



**Internal Vacancy**  
**Deputy Head of Humanities**  
**TLR 2B**  
**Recruitment Pack**  
**Start date: September 2026**

**(This vacancy is only open to existing members of Belper School and Sixth Form teaching staff)**





## **Welcome**

Thank you for your interest in this opportunity.

Belper School is in a really exciting phase of its development. Over the last two years we have worked together to establish a culture built around high expectations, collaboration and a relentless focus on ensuring every young person can thrive.

Middle leadership is central to that ambition. The quality of leadership within our faculties has a direct impact on the experience students have every day, and we are committed to developing and supporting colleagues who want to take the next step in their leadership journey.

This role offers an opportunity to work alongside the Head of Humanities in shaping curriculum, supporting colleagues and driving continual improvement across the faculty. We are looking for someone who shares our values, believes in the power of collaboration and wants to play an active role in helping Belper continue to move forward.

I know that internal applications can sometimes feel daunting, but I would encourage anyone who feels they have the passion, values and potential for the role to apply. Leadership is about much more than experience alone; it is about building relationships, supporting others and making a positive difference to the lives of young people.

Thank you for considering this opportunity, and I look forward to reading your application.

**Matilde Warden**  
Headteacher



## **THE HUMANITIES FACULTY**

The Humanities Faculty is a highly collaborative, vibrant and ambitious team, committed to providing students with a deep understanding of the world around them and helping them develop into thoughtful, informed and compassionate young people.

Through the study of History, Geography, World Views, Sociology and Criminology, we encourage students to think critically, question assumptions and appreciate diverse perspectives. Our curriculum is rooted in strong subject knowledge whilst also helping students develop the wider skills they need to succeed in modern society.

As a faculty, we place a strong emphasis on collaboration. Curriculum planning, resource development and quality assurance are shared responsibilities, with colleagues working together to continually refine and improve their practice. We believe that the best outcomes for students come from teams that learn from one another and work towards common goals.

The successful candidate will join a faculty that is committed to continual improvement and will play a key role in helping shape its future direction.

## **THE ROLE**

This is an exciting opportunity for an ambitious classroom teacher who wishes to develop their leadership experience whilst continuing to have a significant impact on students and colleagues.

Working alongside the Head of Humanities, the Second in Faculty will support the strategic and operational leadership of the department. They will help ensure that high expectations are consistently realised through excellent curriculum implementation, collaborative planning and a shared commitment to continual improvement.

The successful candidate will be an excellent classroom practitioner who:

- has a genuine passion for Humanities education;
- believes that every student can succeed;
- enjoys working collaboratively with colleagues;
- is committed to continually improving their own practice;
- understands that effective leadership is built on positive relationships, trust and service to others.

The role will involve supporting the day-to-day running of the faculty, contributing to curriculum development, leading aspects of quality assurance, supporting colleagues and helping to ensure consistently high standards across the department.

In line with our expectations of TLR holders, the successful candidate will contribute positively to the wider life of the school and help foster a culture where collaboration, professionalism and kindness underpin everything we do.



## **APPLICATION PROCESS**

### **Role Details**

**Position:** Second in Humanities Faculty (TLR 2B)

**Contract:** Permanent

**Start Date:** September 2026

This vacancy is open only to existing members of the Belper School and Sixth Form Centre teaching staff.

### **Application**

Please apply using the MyNewTerm internal application process.

As part of your application, please provide brief responses to the two questions below.

#### **1. What contribution have you made to the Humanities Faculty so far?**

Please outline the ways in which you have supported the work of the faculty beyond your day-to-day classroom teaching. You may wish to refer to curriculum development, collaborative planning, support for colleagues, extracurricular activities, student outcomes or any other aspect of faculty life.

#### **2. What do you believe you would bring to the role of Second in Humanities Faculty?**

Please explain the qualities, skills and experience you feel would enable you to be successful in this role, and how you would support the continued development of the Humanities Faculty.

#### **Closing Date**

9:00am, Friday 12th June 2026

#### **Interviews**

Interviews will take place during the week commencing Monday 15th June 2026.

Belper School and Sixth Form Centre is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. As this post involves regulated activity, references and online searches will be conducted for shortlisted candidates, successful appointments are subject to an enhanced Disclosure and Barring Service check and relevant recruitment checks that comply with guidance in the most recent version of Keeping Children Safe in Education. We are committed to equality of opportunity in employment and services.



## **PERSON SPECIFICATION**

### **Qualifications**

#### **Essential**

- Qualified Teacher Status.
- Degree in a Humanities-related subject.
- Ability to teach across the full 11–18 age range.
- Commitment to ongoing professional development.

#### **Desirable**

- Further professional qualifications.
- Leadership or NPQ qualifications.

### **Experience**

#### **Essential**

- Successful classroom practice.
- Evidence of securing strong outcomes for students.
- Experience of contributing to curriculum development.
- Experience of working collaboratively with colleagues.
- Experience of using assessment information to inform teaching.

#### **Desirable**

- Experience of leading an aspect of faculty improvement.
- Experience of coaching or mentoring colleagues.
- Experience of quality assurance activities.



# Leadership and Professional Competencies

## Essential

- Commitment to high expectations for all students.
- Ability to build positive professional relationships.
- Ability to use initiative, exercise sound professional judgement and proactively contribute to the effective running and development of the faculty.
- Understanding of the demands of middle leadership and ability to balance classroom teaching with the wider strategic and operational responsibilities of the role.
- Excellent organisational skills.
- Ability to motivate and support colleagues.
- Commitment to collaborative working.
- Understanding of accountability and school improvement.
- Commitment to safeguarding and student welfare.
- Calmness, resilience and integrity.

## Desirable

- Awareness of whole-school improvement priorities.
- Involvement in educational developments beyond the classroom.

Evidence for these attributes will be drawn from the application, references and interview process.



## **ROLE DESCRIPTION**

### **Job Title**

**Second in Humanities Faculty (TLR 2B)**

### **Responsible to**

Head of Humanities Faculty

### **Main Purpose**

To support the strategic and operational leadership of the Humanities Faculty, helping to secure the highest possible standards of teaching, curriculum implementation, student achievement and professional collaboration.

### **Key Responsibilities**

In addition to supporting the strategic leadership of the Humanities Faculty, the postholder will normally hold responsibility for the leadership and development of an agreed area within the faculty, for example a subject discipline or key stage.

### **Vision**

- Support the Head of Faculty in the day-to-day running of the department.
- Help implement the faculty improvement plan.
- Work alongside the Head of Faculty to lead the implementation of whole-school priorities and strategic initiatives within the Humanities Faculty.
- Lead the strategic development of an agreed area of responsibility within the Humanities Faculty (for example, a subject discipline or key stage), ensuring high standards of curriculum design, implementation and student outcomes.
- Lead and contribute to the design, implementation and evaluation of the curriculum within their designated area of responsibility, whilst supporting curriculum development across the wider Humanities Faculty.
- Support collaborative planning and shared resource development.
- Ensure consistency in curriculum delivery across the faculty.

### **Culture and Communication**

- Promote a positive, collaborative culture.
- Model the professional standards expected of all staff.
- Contribute positively to collaborative planning and all professional dialogue within the faculty.
- Consult with colleagues both formally and informally.
- Work collaboratively with pastoral leaders and SEND colleagues to ensure all students can succeed.



- Act as a positive role model for students and staff.
- Uphold and promote the Be Belper values.
- Contribute actively to the wider life of the school.

## **Challenge**

- Model excellent classroom practice.
- Promote high expectations for behaviour, attendance and achievement.
- Support colleagues in developing high-quality teaching.
- Help identify and share effective practice.
- Support colleagues with behaviour systems where appropriate.
- Challenge practice and provision where necessary in order to secure the best possible outcomes for students.

## **Developing Others**

- Be visible, approachable and available to colleagues, providing support, guidance and professional challenge where required.
- Support and coach colleagues where appropriate.
- Contribute to the induction, mentoring and development of Early Career Teachers, Initial Teacher Training students and colleagues new to the faculty, as appropriate.
- Help develop a culture of continual improvement.

## **Improvement**

- Participate in learning walks, student work studies and curriculum reviews where required.
- Support assessment analysis following assessment windows.
- Contribute to evaluating the effectiveness of curriculum implementation.
- Help identify priorities and contribute to agreed actions.
- Monitor and evaluate the effectiveness of provision within their designated area of responsibility, identifying priorities and implementing actions for improvement.
- Undertake additional reasonable tasks and responsibilities, as directed by the Head of Faculty, in support of the effective leadership and operation of the Humanities Faculty.
- Undertake any other reasonable duties commensurate with the level of responsibility attached to the post.