



# Recruitment Pack

**DIRECTOR OF HUMANITIES  
APRIL/MAY 2026**



**The Halifax Academy**



## The Halifax Academy

At The Halifax Academy we have the courage to do things differently. Our ground-breaking approach to education takes children through five phases from Reception to Year 11, creating a fully integrated school journey from ages 4- 16. The Director of Humanities is a vital role making a real difference in the lives of our children and families. This is your chance to join a friendly, community focused through school and founding Academy of the Impact Education Trust, helping us to shape the future of education.

This position offers the right candidate, an opportunity to lead and shape a high performing team, as well as delivering the curriculum effectively to secure improvements which raise levels of student aspiration and achievement. As a Humanities faculty we epitomise the Academy's 'Heart. Mind. Connect.' values and seek to help our students make moral, spiritual and intellectual sense of the world.

We are a high achieving school with strong values, work ethic and mutual sense of purpose. We care about the little things, enjoy learning together and share unrelentingly high standards. We are incredibly proud that our school has been awarded the Investors in People Platinum Award - the only through school in the country to attain this level.

The successful candidate might be an aspiring teacher looking for their first position leading a subject or a current leader seeking a new and slightly different challenge. What matters is your mindset. We are looking for someone who can bring something special to our school. Someone who has the courage to change the way they do things, who is itching to innovate the way we approach the curriculum and teaching and learning; someone constantly curious, self-reflective, eager to explore collaborations and to experiment with classroom practice.

As Headteacher of our through school, I genuinely believe (and constantly remind the students) that I have the best job in the world. If you would like to be able to say that too, then this role could be for you.

A handwritten signature in black ink, appearing to read 'Matt Perry'.

Matt Perry  
Headteacher



Impact Education is a family of seven Academies proud to serve diverse communities in Calderdale and Kirklees, West Yorkshire. We are truly comprehensive, providing primary, secondary and all-through education, including alternative provision.

Our mission is to improve the life chances of children and young people and improve social mobility. We are an inclusive Trust where hearts and minds connect; values-driven partners who work collaboratively to ensure education impacts positively on students, families, communities and staff.

This is an exciting and important role at the Trust's founding school, The Halifax Academy, a high performing and pioneering all-through school in the heart of West Central Halifax. The Academy has been transformed through high quality professional learning partnerships, using what works best from research and evidence. As well as improving outcomes, the academy also places its civic responsibilities at the heart of its development; our communities matter.

We are looking for candidates who are committed to our mission, vision and shared aims. You will be empowered to share your knowledge, skills and experiences to contribute to the continuing development of the Trust.

We look forward to working with you.

Best wishes

A handwritten signature in blue ink that reads "M. Kay". The signature is written in a cursive style with a long, sweeping tail on the letter 'y'.

Mick Kay  
Chief Executive &  
Accounting Officer

# Flexible School Fridays

**The Halifax Academy is a Flexible Working Ambassador school. From September 2024 we will be adopting the Flexible School approach.**

## *What is a Flexible school?*

Flexible schools work the same number of hours but in fewer days. This means the school works normally 9 out of 10 days. On the second Friday of every week, the school works differently – more flexibly – providing benefits for all members of The Halifax Academy community.

## *Why are we doing this?*

The world is different and changing fast. New ways of working and living, and the development of new technologies, mean that the school system, designed for Victorian factories and mills, is outdated and ripe for change. A more flexible approach drags the education system into the 21st Century and better prepares all of us for life in the decades ahead.

## *What does it mean for staff?*

By allowing us all to work differently when appropriate, a flexible school approach means that life's emergencies can be better managed and that the treadmill of a school term can be slowed – rather than careering headlong into exhaustion at half term. The flexible school creates time for deeper professional learning, more thoughtful preparation and planning, more time spent with your team. Ultimately, it means improved wellbeing, capability and retention.





# The Halifax Academy has three key values:

Heart, Mind, Connect





# Teaching & Learning at The Halifax Academy

## Voice

Talk is important at our school where pupils are encouraged to find their own voice to change the world. We teach pupils how to speak with clarity and conviction, how to listen carefully and how to take part in powerful and productive conversations. Talk infuses every aspect of our school curriculum whether that be storytelling, role play, performing or listening carefully to each other. We enable pupils to learn about what matters, and to understand how to effect real change in their school, their community and the world.

## Coaching

Coaching lies at the heart of our professional development. We provide staff, across all roles, with the time and space to take part in meaningful professional conversations. The ability to reflect on what we do and how we do it, and to collaborate with our peers, drives our approach to school improvement, and in particular to classroom expertise. We know that however excellent our current approach, we can always improve.

## Subject Specialism

We use every opportunity to connect students with subject specialists both inside and outside the school. The through-school approach helps us to offer students the chance to see their learning through the eyes of experts and to experience learning which has been developed and delivered by specialists.

## Creativity

We are a school that loves art and see creativity as a vital tool for developing imagination, building relationships, exploring the world around us and encouraging problem solving skills. Our art curriculum has been developed by specialists and is delivered across all year groups by our highly successful team of practitioners. Pupils are supported in taking risks, giving and receiving feedback and producing beautiful outcomes.

## Wellbeing

Our curriculum teaches pupils to be well in mind and body, and to build happy relationships with others within the school and wider community. We encourage students to collaborate with each other and teach emotional intelligence and empathy. We connect pupils with nature through carefully designed outdoor areas and through the use of natural learning resources throughout the curriculum. We care about staff wellbeing and work hard to make sure teachers are happy and thrive.

## Developing Staff

Professional Learning & Ethical Leadership  
At The Halifax Academy, we take staff development and wellbeing extremely seriously. We are a school made up of people who want to give pupils 'a voice to change the world.' To do this we believe in creativity with rigour; finding new approaches and different ways of thinking, implementing them with excellence, and constantly testing, reviewing and reflecting on our practice.

The ways we support staff personal and professional development are as follows:

- We offer a teacher enquiry model of professional development, that engages teachers as researchers of their own practice, using coaching as the drum beat of professional life. Teachers work in collaborative coaching trios exploring a range of themes, relevant to themselves and their pupils.
- All staff have the opportunity to take part in a Learning Enquiry to reflect on an aspect of the school's work and to make a genuine impact on policy and classroom practice.
- We make sure that teachers have the time, space and resources to learn, reflect and take risks.
- We take a long-term view of learning, not expecting quick fixes, and recognising that changing professional practice can be difficult and that it takes time to show real impact on learning.
- We check in regularly on teacher wellbeing, and are committed to the idea that you can both innovate and thrive, if challenged, nurtured and supported through a carefully managed culture of feedback. All staff have regular Valued conversations and are encouraged to shape their own professional learning. We aim to help all staff become the best professionals they can be, developing them in the round by focusing on behaviours, skills and knowledge.
- We offer a wide range of leadership opportunities and there are many opportunities for individuals to access leadership courses; the school is a partner of Best Practice Network, delivering a wide range of courses including NPQSL and NPQML.



Heart



Mind



Connect

# What we are looking for....

We are committed to the ongoing development of our staff and believe in developing leaders at all levels, in all roles. Valued, our professional learning review, is built around our values of Heart, Mind, Connect, allowing individuals to drive their own learning. Staff take ownership of their development through self-evaluation against professional standards and by using The Ethical Leadership Framework as a tool for positive behaviours. We want all colleagues to be inspired and supported to realise their full potential.

## CREATIVITY

### Living out our values - MIND

- We will develop our problem solving skills and resourcefulness to enable staff and students alike to challenge themselves, release their creativity and achieve to their full potential.
- We will provide opportunities to stretch individuals in order for them to take responsibility for their own learning and develop independent thought, in order to take on different and challenging roles within our school and communities.
- We will ask questions and learn from one another and develop our critical analysis skills to make sound, reason-based decisions and judgements.

- **DEFINITION** Ability to adapt to and work with a variety of situations, individuals and groups - able to think on your feet and not being disconcerted or stopped by the unexpected.
- **WHY IS IT IMPORTANT?** To respond to the different and changing demands and work across a range of activities, now and in the future. Flexibility in interpreting rules, procedures and policy to ensure the needs of both staff and students are met to maximise their contribution.

## BELIEF

### Living out our values - CONNECT

- We will provide clarity of vision which will enable us to develop shared goals with everyone feeling empowered to pass on their skills and knowledge to the benefit of the wider community.
- We will develop inspiring leaders with the emotional intelligence to work collaboratively with and respect people from a diverse range of cultures and backgrounds.
- We will ensure everyone is part of the team with clear roles and expectations.

- **DEFINITION** This is about encouraging, inspiring and supporting others to develop self-belief and the capability to help them realise their full potential. It involves being totally clear with others about what has to be achieved, to what standard, by when, within what budget (where appropriate), and then making their accountability for making it happen clear.
- **WHY IS IT IMPORTANT?** Leaders are responsible for ensuring their teams understand what is required and why, for providing or arranging appropriate support and coaching and delegating appropriately so that individuals are confident to take on more responsibility. It is important to ensure objectives are achieved and that everyone is doing their job to the required standard. A key part of the success of the school is managing poor performance when this is not happening.

## COURAGE

### Living out our values - HEART

- We will expect and value integrity and people should feel safe to speak up for what they believe and know their voice will be heard.
- We will develop a keen sense of what is right and wrong and seek to tackle injustice wherever we find it, whilst ensuring we are tolerant of different views.

- **DEFINITION** This is about having the belief in one's ability to do the job, providing opinion or judgement when necessary and being prepared to take a decisive course of action.
- **WHY IS IT IMPORTANT?** This behaviour is particularly important to those jobs where individuals are placed in challenging circumstances and where their opinion or advice may be questioned. It enables individuals to stand their ground and to work independently without constantly referring to others for advice. Individuals who demonstrate courage are prepared to take on new or different challenges in their role. Courage is about having confidence in one's knowledge and ability and the resilience to do difficult things because it is right to do them.

## UNDERSTANDING

### Living out our values - CONNECT

- We will develop inspiring leaders with the emotional intelligence to work collaboratively with and respect people from a diverse range of cultures and backgrounds.
- We will promote and value effective teamwork.
- We will ensure everyone is part of the team with clear roles and expectations.

- **DEFINITION** Successful teamwork is about working co-operatively to achieve shared goals. It is built on self awareness and an understanding of how you and others work within a team, the impact of behaviour and strengths and limitations.
- **WHY IS IT IMPORTANT?** Within The Halifax Academy, we must work co-operatively together, sharing best practice, breaking down barriers, and communicating fully on new initiatives and priorities. Understanding oneself enables individuals better to understand and relate to one another.



# Job Description

**Post Title:** Director of Humanities  
**Salary:** TLR 1g (12,519)  
**Reporting to:** Senior Director

## Core Purpose:

a) To be an expert teacher

b) To support the Senior Director lead the direction and development of name of subject in accordance with the school's ethos and vision by:

- Working in a trio with the Senior Director and Director
- Ensuring the vision of 'a voice to change the world' is clearly articulated, shared and understood and acted upon by all staff
- Translating the vision into day to day practice for the Humanities team
- Ensuring that the curriculum reflects the academy's vision and values
- Ensuring that all pupils achieve excellent progression by using the systems and processes to track pupils' progress and ensure relevant intervention strategies are used
- To lead and develop the leadership team within Humanities to raise standards and expectations, hold leaders to account and support the Senior Director

c) To have overall responsibility for raising standards of pupil achievement in the Humanities faculty by:

- Ensuring all pupils follow and well planned and sequenced curriculum from 4 - 16
- Working with the Senior Director to ensure that standards are high in the classroom
- Working with the Senior Director to ensure that all staff receive high quality coaching and continued professional development and learning opportunities
- Working with the Senior Director to devise and deliver a training plan that develops staff and improves student progress within Humanities

d) To develop and support the leadership culture in the academy by:

- Ensuring that all staff linked with Humanities have three ValuED conversations a year
- Support the Senior Director to instil the ValuED framework across the Humanities faculty
- Liaise with HR to deal with any staffing issues in consultation with the Senior Director
- Manage staff performance in line with the academy and Trust policies.



# Person Specification

## Director

KEY CRITERIA	ESSENTIAL	DESIRABLE
Knowledge & Skills	<ul style="list-style-type: none"> <li>Qualified Teacher status. Degree; PGCE or equivalent qualification</li> </ul>	<ul style="list-style-type: none"> <li>good honours degree in a relevant discipline</li> </ul>
	<ul style="list-style-type: none"> <li>Successful recent teaching experience at KS3 and KS4</li> </ul>	<ul style="list-style-type: none"> <li>experience of cross phase teaching</li> </ul>
	<ul style="list-style-type: none"> <li>successful involvement in leading performance processes and data analysis</li> </ul>	
	<ul style="list-style-type: none"> <li>knowledge and understanding of child protection and safeguarding procedures</li> </ul>	
	<ul style="list-style-type: none"> <li>successful experience of leading and managing change, innovation and achieving high performance</li> </ul>	
Leadership & Management	<ul style="list-style-type: none"> <li>inspirational leader with a commitment to academy improvement and changing outcomes for young people</li> </ul>	<ul style="list-style-type: none"> <li>liaise effectively with other organisations and agencies</li> </ul>
	<ul style="list-style-type: none"> <li>prioritise, plan and organise</li> </ul>	
	<ul style="list-style-type: none"> <li>willingness to be involved in coaching, mentoring and supporting colleagues</li> </ul>	
	<ul style="list-style-type: none"> <li>set high standards and provide a role model for pupils and staff</li> </ul>	
	<ul style="list-style-type: none"> <li>deal sensitively with people and resolve conflicts</li> </ul>	
	<ul style="list-style-type: none"> <li>a commitment to an open and collaborative style of management</li> </ul>	
Knowledge & Understanding	<ul style="list-style-type: none"> <li>the principles and characteristics of successful faculties</li> </ul>	<ul style="list-style-type: none"> <li>different methods of consulting with stakeholders</li> </ul>
	<ul style="list-style-type: none"> <li>the principles and practices of strategic and operational planning and delivery</li> </ul>	<ul style="list-style-type: none"> <li>professional and community links</li> </ul>
	<ul style="list-style-type: none"> <li>self motivated with excellent organisational skills and the ability to prioritise workload effectively under pressure</li> </ul>	<ul style="list-style-type: none"> <li>strategies for ensuring equal opportunities for staff, pupils and other stakeholders</li> </ul>
	<ul style="list-style-type: none"> <li>effective review and evaluation procedures</li> </ul>	

**Communication Skills**

- ability to articulate strategic vision, ethos and values to a range of stakeholders

- ability and presence to make points clearly, listen, understand and respond in a variety of situations.

- develop, maintain and use an effective network of contacts

