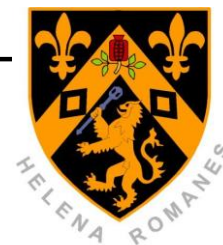

The Helena Romanes School



Job Role: Teacher of Humanities

Applicant Recruitment Pack



Start Date: Easter 2025 or September 2025. Flexibility upon discussion with the successful candidate.

Salary: MPS / UPS

Hours: Full time / part time – Permanent.

Closing Date: 28th January 2025.

About Helena Romanes School

This is an exciting opportunity for an enthusiastic and motivated person to join our friendly and hardworking Humanities team. We are an inclusive school where every student is valued and has the opportunity to shine.

The school is a popular and successful all through comprehensive situated in the beautiful North Essex countryside with good communication links to London and the South East and is approximately 7 miles from Stansted Airport. The school is currently located adjacent to the town's leisure centre and we have ample on-site parking. We are proud to offer our staff a 50% discount on wraparound care for their children in the primary school, helping to support work-life balance. This benefit provides significant savings on before and after school care for children, ensuring that our team can feel confident and supported both at work and at home. Staff wellbeing is at the forefront of SLT's agenda and training and support are always designed with this at the core.

This is an exciting time to join the school:

- It is confirmed that Bowmer & Kirkland will commence our new school building shortly, funded by the Department for Education. This building will be to the highest specification with brand new equipment. The school is set to open to the primary phase in the academic year 2025-26, with the secondary phase following shortly after.
- Helena Romanes has made excellent progress with the support of Saffron Academy Trust towards being judged by Ofsted as a Good school (Oct 2023). Working with the talented senior leadership team that is in place across all phases of the school, and drawing on the commitment from staff to provide the best possible outcomes for the pupils.

The Humanities Faculty at HRS

The Humanities Faculty consists of History, Geography and Religious Studies. There may also be the opportunity for the right candidate to teach Sociology. We are a large team of teachers, with experience ranging from ECTs to seasoned professionals. All of whom are dedicated to raising the achievements of the learners at HRS while keeping a good sense of humour.

Located in C block, we have nine Humanities classrooms and a shared office which supports communication of ideas and the sharing of good practice. There is a large designated space for each department to store a range of resources and equipment.

Teachers are equipped with their own laptop/Chromebook for use in the department and there are a number of shared visualisers. The use of Iris Connect is encouraged and we have several tablets in the school which make using this technology easy.

The curriculum across the subjects is in an exciting state of rejuvenation as HRS moves away from a three year KS4 and to a three year KS3. Humanities is popular at both GCSE and Sixth Form, with the number of students attending the Sixth Form growing each year. This role gives the successful candidate a chance to really shape the learner's futures and bring the global society into a rural village in Essex. In conjunction with this is the developing primary phase of our all through-school, which will give future opportunities to work closely with our primary colleagues to ensure the Humanities curriculum is sequenced throughout all key stages.

We are seeking to continue our success by appointing an outstanding and dynamic teacher to our successful Humanities Faculty. Someone with energy and innovation with a passion for the Humanities subjects. Ideally, the successful candidate will be someone who can teach in their specialism up to KS4/5 and would have a desire for teaching across the Humanities subjects.

This is an opportunity to shape a number of subject curriculums and understand a Humanities faculty holistically rather than through one subject area. This role will be useful to those wishing to progress to a faculty leader in the future.

Please state on your application what your Primary and Secondary Humanities subjects are, including Sociology.

The successful candidate will:

- Be an outstanding teacher.
- Raise achievement through high quality teaching and learning in the Humanities subjects (Geography/History/RS/Sociology)
- Be passionate about teaching and learning.
- Have excellent communication and interpersonal skills.
- Be an enthusiastic professional committed to providing our students with an outstanding education.
- Be able to inspire commitment and enthusiasm for different subject areas.
- Be a positive team player with a strong commitment to professional development.
- Have a commitment to the safeguarding of all students in the school.
- Have an interest in the pastoral side to teaching including Form time responsibilities.

We seek inspirational teachers with talent and drive to join our strong and successful team. We believe our success as a faculty is directly linked to the quality of our staff and the professional development of our teachers.

Role Description

Classroom Teacher Job Description

Responsible to: Head of Subject/Head of Faculty

Responsible for: Teaching classes and other subjects as allocated by the Leadership Team

Core Purpose

- To provide excellent teaching so all students achieve their potential within an atmosphere in which students feel challenged, valued and secure.
- To assist the Headteacher and Leadership Team in the overall management and development of the school.

1. Teaching and Learning

- Plan and deliver lessons to ensure that excellent teaching, learning and progression takes place in all allocated classes.
- Mark, assess, record and report on student achievement and maintain accurate records as required.
- Prepare students for examinations and take part in standardisation or moderating exercises as required by the Subject/Faculty or examination boards.
- Meet deadlines for reporting, marking, submission of coursework and other assignments.
- Use data effectively to evaluate student progress and inform learning programmes.
- Ensure homework is regularly set and marked.
- Follow school policies for assessing, recording and reporting on student achievement, and use these to set targets for further improvement.
- Establish high expectations and ensure that clear targets are set for student achievement including those with special educational needs, the more able, and those who are disadvantaged.
- Contribute to the development of schemes of work, Subject, Faculty and School policies as appropriate.
- Employ a range of behaviour management strategies to maintain a purposeful, orderly classroom environment including neat storage and learning centred displays.
- Undertake specific duties within the Faculty as agreed with your line manager.
- Attend and contribute to appropriate meetings and professional development activities.
- Follow school policy and support the Leadership Team in the effective operation of the school.
- Teach, including planning, setting homework, marking and assessment in line with school policies.
- Engage with whole-school initiatives.

2. Management of Resources

- Ensure that school resources are properly maintained.
- Maintain an orderly classroom with neat storage and safe keeping of school property.

3. Other Professional Requirements

- Establish good working relationships with staff, students and parents.

- Have responsibility for a tutor group as required.
- Use the subject taught to prepare students for the opportunities, responsibilities and experiences of adult life.

Person Specification

Person Specification: Teacher of Humanities

Category	Essential	Desirable	Evidence
Qualifications			
Qualified to teach and work in the UK	✓		App Form Interview References
Ability to teach ages 11-16	✓		
Ability to teach Post 16		✓	
Good relevant degree	✓		
Experience, Knowledge & Understanding			
Experience of leading a team		✓	App Form Interview References
Experience of raising attainment in a differentiated classroom environment	✓		
Evidence of continually improving the teaching and learning of the subject through schemes of work and extracurricular activities	✓		
Up to date knowledge in the curriculum area	✓		
Good knowledge of pedagogy	✓		
To be able to use ICT as a vehicle for effective learning and teaching	✓		
Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour	✓		
Ability to teach Sociology at A-Level		✓	
Personal Qualities			
A willingness to lead development of policies and practices and promote collective responsibility for their implementation		✓	App Form Interview
High expectations for accountability and consistency	✓		
Resilience, motivation and commitment to driving up standards of achievement	✓		
Motivation to continually improve standards and achieve excellence	✓		
Enthusiastic, confident, positive, self-motivated and determined	✓		
Excellent communication, planning, organisational, listening and time management skills	✓		
Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition	✓		
Commitment to regular and on-going professional development and training to establish outstanding classroom practice	✓		
Readiness to reflect and self-evaluate and the ability to change, develop and improve	✓		
Perform consistently with workload demands	✓		

Work effectively alone and as a part of a team	✓		References
Commitment to the safeguarding and welfare of all students and providing equality of opportunity	✓		
Develop positive relationships and acts as a role model to staff and students	✓		
High levels of honesty and integrity	✓		
Other			
The post holder will be subject to an Enhanced Disclosure & Barring Service check	✓		App Form Interview
The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity	✓		

How to Apply:

To apply for the position please submit a letter of application, no longer than two sides of A4, outlining why you are a suitable candidate for the role, and an application form to our HR Officer Eleanor Ball via email eball@hrs.education

The Governing Body is committed to promoting equality of opportunity, celebrating diversity, safeguarding and promoting the welfare of children and young people. It expects all staff and volunteers to share in this commitment. This post is subject to an enhanced DBS check and satisfactory references.