

# Teacher of History with Politics



KINGS NORTON  
GIRLS' SCHOOL & SIXTH FORM



## **Contents**

Applicant letter and application process	1
Department details	2
Role Description	3 to 4
Person Specification	5
Background and Ethos	6 to 7
Key Facts and Statistics about the School	8 to 9
Privacy Notice for Job Applications	10



# Kings Norton Girls' School: Teacher of History with Politics

9th May 2024

## Dear Prospective Applicant

This is an exciting opportunity for an exceptional teacher of history to join Kings Norton Girls' School and Sixth Form on a permanent contract from September 2024. The post is available on a full-time, permanent basis and ECT applications are welcomed.

We are an Ofsted outstanding school achieving excellent pastoral and academic outcomes for students within a culture of care, concern and well-being for both staff and students. KNGS is a happy and caring community, where every student is valued as an individual, their talents recognised and nurtured. Our vision is to 'Open a World of Opportunities' for our students whilst ensuring that everyone in our school community demonstrates respect and courage in order to flourish.

The successful candidate will be joining a highly successful team and a supportive and forward thinking school environment. Whole school progress and attainment indicators show that students consistently achieve well above the national average. The successful candidate will have experience of teaching history at KS3 and KS4 and the ability, skills and knowledge to teach KS5. Also, the ability to teach KS5 politics is essential.

Above all, we are looking for a teacher with the enthusiasm and skills to make a real difference to the success of our students, with the drive and ability to move a successful department even further forward, enabling the whole team to deliver lessons that support all students to reach their full potential. The successful candidate will have access to CPD opportunities including working with a wide range of schools in our local network. Staff benefits include the Westfield Health Cash Plan including an Employee Assistance Programme and a cycle to work scheme.

You will find information about the post and our school in this pack and on our website. I do hope that having read further, and found out more about us that you will choose to make an application; I look forward to hearing from you. To apply, please complete the application form which will contain your supporting statement (which should not exceed 1200 words), please explain clearly how you meet the requirements of the person specification. Please note we do not accept CVs and only applications completed on the school's application form will be considered. If you have any queries prior to completing your application form, please do not hesitate to contact Ms Christina Thatcher, Faculty Leader on 0121 675 1305 or via [cthatcher@kngs.co.uk](mailto:cthatcher@kngs.co.uk). Completed applications should be emailed to Mrs Wilson, PA to the Headteacher [dwilson@kngs.co.uk](mailto:dwilson@kngs.co.uk) or submitted via the TES portal.

**Deadline for applications:** Friday 17th May 2024 at 9.00 am

**Interviews:** Provisional date Thursday 23rd May 2024

**Please note:** *This is a rolling vacancy and applications will be reviewed as they are received. Interviews and appointments may take place prior to the closing date shown.*

References will be taken up shortly after shortlisting and prior to interview using the contact details you supply on your application form. References must be taken from your current (or most recent employer) where you have worked in connection with children. Candidates who have not been called for interview within two weeks of the deadline should assume their application has been unsuccessful. All offers of employment are subject to a satisfactory enhanced DBS check, a health check screening questionnaire and 2 references that are satisfactory to the school.

Yours sincerely



Mrs Nicola Raggett

Headteacher

Opening a World of Opportunities

# Kings Norton Girls' School: Teacher of History with Politics

## Humanities Faculty Details

The History and Politics Departments sit within the Humanities Faculty which comprises of History, Geography, RE, Sociology, Politics and Business Studies. The History department plays an integral role in the life of the school, making a significant contribution to the development of key skills and cultural understanding and is highly popular as an option choice for GCSE and A level. All students study either history or Geography to at least GCSE level. Politics is offered at A Level with initiatives lower down in school such as Parliament Week for students to develop an understanding of politics. The history and politics teams are currently led by the Faculty Leader. The strength of the humanities team lies in the individual passion and commitment each member brings to their subject. They work collaboratively to produce an exciting range of resources and schemes of work for students and this in turn leads to a real thirst for learning throughout the school. History at GCSE and A level and politics at A level are very popular.

### Key Stage 3:

In Year 7, students study for two hours a week and the content follows the national curriculum including a range of key events and changes from the medieval era including 1066, castles, the crusades, the Magna Carta, Thomas Beckett, Agincourt, the peasants' revolt and life in the Middle Ages.

In Year 8, history is afforded three hours over the fortnight. This enables a range of learning activities to develop skills and knowledge of society from the Tudors to the beginning of industrialisation including Henry VIII and changes to the church, Edward VI, Mary, Elizabeth, the gunpowder plot, civil war, the industrial revolution, crime and punishment and local history.

Year 9 history is taught with one and a half hours a week, exploring the changes and challenges Britain has faced from industrialisation to modern times. Subject content includes the British Empire, the slave trade, suffragettes, the causes of WWI, fighting in WWI and the holocaust. The skills needed later for GCSE studies are embedded in Year 9 in particular.

All of these areas are used to develop secure knowledge along with the skills of understanding, analysis and evaluation. Some eras and events such as the reformation, the holocaust and votes for women are covered in more depth to allow full appreciation of these key changes in society.

**KS4 Curriculum:** GCSE History is a very popular option. Students study the AQA syllabus and take the following options:

Germany 1890-1945

International Relations: Conflict and Tension 1918-1939

Britain: Health and the people: c1000 to the present day:

Elizabethan England, c1568-1603

**KS5 Curriculum:** A Level History is a popular option. Students study the AQA syllabus and take the following options:

- a breadth study on the Tudors 1485-1603 worth 40% of the A Level course.
- a depth study, also worth 40% of the A Level course – revolution and dictatorship focussing on Russia and the Soviet Union, 1917–1953.
- a historical enquiry on the causes of the Final Solution. This allows students to demonstrate independent research skills. They will use historians' interpretations and first hand evidence to examine the complex roots of the anti-Semitism which led to the Holocaust in WW2.

The Politics course offered at A Level follows the Edexcel course covering UK politics, UK government and the politics of the USA; this is split into 3 papers:-

1. UK Politics: Democracy, political parties, voting behaviour, electoral systems and three core ideologies (liberalism, conservatism and socialism)
2. UK Government: Constitution, Parliament, Prime Minister, Relationship between the branches (judiciary and EU) and one non-core ideology (at the moment students study socialism)
3. Comparative Politics USA: Constitution, Congress, President, Supreme Court and Rights and democracy and participation

**Extra Curricular and Enrichment:** A wide range of extra-curricular opportunities are on offer in history and politics from debating to local and international visits which significantly enrich the experiences of our students. History ambassadors contribute to the commemoration of events such as Holocaust Memorial Day and Black History Month. Site visits are organised to support learning which takes place in the classroom. Students also act as mentors for younger pupils. Politics students have visited Washington DC and have had members of Congress and MPs visit the classroom virtually. UK Parliament Week is celebrated in form across year groups in November, and a previous Politics Club for KS3 and 4 students was successfully attended. There is scope for a trip to Parliament and Party Conferences in Autumn. The department has links with others in the area who are willing to work with the successful post holder.

# Kings Norton Girls' School: Teacher of History with Politics

## Job Description

**Line Management:** Responsible to the History Subject Leader, for teaching aspects of the history role and Faculty Leader for politics teaching and the Heads of Year for the role of form tutor . The duties outlined in this role description are in addition to those covered by the latest School Teachers' Pay and Conditions document and the Teachers' Standards of 2011.

As a teacher at this School you are expected to act in accordance with the ethos of the school at all times, and follow all policies. You can expect to have opportunities to contribute to the growth of the school, and for your professional development to be furthered.

**Teacher of History with Politics:** You are required to carry out the duties of a classroom teacher as detailed below:

- To contribute to the development of the history and politics curriculum courses and the delivery of the School's Curriculum.
- To plan schemes of work within the area, prepare lessons and maintain a record of work for each teaching group.
- To teach according to the educational needs of the groups allocated. To mark, assess work and feedback to students in line with the school and faculty/department assessment policy.
- To monitor students' progress, maintain records and report on the development, progress and attainment of students in accordance with school and curriculum area policy
- To set homework of a meaningful and appropriate nature, having regard to students' abilities.
- In cases of foreseen absence, to set meaningful and appropriate work for all classes.
- Proactively engage in CPD and to review from time to time methods of teaching and adapting programmes of work as required.
- To prepare students for external examinations and participate in internal moderation (if appropriate).
- To take all reasonable steps to maintain good order and discipline among students, monitor their attendance.
- To participate, as appropriate, in meetings at the school which relate to the curriculum, and administration or organisation of the school.
- To safeguard student's health and safety, both when they are authorised to be on school premises and when they are engaged in authorised school activities elsewhere, alerting the Health and Safety Officer immediately to hazards on site and following risk assessments.
- To participate in the school pastoral system, providing guidance and advice to students and to attend parent/teacher consultation evenings.
- To carry out such duties as may be requested by the head teacher in accordance with school policy.
- To participate fully in the school's arrangements for appraisal.
- To participate, as appropriate, in arrangements for further training and professional development as a teacher.

## **Additional Duties**

**To act as a Form Tutor:** Form Tutors are responsible to the Heads of Year (five in total). Form Tutors are responsible for overseeing the academic progress and pastoral care of all members of their tutor groups, liaising with parents and overseeing routine administration relating to student welfare. You are required to carry out the duties of a form tutor as detailed below:



## Kings Norton Girls' School: Teacher of History with Politics

### **Job Description continued**

- To be the first point of contact for pupils in their tutor group and to play a major part in fostering positive approaches to work, to the school and in the community as a whole.
- To set the tone for the day ahead ensuring a calm, disciplined beginning.
- To support the Heads of Year and be a key figure in developing a positive ethos, high standards and a secure environment in which girls can flourish.
- To be a key figure in promoting the school's ethos on attendance, punctuality and uniform.
- To develop and maintain an interest in the welfare of individuals and the form group and to establish good relationships and engender a community spirit within the form.
- To deliver the PSHE programme (to include Attendance Weeks) and Citizenship Days
- To set up and maintain positive lines of communication with parents
- To support successful provision and transition of their pupils through participation in related year group and whole school events
- To ensure that pupils set realistic targets using all available data and to review those targets on in line with school review processes
- To celebrate the achievements of students in their form.
- To deliver the tutorial programme and support the tutor groups in the house system.
- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once every two years and it may be subject to modification or amendment at any time after consultation with the holder of the post.

**Conditions of Employment:** The above responsibilities are in accordance with the requirements of the Education Act 2002 and statutory Orders in terms of duties and working time (including those special provisions relating to the proportion of teaching time within working time for guaranteed time specifically for assessment, planning and preparation), also any local agreements, local authority circulars and guidelines giving interpretations of teachers' conditions of employment.

**Ethos and Values:** Ensure that the school's ethos and values are promoted.

### **Other:**

To carry out other duties commensurate with the grade and nature of the post.

To participate in the school's arrangements for performance management and continued professional development.

Contribute to whole school policy development through communication routes and consultative procedures

The post-holder is expected to make themselves aware of and comply with KNGS Health & Safety Policy, including functions delegated to their role within the policy.

To actively participate in professional development opportunities as required by the school for the role.

# Kings Norton Girls' School: Teacher of History with Politics

## PERSON SPECIFICATION

Professional Development	<ul style="list-style-type: none"> <li>• A degree in an appropriate discipline.</li> <li>• Qualified teacher status.</li> <li>• Evidence of recent and relevant professional development.</li> <li>• Up to date knowledge of developments in specialist subject and their implications</li> </ul>
Teaching and Learning	<ul style="list-style-type: none"> <li>• Demonstrate high quality teaching strategies.</li> <li>• Experience of and the ability to teach history effectively at KS3, KS4 and KS5 (experience at KS5 is desirable).</li> <li>• The ability to teach politics at KS5 is essential.</li> </ul> <p>Ability to:-</p> <ul style="list-style-type: none"> <li>• Analyse data, to evaluate the performance of students and groups of students.</li> <li>• Use data to plan and impact on student progress.</li> <li>• Take a lead in observing lessons and giving feedback.</li> <li>• Manage behaviour in own classroom and across the school.</li> </ul>
Strategic direction and development of the School	<p>Ability to:-</p> <ul style="list-style-type: none"> <li>• Successfully initiate, lead and manage change and improvement.</li> <li>• Plan strategically.</li> <li>• Identify realistic and challenging targets for improvement and to take successful action towards achieving them.</li> <li>• Contribute effectively to the work of the humanities team.</li> <li>• Show commitment to promoting the vision and ethos of the school.</li> <li>• Show an understanding of and respect for the confidentiality required by the post.</li> </ul>
Leading and managing staff	<p>Ability to:-</p> <ul style="list-style-type: none"> <li>• Lead and manage a team to successfully achieve agreed outcomes.</li> <li>• Use the outcomes of self-review to improve standards across the team.</li> <li>• Communicate effectively to a wide range of different audiences.</li> <li>• Be an effective team player who works collaboratively and effectively with others.</li> <li>• Motivate, inspire and promote effective working partnerships within the subject team.</li> <li>• Act as a role model for students and staff.</li> <li>• Devolve responsibilities, delegate tasks and monitor and evaluate effective implementation.</li> <li>• Deal sensitively with people and resolve conflicts.</li> <li>• Support and develop the professional skills of others.</li> </ul>
Other	<ul style="list-style-type: none"> <li>• Be undaunted by a challenge and show resilience and determination to succeed</li> </ul> <p>A commitment to:-</p> <ul style="list-style-type: none"> <li>• The promotion of equal opportunities, relating positively to and showing respect for all members of the school and wider community.</li> <li>• Providing a high quality and stimulating learning environment.</li> <li>• The wider life of the school.</li> <li>• Safeguarding and promoting the welfare of children. A successful enhanced DBS check, and completion of a satisfactory health questionnaire</li> </ul>

## Background and Ethos

### The School

Kings Norton Girls' School and Sixth Form is an outstanding Single Academy Trust with a comprehensive intake with an excellent reputation in the local area and beyond. The School was founded in 1910 and occupies a leafy twenty-three acre site in one of Birmingham's most pleasant residential areas on the south side of the city. It is a very local school, the vast majority of students living within 2 km of the school. This has enabled the development of a strong community feel and neighbourhood links. The school develops confidence in its students which together with their enthusiasm for learning and their determination to succeed creates a powerful dynamic for continued improvement.

Our vision and values are central to all we do as staff, students and governors our aim is to: -  
***'Open a world of opportunities'. Demonstrating respect and courage in order to flourish.***

### Our students

There are presently 1,075 students on roll and the staffing establishment is 125, which includes the Headteacher, 71 teachers and 53 support staff. Team working is strong and we pride ourselves in the quality of our relationships and the tangible mutual respect and care which is in evidence across the school which reflects our school values.

The Sixth Form has 268 students across Years 12 and 13. This is due in part to the popularity of the school sixth form and the changing nature of sixth form provision locally. In 2015 we had our first intake of boys into the sixth form; numbers here have increased significantly.

The School is a popular choice and is always well over-subscribed with applications of 840+ for the 160 places in Yr 7 and 350+ for sixth form places. Our catchment this year for year 7 entry is 1.765 km. In 2023, the results at GCSE were outstanding with 89% of grades 4+, 76% 5+, 37.8% 7+ and a P8 of +0.68. In 2023 A level results achieved an average grade of a B with 31% of all grades at A\*-A.

### Our Governors

Governors are exceptionally supportive yet provide the necessary challenge to help drive standards even higher. They bring expertise from both education and commerce and play an active part in the life of the school. There are two committees within the Board of Trustees, one responsible for curriculum and standards and the other for resources which includes finance, environment and personnel. The Business Manager services the Resources Committee.

Staff well-being is a high priority, as part of this a cash health plan is provided.



## Background and Ethos Continued

### School Leadership

In our inspection in July 2019, OFSTED praised the highly effective leadership at all levels. The senior leadership team consists of Headteacher, 2 Deputy Headteachers, 3 Assistant Headteachers and a Business Manager. This well established team are supported by 7 Faculty Leaders, 5 Heads of Year and a wider team of Subject and Key Stage Leaders. Staff work very closely to ensure the highest standards and aspirations in all aspects of school life.

### Our networks

We are a single academy trust but are widely connected locally, working closely with South Network Schools, this brings a richness of collaboration around leadership, curriculum and inclusion. As part of this network the school is involved in developing and delivering on strategies to raise students' achievement and provides significant support for both teaching and support staff.

### Professional Development

Professional development is a significant aspect of life at the school and is integrated into the school week. Staff are encouraged to deepen their subject knowledge and professional skills at all stages of their career. All staff new to the school participate in an induction programme and there is continued support for career growth.

Professionally this is a school with the very highest of expectations and aspirations but equally is richly rewarding. Staff are friendly, welcoming and supportive of colleagues. Our purpose is to ensure that the students, and the staff, all achieve the highest standards of which they are capable.

*"Leaders are focussed on improving standards for pupils within a culture of care and concern for well-being. This extends to looking at staff welfare to ensure that work is sustainable" Ofsted July 2019*



## Kings Norton Girls' School: Teacher of History with Politics

### Key Facts and Statistics about the School

Type of School	Single Academy Trust. Non-selective comprehensive girls' school, age range 11-16: Co-educational sixth form post 16.
Location	South Birmingham in the suburb of Kings Norton, West Midlands.
Age range	11—19
Number of students	1075 (September 2023)
Number of staff	1 Headteacher, Teaching 71, Support 53 (November 2023)
Date school established	1910
External recognition	Ofsted rating: Outstanding, July 2019
Attendance	95.5% (pre Covid), 93% November 2023
Pupil Premium	Year 7 to 11, 29.54% (2023) : Sixth form bursary, 12% (2021 figure)
SEN	14.92% (2023)
EAL	7.84% (2023)

### Sixth form expansion

Kings Norton Girls' School and Sixth form are delighted with our new Sixth form Building.



## Key Facts and Statistics About the School Continued

### Academic Achievements 2023

<b>GCSE Results</b>	<p>% gaining 7+ in English and maths 21.8%</p> <p>% gaining 5+ in English and maths 63.5%</p> <p>% gaining 4+ in English and maths 85.9%</p> <p>English Grade 4 or above: 93.6%</p> <p>English Grade 5 or above: 88.5%</p> <p>English Grade 7 or above: 44.2%</p> <p>Maths Grade 4 or above: 88.5%</p> <p>Maths Grade 5 or above: 63.5%</p> <p>Maths grade 7 or above: 30.8%</p> <p>Achieving EBacc: 5+ 44.2%, 4+ 59%</p>
<b>A Level Results</b>	<p>A* - A all entries: 31.7%</p> <p>A* - B all entries: 64.6%</p> <p>A* - E: 98.7%</p> <p>Average grade: B</p>
<b>Progress 8</b>	+0.67 All students    +0.54: Pupil Premium students
<b>University Admissions</b>	In 2023 our students progressed to high quality destinations; they were successful with applications to Russell Group universities, Oxbridge, an increasing number of apprenticeships, conservatoire, many other top universities and carefully planned



### Privacy notice for job applicants

This privacy notice advises job applicants of the school's data protection responsibilities on the collection and processing of their personal information. We collect and process your personal data as part of the recruitment process in relation to the role you are applying for. We are committed to being transparent about how we collect and use that data and to meeting our data protection obligations. We are required to explain how and why we collect such data and what we do with that information. This notice will also provide information as to what you can do about your personal information that is held and processed with us. We have appointed Clare Skinner, Business Manager as the person with responsibility for ensuring that applicants' personal information is held and processed in the correct way. She can be contacted at [cskinner@kngs.co.uk](mailto:cskinner@kngs.co.uk). Questions about this policy, or requests for further information, should be directed to her.

You can find our privacy notice on our website at <https://www.kngs.co.uk/wp-content/uploads/2022/05/Privacy-Notice-Job-Applicants-v2-May-2022.docx.pdf>

Submission of your application form confirms that you have read and understood our privacy notice.