



## Faculty Lead of Humanities and Languages APPLICATION PACK

Dear Colleague

Welcome to Kingsway Park High School and thank you for your interest in us.

Kingsway Park High School is proud to be a vibrant, inclusive and diverse school with approximately 1350 students, 47 different nationalities and 25 spoken languages. We have state-of-the-art facilities, and we provide an individualised and unique curriculum offer for all students regardless of their starting point, gender, ethnicity, faith or need.

We care for, nurture and develop the whole child while improving aspirations, learning and achievement for all. In addition to ensuring each student's academic potential, we also prepare them to be socially responsible citizens who can flourish in society and give back to their local community. We seek to remove any barriers of inequity, which prevent equality of opportunity so that all students can aspire and be inspired to realise their dreams.

Our school has a strong sense of community, purpose and belonging. We value our students and recognise that success looks and feels different for each one of them. However, what is consistent is our team of passionate, enthusiastic and committed staff who work relentlessly in the pursuit of excellence for the students and community we serve.

We have a strong commitment and belief in developing staff at all levels. We seek to recruit and retain colleagues whose drivers match our school ethos and are committed to their own professional development. Successful candidates will receive a high-quality induction, appraisal, continuous development programmes (including nationally recognised leadership qualifications), and opportunities to contribute to whole school impact projects throughout their Kingsway careers.

I hope you find this application pack helpful in making your decision to apply for this exciting career opportunity. If you have any questions for us, do get in touch, we are always here to help.

I would like to thank you for your application, investment of time and - whatever the outcome - I wish you well in the future.

Yours sincerely



**Simon Ward**  
**Headteacher**

# Making your application

I hope that when you read this pack you are inspired to apply for the post.

## Application

- To apply, please visit our website and apply through **My New Term**.
- Our website: [Our Vacancies - Altus Education Partnership](#)
- Provide a supporting statement of no more than two sides of A4, addressing the criteria in the person specification.

## Deadline

The deadline for the post is **Tuesday 12<sup>th</sup> May 2026** (to arrive no later than 12.00 midday).  
Interviews are to be held on **Monday 18<sup>th</sup> May 2026**.

## Shortlisting

Regrettably, we are unable to inform candidates who have not been shortlisted. If you do not hear from us, please consider your application unsuccessful this time.

## Salary

The post will be paid on the **Leadership Pay Scale points 5 – 9 (£57,137 - £63,070)**

## Start Date

As per notice period.

## For an Application Pack

1. Visit [www.altusep.com](http://www.altusep.com)
2. Contact Caroline Sullivan – HR Officer: [recruitment@altusep.com](mailto:recruitment@altusep.com)
3. Telephone 01706 769999

## Reward Package & Additional Benefits

We offer a comprehensive package, including membership of our outstanding Teachers' Pension Scheme; our 'Employee Benefits Programme' which provides a range of options including:

- Our Cycle to Work Salary Sacrifice Scheme
- Free access to Employee Assistance Programme, offering guidance, support and counselling on a range of subjects
- Generous holiday entitlement

*Altus Education Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974. In accordance with the recommendations set out in KCSIE the Trust carries out online searches on shortlisted candidates. It is also Trust policy to contact at least 1 reference prior to interview.*

# Background Information

## Kingsway Park High School

Kingsway Park High School joined the Altus Education Partnership in February 2022. KPHS students live in and travel to us from communities all over Rochdale and the surrounding areas. We are very proud of the high-quality facilities, resources, and environment that we provide for both staff and students.

We hold our school values of **Trust, Professionalism, Integrity, Respect, Kindness and Effective Communication** at the core of everything we expect from our students. Students are awarded when they consistently demonstrate our values.

If you would like to visit the school to get a feel of who we are and where we are going, we would warmly welcome you.

## Altus Education Partnership

Altus Education Partnership is a Multi Academy Trust and was established in 2017 through Rochdale Sixth Form College, an Ofsted Outstanding provider, and grew from the Trust's desire to improve education in the borough of Rochdale as a whole.

The Trust currently comprises five academies, including ourselves. The other four academies are:

- **Rochdale Sixth Form College**, opened in 2010 to address the significant underachievement in A level performance in the borough. Since then, it has dramatically raised achievement in the area and is recognised nationally as a centre of excellence. The College is Ofsted Outstanding, Sixth Form College of the Year 2021, and regularly ranks among the highest performing colleges in the country in both the DfE's Performance Tables and the National Achievement Rate Tables.
- **Edgar Wood Academy** opened in 2021 under Wave 13 of the Free Schools Programme. While the school was judged Requires Improvement at its first inspection, Ofsted has since recognised that the school is improving, and we are confident in the direction of travel. The Academy is building a strong reputation locally and benefits from a committed staff and leadership team focused on rapid progress.
- **Bamford Academy** is an Ofsted-rated Good primary school providing a caring and nurturing environment. It is a popular first choice for many families in the area.
- **Caldershaw Primary School** joined the Trust on 1 July 2025. It is Ofsted Outstanding and one of the most oversubscribed primary schools in Greater Manchester.

Altus is on the cusp of further growth, with three additional schools currently considering academisation in the autumn term.

We also benefit from strong local partnerships. Most notably, and uniquely within the post-16 sector, Altus has a Memorandum of Understanding with Hopwood Hall College, coordinating curriculum and supporting seamless transition for students into post-16 education.

## Role Description

<b>Job Title:</b>	Faculty Lead Humanities and Languages
<b>Reports to:</b>	<b>Deputy Headteacher</b>
<b>Staff Responsibility for:</b>	Strategic direction and accountability for Humanities and Languages suite of qualifications through leading and supporting middle leaders and staff within the area of Geography, History, Religious Studies and modern foreign
<b>Contract:</b>	Permanent – Full-time
<b>Salary:</b>	Leadership Pay Scale points 5 – 9 (£57,137 - £63,070)
<b>Start Date:</b>	As per notice period

## Overall Purpose of the Post

The role of faculty leader presents a fantastic opportunity for an ambitious, dedicated and forward-thinking leader to take the next step in their career towards senior leadership. It provides a unique opportunity to widen their breath of leadership knowledge, accountability and influence over a range of subjects providing a perfect stepping stone to becoming an assistant headteacher.

The school understands the humanities and languages suite of qualifications form a vital part of the academic pathway within a broad and balanced curriculum offer. At Kingsway we recognise that success can look and feel different for different students and as such our curriculum must be comprehensive and agile in uncapping students potential, so that they can achieve their short- and longer-term ambitions and goals. Not all of our students are required to study the Ebacc pathway however it is available to all students. This ensures that our curriculum model is inclusive, aspirational and ambitious for all.

The faculty lead will line manage all TLR holders within the faculty and will monitor, evaluate, and strategically plan areas for improvement across the faculty. This is an exciting opportunity for an existing leader who has effectively demonstrated their ability to develop teaching and learning strategies across their department, engage students both inside and outside the classroom and has consistently demonstrated improvements in student outcomes. The new faculty lead will need to collaborate with existing TLR holders to initially evaluate the curriculum within the faculty and to further align the subject intents with the school's overall intent - 'We Cooperate, We Pioneer, We Belong.' They will also look to increase the outcomes of all subjects within their faculty by overseeing the mapping, sequencing, and execution of the existing KS3 and KS4 curriculum model. The faculty lead will also work to ensure that all departments within their faculty take an active role in the preparation of whole school assemblies, experiences, activities, and possible drop-down days.

We want an inspirational leader to contribute to the development and strategic leadership of our Humanities and Languages team. Promoting a culture of educational excellence in a nurturing, safe, and inclusive environment. This role aligns with the school's values of trust, integrity, respect, kindness, and effective communication, extending these qualities into the broader school community. Kingsway Park High School is committed to safeguarding and promoting

the welfare of children and young people, and we expect all staff and volunteers to share this commitment. This role is subject to an enhanced DBS disclosure.

## Primary Purpose

At Kingsway Park High School, we aim to develop the whole student, fostering academic success as well as preparing students to become responsible and engaged citizens. We are seeking a faculty lead to oversee our EBacc curriculum, with a preference for candidates who bring expertise in their chosen specialism whilst driving achievement in Geography, History, Religious Studies and MFL.

This position is ideal for an ambitious leader who is ready to build a robust faculty structure that promotes academic excellence and personal growth. The faculty lead will work collaboratively with senior leaders, curriculum leaders and other faculty leads to implement strategies for enhancing student outcomes across humanities and languages subjects and ensuring curriculum alignment with the school's vision: *We Cooperate, We Pioneer, We Belong*.

## Leadership Responsibilities

- **Lead and Inspire:** Provide leadership and vision within the humanities and languages faculty, fostering a collaborative approach to curriculum planning, implementation, and improvement.
- **Curriculum Development:** Oversee the development and delivery of a high-quality, balanced curriculum across EBacc subjects, including Geography, History, Religious Studies and MFL ensuring alignment with school-wide goals.
- **Performance Tracking and Improvement:** Use data to monitor and support academic progress, identifying trends and implementing strategies to drive achievement. This includes direct involvement in pupil performance meetings and the presentation of results following internal and external assessment windows
- **Staff Development:** Mentor and develop middle leaders and teaching staff within the faculty, enhancing teaching practices and fostering professional growth.
- **Stakeholder Communication:** Engage with students, parents, and staff to promote a positive, inclusive, and high-achieving faculty environment.
- **Collaboration and Strategy:** Work with SLT and other faculty leads to align humanities and languages subject intents with the school's overall goals and support school-wide assemblies, events, and collaborative projects.
- **Student supervision:** All leaders within the school have to actively and dynamically engage in the effective supervision of students during transitions and as part of designated slots within the whole school duty rota.
- **Aspiration:** Foster and grow a culture of aspiration and ambition throughout the Ebacc faculty, challenging staff in the right way to raise standards and expectations through their language and actions.

## Teaching and Learning Responsibilities

- **Teach KS3 and KS4:** Deliver lessons within your specialism, adapting curriculum plans to engage and challenge students at all levels.
- **Curriculum Mapping:** Ensure subjects have a well-sequenced curriculum plan, fostering continuity and depth of learning. This includes long and medium-term plans, which are readily available and accessible to stakeholders.
- **T&L framework:** utilise and embed whole school approach to teaching and learning through the consistent implementation of "The Kingsway" – KP method (see T&L policy for more details).
- **Assessment:** implement, quality assure and embed valid, reliable and robust assessments in line with whole school assessment processes.
- **Innovation in Pedagogy:** Promote active learning, strategic assessment, and the use of ICT to engage students and optimize learning outcomes.

- **Personalisation:** Ensure lessons are differentiated for varied learner needs and collaborate with staff on effective strategies for individual support.
- **Passion:** demonstrate a passion for the humanities and languages suite of qualifications so that their worth and status is tangible. Foster this sense across the team, advocating and driving standards.



## Other:

- The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. An enhanced DBS check will be carried out on the successful candidate.
- The Trust is committed to equal opportunities for all.
- The successful candidate will be required to complete a satisfactory medical screening assessment and provide two satisfactory references, identity check and right to work.
- The terms and conditions are specified within the contract of employment.

This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading. The person appointed will be expected to work flexibly and the exact nature of the duties described above is subject to periodic review and is liable to change.

# Person Specification

No.	CATEGORIES	Essential/ Desirable	App Form	Interview
1.	A high-quality degree in a humanities/ MFL subject	E	√	
2.	PGCE with QTS/ QTLS and membership with DfE or IfL or willingness to work towards	E	√	
<b>EXPERIENCE</b>				
3.	A passion for teaching their subject with track record of successful GCSE performance – <b>Must be willing to teach Geography/ History KS3</b>	E	√	
4.	Exceptional classroom practitioner	E	√	
5.	GCSE experience in teaching multiple subjects at GCSE	D	√	
6.	Experience of examining subject	D	√	
7.	Experience of contributing/ developing whole school experiences	D	√	
<b>ABILITIES, SKILLS AND KNOWLEDGE</b>				
9.	Ability to engage with students, inspiring learning & promoting success	E	√	√
10.	Strong understanding of curriculum intent, implementation, and impact	E	√	√
11.	Knowledge and application of active learning and teaching styles	E	√	√
12.	Commitment to leading quality teaching and learning within department	E	√	√
13.	Competence in the use of ICT	E	√	√
14.	Ability to contribute positively to teams, share ideas & develop resources co- operatively	E	√	√
15.	Ability to be adaptable & flexible to situations which may arise in school	E	√	√
16.	Effective inter-personal & communication skills	E	√	√
17.	Commitment to valuing the individual and boosting their self-belief and worth	E	√	√
18.	Commitment to high standards & expectations of both staff and student	E	√	√
19.	Commitment to professional learning & institutional improvement	E	√	√
20.	Commitment to high professional & personal standards of work & conduct	E	√	√
21.	Determination to promote equality of opportunity	E	√	√
22.	Ability to offer enrichment & contribute to wider school life	E	√	√
23.	Knowledge of current educational developments in	D	√	√

	humanities/ languages subjects			
<b>PERSONAL CHARACTERISTICS</b>				
24.	An unwavering commitment to the Altus Education Partnership's vision, mission and values	E	√	√
25.	Willing to be accountable and to take personal responsibility for own actions.	E	√	√
26.	Resilience and the ability to grow professionally and flexibly within a start-up and developing organisation	E	√	√



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