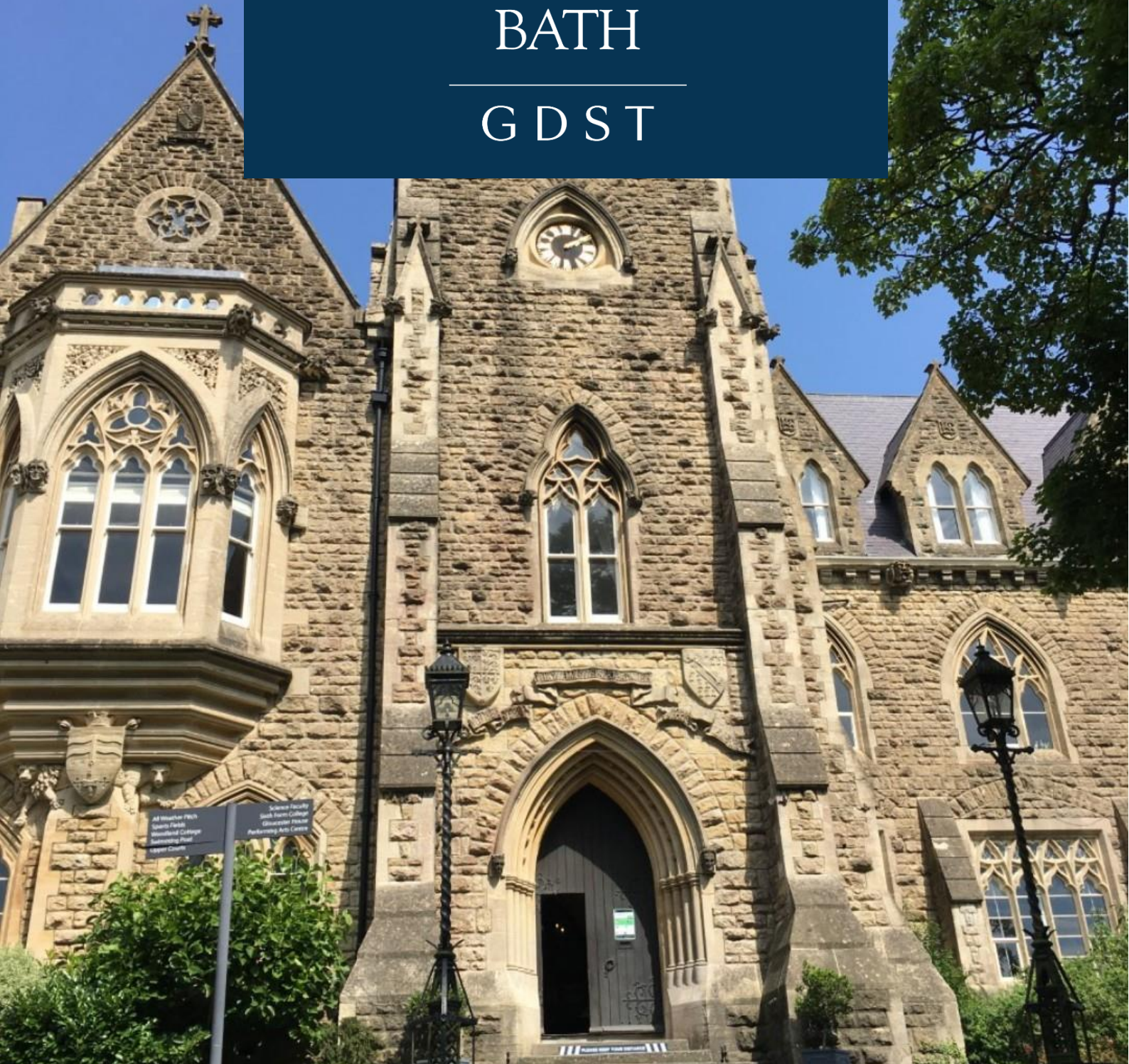




ROYAL HIGH SCHOOL
BATH
—
GDST



Humanities Teacher

Part Time

Required from September 2023

From the Head

Dear Candidate,

Thank you for your interest in the post of Humanities Teacher at Royal High School Bath. This is an exciting role and it offers the right candidate the fantastic opportunity to continue to develop our sporting offer. You will find more information in the attached pack but I wanted to give you a sense of the context of this appointment.

As a Girls' Day School Trust (GDST) school, we are part of a group of 23 leading independent girls' schools and 2 academies educating around 20,000 girls in the UK today. We are unique within the group as the only school to offer boarding and the IB alongside A Levels. Our values mirror those of the GDST: Girls First, Forward-Thinking, Fearless, Family.

Royal High School Bath is a strong community and we are all aware that we are very fortunate to be working in this school and in the beautiful UNESCO world heritage city of Bath. RHS girls are able, committed and successful but they are also grounded, friendly and great fun.

We achieve very good results (this year, 64% A*-A, 81% A*-B at A Level and 24% A*, 74% A*-A at GCSE and an average of 39 points in the IB).

We are looking for someone who can bring innovative thinking and commitment to the role, who has a clear ambition and enthusiasm for girls' education in the 21st century and who will be fully involved in the life of the school.

If you have any further questions, please do not hesitate to ask and thank you again for your interest in this post.

Best wishes,



Mrs Kate Reynolds
Head

Job Description

Job Description

Role: Humanities Teacher

Accountable to: Heads of History/Geography department

Job Purpose

To contribute to providing an excellent education for all the school's pupils by teaching with expertise and enthusiasm, offering support to the learning of individual students and contributing to the school's pastoral system.

To support the Head and the SLT in the implementation of all aspects of school and GDST policy in order to maintain the aims and ethos of the school and the GDST as a whole.

To embrace and demonstrate the characteristics set out in the GDST Professional Teacher Standards: to be Caring, Effective, Engaged, Confident, Creative and Reflective practitioners.

To demonstrate GDST values and high standards of professional conduct at all times.

Accountabilities

Teaching and Learning

Having regard to the curriculum, plan and teach challenging, well-organised lessons and sequences of lessons, informed by secure subject knowledge, specifically by:

- Using an appropriate range of teaching strategies and resources, including e-learning, which meet learners' needs and expectations and are designed to raise levels of attainment.
- Building on the prior knowledge and attainment of earlier learning in order that learners meet their learning objectives and make sustained progress.
- Developing ways to encourage, challenge and inspire pupils to apply new knowledge, understanding and skills and deepen them further.
- Using language appropriate to learners, introducing new ideas and concepts clearly, and using explanations, questions, discussions and plenaries effectively.
- Managing the learning of individuals, groups and whole classes effectively, using teaching techniques appropriate to suit the stage of the lesson and the needs of learners.
- Maintain an up-to-date working knowledge and understanding of a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential, incorporating these in the planning and delivery of lessons.
- Assessing, recording and reporting on the development, progress and attainment of pupils.
- Advising and co-operating with the Head and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment and pastoral arrangements.
- With reference to learners' individual learning objectives, planning, setting, supporting and assessing classwork, homework and other out-of-class assignments and coursework for examinations, where appropriate and reasonable, to sustain learners' progress and to extend and consolidate their learning.

Job Description

- Contributing as appropriate to the development of schemes of work and adhering to schemes of work when planning and teaching.
- Knowing and implementing the assessment requirements and arrangements for the subjects/curriculum areas they teach, including those relating to public examinations and qualifications.
- Organising the classroom and learning resources and creating displays to encourage a positive learning environment;
- Participating with the line manager in using GDST and national statistics to monitor the progress of pupils and raise levels of attainment.
- Providing pupils, colleagues, parents and carers with timely, accurate and constructive feedback on pupils' progress, attainment and areas for development.
- Working collaboratively across the department, school and the GDST network.
- Managing pupils' behaviour constructively by establishing and maintaining a clear and positive framework for discipline, in line with the school's behaviour policy.
- Participating in arrangements for preparing pupils for public examinations and in assessing pupils for the purposes of such examinations.

Pastoral

Work with colleagues to create a positive culture of pupil welfare and behaviour, including taking an active role in pastoral matters, by:

- Supporting and contributing to the school's responsibility for safeguarding and promoting the welfare and well-being of pupils.
- Being aware of school safeguarding procedures and taking appropriate action within these procedures when necessary, working with colleagues and external agencies and services.
- Maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.
- Acting as Form Teacher.
- Liaising with appropriate Head of Year, attending pastoral meetings when necessary.
- Leading and participating in Assemblies.

Marketing and external links, including public occasions

Contribute to the positive promotion and marketing of the school and the GDST in the local and wider community, where possible, by:

- Actively participating in educational outreach and promoting the key stage, phase or department within the school community to encourage pupils' interest in the subject area or school.
- Promoting the whole school in a variety of different contexts, including attending marketing events where appropriate, and in interactions with parents and prospective parents and pupils.

Management and administration

Undertake administrative and organisational tasks related to the duties of teaching and to ensure the smooth running of classes and the department by:

- Contributing to the professional development of other teachers and support staff, including the induction and assessment of new teachers.
- Coordinating or supervising the work of those who provide support for teachers in the department (i.e. technicians or teaching assistants), where required.
- Taking part as required in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.
- Ordering and allocating of equipment and materials where required.

Job Description

Training & Development of self and others

Maintain an up-to-date knowledge and understanding of all aspects of teaching and pedagogy by:

- Reviewing own methods of teaching and programmes of work.
- Evaluating own performance and being committed to improving own practice through appropriate training and professional development.
- With the line manager, engage actively in any process of appraisal or performance review for self and for those supervised.

General Requirements

All School staff are expected to:

- Work towards and support the School vision and the current School objectives outlined in the School Development Plan
- Contribute to the School's programme of co-curricular activities
- Support and contribute to the School's responsibility for safeguarding students
- Work within the School's health and safety policy to ensure a safe working environment for staff, students and visitors
- Work within the GDST's Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues
- Engage actively in the performance review process
- Adhere to policies as set out in the GDST Council Regulations, Notes of Guidance and GDST circulars
- Undertake any other reasonable duties required that are related to the job purpose from time to time.

Safeguarding Checks

All appointments will be subject to two satisfactory reference, disclosure check by the Disclosure & Barring Service, medical fitness for this role and evidence of identity and qualifications. All the above checks must be completed before beginning work in the School. In the unlikely event of an unsatisfactory report being received following the issuing of a contract, the offer of appointment will be terminated without notice.

Review and Amendment

This job description should be seen as enabling rather than restrictive and will be subject to regular review.

Person Specification

Skills Required	
Ability to teach both History and Geography at KS3 Willingness to contribute to GCSE/A level Humanities	Essential Desirable
Ability to use a range of teaching strategies in order to meet the needs of all students	Essential
Sound behaviour management skills and discipline, both inside and outside the classroom	Essential
Dedication to promoting subject or key stage within the School and marketing within and outside School	Essential
Ability to communicate effectively, both verbally and in writing, with colleagues, School-based staff, governors, GDST and external bodies	Essential
Excellent interpersonal skills, able to work effectively and harmoniously with others (including pupils, colleagues and parents)	Essential
Excellent organisational and time management skills with the ability to prioritise and work to deadlines	Essential
Ability to work on own initiative and react to competing demands	Essential
Ability to maintain confidentiality	Essential
Confident user of ICT to aid administration and learning	Desirable
Knowledge Base	
Experience of working in a successful department at KS3 to 5	Desirable
Knowledge of latest developments within teaching	Desirable
Qualifications/Attainment	
Qualified Teacher Status, or willingness to gain qualification within a reasonable period	Essential
Well qualified graduate	Essential
Proven track record of academic success within the subject area or phase or NQT equivalent	Essential
Experience	
Experience of teaching Humanities covering KS3-4	Essential
Proven experience of successfully contributing to or running extra-curricular clubs and activities	Desirable
Experience of working within a successful team	Desirable
Attitude/Approach	
Enthusiastic, positive and hard working	Essential
A passion for education	Essential
Commitment to the safeguarding of children and young people	Essential
Ability to inspire, motivate and support pupils	Essential
Flexible and approachable attitude	Essential
Ability to solve problems, make sound judgements and take decisions	Essential
Ability to work under pressure, on own initiative, accurately and with attention to detail	Essential
Commitment to the improvement and development of own teaching and performance	Essential
The drive and stamina to provide excellent opportunities for all girls in the School	Essential
Willingness to play a part in the overall developments of the School	Essential
Commitment to maintaining the caring and supportive ethos of the School	Essential

Our School

Royal High School is an academically selective, independent day (3-18) and boarding (11-18) school for approximately 620 girls. Prep and Senior Schools are both situated on the northern side of Bath, enjoying commanding views of the city and with good access to the A46 and M4. 140 boarders aged 11-18 live on the senior site in two boarding houses. The Sixth Form is on the same site as the Senior School.

As part of the Girls' Day School Trust (GDST) we benefit from collaboration between staff across our 25 schools as well as being active members of the International Coalition of Girls' Schools. All our schools focus on providing a pioneering education for girls, understanding how girls and what we can do to ensure girls thrive.

We are committed to both academic excellence and outstanding pastoral care with students consistently being awarded strong results at GCSE and post 16 level. Sixth Form students choose between A level and the International Baccalaureate Diploma providing choice and additional recruitment particularly from overseas. Our latest Independent Schools Inspection report can be downloaded here:

<https://www.royalhighbath.gdst.net/our-school/inspections>

Facilities at the Senior School include a brand-new state of the art Steinway music school complete with recording studio and all Steinway pianos. We also have a purpose built light-flooded Art School and a strong reputation for our dance and drama which is open to all and of an inspiration standard. Our two boarding houses provide exemplary care for students with Gloucester House (Sixth Form) preparing students for independent living. Our sports facilities include an Astro turf, tennis/netball courts, a large sports hall and a fitness suite.

We are a Microsoft Showcase School committed to professional development of teachers to improve the use of EdTech in teaching and learning. Students bring their own devices to school (BYOD) and are supported in becoming proficient in their use of EdTech.

The Prep School relocated in January 2014 to Cranwell House in Lower Weston which is a Grade II Victorian Mansion. The facilities offer first class opportunities to challenge and stimulate the girls with their learning. Within the main house, which is the base for our pupils from Nursery to Year 4, the girls have access to a 'Discovery' room, a creativity area and music practice rooms. The Hope Building (our stunning new build) houses the multi-purpose hall, creative arts and dance studios and the Year 5 and 6 classrooms. All girls throughout the school use their spacious, well-equipped classrooms alongside the beautiful grounds and Forest School which offer enormous potential for outdoor learning and exploration.

Application Process

Application Process

Please complete the online application form enclosing a letter to the Mrs Kate Reynolds (Head) supporting your application.

The deadline for applications is **26 March 2023- 23:45**

For further information, please contact Miss Alice Pitt, HR Adviser, at hr@rhsb.gdst.net

Royal High School Bath
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Website: <http://www.royalhighbath.gdst.net>

Interviews

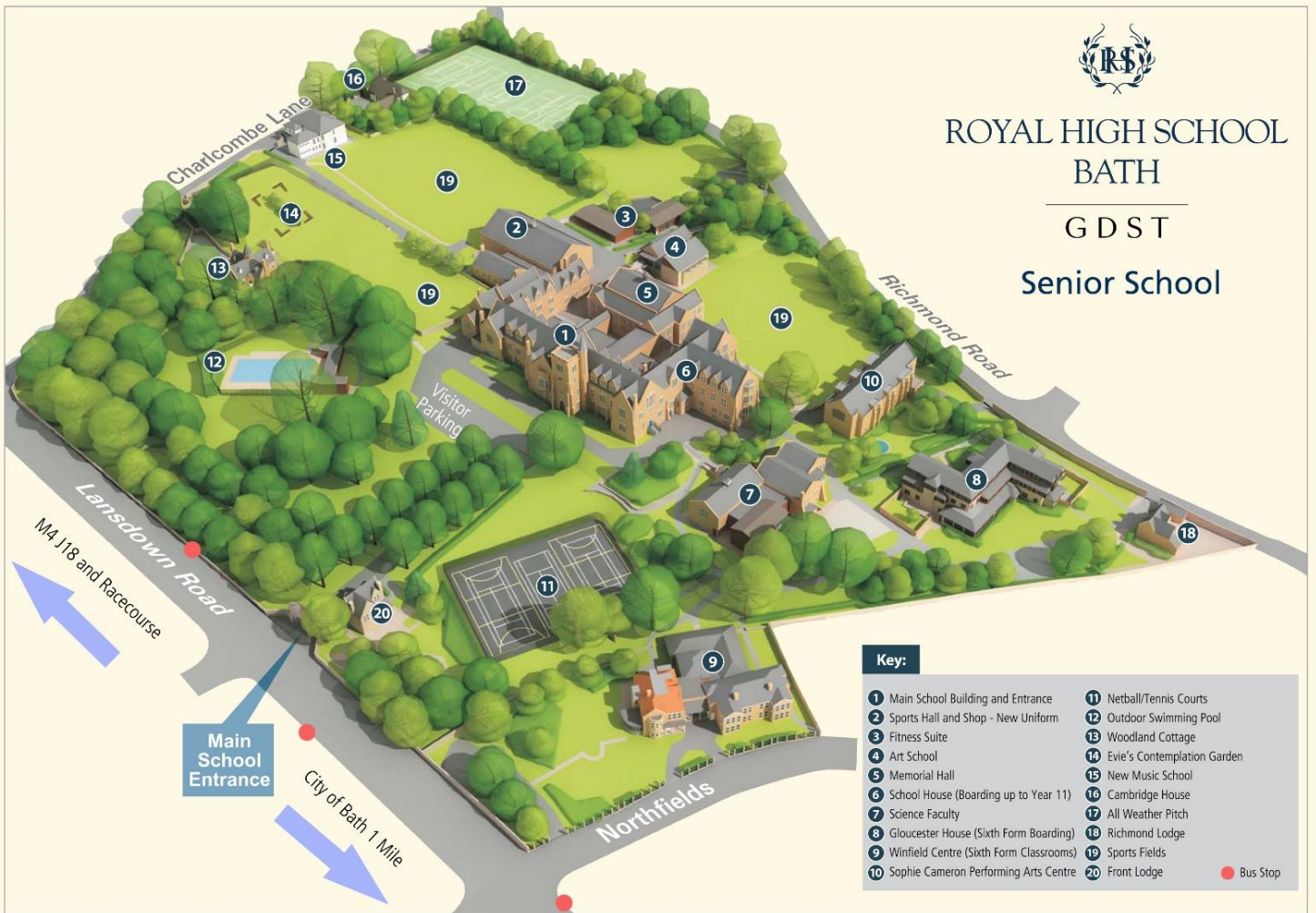
Will be held the week commencing 27 March and will include a panel interview and a lesson observation.

Salary

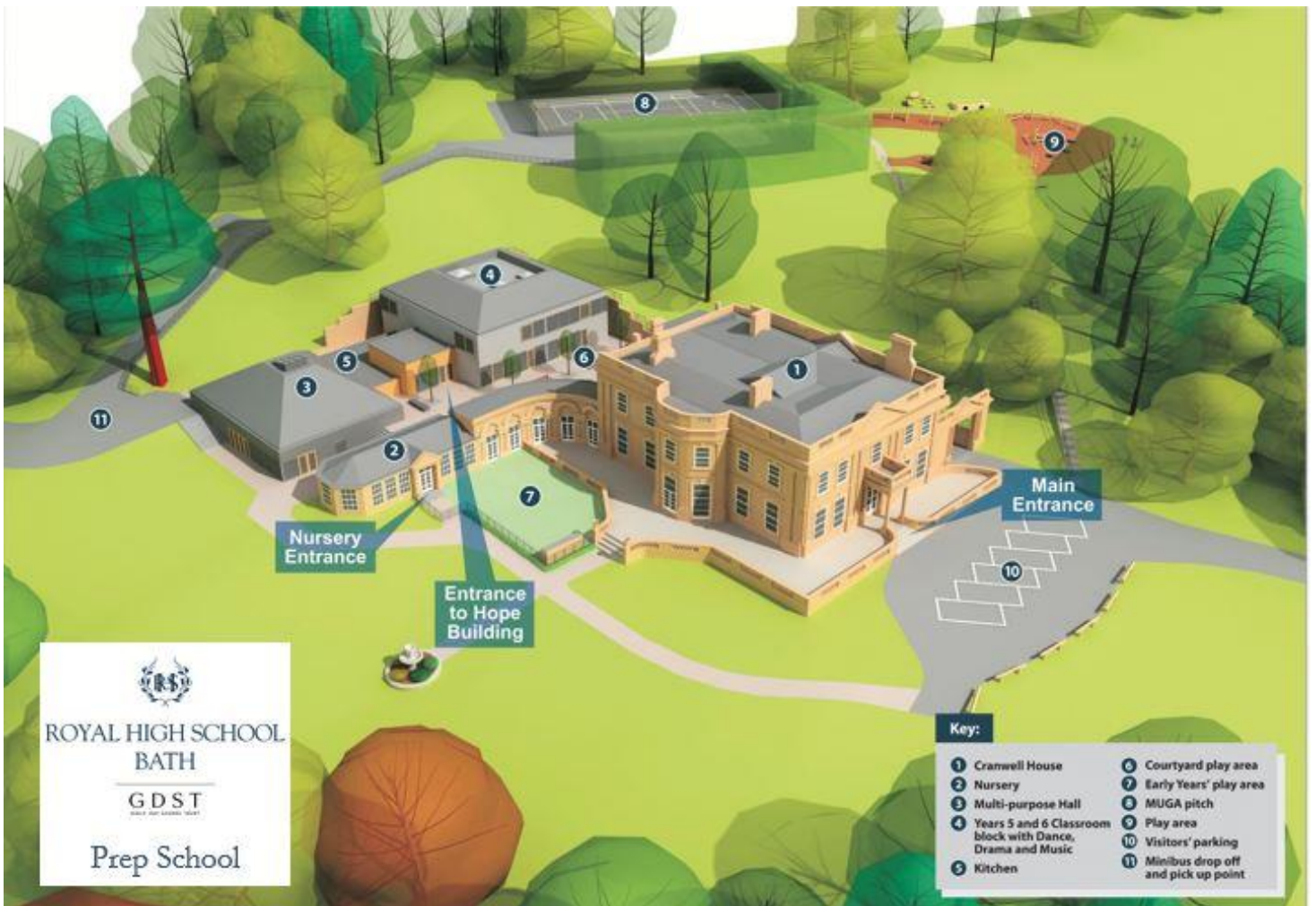
This is a Professional Teaching post on the GDST scale and the starting salary will be in accordance with skills and experience and will be no less than £30,099



ROYAL HIGH SCHOOL
BATH
GDST
Senior School



- Key:**
- | | |
|---|--------------------------------|
| 1 Main School Building and Entrance | 11 Netball/Tennis Courts |
| 2 Sports Hall and Shop - New Uniform | 12 Outdoor Swimming Pool |
| 3 Fitness Suite | 13 Woodland Cottage |
| 4 Art School | 14 Evie's Contemplation Garden |
| 5 Memorial Hall | 15 New Music School |
| 6 School House (Boarding up to Year 11) | 16 Cambridge House |
| 7 Science Faculty | 17 All Weather Pitch |
| 8 Gloucester House (Sixth Form Boarding) | 18 Richmond Lodge |
| 9 Winfield Centre (Sixth Form Classrooms) | 19 Sports Fields |
| 10 Sophie Cameron Performing Arts Centre | 20 Front Lodge |
- Bus Stop



- Key:**
- | | |
|---|---------------------------------------|
| 1 Cranwell House | 6 Courtyard play area |
| 2 Nursery | 7 Early Years' play area |
| 3 Multi-purpose Hall | 8 MUGA pitch |
| 4 Years 5 and 6 Classroom block with Dance, Drama and Music | 9 Play area |
| 5 Kitchen | 10 Visitors' parking |
| | 11 Minibus drop off and pick up point |

ROYAL HIGH SCHOOL
BATH
GDST
Prep School



ROYAL HIGH SCHOOL
BATH

G D S T

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