



Application Pack

Trust Lead for Humanities

Leadership Spine Point 6 – 10

(£47,735 - £52,723 actual)

Required September 2021

Closing Date: 12 noon, 17th May 2021

Apply for something different | Apply to make a difference

Apply to work with The Evolve Trust

“The Evolve Trust aims to create a family of academies in the Mansfield region and beyond, enabling an increasing number of children and young people to fulfil their potential and providing them with greater access to a diverse range of opportunities when they leave school”

We are committed to providing exceptional learning opportunities and outstanding educational outcomes for all our pupils in the Mansfield locality and beyond. Our aim is for every child and young person to benefit from a world class education, one which inspires our schools’ communities to achieve more than they thought possible. Our commitment to these aims is evident through our working practices, which focus on making the difference to the life chances of all our pupils and students.

Academy staff and students work and learn together as our practice is continuously improved to bring about the changes required to deliver on our ambitious aims. As a Trust, we prioritise achievement and inclusion by valuing individuals. We meet these priorities by excelling in putting in place, for both students and staff, personalised learning pathways and pastoral care that seeks to address barriers to learning experienced by anyone.

A circular portrait of Claire Marie Culbert, a woman with blonde hair, wearing a blue scarf and a dark jacket. The portrait is set against a background of a circular pattern of blue and green dots.

Claire Marie Culbert

Claire Marie Culbert - CEO for the Evolve Trust

“To open minds, creating opportunities for all to believe in themselves, achieve their potential and develop the skills needed to succeed and enjoy life”.

“I am exceptionally proud to be the Principal of The Brunts Academy in what is an exciting stage in the Academy’s development.”

Dear Candidate,



Welcome to the Evolve Trust at the Brunts Academy. I am exceptionally proud to be the Principal of The Brunts Academy in what is an exciting stage in the Academy’s development. At Brunts, we believe that an outstanding education develops our students academically, socially and morally, giving them the knowledge and skills to be successful during this and the next stage of the education and development.

We also feel it is important for our young people to develop and progress outside of the classroom and we offer a wide range of enrichment and extra-curricular opportunities to harness our pupil’s potential.

We are ambitious about all that we do and focus our work on improving the academic attainment of all our students. The Brunts Academy is fortunate to have good facilities, supportive and skilled staff, motivated students and supportive parents

and I

look forward immensely in developing this partnership with you further this year.

We are proud to be supported by the Evolve Trust and we believe that this partnership gives us the opportunity to continue our improvements and for the school to be recognised both locally and nationally as not only a ‘good’ school but then an ‘outstanding’ school over time.

We demand excellence and we are on a journey to this but the foundations of this are fundamentally linked to our Core Values and how we behave in all aspects of school life. Our values and associated behaviours are:

AMBITION: Striving for the highest personal achievement.

INTEGRITY: The moral courage to be sincere, reliable and trustworthy at all times.

INCLUSIVITY: Together we create a stronger community for all.

ENDEAVOUR: The best preparation for tomorrow is doing the best today.

RESILIENCE: Take on challenges, learn and thrive.

We believe that secondary education represents a major stage in the life of each young person and so we aim to work together with parents, carers, agencies and the local community to support our young people; enabling them to develop and grow within this community and in building together a real sense of identity within The Brunts Academy and the Mansfield area.

We recognise the equal value of each individual young person and we aim to provide the best possible opportunities for our students. We look forward to welcoming you to our Academy and joining our team!

Carl Atkin - Principal for the Evolve Trust

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Apply to work with The Evolve Trust

The Evolve Trust are seeking to appoint a new member of staff to join a supportive team, who are strongly focused upon raising standards for students.

A career with Evolve has unlimited opportunity. We are passionate in supporting staff with their professional development and believe that the more we invest in our staff the more successful we will become as a Trust.

This post is a superb career opportunity within a multi-academy trust that has:

- A generous Government supported pension scheme.
- National Living Wage Employer working towards accreditation.
- Been Ofsted rated Good and has already made strides towards achieving Outstanding in all our academies.
- Students who are willing and eager to learn.
- A track record of innovation and development.
- Is recognised for improving the quality of education in other schools.
- A proven track record for developing staff, securing good outcomes, good behaviour and good leadership.
- An excellent staff wellbeing scheme.

As part of The Evolve Trust the successful candidate will have the opportunity to:

- Benefit from CPD through Trust academies as well as opportunities to work with colleagues from primary and special education backgrounds.
- Access CPD through our membership of 2 Teaching Alliances, benefitting from accredited leadership development programmes as well as extensive training suitable for all career stages.
- Work in an environment where staff can trial new educational innovations and share best practice.

Trust Lead for Humanities

Leadership Spine Point 6 – 10
(£47,735 - £52,723 actual)
195 days per year – Full Time
Required September 2021

How to Apply

Should you wish to apply for the post, please complete and return an application form along with a covering letter, which clearly demonstrates your suitability for this role, via email to jobs@evolvetrust.org.

Applications can also be submitted by post, for the attention of the HR Department, to the following address:

Human Resources,

The Evolve Trust
c/o The Beech Academy,
Fairholme Drive,
Mansfield,
Nottinghamshire,
NG19 6DX

Application forms

These can be downloaded from the Evolve Trust website www.evolvetrust.org. Wherever possible, please provide email addresses for your referees.

Closing Date

If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

Safeguarding

The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake a criminal record check via the DBS.

Job Description

Post: Trust Lead for Humanities

Salary/Grade: Leadership Spine Point 6 – 10 (£47,735 - £52,723 actual)

Contract: 195 days per year – Full Time

Reporting To: CEO / Director of School Improvement

Purpose

- To provide professional leadership and management for the Humanities faculty to secure high quality teaching, effective use of resources (staffing, financial, physical) and ensure standards and progress is at expectation or better.
- To be accountable for the quality of teaching and learning, student progress, development and climate within the department to ensure outcomes in line with targets.
- To develop and enhance the teaching practice of others and support performance management requirements.
- To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the subject area, in accordance with the aims of the school and the curricular policies determined by the Governing Body and Principal of the school.
- To enhance the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the school's aims and objectives.
- To support the change management process by taking responsibility with others for leading in areas of whole school development.
- To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and support and guidance functions of the school.
- To provide and safeguard the welfare of the students for whom the post holder is responsible or comes into contact with.

Duties – General

- Work in accordance with the school's statement of aims and values and implement strategies within policies adopted by governing body.
- Help to raise achievement and aspirations of the pupils by providing challenge, opportunity and recognizing and celebrating successes.
- Liaise effectively with parents, external agencies and Trustees.
- Carry out the general and specific professional duties as set out in the current 'School teachers pay and conditions document', QTS standards and school documentation for classroom teacher and tutor
- To play a full part in the life of the school community, to support its visions, distinctive mission and values and to encourage and ensure staff and students to follow this example.

Duties – Specific

The following roles and responsibilities are not exhaustive, but give an outline of the tasks the post holder is responsible for. They do not necessarily carry out all the tasks themselves, but they ensure that the tasks are being completed

- To provide strategic direction and leadership across the Humanities faculty through developing and implementing policies which will result in high achievement, effective teaching and learning.
- Create a climate which enables other staff to develop and maintain positive attitudes and confidence in delivering the curriculum.
- Lead on the development of appropriate syllabuses, schemes of work and giving guidance on teaching and learning strategies in the subject area to ensure continuity and progression for all individuals and groups.
- Lead on and working the with team to formulate coherent plans (T2Ts) which identify clear targets, tasks, timescales and success criteria for its development in line with the school's aims and improvement plan.
- Ensure appropriate targets are set and regularly monitor pupil progress, interrogate data to inform and take action as necessary.
- Ensure effective assessment for learning processes and practices across the subject.
- Leading effective development of pupils' literacy, numeracy, specific subject study skills, information technology skills, work related learning; enterprise and citizenship through the curriculum areas.
- Ensure where appropriate ICT opportunities are used to enhance and facilitate learning
- Monitor and evaluate the quality of teaching and learning, share judgments with teachers and support staff in the area and take appropriate action to improve further the quality of teaching so that it impacts upon learning.
- Ensure Senior staff are appraised of the progress of the Humanities faculty in relation to achievement targets and TIP success criteria.
- To produce relevant reports to stakeholders within the quality assurance cycle.
- Identifying key professional learning development needs and ensure these are met through the provision of high quality coaching and mentoring.
- To be professionally accountable for the work of colleagues in the Humanities faculty and act as performance management team leader for named members.
- To be responsible for the induction of new staff and ensure NQT's are appropriately monitored, supported and assessed.
- To develop effective partnerships with parents, partner schools, external agencies and the community.
- To maintain efficient and effective deployment of staff and management of a delegated Humanities budget.
- To help colleagues to create an appropriate climate and environment for learning including displays, monitor pupil attendance and to ensure behaviour management system is implemented in curriculum area so that effective learning can take place.

Health and Safety:

- Be aware of the responsibility for personal health, safety and welfare and that of others who may be affected by your actions or inactions.
- Co-operate with the employer on all issues to do with Health, Safety and Welfare.

Professional Learning Development – Personal

- In conjunction with the Principal, take responsibility for personal Professional Learning Development, keeping up to date with developments in pedagogy and curriculum development in the Humanities faculty.
- Undertake any professional development necessary as identified in the T2T.

Additional points

All staff are required to maintain confidentiality in relation to student's staff and parent information.

All staff are expected to comply with academy and trust policies

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

The job description may be subject to amendment or modification, should circumstances change, any changes will be discussed with you in the first instance. Should a disagreement arise, you will be afforded the opportunity of a meeting to resolve the matter with your Principal. You may wish to be accompanied at this meeting by a representative of your Trade Union if you so wish.

In addition to the duties specified you may be asked to undertake any other duties which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined, subject to the proviso that normally any changes of a permanent nature shall be incorporated into the job description in specific cases.

The job description does not form part of the contract of employment.

This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on any or all of them.