



**HAMPSTEAD SCHOOL**  
Learning together Achieving together



## Teacher of History

Recruitment Pack



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### Teacher of History

Inner London pay range  
Required for September 2021

A fantastic opportunity for a dynamic colleague to join our vibrant and successful school.

#### What we offer

- A collaborative department that is experienced, innovative and supportive
- Consistently strong results with high uptake at KS4 and KS5, and many students taking the subject at university
- The opportunity to contribute to a diverse KS3 curriculum
- The opportunity to learn and develop your teaching of History, as well contribute to the department and faculty as a whole

#### We need you to be

- A highly-reflective teacher who wants to develop and improve their practice
- Committed to having strong relationships with staff and students
- Passionate about teaching History at KS3, GCSE and A Level
- Interested in evidenced-based teaching strategies that help students in their learning
- Able to teach a second subject in the faculty if required

*"Staff really like working at the school. They feel valued and very well supported. Leaders have ensured that they have very good opportunities for training and development. Many staff have moved on to promoted posts internally and elsewhere. This is an exciting, dynamic place to work, and its vitality greatly benefits the pupils". (Ofsted).*

*"Students' pride in their school is evident; we think this is what all urban comprehensive schools should look like" (Good Schools Guide)*

*"An exceptional climate for learning" (Challenge Partners)*

We welcome applications from colleagues who are looking to work part time and will always consider job shares or other flexible arrangements.

Details and application form can be downloaded from our website.

**Closing Date:** Monday 19<sup>th</sup> April at 9am

**Interview Date:** Tuesday 27<sup>th</sup> April

The School is committed to safeguarding and promoting the welfare of children. The successful applicant will be required to undertake an enhanced DBS check. Checks will be made with previous employers.

**11 – 19 Mixed Comprehensive N.O.R: c.1330 (300 in Sixth Form)**

Westbere Road, London, NW2 3RT - Head: Matthew Sadler

Tel: 020 7794 8133 Email: [vacancies@hampsteadschool.org.uk](mailto:vacancies@hampsteadschool.org.uk)

Website: [www.hampsteadschool.org.uk](http://www.hampsteadschool.org.uk)





Dear Applicant,

Thank you for your interest in this exciting post here at Hampstead School. More information about the school can be found on our website [www.hampsteadschool.org.uk](http://www.hampsteadschool.org.uk).

Please look at the following documents:

- Copy of the Advert
- Job Profile and Person Specification
- Application Form – you can apply via TES or download the application form from our website: [www.hampsteadschool.org.uk](http://www.hampsteadschool.org.uk).

I started as Head at Hampstead in September 2020. Reopening the school in the midst of a global pandemic was a baptism of fire but staff, students and parents were incredibly supportive. It helped that I already had a link with the school, having started my career here as an NQT.

I made a lot of ‘coming home’ in my application form when I applied for the headship. My original stint only lasted four years, a length of time that pales into insignificance when compared to the years of service some have given, but after leaving, I retained a strong connection to the school. Hampstead reflects – and has shaped – my educational values. It is a truly comprehensive school, seeking to serve its local community. It is non-selective in the truest sense; there are no ability bands, selection tests or restrictions based on gender or religion. If you live nearby, if it is your local school, there is nothing to stop you coming here. It is part of a strong local authority working to ensure high standards through co-operation rather than competition.

When Hampstead School gets it right then there are no caveats, no ‘yes buts’. Success is not based on a selective admissions criteria or top-down interventions from an academy chain. Success is sustainable, ethically sound and based on an unwavering commitment to equality of access. I can honestly say that I would not have applied for any other headship.

### **The School and its Community**

Hampstead School is a London Borough of Camden maintained comprehensive school with 1330 students. The school, with an admission number of 210, is popular locally and oversubscribed.

Founded in 1961 (it is our sixtieth anniversary this year) as a mixed comprehensive school, visitors often comment on the mutual respect, which is evident amongst students and between students and staff. This has been recognised; we are the first secondary school in London to be awarded the UNICEF “Rights Respecting School Award” at the highest level.

The diversity of our students is a real strength of the school. Over 80% of students are of ethnic minority origin, with over 60 different languages spoken. Around half our students have English as an Additional Language, with a similar proportion eligible for the Pupil Premium.

The school has just been rebuilt over the past five years as part of the Priority Schools Building Programme; our facilities are now world class.



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## Our Ethos

We expect staff and students to *Think Big, Work Hard* and *Be Kind*, principles underpinned by the value we place on ambition, critical thought, effort and compassion. This culture is fostered in an atmosphere where the quality of relationships is crucial; our motto, '*Learning Together, Achieving Together*', is reflected in the interactions that take place between staff and students every day.

The impact of this ethos, when combined with the highest expectations of achievement and a belief that every student can and will achieve, is seen in some of our successes and initiatives over the past few years. They confirm that Hampstead School's reputation for creativity, innovation and inspiration is firmly rooted in rigour:

- One of seven UK schools recognised as an inaugural "Achievement for All" Ambassador School
- Arts Mark Award (Gold) from the Arts Council for England
- Sportsmark
- International School Full Award
- Geography and History Quality Mark
- Sustainable Schools Award (Gold)





- Cultural Diversity Quality Standard (Gold)
- Stonewall Award
- National Champions in the Model United Nations national debating competition
- Our work with New Arrivals recognised as best practice and disseminated to all UK schools
- Enduring relationships with Future Leaders, Teaching Leaders and Teach First.
- Princes Trust kitemark (English)
- Diana Awards from the Prime Minister for our anti bullying and peer mentoring schemes
- Part of the National Association for Able Children in Education (NACE)

We are proud of what we have achieved, never complacent and retain a genuine and positive determination to become exceptional in all areas. We relish our challenges, being fortunate in our committed and enthusiastic staff, all of whom work together for the benefit of our students. A sign of success is that, within a stable workforce, nearly all who leave do so for promotion. Consequently, this creates opportunities to appoint new colleagues with new ideas, enthusiasm, and moral purpose.

### **More about this role**

History at Hampstead School is hugely popular. Students thrive on the diverse curriculum we offer, leading to high uptake and strong results at GCSE and A Level and with many students taking the subject further at university.

You will get the opportunity to work with a collaborative, dynamic and innovative department. We seek to teach a diverse, powerful curriculum that focusses on enquiry learning, ranging from the Haitian Revolution to the Islamic Golden Age. We are a department that continually seeks to develop our curriculum and ourselves through evidence-informed practice, so that we can offer the best opportunities for our students.

Beyond the classroom we seek to offer opportunities our students may never have had before. We have led successful trips to Berlin with A level cohort's; have successfully competed at the Model United Nations with the debating club; as well as organising trips to a range of institutions across the city such as the British Museum and Tower of London.

We seek a candidate who is passionate about History, reflective in their practice and with a strong commitment to ensuring achievement for every student. You will get the opportunity to develop as a classroom practitioner, to be integral in the continual development of our curriculum and offer students opportunities beyond the classroom.

Hampstead is both a supportive and exciting environment to work in, and we look forward to welcoming the right candidate who will contribute to the development of the Faculty into the future.

I am very excited about developing the school further and working with colleagues with differing strengths, but who all share an unwavering passion for education, and a commitment to improving the life chances of all our students.

If you are one of these talented people, we would love to hear from you.

Matthew Sadler – Head



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## Job Description Teacher of History

Hampstead School is committed to safeguarding & promoting the welfare of children & young people. All candidates must have strong working knowledge of safeguarding practices and be committed to safeguarding and promoting the welfare of children and young people

<b>Direct Reporting</b>	Head of Subject / Faculty
<b>Main Purpose</b>	<p>To, under the reasonable direction of the Head, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD).</p> <p>The teacher will be required to:</p> <ol style="list-style-type: none"> <li>To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students in accordance with the Conditions of Employment of School Teachers, the requirements of the National Curriculum, the School's aims and policies of the Governing Body.</li> <li>To monitor and support the overall progress and development of students</li> <li>To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.</li> <li>To contribute to raising standards of student attainment and to provide and monitor opportunities for personal and academic growth.</li> <li>To support colleagues in maintaining a high level of professionalism and contribute to a shared sense of purpose and positive emotional climate.</li> </ol>
<b>Faculty Standard</b>	<b>Duties and responsibilities</b>
<b>Culture</b>	<ol style="list-style-type: none"> <li>Assist the Head of History to ensure the provision of a range of activities that complement the school's strategic objectives.</li> <li>Assist in the process of curriculum development and change to ensure continued relevance to the needs of students and the school's vision and strategic objectives.</li> <li>Help create a culture where pupils experience a positive and enriching school life.</li> <li>Foster positive relationships across the school community and contribute to maintaining a safe, orderly and inclusive environment.</li> <li>Contribute to a culture of high staff professionalism, including implementing the school policies and procedures.</li> </ol>
<b>Operational &amp; Strategic Planning</b>	<ol style="list-style-type: none"> <li>To assist in the development of appropriate specifications, resources, schemes of learning, assessment and marking policies and teaching strategies in the department</li> <li>To contribute to the departmental Improvement plan and its implementation</li> <li>To plan and prepare lessons, courses and schemes of learning as required</li> <li>To have organisational awareness and so contribute to the school's planning</li> </ol>
<b>Teaching</b>	<ol style="list-style-type: none"> <li>Teach students according to their learning needs, including the setting and marking of work.</li> <li>Ensure that ICT, Literacy, Numeracy are part of students' learning experiences.</li> <li>Ensure a high quality learning experience for students, which meets internal and external quality standards.</li> <li>Use a variety of delivery methods, which stimulate learning appropriate to student needs, learning styles and demands of the subject.</li> <li>Maintain high expectations in punctuality, behaviour and standards of work.</li> </ol>



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	f. Undertake assessment of students as requested by external examination bodies, faculty and school procedures.
<b>Curriculum &amp; Assessment</b>	<ul style="list-style-type: none"> <li>a. Assess record and report on the attendance, progress, development and attainment of students and to keep such records as are required.</li> <li>b. Contribute to targets, action plans, and detailed and structured reporting.</li> <li>c. Alert appropriate staff to challenges experienced by students, make recommendations and implement processes that may help resolve these.</li> </ul>
<b>Behaviour</b>	<ul style="list-style-type: none"> <li>a. Sustain high expectations of behaviour for pupils, built upon relationships and routines, which are understood clearly all.</li> <li>b. Ensure high standards of pupil behaviour in accordance with the school's behaviour policy in a consistent, fair and respectful manner.</li> <li>c. Model and teach the behaviour of a good citizen</li> </ul>
<b>SEND &amp; EAL</b>	<ul style="list-style-type: none"> <li>a. Maintain ambitious expectations for all pupils with SEND and EAL that enable pupils to access the curriculum and learn effectively</li> <li>b. Fulfil statutory duties with regard to the SEND code of practice</li> </ul>
<b>Professional development</b>	<ul style="list-style-type: none"> <li>a. To take part in the school's staff development programme by participating in training and professional development.</li> <li>b. To take initiative and ownership for personal and professional development including subject knowledge and pedagogy.</li> <li>c. To actively and self-confidently engage in the Performance Management process.</li> <li>d. To work as a member of designated teams and contribute positively to effective working relationships within the school.</li> </ul>
<b>Organisational management</b>	<ul style="list-style-type: none"> <li>a. Communicate effectively with the parents of students as appropriate.</li> <li>b. Where appropriate, to communicate and co-operate with persons or bodies outside the school and in so doing promote the school's ethos.</li> <li>c. Follow school policies related to communications.</li> </ul>
<b>Pastoral Care &amp; Welfare</b>	<ul style="list-style-type: none"> <li>a. Ensure the protection and safety of pupils and staff through effective approaches to safeguarding as part of the duty of care.</li> <li>b. As a Form Tutor, promote the general progress and well-being of individual students and the Tutor Group as a whole</li> <li>c. Deliver Personal, Social, Health &amp; Citizenship Education (PHSCE) in line with schemes of learning.</li> <li>d. Liaise with Pastoral Leaders and support with the implementation of the school's Pastoral System.</li> <li>e. Expect and encourage students' full attendance to all lessons and their full participation in school life.</li> <li>f. Communicate, where appropriate, with parents and external agencies concerned with the welfare of individual students.</li> </ul>
<b>Quality Assurance</b>	<ul style="list-style-type: none"> <li>a. Help to implement and adhere to school Quality Assurance procedures</li> <li>b. Contribute to the monitoring and evaluation of the curriculum area in line with agreed school procedures, including evaluation against quality standards and performance criteria.</li> <li>c. Implement modification and improvement as required.</li> <li>d. Transparently review methods of teaching and learning.</li> </ul>
<p>The above duties are not exhaustive and the post-holder may be required to undertake tasks, roles and responsibilities reasonably assigned to them by Senior Management.</p> <p>This job description will be kept under review and may be amended via consultation with the individual, Governing Body and/or Senior Management Team as required. Trade union representation will be welcomed in any such discussions.</p>	



**Person Specification**  
**Teacher of History**

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Criteria	Qualities and evidence
<b>1. Qualifications &amp; Experience</b>	<ul style="list-style-type: none"><li>a. Relevant Degree / PGCE or equivalent</li><li>b. Qualified Teacher Status desirable</li><li>c. Successful teaching experience at<ul style="list-style-type: none"><li>1) A school, or</li><li>2) On teaching practice</li></ul></li><li>d. Conversant knowledge of issues pertinent to History</li><li>e. Ability to teach A Level History</li></ul>
<b>2. Skills &amp; Abilities</b>	<ul style="list-style-type: none"><li>a. Imaginative and able teacher with the ability to engage and relate to students of all ability</li><li>b. Evident skills of communication both verbal and non-verbal</li><li>c. Knowledge of how students learn and the range of teaching and learning styles that may facilitate effective curriculum delivery</li><li>d. Willingness to acquire new skills as appropriate</li><li>e. Imaginative ideas on classroom differentiation</li><li>f. Strong interpersonal skills</li></ul>
<b>3. Inclusion &amp; Equal Opportunities:</b>	<ul style="list-style-type: none"><li>a. Belief in every child's potential and a desire to see every child succeed</li><li>b. Commitment to equal opportunities</li><li>c. Commitment to celebrating diversity</li><li>d. Commitment to ensuring every team member feels valued</li><li>e. Awareness of equal opportunities and how these are addressed within the subject area.</li></ul>
<b>4. Disposition:</b>	<ul style="list-style-type: none"><li>a. Strong commitment to own CPD and a willingness to further develop pedagogy</li><li>b. A sense of perspective and manifest enthusiasm</li><li>c. Ability to work hard and prioritise within competing deadlines</li><li>d. A commitment to comprehensive education, teamwork and collaboration.</li></ul>
<b>5. Curriculum:</b>	<ul style="list-style-type: none"><li>a. Evidence of ability to implement schemes of learning that are exciting, challenging and encourage enquiry</li><li>b. Evidence of success in implementing strategies to support students at risk of falling behind</li><li>c. Evidence of strong understanding that an excellent curriculum is one that is inclusive, accessible and promotes a passion for the subject</li><li>d. Evidence and willingness to develop curricula</li><li>e. Evidence of making effective use of home learning platforms (e.g. Satchel:One, Microsoft Teams) to complement and enhance learning</li></ul>





### What can Hampstead School offer you?

*“Staff really like working at the school. They feel valued and very well supported. Leaders have ensured that they have very good opportunities for training and development, to which they contribute. Many staff have moved on to promoted posts internally and elsewhere. This is an exciting, dynamic place to work, and its vitality greatly benefits the pupils.”*

(Ofsted)

At Hampstead School, leaders are committed to promoting a diverse and inclusive community - a place where we can all be ourselves and succeed on merit. We offer a range of family friendly, inclusive employment policies, staff engagement forums, in-school facilities and services to support staff from different backgrounds. We welcome applications from those keen to explore part time, job share or flexible working arrangements.

Our employee package includes personalised training, a comprehensive package for NQTs starting a career in teaching, placement on Teaching Leaders programme for middle leaders, financial and professional support for MA degree programmes and National Professional Qualifications, and engagement in the wider programmes offered by Camden Learning.

We are keen to ensure a positive life-work balance. Staff are granted time-off for a range of personal days as well as access to a free 24-hour employee assistance package and annual flu jabs. We were the first school in London to achieve the Optimus Wellbeing Award for Schools and a staff working group continues to drive this important work forward.

Our location, minutes from Cricklewood Station and only a short distance from the transport hub in West Hampstead, mean that staff benefit from inner-London weighting but have flexibility in where they choose to live.

Benefits include, but are not limited to:

- 15% PPA time for all teaching staff
- Free access to a staff gym on site
- Employee Assistance Programme
- Annual flu jab
- In-house professional development programme
- TOIL days in recognition of twilight CPD
- Bespoke leadership development pathways
- Time off for personal days (e.g. nativity plays, graduations)