe that every young person should have the opportunity to learn in a stimulating and inspirational environment where they can be challenged at the highest levels, as well supported and nurtured, to achieve their very best.

Our core values of**Positive** **Attitude, Endeavour, Achievement, Community and Enrichment**underpin all our decisions and interactions with students and families. We offer a broad and balanced academic curriculum. We focus relentlessly on the experiences and outcomes our students receive during their time with us so that they are fully equipped with the qualifications and life experiences needed to be successful adults.

**‘Growing you whole self’**by accessing the wider curriculum offer that is available at school is a central element of our school. The whole self is about being a leader, taking part and generally exploiting every opportunity that is offered by the school.

These core values are encapsulated in our motto of the **Coombeshead Way**

1. **Turn up and be ready:** We want every student here at school every day. We know that good attendance guarantees good outcomes and therefore better life chances to get the jobs they want in the future. By being ready to learn with the right attitude and the right equipment no learning time is wasted and the progress our young people make every lesson can be maximised.
2. **Work hard:**By putting in 100% effort every lesson, every day and never giving up even when facing challenges with new learning and with more difficult concepts.
3. **Be nice:** We want all our young people to focus on treating each other with respect and tolerance as well as allowing everyone to learn and excel in every lesson

We have a caring, disciplined, family atmosphere. All our students are known and treated as individuals. We have high standards, and we place particular emphasis on school uniform 11-16, exemplary behaviour, attendance and punctuality.

We value all our staff, and we ensure their skills and knowledge are second to none through a comprehensive professional learning programme.

We look forward to welcoming you to Coombeshead Academy.

**Education South West (ESW)**

Thank you for your interest in Education South West - we are always on the lookout for exceptional talent to join us and contribute to our team of creative education professionals.

At Education South West we believe that education makes children’s lives better. We believe that every child has the right to achieve all that they are capable of and more, regardless of their background or raw ability.

Across all our schools our staff aim to provide an educational experience which is outstanding; our schools all believe strongly in the power of and broad and balanced curriculum. Sport, art, technology drama and music play a key role in all our schools.

We encourage innovation, creativity, and individuality. By sharing this individuality and creativity we believe that schools and communities become stronger through unity and collaboration.

We are caring and compassionate. Every individual in our schools matters and we believe strongly that children and staff should enjoy their time at school, and work. A positive can-do attitude to their work and study is necessary. The happier and more stimulated a person is the more motivated they are to improve.

We believe in developing a positive attitude to learning and to life, in having clear goals and in providing a supportive environment to help the realisation of these.

We support and challenge our school leaders and the staff in our schools to be the best they can, leading effective teams at every level, growing future leaders, and working together to provide an exciting education for all.

We welcome and support aspirational and ambitious teachers and classroom support staff, dedicated to supporting children through their time at school.

We offer excellent opportunities and professional development through in-school CPD, our Research School status, through our teaching schools and through our links with the wider education community. We are ambitious for our children and our employees and always looking to support, challenge and develop talent, whatever stage you are in your career.

When recruiting staff to work with children we place immense importance on:

* people who go the extra mile.
* a commitment to professional development and a desire to continue learning, via research, private study and in learning from others.
* a desire to ensure that everything that is done within schools is the best it can be.
* a firm commitment to the philosophy that we work in education to improve young people’s lives and improve society; we serve our communities and the wider populace.
* the ability to develop positive relationships with pupils, students, and parents.
* good interpersonal and communication skills when liaising with stakeholders.
* a good sense of humour.
* a commitment to working in partnership with others and sharing selflessly best practice within and outside of ESW.

Your journey with ESW starts here and we look forward to meeting you in the future.

**The Curriculum Area – History and Religion, Philosophy and Ethics (RPE)**

At Coombeshead we aim for our students to be able to place themselves within the contested narratives of History. We strive to teach them the knowledge and skills necessary to understand the grand tapestry of the past, and to critique it. We aim to stimulate students’ innate curiosity and therefore a deep engagement with the knowledge and understanding developed around a core of British history, exploring global, national, and local histories.

History and RE at Coombeshead Academy has a proud tradition of gaining excellent outcomes. All students study History and RE at KS3 with a good allocation of curriculum time, before making their option choices at the end of year 9. At KS4 we offer EDEXCEL GCSE History. Our current units are Crime and Punishment, Spain and the New World, Henry VIII & His Ministers and Weimar & Nazi Germany. We currently have 3 groups in year 10 and 3 groups in year 11. Progress has been shown to be sustained and historically, results have been above the National Average with students achieving positive progress against target grades. Many of our students have gone on to further study A Level History at KS5 and University.

We have a fully designed and resourced curriculum that provides students with the ability to develop and learn through comprehensively sequenced schemes of learning. Resources are created and shared within the department to reduce workload whilst ensuring consistency for all students. We are committed to providing a first-class education and are continually looking to develop and improve current practices.

We are looking to appoint an enthusiastic and hard-working History & RE teacher who will contribute to the development of History & RE throughout the academy. Overall, we are looking for a committed and forward-thinking individual who has strong teaching skills and the ability to inspire students to achieve high standards in their work. You must have a strong subject knowledge. You will need to follow department schemes of learning and demonstrate a natural ability to enhance understanding of History for a wide range of student needs. You will work closely with a highly motivated team to prepare and deliver a quality level of History & RE education.

Visits to the departments would be welcomed with the option of an informal discussion with the CTL in charge of History & RE.

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