

Bancroft's

Independent Co-educational Day School 7–18

History Teacher

From September 2024



Bancroft's School

Located on the border between North-East London and Essex and backing on to Epping Forest, Bancroft's is a co-educational independent day school for around 1200 pupils from 7 to 18.

Our pupils achieve outstanding academic outcomes. In 2023, 68% of our students achieved A*-A at A Level and 74% of all entries were awarded the top grades of 9 or 8 at GCSE.

And yet, we strive to achieve so much more than just results. 'Being Bancroft's' is the name which we give to our holistic approach to developing our pupils. This is a rounded educational framework running through the school which guides pupils to take full advantage of the huge range of different opportunities on offer at the school; whether immersed in academic research, being out on the sports fields, taking part in charitable activities, acting on the stage, playing music or attending some of our numerous clubs and societies, we want our pupils to challenge themselves and learn by taking part wholeheartedly in school life. All teachers are expected to contribute to the co-curricular life of the school beyond their subject specialism.

Bancroft's is a warm, forward-looking, modern school; a centre of excellence for the twenty-first century. We have a very diverse intake of pupils, valuing inclusivity of pupils and staff of different ethnicities, religions, sexualities, genders, learning needs and strengths. We value inclusion for all it can bring to each of us at Bancroft's as well as the school as a whole.

Professional development and training is a fundamental part of working at Bancroft's. Our staff are supported and encouraged to continually reflect on their practice; together we want to ensure that each member of staff feels that they are being developed and able to help provide the very best educational and transformative experience for all our pupils.



Our Values

Our education is based on six core values which are central to everything we do: **Curiosity, Kindness, Integrity, Courage, Balance** and **Excellence**. We believe these values are essential to the wellbeing of every child.

- **Curiosity:** We want our pupils to take delight in the possibilities that the world has to offer and to develop an abiding curiosity about the world; to explore their imaginative and creative potential and to take pleasure in self-expression.
- **Kindness:** We want Bancroft's pupils to be kind, to have integrity and the courage to pursue and protect what is good; to make wise decisions, based on compassion and empathy.
- **Integrity:** We want our pupils to learn to understand themselves and others and develop a clear moral grounding for their lives.
- **Courage:** We want our pupils to show courage and a spirit of adventure in all aspects of their learning; to confront challenges and try to overcome them.
- **Balance:** We want our pupils to learn how to live balanced, healthy, productive and well-regulated lives and to learn to understand the different aspects that combine to create a secure framework for flourishing.
- **Excellence:** We want our pupils to aspire to be the best they might be and to make the most of their talents and abilities; we want our pupils to form realistic and ambitious ideals for the future.



The Role

We are looking for an enthusiastic and motivated candidate to join our team in a thriving History department. The successful person will be able to demonstrate sound subject knowledge, high academic standards and an ability to enthuse pupils of all ages. Activities designed to challenge pupil thinking and develop independent study skills are central to teaching at Bancroft's and a willingness to contribute to resources in this area is essential.



The Department

History is a thriving subject at Bancroft's. Grades at GCSE are excellent, it is a popular option in the Sixth Form, and there is a strong tradition of success at A Level and University entrance. The successful applicant will be expected to teach at all levels.

There are seven members of the Department. Almost all teaching in the Department takes place in three large classrooms, which are situated together in a modern development. History also enjoys a dedicated book room which is classroom sized and is used for teaching groups of sixth formers. There is also a well-equipped department office. All classrooms have smart boards, and full connection to the school intranet and to the Internet. Microsoft Teams, OneNote and PowerPoint are used extensively to deliver the curriculum. Pupils are also expected to use the well-developed VLE to supplement their resources.

Pupils are taught in mixed ability sets up to the end of year 9 after which History becomes an Option subject, generally attracting 70 per cent of the year. The work done in years 7-9 will be more extensive and demanding than Key stage 3 material. All the pupils in years 10 and 11 are currently prepared for the Edexcel IGCSE examination.

Currently about 60 pupils are studying the subject at A Level, following the OCR syllabus. We are well resourced and experienced enough to offer two different periods; Modern (19th & 20th



Century) and Early Modern/Medieval (16th & 11th Century). Classes are staffed in line with the specialisms of the individual teachers. On average six pupils apply each year to read the subject at Oxford or Cambridge; others study the subject at Russell Group universities.

Historical work outside the classroom is extensive. The Department regularly runs trips, recent examples being trips to Berlin, the Battlefields of the First World War, Rome, New York and Washington DC and to London Conferences and Exhibitions. There is a Junior History Club and a termly History Magazine written and edited by the pupils. Sixth Formers are encouraged to enter essay competitions like the Julia Wood and the Vellacott and the Historical Association Great Debate. Much stress is put on encouraging reading history, fiction or otherwise, at every level.

Key Responsibilities

- To deliver subject curriculum to pupils
- To inspire pupils to develop a passion for learning
- Teaching pupils through the School at Key Stages 3, 4 and 5, including examined groups at GCSE and A Level
- Marking, assessment and grading within the department, always setting the highest standards of personal organisation and administration
- Attending regular meetings of the department, both formal and informal, to discuss policy, teaching methods, approaches to the subject and the sharing of common problems and concerns
- Adhering to departmental policies and to meet School deadlines insofar as it applies to the department
- Where required, assisting in the induction of new staff into the department
- Attending an annual review

Responsibilities in relation to the pupils and to what is taught:

- Keeping abreast of developments in the subject, maintaining contacts with professional associations
- Participating in discussion, within the department, on the development of appropriate syllabuses and schemes of work at all levels
- Developing new teaching and learning resources and sharing them with pupils and colleagues
- Ensuring pupils are properly prepared for exams and entered for exams and overseeing coursework
- Participating in the setting and marking of internal exams and determining appropriate grade boundaries thereafter



- Assisting with trips and other co-curricular activities in relation to the department
- Giving appropriate guidance to pupils who wish to study the subject at further levels
- Maintaining the image of the subject as an interesting and valuable one. Keeping learning environments stimulating and interesting

Responsibilities in relation to the School:

- Carrying out School policy, including the School safety policy, in the context of the department
- Contributing to the co-curricular life of the school
- Communicating departmental matters to the Head of Department, discussing examination results and raising issues of concern
- Setting and marking entrance exams and interviewing where necessary
- Supporting the use of ICT within the department
- Presenting the department at Open Days etc. as the need arises and in prospectuses
- Ensuring that the facilities used by the department, including equipment and teaching areas, are maintained in an appropriate condition

All teachers are expected to contribute to our pupils' holistic development and the co-curricular life of the school, outside their timetabled day and beyond their curriculum subject. This may include events, training or rehearsals, for example, after school and at weekends, and running or staffing residential trips, as well as a standard expectation of regular clubs for both curriculum extension and the co-curriculum.



Person Specification

	Essential	Desirable
Education	Have a good honours degree in a relevant subject	QTS/PGCE
Experience	Experience of teaching History	Experience of teaching high ability students Experience of teaching this subject at A level
Skills	<p>The ability to develop and maintain good relationships with students and colleagues</p> <p>The ability to use IT appropriately to support teaching and learning</p> <p>Have a good understanding and awareness of safeguarding procedures</p> <p>Be willing to contribute to the co-curricular and pastoral life of the school</p> <p>Excellent communication skills</p>	Commitment to ongoing professional development
Personal Qualities	<p>Be enthusiastic</p> <p>Be confident</p> <p>Be diligent</p> <p>Be creative</p>	



Additional Work Information

This job description reflects the major aspects of the role. The successful candidate may be expected to assume some additional responsibilities as reasonably requested by the Head and to demonstrate a commitment to improving and developing the organisation's processes and facilities.

The organisation reserves the right to alter the content of this job description after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility.

In the event of a major incident or disaster, you may be required to provide assistance, in whatever capacity necessary, and participate in any training to ensure the School is fully prepared for such events.

Working at Bancroft's

An attractive salary package is offered, according to experience and expertise. Benefits include free school lunch and refreshments during the day, private medical insurance with BUPA (this is a taxable benefit), membership of a pension scheme.



There is generous CPD support and staff are encouraged to seek opportunities to develop their skills and expertise either to further their career or to support enjoyment of their role. We have a Staff Wellbeing Group, as well as an active Senior Common Room who organise a range of social events. Staff have access to our various sporting facilities including the gym and the swimming pool at allocated times.

We also have a staff group working on Diversity and Inclusion and the school is a founding member of the Schools' Inclusion Alliance.

Further details about the school can be found on the website at www.bancrofts.org

How to Apply

An application form is available to download from the School website, <http://www.bancrofts.org/about-us/employment-opportunities> or by emailing hr@bancrofts.org

Bancroft's School is an Equal Opportunities employer and is committed to safeguarding and promoting the welfare of children, young people and expects all staff, contractors, Governors and volunteers to share this commitment. Successful candidates will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

In line with KCSIE, Bancroft's will carry out online searches on shortlisted candidates as part of the process of assessing suitability.

