



Hartsdown
Academy

Recruitment Pack

Head of
Humanities

Education for an
Amazing Life
www.hartsdown.org





Hartdown
Academy

➤ Our Just Cause

At Hartdown Academy we are on a mission to provide an 'Education for an amazing life'. Every day, we embody our STRIVE values - Scholarship, Teamwork, Resilience, Integrity, Vision, and Excellence - we use these values to guide us. We ensure that, no matter what, we help our students to pursue their ambitions.

We are a school that places the individual needs of our students at the heart of every decision. This commitment shapes our culture, curriculum, pedagogy and decision making every day; ensuring that every member of our community has the opportunity to thrive and make a meaningful impact: locally, nationally, and globally.

Being part of the Hartdown family means joining a mission to create a better and more peaceful world; one where education is about academic success, alongside developing compassionate, kind, purposeful individuals who are ready to make a difference in the world.

Our Pillars

Three Pillars - One Purpose

Our three pillars shape everything we do. Together, they prepare our students for today and empower them for tomorrow.



**To matter is to feel valued
and to add value**

Academic Ambition, Opportunity and Culture work together to create a thriving environment where every student can succeed.



Education for
an amazing life



**Academic
Ambition**

We challenge every student to achieve excellence through a rich curriculum, expert teaching, and a focus on curiosity, resilience, and continual progress. We give our students the keys to their next steps.

Outcomes / Progress

Teaching & Learning

Curriculum

6th Form

GCSE / Vocational

MYP

Destinations



Opportunity

We provide all of our students with enriching experiences beyond the classroom that develop confidence, character, leadership and real-world readiness.

Student Leadership

The Arts / Drama

Sport

House Activities

Careers

Trips

Enrichment



Culture

Our culture is built on strong relationships, kindness, and care. Our students matter and our actions reflect this. Our high expectations and strong routines help every student succeed.

Hartdown Culture - Relationships

STRIVE Values

Safeguarding

SEN

Routines

High Expectations

Celebration

Attendance

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Hartdown Academy, George V Avenue,
Margate, CT9 5RE

T: 01843 227957
E: hainf@hartdown.org





➤ Head of Humanities

Appointment Details

Job Title:
Head of Humanities

Reporting to:
Senior Leader

Employment Status:
Full Time / Permanent

Job Location:
Hartdown Margate

Closing Date:
9th October at 12pm

Interviews:
w/c 19th October

Start Date:
January 2027

The Package

Salary: Teachers Main or Upper Pay
Scale plus TLR2c

The Department

Hartdown's Humanities department is innovative and forward thinking. We work as a team to support each other and to help ensure that work is both enjoyable and manageable.

Written feedback is minimised and systems are in place to ensure whole-class feedback is effective and efficient. We are on a journey to improve our curriculum and assessment still further, as such this is an exciting time to join our team and work alongside experienced and dedicated colleagues.

We are striving to achieve lasting change in staff and students so that outcomes are constantly improving and that all of our students leave with true skills for life and a passion for the subject.

Students currently follow the Middle Years Programme in years 7 - 9 where they work on building skills and developing knowledge that will build a love for humanities subjects and ensure successful transition to their chosen subjects in KS4.

Benefits

- An exciting environment where you can really make a difference
- Being part of a small local trust that is totally committed to its staff and children
- Significant opportunities for CPD and development within the school and trust
- Teachers Pension Scheme
- Cycle to work scheme
- IT scheme
- Mediacash Corporate Health Plan
- Employee Assistance Programme
- Use of school gym

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➤ Head of Humanities

The Role

To take overall responsibility for the strategic direction, academic standards, and curriculum delivery of humanities subjects across key stages 3, 4 and 5, leading a dedicated team of subject specialists, driving pedagogical excellence, and ensuring that every student develops a deep understanding of the world, its histories, cultures, and landscapes.

Strategic Leadership and Management

- Formulate and implement a clear, ambitious department development plan aligned with the school's overall strategic objectives.
- Line-manage, mentor, and inspire staff within the Humanities faculty, promoting professional growth through targeted CPD, lesson observations, and regular feedback.
- Oversee the faculty budget, ensuring efficient deployment of physical, digital, and educational resources.
- Foster an inclusive, collaborative, and enthusiastic departmental culture centered on academic rigor, high expectations, and student engagement.

Curriculum and Pedagogy

- Lead the design, implementation, and continuous review of a high-quality, ambitious, and sequenced Humanities curriculum at KS3, KS4, and KS5.
- Ensure high standards of teaching and learning across all Humanities subjects through regular monitoring, work scrutiny, and pedagogical coaching.
- Develop robust internal assessment frameworks, standardized marking practices, and exam preparation strategies aligned with national examination boards.
- Organise extra-curricular opportunities, field trips, guest lectures, and cross-curricular initiatives that broaden students' cultural capital and curiosity.

Student Achievement and Progress

- Track and analyze student performance data across all key stages to identify trends, sub-group performance (including SEND and Pupil Premium), and areas for intervention.
- Design and implement effective intervention strategies to support students underperforming in Humanities subjects.
- Maintain high standards of student behavior, effort, and engagement within the faculty, supporting staff with classroom management where necessary.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level. The duties contained in this JD will change over time and the job-holder will be expected to cooperate where such changes are reasonable.



➤ Head of Humanities

Person Specification

The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced DBS check will be carried out for the successful candidate.

Qualifications and Experience	Essential	Desirable
Qualified teacher status	•	
Degree in history, geography, religious studies or a closely related discipline	•	
Experience in curriculum planning, assessment design, or secondary leadership (e.g. lead practitioner, subject leader or assistant head of faculty)	•	
Knowledge and Skills		
In-depth knowledge of national curriculum requirements, exam board specifications and modern pedagogical research in humanities education	•	
Strong leadership, coaching and interpersonal skills with the ability to build, motivate and manage high-performing teams	•	
Proficient in using educational data systems to drive academic interventions	•	
Personal Attributes		
Passionate advocate for humanities and the value of liberal arts education in a secondary curriculum	•	
High emotional intelligence, resilience, integrity and excellent conflict resolution skills	•	
Unwavering commitment to safeguarding, equity, diversity and student inclusion	•	



Welcome to Coastal Academies Trust

A Message from the Chief Executive, Kate Greig

Hartsdown Academy is a proud member of the Coastal Academies Trust (CAT). There are currently six schools in our Trust in Thanet, Kent; four secondary schools and two primary schools. We are a local Trust and believe in working together collectively to give our students that best possible start to their lives both in terms of formal education but also through their development as human beings who have a place in the world.

Our Trust covers all ages and all abilities and we celebrate the diversity of our school communities. We believe strongly that working together is better than working alone so we can share best practice and learn from each other as well as develop opportunities for staff development and career progression. Leadership is central to everything we do and every member of our Trust community, staff and students, will be offered opportunities to develop, grow and be fulfilled so that we can all go forward into the world with confidence.

We will always encourage our young people to work hard, make progress and to get the best outcomes they can at school so that they have more choices and options in the future. We are also aware, however, that a young person can find life stressful when childhood and learning should be fun; above all we want our young people to be happy.

Our mission is to work with all the schools in Thanet to make this wonderful part of the world a centre of excellence for education and a place where young people enjoy and cherish their time at school. Making connections with other like minded people is very important to us so do contact me if you feel you can help, in any way, to make life the best it can be for our delightful young people – because they absolutely deserve it.

Coastal Academies Trust is an exciting place to work as we are always at the forefront of new initiatives, ideas and plans, both locally and nationally. All our headteachers are driven and ambitious for our schools, our children and our Trust.

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