

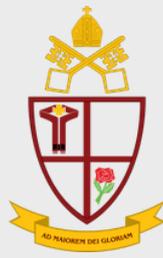
St Augustine's Catholic College

Together we're stronger

Candidate Information Pack

Head of Social
Sciences





Welcome from the Head Teacher

Thank you for your interest in this exciting opportunity to join St Augustine's Catholic College. As a Catholic Lasallian College, we are part of a global network of educational institutions inspired by St. John Baptist De La Salle, the patron saint of teachers. His mission was to provide the highest-quality education to those most in need, always honouring the dignity of each child as a **'son or daughter of a great King.'** We strive to live by this vision every day, fostering a welcoming environment where all students and staff feel valued and included.

We are seeking a passionate and aspiring colleague to join our dedicated staff team and make a meaningful contribution to our community. At St Augustine's, we are committed to sustainable growth and improvement in a constantly evolving world. Our recent OFSTED inspection highlighted this commitment: *"The desire to provide educational opportunities which make individuals the best that they can be drives all that the school does."* For us, this means not only achieving academic excellence but also nurturing well-rounded individuals who are ready to make a positive impact on society.

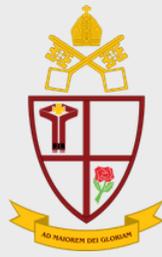
In recent years, our journey of continuous improvement has led to a complete revision of our curriculum, the introduction of an incremental coaching programme for all teachers, and the development of a behaviour system that ensures students can learn in a disruption-free environment. Central to our mission is our focus on inclusion, which seeks to ensure that every learner can access the curriculum and the opportunities they deserve and are entitled to. St Augustine's is consistently a high-performing school, with academic achievements well above national averages, reflecting both the quality of our education and the dedication of our students.

Developing the capacity of leadership throughout the College at all levels is at the heart of how we seek to unlock the potential in everyone. We look forward to learning more about what you can bring to our team and how we can support you on your journey to reaching your full potential.

Aidan Dowle
Head Teacher

If you have any further questions, or would like to arrange a visit, please do not hesitate to contact HR on 01225 362007 or by email at hr@st-augustines.wilts.sch.uk.





Mission Statement

This statement combines the reflections of staff and students (2024/25)

“At St Augustine’s we aim to deliver a high-quality education that inspires students and staff to explore their unique gifts, realise their full potential, and contribute meaningfully to an everchanging world.

As a Catholic Lasallian College, we are dedicated to creating a safe, welcoming and inclusive community where every individual’s dignity is respected, valued, and supported.

Guided by our faith and rooted in Gospel values, we believe that 'Together, we are Stronger.' (1)”

“To touch the hearts of your students is the greatest miracle you can perform”

St John Baptist De La Salle



(1)The title of our College Song

Safeguarding Statement

We recognise that the welfare of the child is paramount and take seriously our responsibility to safeguard and promote the welfare of the students in our care. The college believes that all children and young people have the right to grow up in a safe and caring environment, which includes the right to protection from all types of abuse.

The students in our care have the right to expect adults in positions of responsibility to do everything possible to foster these rights. They have the right to be safeguarded from harm or exploitation whatever their: • race, religion, first language or ethnicity • gender or sexuality • age • health or disability • political or immigration status

Governors and staff in this college understand the importance of working in partnership with children, their parents/carers and other agencies in order to promote children's welfare.

Purpose

The purposes of the policies which are linked to this statement are to:

- afford protection for the pupils at St Augustine's
- enable staff and volunteers to safeguard and promote the welfare of children
- promote a culture which makes this school a safer place to learn

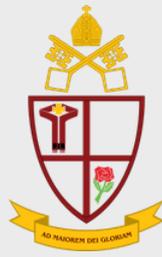
Scope

All policies apply to the Headteacher, all staff (including supply and peripatetic staff), volunteers, governors or anyone working on behalf of St Augustine's

We will endeavour to safeguard children and young people by:

- valuing them, listening to and respecting them
- involving them in decisions which affect them
- making sure all staff and volunteers are aware of and committed to the safeguarding policy and child protection procedures
- sharing information about concerns with agencies who need to know, and involving children and their parents/carers appropriately
- recruiting staff and volunteers safely, ensuring all necessary checks are made
- adopting a code of conduct for all staff and volunteers
- providing effective management through induction, support and training
- ensuring staff and volunteers understand about 'whistle blowing' and dealing appropriately with allegations/concerns about staff or volunteers, in accordance with government guidance





About the role

We are seeking an exceptional and ambitious leader to take on the role of **Head of Social Sciences** at St Augustine's Catholic College. This is an exciting opportunity to lead a successful and growing department comprising Sociology, Psychology, Business, Economics and Politics, and to shape a curriculum that is aspirational, inclusive and academically rigorous across Key Stages 4 and 5.

The successful candidate will play a pivotal role in driving high standards of teaching, learning and assessment, ensuring strong student outcomes and sustained curriculum development.

As a middle leader, you will provide strategic direction for the department, leading curriculum design, evaluating impact through robust assessment and progress data, and refining provision to ensure all students thrive. You will champion evidence-informed practice, support and develop colleagues through coaching and professional development, and foster a collaborative, high-performing team culture built on clarity, accountability and professional trust.

This role offers the opportunity to contribute meaningfully to whole-school improvement while promoting progression pathways that equip students with the analytical, evaluative and critical thinking skills needed for higher education, apprenticeships and employment.



The post is FTE dependent on the subject specialism of the candidate, with full-time/part-time considered on ability to contribute to a broader KS5 offer.

We are seeking an inspiring leader who will embrace the school's Catholic Lasallian identity and uphold the values and ethos of our community, while maintaining the highest expectations for every learner and enabling both students and colleagues to flourish.



Job Description

St Augustine's Catholic College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post requires a satisfactory enhanced DBS disclosure.

Job Title:	Head of Social Sciences
Reports to:	SLT line manager
Pay:	MPS / UPS + TLR 2b
Hours:	TBC. FTE will be considered dependent on candidates ability to contribute to a broader KS5 offer within Social Sciences supporting curriculum growth and sustainability.

Job Purpose:

To provide strategic leadership of the Social Sciences department (Psychology, Sociology, Business, Economics and Politics), driving the College Improvement Plan through an ambitious and inclusive curriculum, high-quality teaching, and strong student outcomes at Key Stages 4 and 5. The post holder will ensure excellent standards of teaching, learning and assessment, effective staff development, and a culture of high expectations aligned with the College's Catholic ethos.

Key Responsibilities:

Curriculum Leadership

- To lead the design, implementation and ongoing evaluation of an ambitious, inclusive and well-sequenced Social Sciences curriculum across KS4 and KS5, ensuring compliance with statutory and examination requirements.
- To evaluate curriculum impact through robust assessment, progress data and examination outcomes, refining provision accordingly.
- To ensure curriculum content promotes equality, diversity, critical thinking and engagement with contemporary issues.
- To promote progression to higher education, apprenticeships and employment pathways, ensuring students are well informed, aspirational and equipped with the analytical and evaluative skills required for success beyond A Level.
- To develop collaborative partnerships within and beyond the College, including enrichment opportunities and cross-curricular work.

Teaching, Learning and Standards

- To secure consistently high standards of teaching, learning and assessment through effective quality assurance processes, including lesson visits, work scrutiny, student voice and progress data analysis.
- To implement and monitor effective assessment practices that are purposeful, manageable and drive strong student progress.
- To ensure teaching reflects current evidence-informed practice and consistently meets the Teachers' Standards.
- To develop high-quality teaching through modelling best practice, mentoring and aligned professional development, including support for early-career staff.
- To fully engage with the coaching programme that is delivered across the College.

Leadership and Management

- To lead and manage departmental staff effectively, including deployment, performance management, professional development and wellbeing, fostering a collaborative and high-performing team culture.
- To contribute to recruitment, induction and workforce planning in line with whole-school priorities.
- To lead departmental meetings and CPD, ensuring clear communication and accountability.
- To manage departmental resources and budgets efficiently to support high-quality provision.
- To oversee cover arrangements and ensure continuity of learning during staff absence.

Administration and Systems

- To ensure effective departmental administration, including examination entries, reporting, documentation, and compliance with whole-school policies.
- To provide reports and evaluations as required by the Senior Leadership Team.
- To ensure effective communication with parents and carers regarding curriculum, progress and enrichment opportunities.

Ethos and Wider Contribution

- To ensure the work of the department reflects and promotes the College's Catholic ethos, safeguarding culture and commitment to inclusion and high expectations.
- To act as a form tutor, supporting students' wellbeing, personal development and engagement in school life.
- To play an active role as a middle leader in whole-school development and improvement.

The post holder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibilities entailed. Such variations are a common occurrence and would not themselves justify the re-evaluation of the post. In cases, however, where a permanent and substantial change in duties and responsibilities of the post occurs, consistent with a higher level of responsibility, then the post would be eligible for re-evaluation.



Person Specification

	Essential Requirements	Desirable Requirements	How identified
Qualifications/ Training	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS). • Degree in a Social Sciences discipline. • Evidence of sustained and relevant professional development. • Commitment to ongoing leadership development. 	<ul style="list-style-type: none"> • Postgraduate qualification in Education or Leadership • Formal middle leadership training (e.g. NPQML or equivalent) 	Application form / interview
Experience	<ul style="list-style-type: none"> • Successful teaching experience across KS4 and KS5. • Proven record of securing strong student progress and outcomes at GCSE and A Level. • Experience of designing and evaluating schemes of work within a coherent curriculum framework. • Experience of using assessment and progress data to inform teaching, intervention and curriculum refinement. • Experience of quality assurance processes such as lesson visits, work scrutiny or data review. • Experience of working collaboratively within a department or team. • Experience of supporting inclusive practice, including SEND and disadvantaged learners. 	<ul style="list-style-type: none"> • Experience of departmental or subject leadership. • Experience of line management, mentoring or instructional coaching. • Ability to teach across more than one social science subject at KS5. • Experience of contributing to recruitment, induction or workforce planning. • Experience of managing resources or departmental budgets. • Involvement in wider Social Sciences networks or initiatives. 	Application form/ interview
Knowledge and Skills	<ul style="list-style-type: none"> • Secure and up-to-date subject knowledge in relevant Social Sciences qualifications. • Strong understanding of curriculum design, sequencing and implementation at KS4 and KS5. • Excellent understanding of effective teaching, learning and assessment strategies. • Ability to analyse and interpret assessment and progress data to evaluate impact and drive improvement. • Knowledge of safeguarding responsibilities and commitment to student welfare. • Understanding of strategies to support inclusive practice and promote equality of opportunity. • Strong organisational, communication and time-management skills. 	<ul style="list-style-type: none"> • Knowledge of examination board processes and external moderation. • Awareness of current national developments in Social Sciences education. 	Application form/ interview

	Essential Requirements	Desirable Requirements	How identified
Leadership and Management	<ul style="list-style-type: none"> • Ability to inspire, motivate and lead colleagues with clarity and integrity. • Ability to hold others to account while fostering a supportive and collaborative culture. • Capacity to lead departmental improvement planning and evaluate impact. • Commitment to professional development and coaching. • Ability to contribute positively to whole-school improvement. 	<ul style="list-style-type: none"> • Experience of performance management and staff appraisal. • Experience of leading departmental CPD. 	Application form / interview
Personal Qualities and Ethos	<ul style="list-style-type: none"> • High expectations of self and others. • Commitment to inclusion, equality and high standards for all learners. • Excellent interpersonal skills and ability to build positive relationships with students, parents and colleagues. • Resilience, adaptability and a reflective approach to leadership. • Commitment to safeguarding and promoting the welfare of children and young people. • Commitment to the Catholic ethos, mission and values of the College. 	<ul style="list-style-type: none"> • Practising Catholic and/or experience of working within a faith education context. • Experience of developing external partnerships (e.g. partner primary schools, universities and local business employers). 	Application form / interview



A Career at St Augustine's

St Augustine's Catholic College is seeking to appoint outstanding individuals. Staff are our most valued asset and we aim to support them both in their current roles and to develop them for future careers. Working alongside the teaching staff, we have a skilled support staff team who perform vital roles within the College. Continuous professional development plays an important role in ensuring that the quality of teaching is very high within the College. There are many opportunities for development, with staff working collaboratively with neighbouring secondary schools within the area.

Professional Development

We are an SSAT leading edge College and use the TEEP model as a framework for Teaching and Learning, and development of outstanding practise. At St Augustine's, we tailor CPD to an individual's aspirations and make sure that lesson observations are developmental and thoroughly supportive. We run pop up hotspots led by staff, to coach and mentor one another, encouraging a culture of collaboration. All support staff meet annually with their line manager to discuss their career aspirations and how the College could help support those. There is a well-developed induction programme to ensure that new staff settle in well and any additional needs are discussed. Training courses on a wide range of topics are available and the College is always open to consider appropriate professional qualifications. Staff are encouraged to join supportive peer groups which may be comprised of local or national colleagues working in a similar role and the College works hard to foster links with other local schools to share ideas and support each other. Support staff are considered integral to the successful running of the school and are expected to take part in whole school training and team building events where appropriate.

Cyclescheme

St Augustine's Catholic College is a registered employer of the Cyclescheme which is the UK's most popular Cycle to Work benefit, providing staff members with the opportunity to purchase a bike of their choice, tax free. Staff can save 25-39% of the cost of a new bike and accessories whilst also spreading the cost. Payments are deducted via payroll over a term of 12 months.

Staff Wellbeing

A Staff wellbeing group has been set up, giving opportunities for staff to suggest strategies that would possibly impact wellbeing, alongside regular wellbeing audits. We pride ourselves on being a family-centred College, with policies such as Shared Parental Leave and Flexible Working to reflect this.

We understand the importance of a healthy work/life balance so we make sure that there is minimal report writing and data capture is measured and timely – we report progress two or three times a year (depending on year group).

We also have a marking and feedback policy that considers a teacher's workload and is tailored to each individual department.



Pension Scheme Contributions

The Local Government Pension Scheme (LGPS) is available to all support staff and is a Defined Benefit pension scheme based on your salary and how long you have paid in. It offers a secure income for life which increases every year in line with inflation. The College pays in a large percentage to ensure that your fund is sufficient at the time you retire.

Benefits are:

- You will receive tax relief on the contributions you pay (calculated as a % of your annual pay)
- You have the option to increase your own contributions
- There is a 50/50 option where you can pay half of your normal contribution in return for half your normal pension when times are financially tough
- Your family receives immediate life cover and there is a pension for your spouse or partner and eligible children in the event of your death in service
- If you become seriously ill you can take your pension straight away
- Your pension is normally payable from your normal pension age but you can choose to retire or flexibly retire any time after 55 which will increase or decrease your pension.

The Teachers' Pension scheme is available to all teaching staff and is a Defined Benefit pension scheme based on your salary and how long you have paid in. It offers a secure income for life which increases every year in line with inflation. The College pays in a large percentage (currently 28.68%) to ensure that your fund is sufficient at the time you retire. Benefits are:

Support

The school calendar and training is planned in advance across the whole year so people know what is happening and when. We have a highly effective and proactive support staff that play an important role in supporting teaching and learning, including an in-house cover supervision team.

Community Focused

At St Augustine's we are a community working together with a common purpose and motivation. An important part of working together as a community involves valuing each other, working together and living in friendship; empowering us all to be the best we can be. Our aim is to ensure that all staff feel welcome, recognised and valued as members of our inclusive Christian community. Every member of staff is treated with equality, dignity, and respect; staff are protected from discrimination, and diversity is embraced. We aim to give every member of staff equal access to opportunities, while catering to individual needs, which will allow them to contribute fully and fairly to flourish in our faith community.



How to apply

If you feel that you would like to join this thriving department, and that you can offer what we seek, please complete the application form via MyNewTerm. Please consider all the details of the candidate information pack, complete all sections of the application form including your supporting statement that sets out your interests in this post, how you meet the requirements for this role and your ambitions for the College.

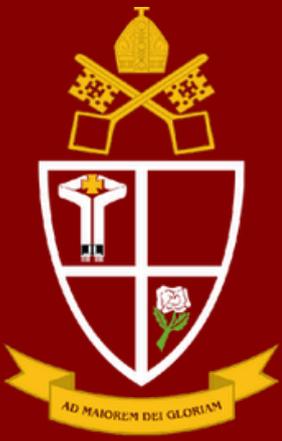
Completed application forms should be returned via email to HR@st-augustines.wilts.sch.uk before the deadline date.

Applications will be reviewed as they are received. Early application is therefore advised with interviews possibly being arranged in advance of the closing date.

St Augustine's Catholic College reserves the right to make an appointment before the closing date.

To arrange a tour or an informal conversation about the role, please email HR@st-augustines.wilts.sch.uk.

Please visit our website at www.st-augustines.wilts.sch.uk for more information about our College.



St Augustine's Catholic College

Together we're stronger



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