



CANDIDATE INFORMATION PACK

HEAD OF ECONOMICS

Why work for us?

- A genuine commitment to staff wellbeing and to ensuring that all colleagues can maintain an appropriate work/life balance. Our staff are listened to and valued
- A school where teachers really can teach: students behave very well at Holyport College and they want to learn. Teachers at Holyport College will teach across the full age and ability range however we will always work to make sure that we take their strengths and preferences into account
- Two additional weeks holiday per year compared to the average state school: our October half term is two weeks long and our Christmas holiday is three weeks
- Extensive opportunities for international travel: no member of staff will be asked to do this if they don't want to however we have regular trips to Iceland, the Alps, Spain, France, Italy, South Africa and the USA
- Exceptional opportunities for CPD through our partnership with Eton College
- An excellent career move: we actively seek to further the careers of our staff and to promote from within where possible. Staff have moved on from Holyport College to their choice of comprehensive, grammar and independent schools
- The opportunity to become involved in the boarding life of the school and sixth form tutor for additional payment





LETTER FROM THE HEAD MASTER

Holyport College is a co-educational state day and boarding school for pupils aged 11 – 19 years, providing an outstanding, all-round education.

Dear Colleague,

Thank you for your interest in Holyport College and for considering us as your next career move. I firmly believe that Holyport College represents one of the most unique and exciting opportunities in education today. We opened in September 2014 and have been growing ever since (reaching full capacity in September 2019). From 11-16 we are a fully comprehensive school teaching our traditional academic curriculum to students from across the ability range. At Sixth Form, we offer an aspirational academic pathway with entry criteria to match and our aim is to prepare students for study at the best universities in the world, including Russell Group and Oxbridge. Our students are happy, well-motivated and are making exceptional progress. Our school is a



community in which parents, carers, students and staff work together to ensure the best possible outcomes, not just academically but for the development of our students as human beings.

Schools are not defined by OFSTED and, whilst we are exceptionally proud of our Outstanding OFSTED rating and the Good rating of our boarding provision, we are also continually working to be the best school which we can be, not for OFSTED, but for our students, staff and community. That said, there are a number of comments in our OFSTED report which we think prospective employees should consider:

- *The school is a harmonious community where all groups coexist and cooperate together particularly well.*
- *Pupils are thoughtful, respectful and friendly. They are exceptionally proud to be a part of this new school. Behaviour is impeccable*
- *The school's pastoral system is a real strength*
- *Pupils are encouraged to develop as confident, articulate young people with an enthusiasm for learning and life*

We are honoured to have as our educational sponsor Eton College. Eton's fine traditions, its educational expertise and exceptional pastoral care help us to create a school where students aspire, achieve and succeed. And yet we are forging our own path and identity to become one of the country's best schools.

Our website and Twitter feed (@holoportcollege) will help you to get a further flavour of the school. We are happy to arrange visits to the school for prospective candidates and, should you have any questions at all or if you would like to arrange a visit, please do not hesitate to get in touch.

Ben McCarey
hmpa@holoportcollege.org.uk

Holyport College welcomes speculative applications from suitably qualified individuals at any time.

JOB DESCRIPTION

Head of Economics



REPORTS TO: Head of Sixth Form
START DATE: 1st September 2021
SALARY: MPS/UPS inc London fringe (equivalent) plus TLR

THE POST

Holyport College seeks an ambitious teacher of Economics to lead the next stage in the development of the department. Economics is a popular and oversubscribed subject in our Sixth Form with a large number of our students going on to study it and related subjects at Russell Group universities including Oxbridge. Applicants should have the ability to deliver high quality lessons, achieve excellent results and lead a team of teachers to ensure that our students make outstanding progress. As Economics is offered at A-Level only, you will be teaching well motivated, aspirational Sixth Form students who have met our high-level entry requirements. If you have a passion for Economics and want to share this with our students who have a thirst for knowledge and the drive to succeed, then we would want to hear from you. As a state-boarding school, you would be expected to take part in our co-curricular program.

THE ROLE

To provide outstanding leadership of the Economics department ensuring students reach the highest levels of achievement possible. The Economics specification we currently follow is AQA.

LEADERSHIP

Leaders at Holyport College are expected to embody our tenets of leadership;

- **Be trusted and visible:**
They are trusted by all. They are both visible and accessible, especially in times of crisis. They do not suppress or obscure valuable information; instead they instil confidence through sharing. They listen to the fears and desires of the majority and most importantly they deliver on their promises.
- **Be compassionate:**
They understand that those they work with and for (both colleagues and students) are human beings with lives, emotions and circumstances which are independent of school and work. They listen and they will always endeavour to understand these circumstances and, where possible and without compromising on standards, will take these into account in their decision making and actions



- **Develop a clear and informed vision:**
They are clear as to what they want to achieve and how they want to achieve it. This vision is informed by their knowledge of the school, its students and its staff; by appropriate academic research and by the best practice taking place nationally. They communicate this vision clearly, frequently and convincingly.
- **Student centred:**
They start with Students and work backwards. They work vigorously to put students at the core of all of their decisions. They are clear about these priorities and extremely proud of them.
- **Take ownership:**
They are decisive, have clear expectations and hold accountability for themselves and their team. They don't sacrifice long-term value for short-term results. They always act on behalf of the students and staff with the collective view of the whole school as a priority.
- **Insist on the highest standards:**
They have relentlessly high standards and are seen to follow them. They make no excuses and continually look for ways of raising the bar. They challenge negativity, have conviction and encourage the development of others.
- **Have a bias for action:**
They will always act to challenge behaviours that do not meet the school's standards wherever and whenever they see them. More broadly, they quickly distil information and discussion into actionable points. When individual or collective decisions have been made, actions are taken in a timely manner.

Leadership specific to Economics;

- Ensure that schemes of work challenge students to make outstanding progress
- Provide an aspirational and nurturing environment for teachers and students
- Review and develop the departmental assessment model and data tracking systems to ensure that underachievement is quickly identified
- Provide intervention strategies for students where appropriate
- Ensure that Economics marketing material is up to date
- Lead the Economics provision at Sixth Form Open Evening
- Provide guidance and advice for students looking to develop their understanding of Economics beyond the specification
- Provide guidance for students who are looking to study Economics related subjects at university
- To support all Sixth Form policies and procedures



TEACHING AND LEARNING

- To teach engaging and effective lessons that motivate, inspire and transform student attainment
- Use regular, measurable and significant assessments to monitor progress and set targets and respond accordingly to the results of such monitoring
- Participate in preparing students for external examinations
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications
- Develop an exciting and motivating co-curricular and enrichment offer
- Direct and supervise support staff assigned to lessons
- Adhere to the College's behaviour management policy, ensuring the health and well-being of pupils is maintained at all times

COLLEGE CULTURE

- Support the College's values and ethos by contributing to the development and implementation of policies, practices and procedures
- Help create a strong College community, characterised by consistent, orderly behaviour and caring, respectful relationships
- Help develop a culture and ethos that is committed to achievement
- Support and work in collaboration with colleagues and other professionals in and beyond the school, covering lessons and providing other support as required

OTHER

- Carry out the role of a form tutor, possibly as a Sixth Form Tutor (with additional TLR payment)
- Undertake other various responsibilities under the reasonable direction of the SLT or Head Master
- A willingness to assist with boarding duties, for which an extra payment is made, would be advantageous
- Undertake other various responsibilities under the reasonable direction of the SLT or Head Master



PERSON SPECIFICATION

QUALIFICATION CRITERIA

- Qualified to degree level
- Experience of teaching in the state, independent or international sectors (includes teaching practice), with experience of delivering Economics to A Level
- Right to work in the UK

SKILLS AND ATTRIBUTES

- Effective team worker
- High expectations for accountability and consistency
- High aspirations and expectations of self and others
- A belief in the potential of every student
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all students

TEACHING AND LEARNING

- Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
- Thinks strategically about classroom practice and tailoring lessons to students' needs
- Understands and interprets complex student data to drive lesson planning and student attainment
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice



APPLICATION INFORMATION

DISCLOSURE AND BARRING SERVICES

All applicants must be prepared to undergo screening to confirm their suitability to work with children and young people.

EQUAL OPPORTUNITIES

Holyport College welcomes applications from all sectors of the community.

INTERVIEWS

Shortlisted candidates will be interviewed by a panel of senior staff. They will also be asked to teach at least part of a lesson.

APPLICATIONS

Applications should be returned by e-mail to careers@holypportcollege.org.uk . The closing date for applications is Noon, 23rd April 2021.

Should you wish to have an informal discussion, please contact Graham Alford, Assistant Headteacher & Head of Sixth Form g.alford@holypportcollege.org.uk 01628 640150

Applications **must** contain the following:

A fully completed Application Form;

A fully completed Recruitment Monitoring Form;

A fully completed Equal Opportunities Form;

Applicants **may** also provide a Curriculum Vitae to supplement information given in the Application Form.

In compliance with the Department for Education's safer recruitment guidance, the College will contact referees if you have been shortlisted for an interview.

Holyport College reserves the right to check the accuracy of statements made as part of an application process. Those submitting an application are deemed to have given consent to such checks being made.

All staff take part in the College's performance management process and must abide by the Code of Conduct for Staff and Volunteers at Holyport College.