



DITTON PARK ACADEMY

Lead Teacher of Politics Recruitment Pack



Letter from the Principal

Dear Applicant

Thank you for your interest in the position of Lead Teacher, Politics at Ditton Park Academy.

This is a pivotal role within our academy, contributing significantly to its growth and future development. The successful candidate will join a team of highly motivated and talented colleagues who are committed to delivering excellence across all areas of the academy.

This is an exciting time to join us as we continue our journey towards achieving excellence in everything we do. This post will play a key part in realising our vision over the coming years while responding to the evolving challenges within education.

We are seeking an individual with the knowledge and skills to make a meaningful impact, who is also flexible, creative and passionate about education. The ideal candidate will have a proven track record of outstanding teaching, supporting our most vulnerable students, and building strong relationships with students, staff and parents.

Since opening in 2014, Ditton Park Academy has gone from strength to strength. Our reputation and success have led to discussions about a significant expansion to accommodate growing student numbers at Post-16.

In March 2023, Ofsted confirmed that we remain ‘Good’ with many outstanding features. We are proud that our commitment to continuous improvement has been consistently recognised, and we were delighted with the outcome of this recent inspection.

Our academy culture is built on a strong ethical foundation, core values, and an ethos that inspires individuals to develop as global citizens and strive to be the best they can be. Our four core values—**Self-Worth, Aspire, Success, and Honesty**—are embedded in every aspect of academy life.

We are looking for someone with integrity and a genuine commitment to improving the life chances of young people and adults, both within the academy and in the wider community.

If you would like to discuss the role further or arrange a visit, please do not hesitate to get in touch. We look forward to receiving your application.

Yours faithfully



Karl Fenn
Principal

Application Process

The **closing date** for applications is **10am on Monday 28th September**.

General Discussion

If you would like an informal conversation about the role or to arrange a visit, please contact the Principal's PA, Sue Patrick, s.patrick@dittonparkacademy.co.uk

How to Apply

Please complete the application form, ensuring you clearly address the person specification. Submit your completed form electronically to the Principal's PA, Sue Patrick, s.patrick@dittonparkacademy.co.uk by 10am on Monday 28th September.

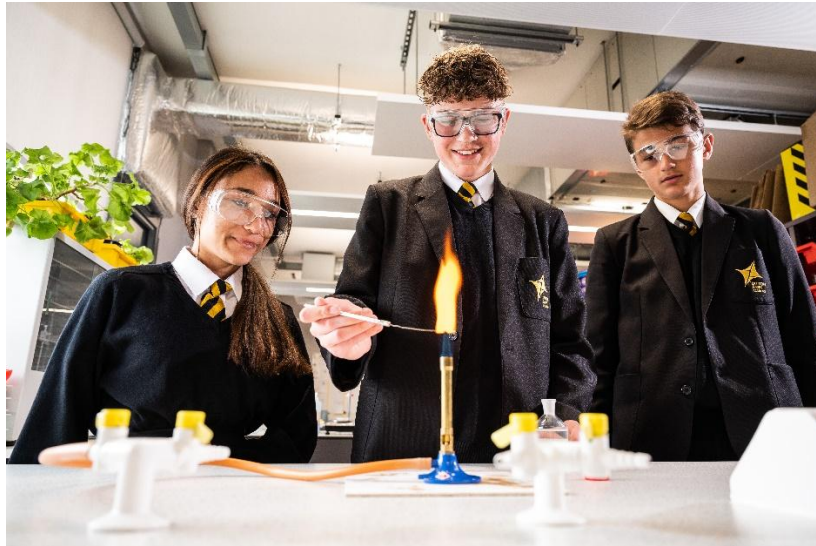
We strongly encourage early applications, as we reserve the right to close the vacancy and conduct interviews ahead of the deadline if we receive sufficient suitable applications.

All applications will be acknowledged upon receipt.



Our vision – “the future lies in the present”

To maximise potential in a nurturing and aspiring community providing opportunities to make positive contributions as global citizens, now and in the future.



- Deliver a high quality balanced, modern education using innovative teaching
- Develop happy, motivated young people, valued for their individual skills and abilities
- Equip our students for their futures, developing agile learners
- Prepare students for work through strategic partnerships spanning education, business and the community
- Allow students many opportunities to be imaginative, original and work together
- Understand and meet the learning needs of each student
- Provide a learning environment designed to inspire creativity and drive enterprise
- Provide first-class support structures to allow students from all backgrounds and circumstances to thrive



Priorities

Priority	
Priority One	Embed high-quality teaching and learning in all lessons
Priority Two	Remove absence as a barrier to learning
Priority Three	Develop pupils' vocabulary and reading comprehension
Priority Four	Identify, adapt for and address barriers faced by our students
Priority Five	Embed effective assessment systems to identify gaps in learning and drive pupil progress

Ethos and Culture

Curriculum

We provide a broad, rich, and engaging curriculum—supported by extensive extra-curricular opportunities—that is carefully planned to build knowledge and skills over time. Our approach maximises connections across subjects and ensures learning is relevant and inspiring. Teaching and learning are consistently good or better, driven by high-quality CPD, strong pedagogy, excellent subject knowledge, and effective support and challenge for all learners.

People

We prioritise staff wellbeing and professional growth, tackling unnecessary workload and offering clear pathways for development. Leadership opportunities for both staff and students are embedded throughout academy life. Students are encouraged to lead in the classroom, through the house system, extra-curricular activities, and formal student voice structures.

Culture

Ditton Park Academy is a great place to work and learn. Positive relationships underpin everything we do, fostering good behaviour, strong conduct, and high morale among staff and students. Every stakeholder has a voice and access to the support they need to succeed.

Community

We actively engage with our local community and work in partnership within and beyond the Trust. The academy serves as a community resource, offering a full programme of lettings and events. Our strong reputation adds value to the community and ensures we remain oversubscribed year after year.

Our commitment to self-evaluation, national and local priorities, and new educational initiatives is reflected in our students' academic success and the wellbeing of both students and staff.

Values

Self-Worth (High Expectations, Commitment to Learning, Happy, Confident, Belief)

Aspire (Dreams, Hard-working, Perseverance, Determination, Curiosity)

Success (Independence, Resilience, Achieve goals, Active citizens, Humility)

Honesty (Respect, Kindness, Trustworthy, Inclusive, Truthful)

Lead Teacher: Job Description

Line of responsibility

The head of department is directly responsible to the deputy headteacher (or head of faculty or assistant headteacher as appropriate).

Line management

The head of department/faculty is responsible for the performance of all staff within the department/faculty, including acting as team leader within the school's appraisal scheme.

Job content

Strategic purpose

The head of department/faculty will play a major role, under the direction of the leadership team, in establishing the aims and objectives of the department/faculty to reflect the overall aims and objectives of the school and in implementing appropriate policies and procedures to ensure the achievement of these objectives. S/he shall lead the staff appraisal arrangements within her/his department/faculty and set challenging targets to ensure that staff are motivated to deliver education to the highest possible standard in accordance with the objectives included within the school's development plan.

Core responsibilities

- Overall responsibility for all teaching and learning within the department/faculty.
- Ensure through the effective operation of assessment, recording and reporting systems that all pupils within the department/faculty meet agreed targets, both individually and across the department/faculty, and shall ensure that schemes of work include provision for personalised learning.
- Ensure that all members of the department/faculty are performing as effectively and efficiently as possible and ensure to the best of her/his ability, that the department/faculty is adequately resourced to fulfil its function within the school.
- Keep abreast of national strategy and developments impacting on the subject area/s and ensure information is communicated to the department/faculty and whole-school staff, and the department/faculty is responsive to such developments.
- Contribute to curriculum development and timetabling as required.
- Oversee the preparation of schemes of work and lead, develop and enhance the teaching of other teachers within the department/faculty.

- Work within the school's professional development programme to ensure that s/he and the members of the department/faculty keep their knowledge and expertise up to-date.
- Play a key role in the appointment of staff within the department/faculty and shall put in place arrangements for the mentoring of newly qualified and trainee teachers within the subject area/s as required.
- Represent the interests of the department/faculty within the wider management of the school and participate in any collaborative arrangements with other schools which may benefit the development of the department/faculty.
- Agree appropriate professional targets annually with the appropriate senior leader, who will monitor and review her/his performance in accordance with the school's appraisal policy.
- Manage the departmental/faculty budget/s and ensure value for money in resourcing the department/faculty.
- Contribute as appropriate to whole-school initiatives such as induction days and shall encourage extra-curricular activities and educational visits within the school guidelines.
- Be responsible for all aspects of health and safety within the department/faculty.
- Attend heads of department/faculty meetings.



“Ditton Park Academy (SASH Education Trust), as an aware employer is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf”.