



SMITHILLS SCHOOL

SUCCESS FOR ALL

Head of History Candidate Information



OUR VALUES





Welcome to Smithills School

Thank you for expressing an interest in the position of: Head of History. This is a wonderful opportunity to join our successful, over-subscribed 11-16 school at an exciting stage of our journey.

Smithills School is proud to be part of Bolton Impact Trust, a small, values-driven multi-academy trust comprising:

- Youth Challenge
- Lever Park
- Forward Centre
- Park School
- Egerton Primary School

Although each school within the Trust serves a different setting, we share a common vision and a strong set of values. Bolton Impact Trust is committed to pupil-centred, inclusive education and has consistently fostered a culture of collaboration and mutual support that reflects our own ethos.

As Headteacher I am fortunate to work alongside our talented staff, pupils, families and community partners. Our school is a very special place where we respect individuality, diversity and difference. Every child who joins us is encouraged to achieve and every adult who joins our team is given the opportunity to contribute.

Our values of Excellence, Independence and Community are evident in all that we do. They combine to ensure our vision of 'Success for All' is achieved.

Our most recent Ofsted inspection recognised many of the strengths of Smithills School. Inspectors highlighted our warm and inclusive culture, the positive relationships between staff and pupils, improvements in behaviour and attendance, and our ambitious curriculum. They also noted the effective support provided for disadvantaged pupils, pupils with SEND, and those who face additional barriers to learning. Alongside this, inspectors praised the breadth of our enrichment opportunities, our strong pastoral care, and the positive focus on staff wellbeing, all of which help create an environment in which pupils and staff can thrive.

As a school, we remain ambitious. We continue to focus on embedding consistently excellent teaching, ensuring assessment is used effectively to deepen pupils' learning, and strengthening our personal development curriculum so that every pupil achieves their full potential.

Our pupils are at the heart of everything we do. We are committed to developing and nurturing every child by providing the highest standards of education through a strong, knowledge rich curriculum. Built on high expectations our curriculum develops pupils' depth of understanding across a wide range of subjects and secures an ambitious education for all. We also offer our pupils a wealth of cultural experiences, broadening horizons and developing self-esteem which provides them with the skills to make positive contributions to society, now and in the future.

We are committed to the continued professional development of all our colleagues and take our responsibility to develop leaders of the future seriously. We are equally committed to staff wellbeing: we provide a package of support to help all colleagues achieve a happy work life balance and we have a thriving wellbeing group that initiates real change in school.

If you are a dynamic, motivated, conscientious professional who has a passion for working with children and young people and you feel you have the skills and personal attributes to work as part of an innovative, energetic and ambitious team, we would love to hear from you.

Why work at Smithills?

As a team, we value every member of staff – from the site team to middle leaders, from teachers to SLT, from canteen staff to teaching assistants, from pastoral staff to IT support. We know that every person on our staff is crucial to the strategic development and the operational work of our school. As such, we promote well-being and prioritise manageable workloads in the following ways:

- Every member of staff is entitled to an annual wellbeing day to support a healthy work-life balance
- SLT are supportive and highly visible around our site
- Teachers have their own classrooms
- We are committed to the Education Staff Wellbeing Charter
- Staff wellbeing is prioritised with free access to our swimming pool, gym, 'Friday football' and all sports centre activities during the week and at weekend
- The Staff Wellbeing Team includes broad representation from teaching and associate staff
- This team meets at least every half term, capturing staff voice and responding with concrete actions
- Teaching staff typically receive above the national expectation of 10% of Planning, Preparation and Assessment (PPA) time
- Every teacher has a protected Professional Development hour every fortnight
- CPD is a regular feature of our calendar and includes teaching and support staff
- Opportunities for career development are embedded in our structures and systems
- Early Careers Teachers thrive in a supportive and caring environment. They have access to a broad and individualised programme of professional development
- As part of our commitment to continuous professional development, all staff are encouraged and supported to undertake further study
- Internal applications for a range of roles are actively encouraged
- Data entry points are kept to a minimum for each year group
- Every department has high quality 5-year curriculum plans in place
- Departmental marking policies have been designed to actively reduce marking workload
- All teaching staff have an iPad/laptop
- The correction system is centralised
- Lunch duties are paid
- Reprographics is centralised

Most of all, though, we offer something which a bullet point list cannot capture: our staff and students are friendly and fiercely loyal to our school. Our school is a community and we are proud of that.

'Staff are happy to work at Smithills. They value the consideration leaders make of their wellbeing and workload.'
OFSTED,
March 2026

We encourage you to come and see our school for yourselves. Please contact the Headteacher's PA, Chris Shaw on 01204 842382 ext. 104 or c.shaw@smithillsschool.net to arrange an appointment. A member of SLT will be only too happy to show you around.

Closing date for applications: Thursday 15th October 2026 at 9:00am

Interview date: TBC

Job Description

Every member of staff at Smithills School is expected to maintain, support and promote the vision and values of the school in and through the exercise of all contractual duties and any voluntary activities.

Department	SMITHILLS SCHOOL – History Department
Job Title	Head of History
Salary Scale	M1-U3 - £34,069 - £52,835 plus TLR - £6,049
Contract	Maternity Cover – up to one year starting January 2027
Reporting to Responsible for	Nominated Senior Leader and to the Headteacher Teaching and Associate Staff within the Department

MAIN RESPONSIBILITIES OF THE POST

The Head of History will provide effective leadership and management of the History department, ensuring high-quality teaching, an ambitious and well-sequenced curriculum, and strong outcomes for all pupils. The postholder will oversee curriculum planning, assessment, pupil progress and standards, while supporting and developing staff to continually improve teaching and learning. They will promote high expectations, ensure provision meets the needs of all pupils, including those with SEND and disadvantaged pupils, and champion the importance of History across the school. As a key middle leader, the Head of History will contribute to whole-school priorities, improvement planning and the wider life, values and ethos of the school.

This post is covered by the School Teachers' Pay and Conditions Document (STPCD) and the Burgundy Book Conditions of Service for School Teachers in England and Wales. The postholder is required to fulfil the professional responsibilities of a classroom teacher, including those set out in the Teachers' Standards and the STPCD.

Post-Specific Responsibilities

The Head of History will lead the planning, development and delivery of an ambitious and well-sequenced History curriculum, ensuring high standards of teaching, learning and pupil achievement. The postholder will monitor the quality of teaching, assessment and pupil progress, using this information to identify and address areas for improvement. They will oversee examination preparation, standardisation and moderation, ensuring appropriate support and challenge for all pupils, including those with SEND and disadvantaged pupils. The Head of History will provide clear leadership and support to departmental staff, promote professional development and manage resources effectively. They will also champion History across the school, promote enrichment and careers opportunities, support effective transition and contribute to wider school improvement priorities.

Curriculum Leadership

- Lead the planning, development and delivery of an ambitious and well-sequenced History curriculum.
- Ensure curriculum content supports progression and prepares pupils effectively for external examinations.
- Keep the History curriculum under review and respond to relevant curriculum and examination developments.
- Promote History across the school and encourage pupils' engagement with the subject.

Teaching, Learning and Standards

- Monitor the quality and consistency of teaching and learning within History.
- Track pupil progress and achievement, identifying and addressing areas for improvement.
- Ensure assessment is accurate, consistent and used effectively to inform teaching.
- Oversee examination preparation, standardisation and moderation within the department.
- Ensure appropriate provision and challenge for all pupils, including disadvantaged pupils and those with SEND.

Leadership of the Department

- Provide clear direction and support to members of the History department.
- Lead departmental planning, improvement priorities and evaluation of performance.
- Support colleagues through coaching, feedback and subject-specific professional development.
- Manage departmental resources effectively to support high-quality teaching and learning.

Wider Contribution

- Contribute to whole-school improvement priorities and curriculum development.
- Work collaboratively with other departments, the SENCO and senior leaders to improve pupil outcomes.
- Support transition from primary to secondary History and promote progression beyond KS4.
- Promote careers education, enrichment opportunities and pupils' wider personal development through History.

Person Specification

The successful candidate must be able to demonstrate that he/she has the qualifications, experience, knowledge, abilities and personal qualities outlined below. References obtained about candidates will also be used in the assessment of their suitability for the post.

Essential	Desirable	Method of Assessment
Qualifications, Training, Experience		
• QTS and a relevant degree. • Successful secondary History teaching experience. • Experience of teaching History at KS4. • Evidence of effective teaching and pupil progress. • Experience of curriculum planning and assessment.	• Experience of leading History or a curriculum area. • Experience of monitoring teaching and learning. • Experience of exam board and moderation processes. • Relevant leadership or subject-specific CPD. • Experience of supporting disadvantaged pupils and pupils with SEND.	Application Form/Interview
Knowledge and Understanding		
• Strong knowledge of the secondary History curriculum. • Understanding of effective History teaching and assessment. • Knowledge of curriculum sequencing and progression. • Understanding of strategies to raise pupil achievement. • Knowledge of inclusive teaching, including SEND and disadvantaged pupils.	• Knowledge of current developments in History education. • Understanding of effective subject leadership. • Knowledge of GCSE specifications and exam requirements. • Understanding of quality assurance and monitoring. • Knowledge of careers education and progression through History.	Application Form/Interview
Leadership and Management Skills		
• Ability to lead, motivate and support staff. • Strong organisational and planning skills. • Ability to monitor and improve teaching and learning. • Ability to use data to drive improvement. • Effective communication and decision-making skills.	• Experience of managing and developing a team. • Ability to lead curriculum change and improvement • Experience of performance management and staff development.	Application Form/Interview

	• Ability to deliver effective CPD and share best practice. • Experience of contributing to whole-school improvement.	
Personal Qualities		
• Commitment to high expectations for all pupils. • Positive, enthusiastic and approachable • Excellent interpersonal and communication skills. • Resilient, organised and solution-focused. • Commitment to safeguarding and school values.	• Ability to inspire and motivate others. • Reflective and committed to professional development. • Collaborative and supportive team player. • Flexible and adaptable approach. • Enthusiasm for promoting History across the school.	Application Form/Interview

This job description is intended to illustrate the general nature and level of responsibility of the role. It is not an exhaustive list of all duties and responsibilities. The postholder may be required to undertake other duties commensurate with the grade and responsibilities of the post, as reasonably required by the Headteacher.

Safeguarding

Smithills School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful candidates are subject to an enhanced disclosure from the Disclosure and Barring Service.

Current or previous employers will be contacted as part of the verification process pre-appointment checks if the applicant is short-listed. Information requested will include:

- Disciplinary offences relating to children, including any which the penalty is “time expired”
- Whether the applicant has been the subject of any child protection concerns
- The outcome of any enquiry or disciplinary procedure



Any discrepancies or anomalies in the information provided or issues arising from references will be taken up at interview.

We may use internet searches using information held in the public domain to perform due diligence on candidates in the course of recruitment, in terms of suitability for the post applied for. Where we do this, we will act in accordance with our data protection and equal opportunities obligations.

Carolyn Dewse
Headteacher