



Birches Head
Academy
Stoke-on-Trent

Recruitment Pack

Teacher of Humanities
(Maternity)



Frank Field
Education Trust





INFORMATION FOR APPLICANTS

Thank you for downloading this application pack and for your interest in becoming a Teacher of Humanities at Birches Head Academy, in Stoke-on-Trent.

This is an exciting time at the Academy, as we have made dramatic improvements and seen a complete culture change in recent years, resulting in growing numbers of children applying for places.

We are part of the Frank Field Education Trust, providing a firm foundation to enable us to flourish. As an Academy within the Frank Field Education Trust, schools will particularly benefit from the Trust's access to services that will improve the support we can offer to all students and families and also from the opportunity to work with like-minded people, who want the best for children and young people.

The Academy works in partnership with a number of schools both locally and nationally, including our primary feeder schools and colleges to ensure all students have the very best opportunities and outcomes.

Our vision is to provide:

- An exceptional academic education to all children (Intellectual Capital)
- A values led approach to education for every child (Cultural Capital)

- The right environment for every child to flourish by building learning communities in partnership with parents and carers (Social Capital)

Achieving these commitments will ensure that, when pupils leave the Academy, they are ready for the next step in their journey; leaving with the necessary skills and knowledge, and the desire to serve others, to become the next generation of leaders.

Our determination to do this, in its fullest sense, resonates with our Academy motto inspired by the words of Oscar Romero "Aspire to be More". I have very high aspirations for the young people at Birches Head Academy. I want the very best for them. I want them to 'Aspire to be More'.

If you feel you can make a contribution to this important enterprise and help our children to be the best that they can be, then I look forward to receiving your application.

If you would like to discuss this vacancy or visit the school please contact Mrs J Bracegirdle, Principal's PA and Office Manager, by email at: jbracegirdle@bircheshead.org.uk.

Ms Katie Dixon
Principal

A WELCOME FROM THE CEO OF THE FRANK FIELD EDUCATION TRUST



The Frank Field Education Trust (FFET) is a multi-academy trust (MAT) based in two Regional Schools Commissioners areas (L&WY and West Midlands) which aims to build on the work of the Outstanding teachers, leaders and schools within the Trust to serve the most disadvantaged schools and communities in England.

The founder of the Trust, the Rt. Hon. Lord Frank Field, served for almost 40 years as the Member of Parliament for Birkenhead. During this time, Frank has written extensively on education and, in 2010, wrote “The Foundation Years: preventing poor children becoming poor adults” report, which is regarded as a landmark document regarding the importance of education and Early Years care in ending disadvantage. The review found that the gap in cognitive, social and emotional skills between the most and least disadvantaged students starts well before children enter the education system. This gap widens still further during school years.

Our intention is to work with schools that buck this national trend, with the aim of equalising or bettering life chances by the time our young people leave school. We believe social justice can be achieved through excellence in education.

We welcome applications from people who share our ambition to provide an education for children that is unparalleled in this country and have the enthusiasm and drive to make this a reality.

Mr Tom Quinn
CEO of The Frank Field Education Trust





STOKE-ON-TRENT

The City of Stoke-on-Trent is in the West Midlands and has a population of 270,000, which is predominately white British, but with a significant minority ethnic community. Ambitious plans are underway to transform and renew the City through major investment in health, housing, economic development, and education.

The 'Potteries' as Stoke-on-Trent is affectionately called, is renowned for its world-class ceramics industry and industrial heritage. The Midlands power house is driving economic growth and renewed prosperity.

The City boasts a strong cultural tradition with its ceramics and Performing Arts heritage. With an increase in the number of children, education is of critical importance to the future prosperity of the City.



JOB DESCRIPTION: Teacher of Humanities

Grade/Salary Scale:	MPR / UPR
Reports to:	Head of Humanities
Accountabilities:	Teaching Groups - Student Progress and Achievement

To teach your subject discipline, inspiring students to have a passion for the subject and an understanding of its key ideas, concepts and skills. To be explicit in modelling and developing models for learning and mental schema so that students can make connections and apply their learning in a variety of contexts. To continuously improve classroom practice and achieve excellent student outcomes.

Teaching and Learning:

- Under the reasonable direction of the Principal, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD).
- Plan work in accordance with subject schemes of work and National Curriculum programmes of study.
- Liaise with relevant colleagues on the planning of units of work for collaborative delivery.
- Work in collaboration with Inclusion Support Assistants attached to any teaching group.
- Take account of students' prior levels of attainment and use them to set targets for future improvements and plan curriculum provision.
- Set work for students absent from school for health or disciplinary reasons.
- Maintain good classroom management by adherence to the advice given to staff in the staff handbook and elsewhere.
- Set high expectations for students' behaviour by establishing a purposeful working atmosphere in accordance with the school's behaviour policy.
- Set appropriate and demanding expectations for students' learning, motivation and presentation of work.

Assessment, Recording and Reporting

- Maintain notes and plans of lessons undertaken and records of students' work.
- Mark, monitor and return work in line with school policy and provide constructive oral and/or written feedback and clear targets for future learning as appropriate.
- Carry out assessment programmes (e.g. reports) as agreed by the school policy.
- Attend the appropriate parents' evenings to keep parents informed as to the progress of their child.
- Be familiar with the Code of Practice for identification and assessment of Special Educational Needs and keep appropriate records on Individual Education Plans for students.

JOB DESCRIPTION:

Teacher of Humanities

Pastoral Work

- Undertake responsibility for a personal tutor group as required including tutor/student interviews.
- Be the first point of contact for parents of students in the personal tutor group.
- Monitor the social and academic progress of individuals in the personal tutor group.
- Be prepared to undertake responsibility report writing, references and other forms of record for personal tutor group and support the application process to post-16.
- Promote good attendance and punctuality and monitor in accordance with the school's attendance procedures.

Professional Standards

- Support the aims of the school to promote a "learning community".
- Treat all members of the community, colleagues and students, with respect and consideration.
- Treat all students fairly, consistently and without prejudice.
- Set a good example to students in terms of appropriate dress, standards of punctuality and attendance.
- Promote the aims of the school by attendance at and participation in events such as open evenings. (as appropriate to their responsibilities).
- Support the ethos of the school by upholding the behaviour policy, uniform regulations etc.
- Take responsibility for own professional development and participate in staff training when provided.
- Reflect on own practice as well as the practices of the school with aim of improving all that we do.
- Read and adhere to the various policies of the school as expressed in the School Improvement Plan, the staff handbook and subject team etc.
- Participate in the management of school by attending various team and staff meetings as published in the school calendar.
- Undertake duties as prescribed within school policies.
- Ensure that all deadlines are met as published in the school calendar.
- Undertake professional duties that may be reasonably assigned to them by the Principal.
- Be proactive and take responsibility for matters relating to health and safety.

Monitoring: As specified by the Principal and in accordance with Academy Calendar

Meeting Attendance: As directed

Other: As a Teacher perform such whole college duties and perform other reasonable tasks commensurate with the post as requested by the Principal.

PERSON SPECIFICATION: Teacher of Humanities

The following lists provide the Essential and Desirable Skills, Qualities, Experience and Qualifications for the Teacher of Humanities at Birches Head Academy.

Qualifications

Essential:

- First Degree in area relevant to subject teaching or evidence of relevant level of subject knowledge.
- QTS for secondary education.
- PGCE / teaching qualification for secondary education.
- English and Mathematics at G.C.S.E. / 'O' Level or equivalent and/or sound Literacy and Numeracy skills (ITT accreditation test level).

Experience

Essential:

- Successful secondary teaching practice / record.
- Creative, engaging lesson planning.
- Experience of, and able to, produce and implement plans and policies
- Experience as a personal tutor / form tutor.

Desirable:

- Experience of monitoring and evaluation processes.
- Experience of running extra-curricular activities and trips.
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Specialism

Essential:

- A high level of competence in teaching Humanities.
- Ability to develop new and imaginative units of work.
- Excellent subject knowledge.

Desirable:

- Able to use new technologies in the teaching of Humanities.



PERSON SPECIFICATION: Teacher of Humanities

Practical & Intellectual Skills

Essential

- Effective and successful classroom teacher.
- A commitment to effectively making use of ICT.
- Excellent organisational, communication and decision-making skills.
- Good time management skills.
- Good analytical, conceptual and problem-solving skills.

Disposition, Aptitude & Attributes

Essential

- Positive disposition to implementing the Trust's educational vision.
- The ability to relate to, and build relationships with, students, parents / carers and other members of the school community.
- High personal standards in terms of attendance, punctuality and meeting deadlines.
- Positive disposition towards inclusion of all students, including those with learning difficulties, in mainstream learning and education.
- Student-focused commitment
- Solution focused disposition and a positive attitude, particularly to challenge and change.
- Understanding of and commitment to Equal Opportunities issues and principles and the need to apply an equal standard of care to all students.
- Able to work as part of a broader inclusion and student support system.
- Ability to work as a team player and be supportive of team working.
- Commitment to participative and continuous improvement / development.
- A willingness to participate in after school / extra-curricular activities.
- Ability to work without constant supervision, to provide assistance as and when required, to seek tasks when unoccupied, and think clearly and calmly in an emergency.
- Understanding of the principles of accountability and quality assurance to achieve best possible student outcomes.
- Openness and willingness to learn.
- Resilience.
- Reliability.
- Proactivity.



Humanities Department Information

Geography

The Geography department at Birches Head Academy comprises of the Head of department, two full time and one part time class teacher. Our ethos is one of co-operation and innovation, and teamwork. There is a wide range of schemes of work with a large, centrally shared bank of resources to support student learning. The department actively encourages a wide variety of teaching and learning strategies, with particular emphasis on thinking skills and enquiry based learning.

Key Stage 3: Geography is taught as a separate subject at KS3 with all KS3 classes receiving 4 lessons per fortnight. In KS3 the pupils are set by ability, determined by the Humanities subjects. Our KS3 comprises of a number of highly topical themes which both engage students and encourage them to both question and understand their world at all scales. It is hoped to develop further fieldwork at this stage as the local environments provide a valuable resource. We are currently accommodated in two neighbouring classrooms in the school.

Key Stage 4: In Years 10 and 11 Geography is a popular option. Students follow the AQA Specification GCSE course in mixed ability groups. We have a recently developed a number of field trips to compliment the new GCSE syllabus with Y10, and are keen to build on this both in Y11 and in terms of Geographical scales.

History

The History department at Birches Head Academy comprises the Head of department and 3 class teachers. Our ethos is quality first teaching and an inclusive classroom. There are a wide range of schemes of work with a large, centrally shared bank of resources to support student learning. The department actively encourages a wide variety of teaching and learning strategies, with particular emphasis on engagement and the embedding of key concepts.

Key Stage 3: At key stage 3, students are offered a knowledge rich curriculum. This is broad, balanced and focused around key themes throughout history. Students explore understandings of what a historian does by exploring a different wide range of topics which engage students and encourages them to question their understanding of their world.

Key Stage 4: History is very popular at key stage 4. Students build upon their understanding from key stage 3 and develop this further. Students cover a variety of breadth and depth topics in line with the AQA specification. This includes exploration of an historical site which informs a formal exam question, and visits to places of importance during the course.

Religious Education

Religious Education is led by an experienced member of staff who has established strong foundations, on which the team are building and developing the department and the teaching of Religious Education. We are seeking a hard-working, creative team worker who is willing to share good practice as well as learn from others to continue to develop the department. If those are qualities you feel you possess, Birches Head Academy welcomes your application for this post.

Key Stage 3: At Key Stage 3 Religious Education encompasses fifteen learning programmes which are studied across three academic year which are carefully designed to develop skilful learners through investigation of the six main faiths. They also learn to apply these beliefs to current issues, such as discrimination, equality, human rights, genocide, punishment and the environment. This prepares them for further in depth study at KS4. Politics is taught through the KS3 RE Curriculum.

Key Stage 4: At Key Stage 4 the department offers all students the opportunity to study Religious Studies GCSE whereby they do an in-depth study of the beliefs and practices of Christianity and Islam. Students currently follow the Edexcel Religious Studies B GCSE course which covers topics such as Christian/Muslim Beliefs, Living the Christian/Muslim Life, Matters of Life and Death, Marriage and Family Life, Crime and Punishment and Peace and Conflict. The two papers they study are currently examined at the end of Year 11.

HOW TO APPLY

If you decide to apply for this position, please complete an application form: curriculum vitae alone will not be accepted. Your formal letter of application (supporting statement) should be no longer than two sides of A4 and should address:

- Why you are attracted to this position and Academy
- How your experiences and achievements match the job description and person specification

Please return your completed application to:

Jocey Bracegirdle (PA to the Principal)
at: jbracegirdle@bircheshead.org.uk

Please note, it is the policy of Birches Head Academy to contact shortlisted candidates only.

Academy Location

Birches Head Academy
Birches Head Road
Stoke on Trent
ST2 8DD
01782233595
Email: info@bircheshead.org.uk

Additional Information

Ofsted Reports: www.ofsted.gov.uk
Information about Stoke City Council: www.stoke.gov.uk
Frank Field Education Trust: www.ffet.co.uk



GROWING NETWORK

Joined December 2018



The Ellesmere Port
C of E College

Joined February 2019



Handforth Grange
Primary School

October 2020

Christ Church Primary
School joined FFET as an
Associate School

Joined December 2020



Birches Head
Academy

November 2020

The Acorns Primary &
Nursery School joined FFET
as an Associate School

September 2021

Early Life Project begins



Early Life
Programme



EMPLOYEE BENEFITS

Collaborative Working



We work collaboratively with academies in our FFET family, allowing our students and staff many opportunities to develop themselves.

Strong Culture & Purpose



A strong organisational culture and purpose. Establish a positive school culture that is focused on achievement and well-being.

Staff Development & Well-being



A commitment to staff development and staff well-being. A palpable sense of community built on trust and transparency.

New Ideas and Innovation



A culture that embraces new ideas and uses innovation for continuous improvement.

Medicash



Our Medicash health plan offers a wide variety of benefits from cashback on your everyday healthcare treatments and checks to virtual guides and tools you can use from home.

Employee Assistance Programme



Provides employees 24-hour access to confidential support, professional advice and short-term counselling to help them deal with personal and work-related problems.

CycleScheme



Cyclescheme is an employee benefit that saves you 26-40% on a bike and accessories. You pay nothing upfront and the payments are taken tax efficiently from your salary.

The Electric Car Scheme Salary Sacrifice



Our electric vehicle salary sacrifice scheme lets an employee pay for an electric car each month using their gross salary – that's before tax and other contributions are deducted!



Part of the

Frank Field

Education Trust

ASPIRE TO BE MORE

Birches Head Academy, Birches Head Road, Stoke-on-Trent, Staffordshire, ST2 8DD

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