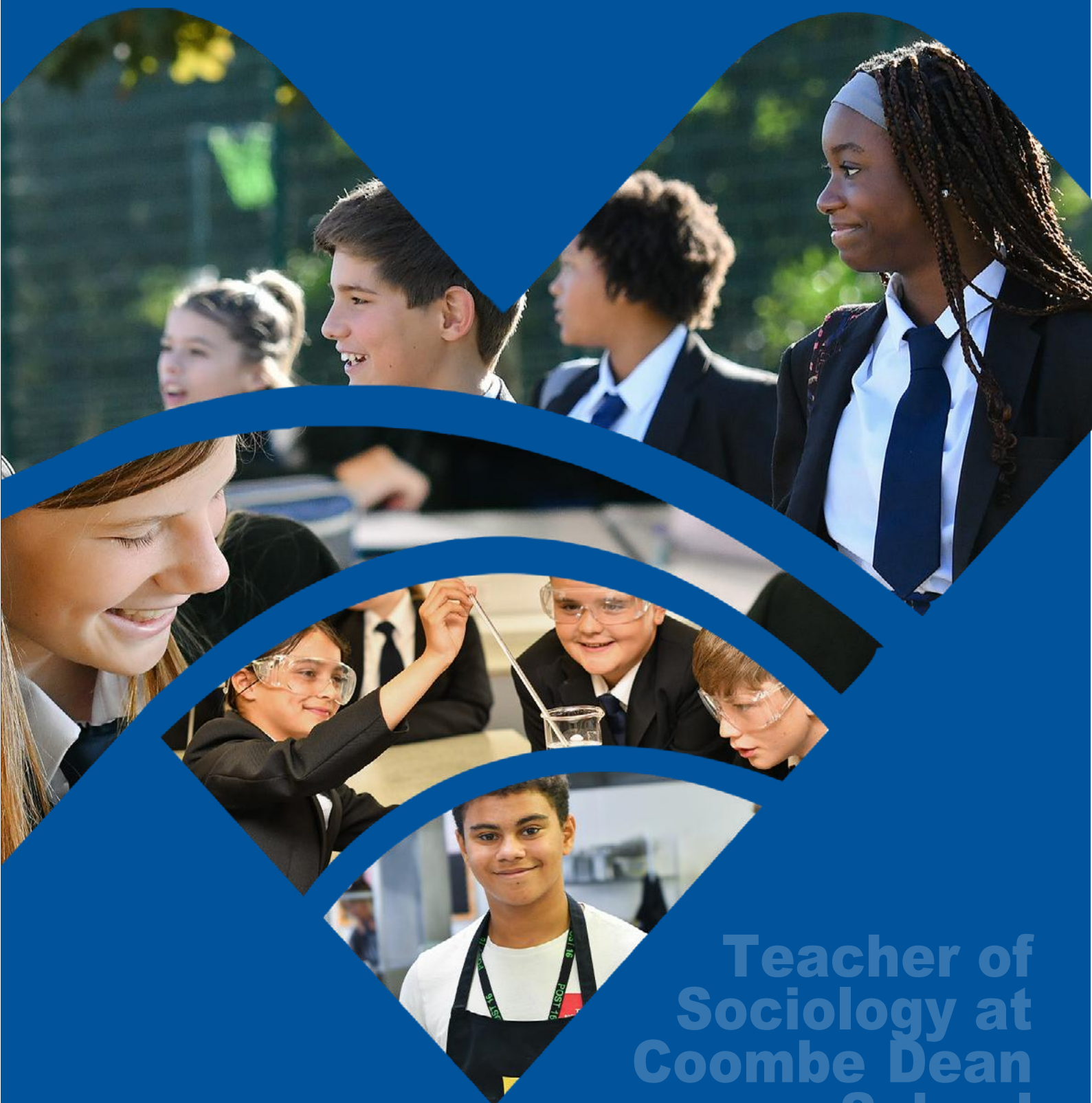




WESTCOUNTRY  
SCHOOLS TRUST



# Teacher of Sociology at Coombe Dean School

**Community - Integrity - Opportunity**



Coombe Dean

Dear Applicant

Thank you for your interest in our vacancy for Teacher of Sociology at Coombe Dean School, which is proud to be part of Westcountry Schools Trust (WeST)- a bright, vibrant, and thriving cross-phase multi-academy trust serving over 14,000 children and young people across Devon, Plymouth and Cornwall.

**As a school our ethos is centred around the key values of Community, Integrity and Opportunity, and we work hard to ensure that these values permeate through every aspect of school life.**

It is my privilege to have been Headteacher of Coombe Dean School since May 2025. The current Senior Leadership Team of seven have been promoted from within the school to their current positions, with the exception of three.

At Coombe Dean, we believe every young person deserves the opportunity to thrive. Academic excellence lies at the heart of our work, underpinned by a belief in the transformative power of education. Our curriculum is designed to offer access to powerful knowledge, inspiring students to think deeply, grow confidently and dream ambitiously.

Our values of **community, integrity, and opportunity** are lived every day. We expect our students to be kind, respectful and responsible – and we support them to become exactly that. Our pastoral care is deeply personal and our students speak about feeling known, supported and valued. Initiatives like **We Care** - our bespoke support group for young carers - and our groups for those experiencing bereavement, and students with parents in the armed forces, are powerful expressions of this ethos, reflecting our commitment to meeting individual needs and nurturing a strong sense of belonging.

Please find enclosed a range of information that will assist you in preparing your application. For further information about Coombe Dean School, please visit our website:

<https://www.coombedean.co.uk/>

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Thank you in advance for the time that I know you will commit to this process.

Caroline Granville

Headteacher of Coombe Dean School, Westcountry Schools Trust.



# Advertisement

Teacher of Sociology at Coombe Dean School, required from September 2026 until December 2026.

## Who WeST are:

Westcountry Schools Trust (WeST) is seeking to appoint an exceptional individual with vision, energy and inspirational leadership to the position of Deputy Headteacher of Coombe Dean School.

WeST is a tight-knit family of schools based around natural geographical proximity in the south west. Initially formed as a small multi-academy trust of only two schools in 2011, the Trust as we know it today was launched in 2017 and now comprises 31 schools, of which 8 are secondary and 23 primary. We are ambitious and hold high expectations for the children in our care. We strive consistently to perform in the top 20% nationally.

WeST holds a firm belief in giving each child every opportunity to learn and succeed in all that they do. Whilst we are a family of schools who share common values and beliefs, all our schools are unique and hold their own identity. We believe that by working collectively, sharing what works well and jointly developing best practice, we are stronger together and can provide the very best education for our children in our geographical area.

## The Role:

The ideal candidate will have the interpersonal skills to build confidence and excellent relationships along with the drive and determination to secure successful outcomes for all students. If having read the job description and person specification, you believe you have the skills and attributes to successfully take on this exciting role and make a real difference to the outcomes for our young people, then we warmly welcome your application.

## Duties:

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

An enhanced DBS disclosure is required for this post.

## Closing Date:

Further details about the Trust can be found on our website ([www.westst.org.uk](http://www.westst.org.uk)) and on My New Term (<https://mynewterm.com/trust/Westcountry-Schools-Trust/142688>)

Applications can be made through MyNewTerm by Monday 22 June 2026, 7am.





**WESTCOUNTRY SCHOOLS TRUST  
JOB DESCRIPTION**

**Job Title:** Teacher of Sociology  
**Location:** Across the Trust (based at Coombe Dean School)  
**Grade:** MPS/UPS  
**Hours:** 0.44 FTE

**MAIN RESPONSIBILITIES OF THE POST**

1. At all times demonstrate and uphold WeST's core values, ensuring that behaviour, actions and decisions align with the principles that guide our work.
2. Build and/or maintain a subject expertise in and enthusiasm for Sociology that motivates students, provides a sound basis for effective teaching and learning and encourages students in understanding the contribution the subject can make to all aspects of their lives.
3. Provide a safe, supportive, welcoming teaching environment with the highest expectations for all learners regardless of their prior attainment data and any educational disadvantage they may have.
4. Work with the leadership of the subject(s) to conduct accurate assessment so that assessment acts as a measure for what has been taught, what has been learned and what must be done next.
5. Using information generated through all forms of assessment, monitoring the attainment and progress of students, evaluate the impact of teaching and learning, and report in line with agreed school and departmental procedures.
6. Instigate, undertake and support intervention (academic and behaviour, attitudes and attendance) with a particular focus on educationally disadvantaged learners and learners with identified gaps in their knowledge.
7. Provide effective feedback to students that will support them to understand clear personal targets to support their attainment and progress.
8. Deliver the agreed curriculum and set clear learning objectives in the light of departmentally agreed curriculum plans.
9. Contribute to collaboration across the school and the Social Sciences department, attending meetings as required.
10. Engage with and support (including conducting activities if you are on the UPS) the 4 Pillars review. This will include monitoring activities from the 4 Pillars review menu such as: lesson visits, meet the team (curriculum conversations), work scrutiny and pupil voice. These activities will combine to maintain an understanding of how the curriculum is enacted in each classroom and how pupils change as a result of the curriculum.
11. Engage proactively with the Personal Development Review (PDR) process using this as a means of developing the planning and enactment of the curriculum and making a positive impact on the attainment and progress of all students.
12. Act as a tutor (full time staff) or floating tutor (part time staff), providing a safe, supportive and motivating environment that nurtures students and encourages them to engage with all aspects of school life as motivated, independent learners.

**Other**

- To act in accordance with, and actively promote, all Trust policies, including Safeguarding, Health and Safety and Equality & Diversity.
- To participate in Continuing Professional Development (CPD relevant to the role and to engage in Performance Development Reviews (PDRs).
- Preparing and contributing to Trust wide development by sharing best practice and delivering/receiving professional feedback.
- To retain confidentiality and maintain data and/or files in accordance with Trust policies for data governance, as appropriate for the role.

**PERSON SPECIFICATION: TEACHER OF SOCIOLOGY**

E = Essential, D = Desirable

<b>Method of Assessment</b> The table indicates the possible method/s by which the skills/knowledge/level of competence in each area will be assessed.	<b>Essential or Desirable</b>	<b>Application Form</b>	<b>Interview (or other selection activity)</b>
<b>Qualifications:</b>			
Qualified Teacher Status	E	X	
Honours degree in relevant or related subject	D	X	
Recent relevant in-service training in the subject area	E	X	
<b>Experience:</b>			
Experience of teaching Sociology at KS5 across the ability range	E	X	X
<b>Skills and Knowledge:</b>			
Students make good to outstanding progress in lessons	E	X	X
Can demonstrate/evidence the ability to inspire and motivate students with imaginative and engaging teaching	E	X	X
Evidence of using assessment and student data to achieve good or better progress	E	X	X
Sets high expectations for students, engaging and motivating them	E	X	X
Evidence of creating a positive learning environment where good behaviour is the norm.	E	X	X
Understands his/her responsibility for assuring the wellbeing and safeguarding of students	E	X	X
Ability to develop new curriculum models as appropriate	D		X
<b>Qualities:</b>			
Proactive in keeping up to date with developments in the subject	E		X
A reflective practitioner, keen to raise standards of teaching and learning	E		X
A supportive team player	E		X
<b>VALUES-BASED BEHAVIOURS:</b>			
<b>Compassion:</b>			
Recognising need in others and acting with positive intention to promote wellbeing and improve outcomes	E	X	X
<b>Aspiration:</b>			
Working to high expectations, modelling the delivery of high-quality outcomes	E	X	X
Showing passion, persistence and resilience in seeking creative solutions to strive for continuous improvement and excellence	E	X	X
<b>Integrity:</b>			
Acting always in the interests of children and young people	E	X	X
Acting with a consistent and uncompromising adherence to strong moral and ethical principles	E	X	X
Communicating with transparency and respect, creating a working environment based on trust and honesty	E	X	X
<b>Collaboration:</b>			
Creating a shared vision and working effectively across boundaries in an equitable and inclusive way to skilfully influence and engage others	E	X	X

