



The Forest School

The Forest School  
Robin Hood Lane  
Winnersh, Wokingham  
RG41 5NE

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Headteacher  
Ms Shirley Austin B.Ed.(Hons);  
B.A.(Hons); B.Sc.(Hons)

## Head of Humanities

MPS/UPS + TLR - Salary dependent upon qualifications and experience

Start date: April 2025 or sooner

We are seeking to appoint a Head of Humanities. This is a significant middle leadership post in our school, which would naturally suit those who are seeking the next steps in their career and with aspirations of further, senior leadership posts in the future. We are looking for a well-qualified, passionate and committed leader, who will lead a highly successful and experienced team. Humanities (geography & history) is by far the most popular option at GCSE, with a proven track record of success. We are looking to recruit a colleague who will be able to enthuse young people with an interest and passion for Humanities. The successful candidate should be willing to teach key stages 3, 4 & 5.

You will need drive; commitment and excellent subject knowledge to support the needs of our students and lead the team. You will be joining a supportive, successful and highly motivated team that have our school motto of, 'Aspire to be elite' at the heart of their enhanced, rich curriculum model.

We're looking forward to you bringing your unique teaching qualities and experiences to our friendly and close knit team. If you have the ability to inspire students, lead an effective team, strive for excellence in all that you do, then we want to hear from you! A visit to the school will show you what a vibrant and interesting student body we have, and our plans for how to help them to achieve success in the curriculum.

We are a co-educational school starting from September 2024 for Year 7 (with boys in Years 8-11) and a co-educational Sixth Form. The school has a newly refurbished subject block and subsequently every classroom across the school now has a ViewSonic interactive screen. In addition, we have invested in our all facilities across the school: new heating system reducing our carbon footprint, revamped technology including food room, whole school repainted, new interactive whiteboards, in addition to sporting facilities; upgraded our indoor swimming pool, invested in our sports hall and conditioning centre, all weather pitches: MUGA, an all-weather football dome and our new performance and conditioning centre of excellence, available to both staff and students. Academically the school has a positive progress measure and the students achieve above national average. Our curriculum is clearly mapped and was a strong "good" as part of our Ofsted 2021.

To get a glimpse of our vibrant school community and facilities, check out our school video [\[here\]](#), showcasing our students, staff, and the dynamic environment you'll be a part of.

The Forest School is committed to safeguarding and promoting the welfare of students and young people and expects all staff and volunteers to share this commitment. All appointments are subject to an Enhanced Disclosure & Barring Service clearance being received.



The Forest School Academy Trust, a charity and limited company registered in England and Wales under company number 08563159, registered office The Forest School, Robin Hood Lane, Winnersh, Wokingham, Berkshire, RG41 5NE



For all information, please visit the [school website](#), and to apply please complete the Support Staff Application Form returning it to <mailto:recruitment@forest.academy>. Unfortunately, CVs will not be accepted.

### **The Interview Process**

If selected, the interview process will test and assess your fulfilment of the requirements for this position. The interview process will include consideration of your suitability to work with children and the interview panel will ask questions on safeguarding children/young people.

Please apply as soon as possible as shortlisting/interviews will be ongoing up until the closing date. Should a suitable candidate be appointed, the advert may close early.

The school will complete online searches on all shortlisted candidates and reserves the right to do so on receipt of all applications.

**CLOSING DATE FOR RECEIPT OF APPLICATIONS** is Monday, 16<sup>th</sup> December 2024 at midday.

It is our normal procedure to request references on shortlisted candidates prior to interview.

### **The Forest School Support and Professional Development**

A range of support and professional development opportunities are available at The Forest School from working with all other local schools through the secondary federation, the local School Alliance Association and Wellington College. We offer many staff CPD opportunities through the National Qualifications. CPD and Staff wellbeing are highest on our agenda.

- Highly effective behaviour and inclusion system with a supportive Centralised detentions to reduce teacher workload
- Superb CPD including from our outstanding 'Teaching and Learning Team'
- OFSTED 'good' (June 2021)
- Friendly and supportive working environment
- An active Staff Association and wellbeing team
- A comprehensive Induction programme for ECTs and new staff Allocation of a professional mentor (ECTs)
- A comprehensive CPD opportunity with National Qualifications

Please note, we may consider and interview as applications are received; we have the right to appoint a suitable candidate on receipt of application. This is policy procedure as we are aware of the competitive market and wish to recruit the correct person. Submissions from agencies will not be accepted.

*We look forward to hearing from you.*

**THE FOREST SCHOOL ACADEMY TRUST**  
**HEAD OF HUMANITIES**

<b>Role</b>	Head of Humanities	<b>Reports to</b>	Senior Leadership Link
<b>Purpose</b>	To support, hold accountable, develop and lead a team of teachers focusing on a discrete curricular area to ensure high standards of teaching and a broad educational provision which meets the needs of all students.		
<b>Dimensions</b>	<b>Students:</b> variable	<b>Staff:</b> Variable	<b>Financial:</b> Subject Budget
<b>Accountabilities</b>	<ol style="list-style-type: none"> <li>1. To lead and oversee the department operations including staff, students, volunteers and partners to ensure that there is a clear focus on student engagement and progress and to ensure that every student is offered the opportunity to participate and succeed in all aspects of the subject.</li> <li>2. To identify and develop appropriate courses of study and examinations that are aligned to the school vision and ensure the Schemes of Work, course plans and assessment plans are kept up to date to ensure rapid progress for students and attainment that realises student potential.</li> <li>3. To agree, monitor and evaluate the subject student progress and targets to ensure all students make rapid progress and measurable contribution to whole school targets.</li> <li>4. To provide leadership and direction to a subject development plan which contributes positively to the achievement of the school improvement plan and which actively involves all subject teachers in its design and execution.</li> <li>5. To provide regular feedback for subject colleagues in a way which recognises good practice and supports and challenges their progress against performance management objectives resulting in a tangible impact on student learning.</li> <li>6. To assist the designated team leader/SLT manager in the review of the standards of leadership, teaching and learning in the subject area, consistent with the procedures in the school self-evaluation policy.</li> <li>7. To ensure all subject staff understand, and are actively implementing, the key aspects of the school's behaviour and inclusion policies.</li> <li>8. To oversee and evaluate the subject spending allocation to ensure funds are spent in line with subject learning priorities and best value principles.</li> <li>9. To engage all subject staff in the creation, consistent implementation and improvement of schemes of work which encapsulate key school learning strategies.</li> <li>10. To lead professional development of subject colleagues through example and support utilising school-based and external sources of expertise.</li> <li>11. To lead a team of teachers through the school's performance management process.</li> <li>12. To lead Health &amp; Safety within the area ensuring students and staff are safe at all times and that the necessary Health &amp; Safety risk assessments are undertaken and reviewed to comply with school insurance requirements</li> <li>13. To actively promote and support the school in its marketing through the use of social media</li> <li>14. To promote the department and the school at whole-school events and at external events, leading high standards of conduct of staff and students e.g. Presentation Evening etc.</li> </ol>		
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>● <i>Analytical Thinking</i> – The ability to think logically, break things down and recognise cause and effect</li> <li>● <i>Developing Potential</i> – Works to develop the long-term capabilities and potential of others</li> </ul>		

	<ul style="list-style-type: none"> <li>● <i>Enduring Resilience</i> – Able to sustain energy, optimism and motivation in the face of pressure and setbacks</li> <li>● <i>Enterprise</i> – Able to cope with conditions of uncertainty and change, exercise initiative, innovate and adapt to challenging circumstances</li> <li>● <i>Holding People Accountable</i> – The drive and ability to set clear expectations and parameters to hold others accountable for performance</li> <li>● <i>Team Working</i> – The ability to work with others to achieve shared goals</li> </ul>
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<b>PERSON SPECIFICATION</b>
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	Essential	Desirable
<b>Qualifications</b>		
Educated to degree level or equivalent	✓	
Qualified teacher status	✓	
<b>Experience</b>		
Minimum of two years' leadership experience		✓
Demonstrable experience of improving student outcomes	✓	
High quality teaching and learning ability	✓	
Successful management of a team of people		✓
A record of continuous professional and career development		✓
Developing and leading curriculum initiatives using the latest technologies to support learning		✓
<b>Professional Knowledge and Understanding</b>		
Understanding of the skills and attributes required for effective leadership	✓	
Good knowledge of the National Curriculum	✓	
Thorough understanding of the intervention packages available to support accelerated learning		✓
Good understanding of what constitutes effective assessment target-setting and intervention strategies	✓	
Good understanding of the needs of students who have recently arrived to the country and/or students who are vulnerable to high levels of mobility, and be able to use this knowledge to inform policy and practice	✓	
Knowledge of effective strategies to meet the needs of all students	✓	
Understanding of the principles of Racial Equality and Equality of Opportunity and how these may inform whole school policy	✓	
Good working knowledge and understanding of schools' statutory responsibilities regarding the needs and care of students with Special Educational Needs and those with an Educational Healthcare Plan (EHP) and of SEND strategies		✓
Understanding of what is involved in the role of Child Protection Officer, including having a good understanding of up-to-date policies and practice	✓	
<b>Professional Skills and Abilities</b>		
An excellent classroom practitioner	✓	

Understanding of statutory assessment processes	✓	
Ability to analyse data effectively to assess performance	✓	
Ability to present data to support school and student progress	✓	
Ability to use technology to raise attainment	✓	
<b>Personal Qualities</b>		
Tenacity to see things through	✓	
Willingness to engage carers to encourage close involvement in their child's education	✓	
Flexibility in approach	✓	
Enjoyment in overcoming challenges	✓	
Good communication skills	✓	
Ability to manage workload effectively seeing projects through	✓	
Ability to enthuse and motivate others, developing strong partnerships	✓	
Willingness to share expertise and knowledge with others	✓	
Willingness and ability to run school training sessions	✓	
Good health and an appreciation of work-life balance	✓	
A passion to deliver equal opportunities in all aspects of the role	✓	

**All aspects of this job profile will be supported through continued professional development.**