



# Appointment of Teacher of Health and Social Care/ Child Development

M/UPR: £25,714 to 41,604

Full Time, 1 Term Fixed Contract

Required September 2022



Kenton School, Drayton Road, Newcastle upon Tyne, NE3 3RU, Telephone: 0191 214 2200.

Email: [human.resources@kenton.newcastle.sch.uk](mailto:human.resources@kenton.newcastle.sch.uk)

## Introduction from the Principal

Dear Applicant

Thank you for your interest in the role of Teacher of Social Studies at Kenton School.

Kenton School is a vibrant and inclusive secondary school at the heart of the community in which we serve. With 1800 students, we are amongst the largest schools in the North East.

At Kenton we are passionate about providing the very best education possible for young people in our city, our region and nationally and our strong and committed team share our vision of ensuring all our students not only reach their potential but that they are confident, happy and resilient students who treat each other with compassion and respect.

We are seeking a teacher of Health and Social/ Child Development to join the team. The Social Studies department is varied in terms of the courses it delivers, teaching RE to Key Stage 3 and in Key Stage 4 as an option. The department also includes Health and Social Care and Child Development as Key Stage 4 and 5 subjects, with Law, Criminology, Psychology and Sociology only taught in Key Stage 5. The team is a mixture of teachers new to the profession and those with several years' experience, teachers switch between their individual specialisms and any other areas of need (with the required CPD offered). Health and Social is a long running subject within the school which has remained popular at Key Stage 5, and we have seen many students leave for careers in the care sector, including Nursing. Child Development has been a more recent addition and we have made successful work experience links to ensure that students get practical hands-on opportunities to give students the best chance of being successful when applying and evaluating the skills they have learnt.

You will possess excellent interpersonal skills with the ability to present your views and opinions and to challenge, give feedback and take feedback constructively. You will possess the ability to work effectively with all students, engaging them through exciting yet challenging lessons and embedding a culture of high expectations and positive behaviour for learning.

In return we will offer:

- Fantastic opportunities and development possibilities due to our size, facilities and a forward thinking management and staff working together to offer the best available chances for our students.
- Salary sacrifice schemes such as childcare vouchers and cycle to work scheme.
- Access to on site gym facilities.
- Fantastically resourced facilities with easy commuting access to both the A1 and A19.

If you feel you have the experience, skills and attributes to succeed as part of our team, please download an application form from our website [ks.northernleadertrust.org](https://ks.northernleadertrust.org) and return it to [HR@northernleadertrust.org](mailto:HR@northernleadertrust.org) no later than 12.00 Noon on 8 July 2022.

We look forward to receiving your application.

Yours sincerely



Sarah Holmes-Carne, Principal



# Teacher of Health and Social Care/ Child Development

## Job Description

Grade: Main/Upper Pay Scale

Responsible to: Head of Department

Job Purpose: To be accountable for learner achievement within a designated timetable by effective teaching and learning and contribute to the monitoring and development of the curriculum.

### Main Responsibilities:

The following list is typical of the level of duties which the post holder will be expected to perform. It is not necessarily exhaustive and other duties of a similar type and level may be required from time to time.

1. Create and manage a learning environment and achieve a supportive culture and behaviour management strategy that enables learners to achieve their potential.
2. Contribute to the monitoring and development of the subject area to ensure suitable opportunities are provided for learner aspirations to be met.
3. Plan effectively in the short, medium and long-term and prepare lessons to ensure coverage of the curriculum and the differentiated needs of learners are met.
4. Apply a range of teaching and learning strategies, including implementing inclusive practices, to ensure that the diverse needs of learners are met and excellence and enjoyment is achieved.
5. Assess, record and report on the development and progress of learners and analyse relevant data to promote the highest possible aspirations for learners and target expectations and actions to raise learners' achievements.
6. Demonstrate ongoing development and application of teaching expertise and subject, specialism and/or phase knowledge to enrich the learning experience within and beyond the teacher's assigned classes or groups of learners.
7. Work collaboratively within and beyond the classroom with support staff (including directing their day-to-day work), teachers, other professionals, parents, agencies and communities, to enhance teaching and learning and promote the positive contribution and well-being of learners.
8. Contribute to the development and application of priorities, policies and activities in order to enable the achievement of whole school aims.

9. Promote the safeguarding and welfare of children and young persons the postholder is responsible for, or comes into contact with. Be aware of school policies and other guidance on the safeguarding and promotion of wellbeing of children and young people. Take appropriate action where required.
10. Promote and implement policies and practices that encourage mutual tolerance and respect for diversity in all aspects of employment and service delivery.

In addition, Upper Pay Range teachers are expected to:

1. Make significant contributions to implementing workplace policies and practice and to promote their implementation.
2. Give advice on the development and well being of children and young people, if required,
3. Promote collaboration between colleagues and contribute to their professional development through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.

# Teacher of Health and Social Care/ Child Development



## Person Specification

### Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

#### Essential

1	Graduate with Qualified Teacher Status (degree, PGCE, BEd or equivalent)
2	Broad base of subject knowledge
3	Evidence of successful training, teaching practice and/or successful prior teaching experience.
4	Demonstrable experience of effective use of a range of learning and teaching strategies.
5	Ability to effectively use assessment to support learning.
6	Knowledge of and ability to effectively use a range of behaviour management techniques.
7	Effective analytical skills with the ability to use data to inform practice.
8	Effective organisational skills e.g. lesson preparation, scheme of work development, meeting deadlines, good record keeping etc.
9	Effective ICT skills and knowledge.

#### Desirable

10	Previous experience working in a secondary school environment.
11	Evidence of CPD/professional learning on a range of learning/teaching issues.

### Part B: Assessment Stage

The following criteria will be further explored at the assessment stage in addition to criteria as outlined in Part A:

#### Essential

1	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"><li>▪ Motivation and commitment to work with children and young people</li><li>▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people</li><li>▪ emotional resilience in working with challenging behaviours</li><li>▪ attitude to use of authority and maintaining discipline.</li></ul>
2	Effective interpersonal, oral communication and presentation skills.
3	Ability to form community links and identify and facilitate enrichment opportunities for students to support learning.
4	Ability to work effectively as part of a subject/ curriculum team
5	Ability and flexibility to take an active part in extra curricular provision.
6	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.
7	Committed to working with young people and contributing to whole school ethos

#### Desirable

8	Can contribute to wider school development.
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## Assessment Methods

The following methods of assessment will be used:

- Interview
- Lesson observation

Please note: interviews may be held remotely in the event that the school is not open at the time of short-listing.

## Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	Children's Barred Persons List
4	DfE Prohibition List Check
5	Medical clearance
6	Confirmation of Qualified Teacher Status (where applicable) and proof of qualifications
7	A minimum of two references including your previous employer or last employer/educational establishment where not currently employed. Where you are not currently working with children but have in the past, a reference from that employer will also be required. Please note where references are required from school settings, we will only accept references from the Headteacher/Principal.

\*All posts involving direct contact with vulnerable children are exempt from the Rehabilitation of Offenders Act 1974. The amendments to the Exceptions Order 1975 (2013 and 2020) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the Ministry of Justice website ([www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974](https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974)).

Shortlisted candidates will be asked to provide details of all unspent convictions and those that would not be protected/filtered, prior to the date of interview. You may be asked for further information about your criminal history during the recruitment process. If your application is unsuccessful, this self-disclosure information will be checked against the information from the Disclosure and Barring Service before your appointment is confirmed.

This post is classed as being in 'Regulated Activity' as defined in Keeping Children Safe in Education 2021, therefore in addition to the DBS check, a check of the Children's Barred List will also be conducted as part of the pre-employment screening process.



# Additional Information for Applicants

## Terms and Conditions of Employment

The conditions of service applicable to this post are the Conditions of Service for School Teachers in England and Wales (the Burgundy Book) and the School Teachers Pay and Conditions document, as amended/supplemented by local decisions made by Kenton School Academy Trust.

## Salary

The salary range for the post is Main/Upper Pay Range. The Main/Upper Pay Range scale runs £25,714 to £41,604 pa. Starting salary will be dependent upon current pay point and relevant experience. Progression through the main/upper range is subject to performance appraisals and meeting progression criteria.

## Start Date and Status

The start date of the post will be September 2022. This is a fixed term post, initially for 1 term to cover a vacancy.

## Pension Scheme

The postholder will be automatically enrolled in the Teachers' Pension Scheme. There is an option to opt out for those who wish to. Further details on the Teachers' Pension Scheme can be found at [www.teacherspensions.co.uk](http://www.teacherspensions.co.uk) and [www.twpf.info](http://www.twpf.info).

## Equal Opportunities

The school is opposed to any form of unfair discrimination and is publicly committed to be an equal opportunity employer.

## Safeguarding

Northern Leaders Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We are fully committed to ensuring that consistent effective safeguarding procedures are in place to support families, children and staff at school.

## Application Process

If you feel you have the experience, skills and attributes to succeed as part of our team, please or download an application form from our website [ks.northernleadertrust.org](http://ks.northernleadertrust.org) and return it to [HR@northernleadertrust.org](mailto:HR@northernleadertrust.org)



**Closing date: 12.00 Noon on 8 July 2022**