



# Appointment of Second of Faculty in Social Studies

Full Time, Permanent  
M/UPR: £25,714 to 41,604 pa plus  
TLR2c (£7,017 pa), pay award pending

Closing Date: 10 October 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

### Appointment of Second of Faculty in Social Studies

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.

Our Faculty of Social Studies comprises of the Head of Faculty plus 5 teachers. This is a vibrant, exciting and supportive department who oversee a range of popular courses throughout the various Key Stages with majority of courses at Key Stage 5. The department is housed in its own area, is well resourced and benefits from close links with humanities.

If you are the person we are looking for you will possess a broad base of subject knowledge, a proven track record of effectiveness and impact as a classroom teacher, and strong analytical skills with the ability to use data effectively to track progress and raise achievement.

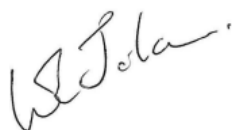
You will possess excellent interpersonal skills with the ability to present your views and opinions and to challenge, give feedback and take feedback constructively. You will possess the ability to work effectively with all students, engaging them through exciting yet challenging lessons and embedding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

If you have the skills, commitment and enthusiasm to succeed in this role, we want to hear from you. In return we can offer you,

- Access to the Teachers' Pension Scheme
- Salary sacrifice schemes including cycle to work and childcare voucher schemes
- Free on-site parking
- Free gym access at Kenton School

We look forward to receiving your application.

Yours sincerely



Bill Jordon CBE  
Principal



# Second in Faculty of Social Studies



## Job Description

Range:	M/UPR plus TLR2c
Responsible to:	Head of Faculty
Responsible for:	Staff as allocated, in line with designated areas of responsibility
Job Purpose:	<ul style="list-style-type: none"><li>• To support the Head of Faculty in the effective development of the curriculum and in leading the faculty to ensure students make consistently good progress.</li><li>• To lead a designated key stage or curriculum area.</li></ul>

## Key Accountabilities

The postholder will be accountable for the following:

- Promoting the values and vision of the Trust and using them to inform decision-making
- Performance of staff they lead against the criteria below
- Outcomes of students at KS4 against the FFT 5<sup>th</sup> percentile of national target standards and KS 5 against the upper quartile of national performance standards
- Quality of teaching and learning across the faculty as measured by:
  - Progress of students in subjects that can be reasonably expected against their previous starting points
  - Progress of students with SEND in subjects that can be reasonably expected against their previous starting points
  - Progress of students with EAL in subjects that can be reasonably expected against their previous starting points
  - Progress of Pupil Premium students in subjects that can be reasonably expected against their previous starting points
- The design of the scheme of study setting out the aims of a programme of study, including the knowledge and skills to be gained at each Key Stage
- The design of teaching activities that lead to learning the knowledge and skills intended by the programmes of study
- The design and delivery of intervention strategies to support students in making the progress which can be expected of them in subjects
- The impact of reading and literacy programmes on standards of student competence
- Participation rates of students in extra-curricula provision offered by the faculty in each year group are seen to be rising year-on-year
- Standards of behaviour of students against the One Trust Rule in lessons

### Main duties and responsibilities:


The following list is typical of the level of duties which the Vice Principal 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.

#### Lead Teaching and Learning Responsibilities

1. Lead learning within a designated key stage or area by developing and implementing assessment strategies, data analysis and appropriate intervention programmes to ensure that identified standards of learner achievement are met.
2. Lead, develop and enhance the teaching practice of others through monitoring/evaluation and promoting improvement strategies to secure effective teaching and learning for learners.
3. Lead, manage and develop a subject/group of subjects/curriculum area/pupil development across the curriculum to provide programmes/activities that match learner aspirations and potential and achieve excellence and enjoyment for learners.
4. Facilitate an ethos within the team which encourages staff to work collaboratively, share knowledge and understanding, celebrate achievements and accept responsibility for outcomes.
5. Develop and promote literacy, oracy and numeracy within the faculty.

#### Generic Teaching Responsibilities

6. To carry out the professional duties of a Teacher as set out in the School Teachers' Pay and Conditions Document and carry out teaching duties in accordance with the school's schemes of work and the National Curriculum.
7. Establish a purposeful and safe learning environment and manage learners' behaviour constructively by establishing and maintaining a clear and positive framework for discipline and a supportive culture in line with the school behaviour policy.
8. Plan effectively in the short, medium and long-term and prepare effective learning sequences, lessons and work across a series of lessons to ensure coverage of the curriculum and the differentiated needs of learners are met. Plan and prepare homework and other out of class work.
9. Be aware of and 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. Deliver lessons to groups of learners or classes. Demonstrate the positive values, attitudes and behaviour expected from learners.
10. 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. Provide timely, accurate and constructively feedback on learners' attainment, progress and areas of development.
11. Demonstrate ongoing development and application of teaching practice, 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.
12. Communicate effectively and work collaboratively within and beyond the classroom with



support staff (including directing their day-to-day work), teachers, other professionals, parents, carers, agencies and communities, to enhance teaching and learning and promote the positive contribution and well-being of learners.

13. Contribute to the development and implementation of priorities, policies and activities in order to enable the achievement of whole school aims.
14. To work effectively with / be aware of and assist integrated processes, and local opportunities which support children, young people and their families
15. Make significant contributions to implementing workplace policies and practice and to promote their implementation.
16. Promote collaboration between colleagues and contribute to their professional development through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.
17. Promote the safeguarding and welfare of children and young persons the postholder is responsible for, or comes into contact with. Give advice on the development and wellbeing of children and young people, if required. 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.
18. Promote and implement policies and practices that encourage mutual tolerance and respect for diversity in all aspects of employment and service delivery.



# Second in Faculty of Social Studies

## 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, e.g. PGCE, BEd or equivalent.
2	Successful experience in a TLR role developing one or more areas of curriculum.
3	Evidence of consistently outstanding classroom teaching.
4	Experience implementing robust quality assurance systems including effective performance management.
5	Evidence of effective assessment and behaviour for learning.
6	Knowledge of the key principles and practices of school effectiveness and improvement.
7	Demonstrable knowledge of Health and Safety requirements in relation to leading a practical faculty area.
8	Experience planning and leading professional learning activities.
9	Effective organisational and ICT skills with the ability to analyse and interpret data to inform practice.

#### Desirable

10	Proven track record of raising educational standards.
11	Experience in budget and resource management.
12	Evidence of involvement in specific learning and teaching projects.

### 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	Knowledge of educational, legislative and social issues affecting secondary schools.

3	Ability to support the Head of Faculty by providing effective leadership.
4	Ability to make an effective contribution to developing the faculty and improving achievement.
5	Ability to achieve results under pressure.
6	Teamplayer with the ability to present views, challenge, give feedback and take feedback constructively.
7	Ability and flexibility to take an active part in extra curricular provision.
8	Effective interpersonal, oral communication and presentation skills.
9	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.
10	Committed to working with young people and contributing to trust ethos.

#### Assessment/Selection Methods

Lesson observation

Task/s

Interview

#### 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 List Check*
4	DfE Prohibition List Check including GTCE Check
5	Confirmation of Qualifications and Qualified Teacher Status, including confirmation of professional status from relevant professional regulatory body for teachers who have worked overseas.
6	Medical clearance
7	A minimum of two satisfactory references from current and previous employers (or education establishment if applicant not in employment).
8	A Section 128 Education and Skills Act Prohibition from Management list check.

\*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](http://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974)). 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 Northern Leaders 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. There is a Teaching and Learning Responsibility attached to this post of TLR2c (£7,017 pa). Starting salary will be dependent upon current pay point and relevant experience. Progression through the main/upper range is subject to annual performance appraisals and meeting progression criteria.

### Start Date

The start date of the post will be January 2023. This is a permanent post.

### 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

Candidates can apply by downloading a Word version application from our website [ks.northernleadertrust.org](http://ks.northernleadertrust.org) which can be returned by email to [hr@northernleadertrust.org](mailto:hr@northernleadertrust.org)

Closing date: 12.00 Noon 10 October 2022

