ANGLIAN LEARNING

Welcome to our Trust

Teacher of Sociology Recruitment Pack

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Welcome to Anglian Learning

Thank you for your interest in the position of Teacher of Sociology at The Netherhall School and The Oakes College.

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare pupils to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact Rosie Holland, HR Officer at hrhub1@anglianlearning.org

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.

Jonathan Culpin

CEO, Anglian Learning

Our Values:

Aspiration
We are ambitious for ourselves and all those in our community to be the best we can be

Community
We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together

Empowerment
We enable our academies, staff and learners to embrace new ideas and think creatively

Inclusivity
We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds

About Anglian Learning

Founded in September 2016 of four community-facing secondary schools seeking to share knowledge and provide mutual support, Anglian Learning has grown over the past seven years to be one of the leading school trusts in the region.

Educating more than 9000 pupils and employing over 1000 staff across three counties and eighteen academies, the Trust's mission is to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for all of our learners, people and communities.

Alongside this, the Trust remains committed to its heritage which is rooted in local communities and several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under the banner of Anglian Leisure. Local, high quality and representative governance of schools is a key aspect of our leadership structure and we are recent winners of the NGA National Outstanding Governance Award as a reflection of this commitment.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowerment: of pupils, our people and, crucially, our leaders. As recent research has reiterated, headteachers are incredibly influential in the success of schools and of their learners. The role of the Trust is therefore to provide the environment in which our leaders can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, finance, ICT, estates and operations. Therefore, our school leaders have the space and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.

Educating more than
11,100
pupils

Employing over
1,650
members of staff

3
counties

22
academies

About The Netherhall School and The Oakes College

We are committed to providing outstanding academies which are a source of pride for the communities that they serve. We aim to achieve this by raising the educational attainment of all our young people and using the collective energy and cross-school educational fertilisation within the Trust to improve life chances by:

- Developing a dynamic and inspirational culture for teaching and learning excellence.
- Providing pupils with stimulating and valuable enrichment opportunities across the curriculum.
- Building a curriculum and assessment structure that will enable teachers, pupils, and parents to celebrate success and respond swiftly to challenge.
- Encouraging innovation and risk-taking through a focus on research and best practice locally, nationally, and internationally.
- Promoting, enabling, and supporting leadership at all levels to flourish in individual schools and across the Trust.
- Providing high quality professional learning opportunities for staff at all levels in the Trust

The Netherhall School has been offering high quality education in Cambridge for over 150 years and boasts a strong recent track record of exceeding national performance targets and expectations.

Netherhall School has developed and grown since it welcomed its first student on the 9 January 1871, and has adapted constantly to the needs of the community and the changing demands and ethos of the educational sector. The history of the school encompasses being a grammar school, a comprehensive school in 1974, a Foundation school and now an Academy. For many years it was the only school in Cambridge that offered a 6th Form and, still today, one of only two school based Sixth Forms offering A Levels.

In February 2016, Netherhall School became an Academy, joining with Bottisham Village College, to form the Bottisham Multi Academy Trust. On the 1st September 2016, the Trust grew to four schools with the addition of Sawston Village College and Bassingbourn Village College, two high performing schools just outside Cambridge. At the same time, the name of the trust changed to 'Anglian Learning'; this has brought increased opportunities for collaboration and career development. Since that point, two more secondary schools, Linton and Joyce Frankland have joined the Trust.

Our examination results over recent years have been excellent with A level results in excess of targets and GCSE results well above national benchmarks. Our Progress 8 score has been consistently positive which, given the inclusive nature of the school, is impressive: schools in Cambridgeshire do not permanently exclude students so these figures contain students who, in other authorities, would be taken off roll.

Our Students

Netherhall School is set on the outskirts of Cambridge and serves both the City and the surrounding rural villages. As a result, student admissions are from a diverse range of backgrounds.

The whole operation of the school is built upon our values of Inspiring, Individual Inclusive:

Inspiring: We believe that it is our role to provide a setting, curriculum and staff which inspire students.

Individual: We offer a range of pathways for our students, matched carefully to their needs and aspiration. This includes:

- Hobbs – provision for those who would otherwise have been permanently excluded
- ALVIN – provision for those with medical needs
- EAL groups for all year groups

Inclusive: We take every opportunity to ensure students are not affected by economic disadvantage, learning needs, language barriers. As a highly diverse community we aim to welcome cultural difference and create a sense of belonging for all.

Crucially, we want all of our students to feel happy and secure. We have a well-developed pastoral care system and staff genuinely care about the students as individuals. We encourage students to assume and enjoy responsibility as Duty Students and through our Student Ambassador and Leadership schemes. Our highly skilled staff work closely with students, monitoring their progress to ensure they achieve their potential. There is an excellent student volunteer peer-counsellor scheme and students are encouraged to play an active part in the running of the school through School Councils. We understand that students need a range of skills and opportunities to fulfil their potential and therefore encourage students to undertake a full range of extra curriculum activities in addition to the educational requirements. Staff give their time freely to run a very broad range of activities from the traditional sports and drama to Warhammer Club and Language Leaders.

The Ofsted report of October 2018 gave a rating of Good in all areas with some areas of outstanding strength. Typically, we are not resting on our laurels and pushing forward to gain even stronger judgements next time around.

Many of our students choose to stay at Netherhall for seven years, progressing from Year 7 through to our highly successful Sixth Form, The Oakes College, Cambridge. The centre has an excellent reputation in the City of Cambridge and beyond and many students join us from other schools for their post-16 studies. We have an impressive track record in placing students in Higher Education, including Oxbridge and in employment.

In 2021 the A levels qualifications gained by students were impressive with 28% A*-A 55% of grades at A* - B; 81% A* - C and 98% A* – E.

Our staff

We recognise and value the skills, knowledge and expertise of all our staff and are committed to supporting their professional development. To this end, we have a vibrant and varied Continual Professional Development programme, which is personalised each year to support both our main school priorities and the individual needs of staff. This programme includes opportunities to share excellent practice between colleagues as well as drawing on external expertise. Cross collaboration between other local schools and schools in the Trust is also encouraged so that best practice is formulated.
Staff give freely of their time to the broad extra-curricular programme which includes sports, music, drama and a host of trips, exchanges, clubs and other activities. There is a blend of youth and experience among the staff and newcomers have always commented on the warm welcome they have received.

The Oakes College

The Oakes College Cambridge, formerly known as Netherhall Sixth Form Centre, has a long tradition of supporting young people to achieve excellence at A-level and Applied courses. The Oakes College builds on these great foundations, embracing its role as a key provider of post-16 education for the Anglian Learning Trust. We provide continuity of high-quality education, both for students who have progressed through Trust schools and for those adding the richness and diversity from within the high-quality educational landscape of Cambridgeshire.

Oakes College is all about people; ambitious students who are determined to achieve; committed professionals who love teaching and a dedicated pastoral support team. We take pride in knowing each student as an individual and our ethos of “Inspiring, Individual, Inclusive” is reflected in everything we do.

Partnership with Parents and Wider Community

We are a warm and welcoming community which places a high importance on working with families and getting to know each of our students as individuals. We engage with parents through a variety of mediums; parental internet, regular newsletters, Parents’ Evenings, written progress reports as well as individual responses to queries. We are keen to engage parents from all backgrounds and to adopt strategies which will enable us to communicate better with all parents regarding their child’s progress and development.

Integrate is our provision to bring together local charities, educational institutions, public health and business with parents from across the Cambridgeshire region. We provide training, childcare, online courses, fora and referrals for parents. The support we provide is free to all and is advertised through our website, social media and partner schools. We are based at Netherhall school, co-ordinated by our communities manager, Chika Akinwale. We strive to provide completely inclusive support for parents raising children from 0-18.

The Parents and Friends of The Netherhall School (PFNS; or Puffins!) meet regularly to put on school events but also to provide the stakeholder feedback so vital to continuing and deepening relationships.

Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a myriad of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact Rosie Holland, HR Officer, on hrhub1@anglianlearning.org.

Benefits

Other benefits and support available to all Trust employees include:

Career Average Revalued Earnings Pension Scheme (CARE)

Cycle to Work Salary Sacrifice Scheme

Free membership to all Anglian Learning Sports Centres

20% discount on Anglian Learning Adult Education Courses

Professional Development Scheme Policy

Employee Assistance Programme

Specsavers VDU Vouchers

Boots Flu Vouchers

Perkbox – a benefit, reward and recognition platform offering a wide range of discounts on high street and online shopping

Role Summary

We wish to appoint an enthusiastic and inspirational teacher of Human Sciences. You will be joining a growing team and will predominantly teach Sixth Form students at the Oakes College, which is part of The Netherhall School.

The specific role will be determined according to the individual strengths and interests of the appointed candidate. We welcome applicants from all Social Science disciplines but the ability and willingness to teach at least 2 subjects from Sociology, Psychology, Applied Psychology, Government and Politics, Law, Criminology is essential.

The successful candidate will work collaboratively to deliver consistently high-quality learning and teaching. They will take on the role of a form tutor and contribute to the pastoral programme ensuring that students have examined appropriate progression routes. The right candidate will be willing to review current material and contribute to improving resources for students to use both independently and in the classroom. A commitment to developing individual learning skills and a drive to continually improve are key qualities we are looking for in the post holder.We pride ourselves on being a strong and inclusive sixth form community and you will teach students from across the ability range.

Vibrant working environment
Our central belief is that great schools recruit and retain great teachers and leaders. You will be joining an ambitious, collaborative and supportive working environment. You will be working with outstanding colleagues who are passionate about their subject specialism and pedagogy and who show extraordinary commitment and dedication to the young people in their care.

We offer:
·A successful 11-18 mixed comprehensive school with a flourishing Sixth Form
·Impressive teaching and learning facilities
·A vibrant, supportive community with friendly colleagues and students
·A city site in the heart of Cambridge - a centre of excellence
·Trust wide developmental opportunities

This is an exciting time to consider joining our outstanding learning community and we look forward to receiving your application.

Job Description
Teacher of Sociology
The Netherhall School and
The Oakes College

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SALARY:	**Main Teacher Pay Scale 1 to Upper Pay Scale 3 £32,916 - £51,048**
HOURS:	**Full Time, 52 weeks**
PENSION	**Teachers Pension Scheme**
DISCLOSURE LEVEL:	**Enhanced DBS plus Barred List Checks**
LOCATION:	**The post holder will be based at The Netherhall School and The Oakes College**
RESPONSIBLE TO:	**Head of Department**

MAIN RESPONSIBILITIES

Under the direction of the Subject Leader (where appropriate):

To contribute to the teaching of the department, as follows:

- Planning and preparing courses and lessons in accordance with departmental schemes of work
- Teaching pupils according to their educational needs (including liaison with the Special Needs Department and Teaching Assistants as appropriate.)
- Setting and marking work carried out inside and outside school
- Assessing, recording and reporting on the development, progress and attainment of pupils, according to departmental and school policies.
- Delivering cross-curricular themes and skills as required.
- Participate in the development of appropriate syllabuses, materials and schemes of work.
- Participate in arrangements for preparing pupils for public examinations and in assessing pupils for such examinations.
- Contribute to the selection for appointment and professional development of other teachers and non-teaching staff including the induction and assessment of newly-qualified teachers.
- Contribute to the induction of trainees.
- Contribute to the storage and recording of department resources and to the display of pupils' work in subject areas.
- Comply with health and safety regulations and observe safe working practices.
- To be a form tutor focussing on the welfare and progression for a defined cohort of students.

The Postholder has a responsibility for promoting and safeguarding the welfare of children and young persons they are responsible for, or comes into contact with.

General Duties

- To maintain good order and discipline among the pupils and to safeguard their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.
- To carry out a share of supervisory duties in accordance with published schedules.
- To contribute to the supervision and so far as practicable teaching of any pupils whose teacher is not available to teach them, subject to the conditions of employment.
- To participate in appropriate meetings with colleagues and parents relative to the above duties.
- To participate in appraisal arrangements.

ADDENDUM

The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.

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.

Person Specification

Teacher of Sociology

the Netherhall School and
The Oakes College

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Qualifications and Training	
Essential: • Degree in related subject • QTS	Desirable: • Further qualification &/evidence of continuing professional development

Experience	
Essential: Successful teaching experience during ITT placements &/as a fully qualified teacher.	Desirable: Experience in a fully comprehensive school across the spectrum of age and ability.

Person Specification
Teacher of Sociology
The Netherhall School and
The Oakes College

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Skills and Knowledge

Essential:

- Able to work collaboratively with others
- Able to form good relationships with students.
- Able to motivate students.
- Energy and enthusiasm.
- Flexibility.
- Excellent organisational and classroom management skills.
- Excellent communication and interpersonal skills.
- Expertise in the teaching of the relevant subject including evidence of excellence in own work as a practitioner.
- Good knowledge and understanding of current issues in learning and teaching,
- A reflective practitioner.
- Clear indication of leadership potential.

Desirable:

- Willingness to get involved in the broader life of the college through extra-curricular activities.
- Excellent time- management.

Personal Qualities

- High standards of behaviour in the professional role
- Commitment to form and maintain appropriate relationships and personal boundaries with young people
- Commitment to safeguarding and promoting the welfare of young people
- Satisfactory DBS check, Medical Clearance and References.

How to apply

Dates

CLOSING DATE:	18 March 2026
INTERVIEW DATES:	TBC
START DATE:	1st September 2026

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about teaching Sociology and meet the person specification we invite you to apply for this exciting opportunity via this link

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via hrhub1@anglianlearning.org

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.
This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org.'

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.'

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - https://anglianlearning.org/information/data-protection-policies/

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.

disability confident EMPLOYER

happy to talk flexible working

Get in touch

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