Moseley School and Sixth Form

Teacher of Law and Criminology



Information Pack

Inspiring excellence in character and scholarship

Moseley School and Sixth Form

Moseley School and Sixth Form
Wake Green Road
Moseley
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Headteacher: Mr A Bate BSc NPQH

Dear Colleague,

I am delighted you are considering joining Moseley School and Sixth Form. This is an exciting opportunity to make a significant difference to the life chances of our students. You will have an important role in building on the good standards already achieved at Moseley School and Sixth Form. We are very proud of the achievements our students make academically and in many other spheres. We aspire to provide the very best educational opportunities and outcomes for all our students. Ofsted recognised that we continue to be a good school when they inspected in September 2021.

Please explore our website and read through the additional materials included in this pack to find out more about Team Moseley. The job description and person specification give you an indication of the scale and ambition we have for this post. If you have the passion, commitment and resilience to make a significant difference in this role I would be delighted to receive your application.

Your application must be received by **8.00am on Friday 20th May 2022.** Please write a letter to accompany your application form that outlines your experience and achievements that equip you for this role and how you will make an impact in our school. Your letter must be no longer than two sides of A4 with a minimum font size of 11. Interviews will take place on **Wednesday 25th May 2022.**

Yours faithfully,



Andrew Bate
Headteacher

Moseley School and Sixth Form

Post Information

Post Title:	**Teacher of Law and Criminology**
Salary/Grade:	**MPS/UPR**
Contract Type:	**Full time**
Contract Term:	**Permanent**
Contract Start Date:	**September 2022**

Can you make the case for an outstanding lesson? We are looking to expand our highly successful Social Sciences faculty with a dynamic, creative and passionate teacher of Law and Criminology.

Our thriving faculty consists currently of KS4 Health and Social Care and Sport, and A- Levels in Psychology, Sociology, Criminology, Law and Applied BTEC Psychology. We are a highly popular faculty with our KS4 and KS5 students and we have consistently excellent outcomes for those who choose to study Social Science subjects.

We are a welcoming team that strive to provide an inclusive and supportive environment for our students and staff alike.

We take staff wellbeing seriously and can offer you many staff benefits including a Friday staff Breakfast (and onsite gym to help work them off!), a positive work atmosphere and a supportive environment to develop. We also pride ourselves on being a team, all staff are involved with supporting our students whilst onsite and we encourage all staff to enjoy the many activities and clubs we have on offer for both staff (Badminton, football and Dungeons & dragons amongst others) and students (DofE, Moseley Plus, Police Cadets amongst others). We have new smart screen boards in every classroom and an extensive whole school CPD program to ensure you can develop in your career and teach your best lessons.

Our perfect teaching candidate will:

- Be a consistently good to outstanding practitioner
- Be committed to exceptional standards of teaching and learning
- Be able to motivate, challenge and inspire students to achieve their best
- Knowledge of wider sector developments
- Be able to establish and develop outstanding relationships with students and staff
- Help us to build on already good Science results
- Contribute to our core vision and values

Moseley School and Sixth Form is a large comprehensive secondary school with a thriving sixth form. Moseley School first opened its doors in 1923. We value our long history whilst being excited about our future. There are 1550 students, 175 teaching and support staff, excellent facilities housed in a grade two listed building, a modern building which opened in 2013 and sports complex and extensive grounds. Staff enjoy subsidised access to our on-site gym.

Download an application pack from our website www.moseley.bham.sch.uk

Closing date: 8.00am on Friday 20th May 2022

Interview date: Wednesday 25th May 2022.

Completed applications should be returned to via email to recruitment@moseley.bham.sch.uk, with an accompanying letter explaining how you meet the requirements of the role. Please note we do not accept CVs.

Moseley School and Sixth Form

Post Title: **Teacher of Law and Criminology**

Salary & Grade **MPS/UPR**

Contract Type: **Full time**

Contract Term: **Permanent**

Contract Start Date: **September 2022**

Working Time: Full-time as specified within the current STPCD and to also work as a classroom teacher and form tutor.

Core Purpose: Ensure that students make positive progress against prior attainment, by ensuring that teaching is consistently of a high quality, progress is monitored, and appropriate measures are taken to address any areas of underachievement.

Responsibilities for all teachers:

- Meet the relevant Teachers' Standards
- Promote the values and aims of the school
- Follow all relevant school policies
- To be aware of, and assume the appropriate level of responsibility for, safeguarding and promoting the welfare of children and to report any concerns in accordance with the school's safeguarding policies
- Create and maintain effective partnerships with parents and carers
- Treat students, parents and colleagues fairly, equitably and with dignity and respect
- To comply with the school's Health & Safety policy and statutory requirements
- Plan lessons and sequences of lessons, ensuring lessons have pace and variety, that learning is personalised to meet individual learning needs and that teaching caters for the full range of learning styles of students
- Ensure that teaching reflects the diversity of backgrounds of students and promotes mutual respect
- Contribute to regular curriculum review to help maintain a relevant, stimulating and innovative curriculum provision
- Take responsibility for personal continuous professional development to ensure that knowledge and skills are kept up to date with respect to subject(s), pedagogy and curriculum developments plus wider school, local and national issues
- Assess progress of students in line with policy and records to ensure regular feedback and encouragement is given to students to take responsibility for their own learning
- Instigate measures to address the causes of identified underperformance and monitor the effectiveness of those measures
- Submit assessments to the school database, and complete students' reports for parents' consultation deadlines in school calendar, ensuring they provide an accurate record of the progress of each individual and meeting high quality standards
- Complete registers to monitor attendance and punctuality and take action to address any issues
- Utilise appropriate behaviour management strategies in lessons in line with school policy
- Participate in lesson observation and other measures to monitor delivery of learning outcomes and quality of teaching and implement measures to address any improvement issues identified
- Participate in the appraisal process, identifying personal professional development priorities which will impact on students' learning

Specific responsibilities of this role:

- To be an inspirational role model for staff and students
- To develop an ethos of scholarship and success for students and staff within the subject
- To raise the achievement of students within the subject
- To deliver rich and varied lessons to inspire, motivate and engage students to develop a love of learning
- Ensure that each student's literacy, EAL and special needs are understood and catered for in the subject areas
- Ensure that each student makes good progress from their relative starting points
- To monitor and evaluate classroom practice, student progress and behaviour
- To work collaboratively with faculty colleagues to implement enrichment programmes to enhance learning across the faculty.
- Have responsibility for the quality, standardisation and moderation of assessment to ensure exacting standards and accurate tracking of student progress.
- Develop innovative approaches to the curriculum in order to ensure appropriate access and achievement for all students
- Inform and work closely with parents to maximise the learning and development of their children through scheduled meetings, progress reports, parents' evenings and otherwise as required

Responsibilities of form tutors:

- Provide support to a form group within our House system including the planning, preparation and delivery of tutor sessions
- Promote positive attitudes to learning through learning conversations with students and families
- Establish a learning culture for students with high expectations for attendance, punctuality, conduct and performance
- Monitor students' progress in terms of personal development and instigate measures to address any identified concerns
- Instigate measures to address the causes of identified underperformance and monitor the effectiveness of those measures
- Complete registers to monitor attendance and punctuality and take action to address any issues
- Utilise appropriate behaviour management strategies in lessons in line with school policy

While every effort has been made to explain the main duties and responsibilities of the post, each individual task is not identified. Employees will be expected to comply with all reasonable requests from the Headteacher to undertake work of a similar level that is not specified in their job description.

The post is on the Teachers' Pay Scale and therefore comes under the Teachers conditions of service.

Moseley School and Sixth Form

Person Specification

Post Title: Teacher of Law and Criminology

Qualifications & Experience	
• Qualified to degree level in Law and QTS	E
• An ability to teach Business, Psychology, Criminology at KS4 and KS5	E
• Evidence of further professional development	E
• Proven track record of raising achievement at KS5	D
• Proven track record of improving attitudes to learning	E
• Experience of teaching A-Levels and/ Applied Qualifications at KS5	E
• Proven track record of improving the practice of other teachers	D
• Proven track record of leadership that delivers improved outcomes for students	D
Skills and Abilities	
• An excellent classroom practitioner	E
• An excellent knowledge of A-Level and Applied A-Level subject curriculums and their assessment models	E E
• An excellent understanding of classroom management	E
• Evidence of achieving good or better progress for students	E
• Ability to inspire and motivate students	E
• Ability to lead and work collaboratively	E
• Ability to make decisions	E
• Excellent interpersonal and organisational skills	E
• Ability to use ICT effectively for teaching and management	E
• Ability to analyse and interpret data effectively and make informed judgements	
Other Attributes	
• Evidence of ability to work as a team member	E
• Commitment to multi-cultural education, equal opportunities and equal values for all	E
• Evidence of actively developing/improving practice through implementing suggestions/feedback received	E
• Demonstrate suitability to work with children, including: motivation, ability to maintain appropriate relationships with children, emotional resilience to challenging behaviour and attitude to the use of authority and maintenance of discipline	E
• Evidence of contributing to the wider life of a school through extra-curricular activities	D
• The ability to converse at ease with parents, pupils and members of the public and provide advice in accurate spoken English	E
• Ability to inspire people and build confidence and trust	E
• Significant evidence of continued professional development and integrity	E

NB: *If shortlisted, any relevant issues arising from references will also be taken up at interview. References will be used to support the selection panel's assessment.*

Moseley School and Sixth Form

Moseley School and Sixth Form's purpose is to inspire excellence in character and scholarship.

Our vision for Moseley School and Sixth Form

Moseley School and Sixth Form aims to be an inspirational place to learn, where passionate teachers nurture the curiosity, creativity and imagination of students. Everything we do is inspired by our aim to support the progress of all students. We recognise the potential in everyone and we support and challenge each individual to achieve their best. All the resources of the School are used to enable each student to receive support and achieve ambitious goals. The School is a place in which staff can develop as leading professionals and make valuable contributions to the educational community in Birmingham and beyond. Staff and students receive support and guidance to prepare them for the next step in their careers.

We are a welcoming and compassionate school that enables students to thrive. We endeavour to be an emotionally intelligent school where we acknowledge the fallibility of human beings and recognise the impact our actions and words have on others. Our pastoral system ensures that each student is cared for and their needs are met through effective relationships with all our partners, especially parents and carers. Students welcome opportunities to broaden their social and cultural horizons. The School provides a clear moral framework based on shared values. Students are able to reflect on their own beliefs, appreciate different views and develop understanding of their own identity and their own self-worth. The School values its long history whilst being dynamic and forward-looking; a place where staff and students enjoy memorable experiences.

The staff and students aim to be aware of the effect of our decisions and actions on communities and on our environment. A global perspective that celebrates diversity and respect for individual rights is central to the School and nurtures responsible citizens and independent thinkers. We are a compassionate community where positive relationships are cultivated. We provide opportunities for everyone to develop leadership, organisation, resilience, initiative and communication skills. All of the School's diverse communities share our vision and purpose and, through developing character and scholarship, achieve excellence.

Our Vision

Inspiring Excellence in Character and Scholarship

- To prepare the 'whole child' to be ready for life
- To achieve academic excellence for all
- To work together as a strong community

In our pursuit of **excellence** we expect all student to meet our **expectations** and demonstrate our **values:**

Our Expectations

Ready, Respectful and Responsible:

Our Values

We believe every child has the potential to achieve greatness and exceed their wildest dreams through our **RAISE** values:

- **R**esilience
- **A**mbition
- **I**ndependence
- **S**upportiveness
- **E**ffective communicators



Moseley School and Sixth Form

2021 Results

Key Stage 4

71% of students achieved a Pass (Grade 4) or above in English
66% of students achieved a Pass (Grade 4) or above in Mathematics
60% of students achieved a Pass (Grade 4) or above in English & Mathematics
71% of students achieved two Passes (Grade 4) or above in Science
On average all students achieve a grade 4 pass

Key Stage 5

64% of all A-level grades achieved were a grade A*- B
52% of all Vocational grades achieved were a grade Dist*- Dist









Moseley School and Sixth Form

What we can offer you

We have a very positive ethos and excellent staff/student relationships; we value our staff both as individuals and as professionals and are committed to their personal and professional development. We pride ourselves on being friendly and welcoming to everyone who visits and works with us.

Staff wellbeing is at the centre of our practice, we are fully inclusive and provide a wide range of programmes to enhance the employee experience and engagement, this includes:



- Employee voice, through surveys and feedback sessions
- A 24-7 confidential employee helpline
- An extensive CPD program to enable staff to achieve their career goals
- Whole school termly celebrations
- Regular wellbeing resources and information, supporting National Awareness Campaigns
- Free flu vaccinations and wellbeing clinics
- Free access to the Schools Health and Fitness Centre
- A designated car park space for each staff member
- Pension Scheme
- Appraisal, leading to potential pay progression
- Staff clubs, such as badminton, football, golf and dungeons and dragons
- Cycle to Work Scheme
- Staff breakfasts on a Friday

We are committed to providing a supportive and developmental culture for all staff, through an extensive CPD programme, and identifying training to meet the individual needs of all staff and their varying roles and responsibilities. The school strives to deliver personalised pathways and opportunities in order to enhance the growth and development of all staff members. We have deliberately shifted to a school-based model, increasing collaboration and the opportunity for reflection.

In order to create and sustain this culture the school has implemented and delivered a range of strategies: lesson collaboration, joint-practice development, Lesson Study, Moseley Teaching Programme, and other initiatives focusing on teaching and learning.

Moseley School and Sixth Form

Curriculum

The curriculum seeks to maximise the achievement of all our students. It aims to provide a broad and balanced education, which meets the requirements of the National Curriculum, and is also tailored to the specific needs, interests and aspirations of our students.

The curriculum contributes to the good spiritual, social, moral and cultural development of students. This is achieved through the taught curriculum and through the programme of enrichment activities which help to deliver key aspects of personal, social and health education, as well as citizenship. The curriculum provision is also supported by a strong commitment to impartial careers information, advice and guidance.

Key Stage 3
At Key Stage 3 all students will study the following subjects

English
Maths
Science
PE
Modern Foreign Language
History
Geography
Religious Education
Design Technology
Art
Computing
Drama
Music
Personal Development

Key Stage 4
At Key Stage 4 all students follow a core curriculum of English, Maths, Science, Religious Education, History or Geography, Personal Development and PE. They also have the opportunity to study four more subjects to GCSE level. There is a wide range of subjects to choose from which we will discuss with you and your child during our pathways events. Currently 25 subjects are on offer for your child to discover their passions.

Sixth Form
The Sixth Form at Moseley School offers a wide range of academic A level subjects as well as vocational subjects at both Level 2 and Level 3, all providing opportunities for progression on to higher education or apprenticeship programmes. **96% of our students achieved places at their first choice university in 2019 and 2020.**

Pastoral Care

Student Welfare

Student welfare is a core part of Moseley School and Sixth Form. Our students are supported by a year team of Assistant Headteacher Head of Year, a non-teaching Pastoral Manager and an Assistant Head of Year who move through the school with the students from year 8 to year 11. Both year 7 and Sixth Form have a specialist year team focusing on them. This enables our teams to know and support our students.

We also have 6 houses which students (and staff) use to compete in during the school year in different activities and competitions.

A wider team of pastoral staff are on hand to provide more personalised support for students who are struggling with their studies or who are facing challenges outside of school. It is our intention to provide early help and support to our students and their families to ensure that all barriers to learning are removed, enabling our students to achieve their very best.

Celebrating Success

Students' Excellence, Character and Scholarship is celebrated as we believe it is important to ensure an ethos of success. We celebrate all successes through our Mosette rewards system. Students have the opportunity to earn recognition through demonstrating the school values in their lessons.

Our rewards are broken up into short, medium and long term celebrations. Every week students are acknowledged and praised during house assemblies and awarded Mosettes and postcards home. For consistent excellence over each half term we promote students through our success posters around our school site and via termly awards assemblies along with Bronze, silver and Gold Honours badges for Excellence, Character & Scholarship. As long term rewards each term, students aspire to earn places on our Gold, Silver and Bronze rewards trip/Experience where they will gain new cultural experiences. We also have two awards evenings during the year for KS3 and KS5 awards where students can become a part of the school's history and celebrate their success with their families.

The six houses of Moseley School and Sixth Form also compete for our four house cups for Attendance, Punctuality, Attitude to learning and Inter-house competitions. These are presented to the houses each half term in a celebration assembly and cups are displayed in our main hall.

Student Conduct and Attitudes to Learning

Students are aware of the clear expectations regarding their conduct in and outside of school and we have an established system of rewards and sanctions to support behaviour. With support from parents and carers, we work in partnership to instil the positive values of respect, endeavour and compassion into our students so that they conduct themselves as excellent ambassadors for the school and the community. Within school we promote the 3Rs as a foundation to excellent conduct. Students show they are ready, they show respect and they show they are responsible. Appropriate guidance and support is available for students who require additional help to maintain a high standard of conduct.

Moseley School and Sixth Form

Support for Learning

We believe that every member of Team Moseley has a key role to play in creating an inclusive learning community and promoting pride in scholarship. All students can become successful, independent learners able to integrate effectively into society as responsible citizens, confident throughout their lives in their ability to learn. At Moseley School and Sixth Form student safety and well-being are paramount. We are committed to ensuring that no student is left behind or feels that they are at a disadvantage to their peers and we are able to create individual support plans to meet the needs of every student. All children are treated equally with respect and expectations are high to enable all to achieve or exceed their potential.

SEND

All teachers are responsible for ensuring that all students, in all their classes, including those with SEND or gaps in their learning are accessing the curriculum and making measurable progress. Our SEND (Special Educational Needs or Disability), Literacy and EAL (English as an Additional Language) teams sit at the heart of our school improvement plan and provide excellent support to students, families and carers to remove barriers to learning. Through close relationships with the pastoral and curriculum teams, we are able to make provision for a wide range of needs including complex needs. Students are identified for targeted interventions, including, literacy, speech and language, communication and interaction and numeracy 'catch up' sessions. These are delivered by our team of specialist graduate coaches and external agencies during the school day and after school in enrichment clubs.

EAL

For students arriving with English as an Additional Language, a comprehensive programme of support is available to meet the individual needs of students. This ranges from an intensive English induction course, to short term language lessons all of which are designed to allow students full access to the curriculum as quickly as possible.

The EAL team lead, manage and work collaboratively with mainstream teachers and graduate progress coaches to plan and deliver effective English Language support to students with EAL, including those who are International Newly Arrived. Their expertise enables students to accelerate their acquisition of English facilitating their access to a broad and balanced curriculum. Occasionally these students have SEND needs too and we work collaboratively across teams to secure the most appropriate provision.

Assessment and Specialist Provision

We recognise that all students may require support at some stage in their education whether it is social, emotional, behavioural or academic. The views, wishes and experiences of students, parents and staff are integral to the planning and review of the support we allocate to our students. For students with pre-identified SEND or literacy needs, we scrutinise all progress data following every assessment point. For students with high-focus SEND needs we also use a range of assessments, in addition to requesting additional expertise from external agencies. For students who require additional support to improve their literacy skills a team of graduate Literacy Coaches work with individuals and small groups. Focused interventions from the Literacy team enable students to make rapid progress and enjoy success in class and examinations.

Quality First Teaching and Learning

In addition to support from the SEND, Literacy and EAL teams, teachers at Moseley School and Sixth Form are fully committed to maximising inclusion by designing and using teaching methods and resources that provide challenge for all. The key characteristics of Quality First Teaching and Learning are: highly focused lesson design with sharp objectives and outcomes; high demands of student engagement with their learning; high levels of interaction for all students; appropriate use of teacher questioning, modelling and explaining; an emphasis on learning through dialogue, with regular opportunities for students to talk both individually and in groups; regular use of praise to motivate and regular professional training opportunities for staff. Our superb, stimulating learning environments are accessible and fully resourced with state of the art ICT equipment.

Extra-curricular opportunities

At Moseley School and Sixth Form we believe in providing our students with opportunities to develop their character and understanding of the world through many extra-curricular activities.

Moseley School and Sixth Form is a Silver Unicef Rights Respecting School. We aim to be a school where children's rights are at the heart of our ethos and culture, to improve well-being and to develop every child's talents and abilities to their full potential. Both staff and students will learn about their rights and put them into practice every day. By learning about their rights our students will understand the importance of respecting the rights of others. There are many opportunities for our Rights Respecting Student Leaders to shape the development of our school.

There are many ways for students to extend their learning as well as exploring other interests. Illustration Club, build a Robot Club and Science Club and Games Clubs are just a small sample of wider opportunities available.

We also have many sports clubs for students to try out new sports, as well as representing the school in competitive fixtures. Students also have the opportunity to watch live sports events. Groups have recently been to Edgbaston to watch England play cricket, the NIA to watch the National Basketball Finals, the British Gymnastics Championship and Edgbaston Tennis Club to watch the AEGON tennis classic, which is the warm up event for Wimbledon.

In 2018 our school production of 'Fantastic Mr Fox' by Roald Dahl, achieved local acclaim and awards were achieved for our 2017 and 2016 productions of 'The Witches' and 'Our Day Out'. There are regular opportunities for students to perform music and drama throughout the year.

Our lower school years take part in Moseley PLUS with an aim to motivate students to experience what Moseley School has to offer outside of their timetabled lessons, It will also support the transition from primary to secondary school, develop confidence and help students to make new friends, with similar interests. The programme structure shares some similarities with that of the Duke of Edinburgh, with students developing news skills and exposing themselves to new experiences. There will be gold, silver and bronze awards on offer, based on their ability to complete activities.



The prestigious Duke of Edinburgh's Award is recognised by universities and employers for its emphasis on character building. Students from Year 9 onwards can start training and preparing for a bronze, silver and ultimately a gold award. Staff take groups of students away at points throughout the year, and it is a great way to get to know our students and staff.

We have recently introduced Police Cadets to the school which is proving to be an extremely popular club for our years 9 – 13. Whilst not only promoting a practical understanding of policing amongst our students, it encourages a spirit of good citizenship, participation within our communities and generosity of support.