



Job Pack

Teacher of History

Start: April or September 2019

Full Time, Permanent Contract (Part Time considered)

MPS/UPS



Weald of Kent
Grammar School

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ABOUT US

Weald of Kent is a selective Girls Grammar School for 11-18 year olds with a roll of approximately 1550 students including our co-educational 6th Form. The school is one of the highest performing schools in the Country. We aspire to excel at everything we do. Owing to our continued success we are thrilled to have been given permission by the Secretary of State to expand and mirror what we deliver at our Tonbridge site in a brand new Annexe in Sevenoaks, which opened in September 2017. In addition to the exciting new facilities, we have also invested in our Tonbridge site which now has a state of the art Sports Hall and university style 6th Form Study Centre. Both sites are situated in beautiful rural settings with far reaching views across the Garden of England with excellent transport links.

Results

We are, once again, exceptionally proud of the magnificent performance that has led to some wonderful results both at GCSE and A level this year. 99.4% of students achieved 5 GCSEs grades 9 to 4 and A* - C (including Maths and English). The average GCSE grade was above a Grade 7. We also enjoyed superb A Level results with 72% of our students achieving A*-B grades. The cohort gained the highest A*-A % for six years, at 38%. The average was a Grade B. Our aim is for students to achieve high academic results whilst still affording them a platform to extend their personal qualities, talents and interests.

Teaching School

This is an exciting time for Weald of Kent as we continue on our journey as the Lead School of the Kaizen Teaching School Alliance. We are passionate about ensuring students and staff have an opportunity to develop and grow and because of this we are working with a fantastic group of schools on collaborative projects.

Thinking School

Weald of Kent is committed to developing fully the independent thinking skills possessed by our students. We were officially accredited as a Thinking School by Exeter University in March 2014. Our whole staff has been trained in the use of Thinking Maps, Thinkers' Keys, Habits of Mind and De Bono's 'Thinking Hats' which are used throughout the school to stimulate our students' thinking. We aim to develop our students' ability to move from sharing what they know, to how they know something

Staff Development Opportunities

As an accredited 'Investors in People' school we are passionate about staff development. Individual Development Plans are tailored to help and support staff in new positions, existing posts and preparation for promotion. A whole range of developmental and capacity building training is available, supporting staff to develop their skills and professionalism. This includes opportunities such as:

A personalised induction programme	Mentoring-Coaching programme
CPD days and a range of workshops	Investment in Excellence (IIE)
Performance development programme	Embedding Good Teaching
Relevant external courses and training	Embedding Outstanding Teaching
Thinking Schools training	Embedding Outstanding Leadership

THE TEAM

The History Department is located with the Humanities Faculty, and currently has four history specialists. History is taught throughout Key Stages 3 and is a very popular GCSE option. The department offers a two year GCSE and follows the AQA specification. Students are equipped with a range of skills to meet the demands of the new specifications at Key Stage 3, which helps support the transition to the GCSE. GCSE results in History last year were outstanding and significantly above national outcomes. Elizabethan England, Health and the People, the Cold War and Weimar and Nazi Germany currently make up the GCSE content.

Retention to A Level study is also incredibly high, and outcomes at Key Stage 5 are outstanding. History students at A Level average a B+, amongst the highest in the school. At Key Stage 5, the AQA specification has been selected for its breadth, and sees our students cover Tudor England and the American Civil War and Reconstruction. The NEA (coursework) is focused on Russia and the Soviet Union and is very popular amongst our students.

The department works hard to foster a love of learning about the past in Key Stage 3, and the project approach to independent study is a hit with our students. An example of this is the 'World War One Shoeboxes Project' which last year in particular has produced some exceptional outcomes. Students are also welcome at the History Homework Club, and this year the department has established 'The Mock Trial' club, which has a good level of take up.

THE POST

Job Title: Teacher of History **Reports to:** Head of History

Team: History Department **Start date:** April/September

Grade: MPS / UPS, Full-time (part-time considered)

We are looking to appoint a flexible, highly motivated and organised full time teacher of History. Our results over time have been outstanding and we are an outward looking and innovative team. This post will potentially give the successful candidate the opportunity to teach at our new Sevenoaks Annexe which opened in September 2017. This is an ideal opportunity for an outstanding History specialist who is looking to work in a high achieving and ambitious team and would like to be involved in teaching students at the country's first new grammar school Annexe.

This post would ideally suit a colleague who is looking for a new challenge and wishes to work with highly motivated, extremely engaged, enthusiastic and able learners at this significant time in our development. If you wish to extend further your repertoire of teaching and learning strategies, then Weald of Kent would be a perfect fit for you. In addition to the opportunities to develop your practice within the classroom, the school offers an extensive range of professional development support, including a bespoke package for those interested in working towards their next career step.

ABOUT YOU (PERSON SPECIFICATION)

	Essential	Desirable
Qualifications		
Qualified teacher status	✓	
Degree or equivalent	✓	
Experience		
Outstanding classroom teacher and tutor	✓	
Sustained performance securing very good student outcomes	✓	
Ability to teach History at Key Stages 3 and 4	✓	
Desire to teach History at Key Stage 5		
Ability to offer KS3 Geography		✓
Skills & Knowledge		
Able to communicate effectively, orally and in writing	✓	
Able to consistently demonstrate effective planning and creative teaching including an ability to deliver outstanding lessons	✓	
Able to use data effectively to assess prior attainment, track progress and set student targets	✓	
Confident in own ability to be effective and to take on challenges	✓	
Ability to relate well to students, colleagues, parents and Governors	✓	
Able to manage behaviour effectively	✓	
Able to support students in maintaining high standards	✓	
Possess an up to date awareness of curriculum development	✓	
Possess efficient and effective administrative, organisational and personal management skills	✓	
Personal Attributes		
Able to inspire, challenge and motivate students	✓	
Has a positive approach to education with a desire to succeed	✓	
Demonstrates energy, enthusiasm and perseverance	✓	
Is reliable and demonstrates integrity	✓	
Possess good interpersonal skills	✓	
Has a professional appearance and manner	✓	
Has a clear vision and educational philosophy	✓	
Has a positive commitment to individual personal development	✓	
Has the capacity to work hard, under pressure, to meet deadlines and manage time effectively	✓	
Is adaptable and amenable with respect to working practices	✓	
Able to work independently and in a team, take a collaborative approach	✓	
Able to build supportive working relationships with colleagues	✓	
Has a commitment to supporting the full life of the school	✓	
Is suitable to work with children	✓	
Equal Opportunities – has a commitment to inclusive education	✓	

THE PACKAGE

Salary: MPS/UPS

Benefits:

Generous Pension Scheme (TP / LGPS)	Priority Admission for Staff Children**
Health Care Cash Plan*	Free On-Site Parking
Kent Reward Scheme	Free refreshments

Weald of Kent Grammar School is located on two sites; Tonbridge and Sevenoaks. The successful candidate will be required to work across both sites.

* Available upon successful completion of probation

** See Admission Policy on the School Website

APPLICATION PROCESS

Application forms can be found on our website and should be sent to HR@wealdgs.org or posted to the school. Please include a 1-2 side of A4 application statement or letter of application. The communication should set out how your proven experience as a teacher will contribute to raising standards further in the History Department.

References may be taken up before being short-listed please indicate on your application form if you have any objection to us contacting the referee prior to interview.

DATES:

Closing date for applications: 11 January 2019

Interview date: 17 January 2019

** Applications received before the closing date may be invited to interview before the above date.*

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced DBS check will be carried out for the successful candidate.

