



**BALLAKERMEEN  
HIGH SCHOOL**

Head Teacher  
Adrienne Burnett MA (Ed.) NPQH

# NOW HIRING



Teacher of **History**  
(Permanent Appointment)

*Required for September 2022*



**Ballakermeen High School**  
St. Catherine's Drive  
Douglas, Isle of Man  
IM1 4BE

**Tel:** (01624) 648700  
**Email:** [bhsenquiries@sch.im](mailto:bhsenquiries@sch.im)  
**Web:** [www.bhs.sch.im](http://www.bhs.sch.im)  
**Facebook:** @BallakermeenHS



### Top performing subjects in 2021: (Percentage of A\* - C)

*Although formal exams have not taken place over the last few years, these results are in line with previous years, before Covid.*

ENGLISH LANGUAGE	86%	ECONOMICS	68%
ENGLISH LITERATURE	82%	FRENCH	89%
MATHEMATICS	72%	GERMAN	88%
CO-ORD. SCIENCE	87%	ICT IGCSE	100%
COMPUTER SCIENCE	85%	MUSIC	100%
DRAMA	84%	PERFORMING ARTS	100%

GCSE Headlines	BHS 2017	BHS 2018	BHS 2019	BHS 2020	BHS 2021
% entries attaining A* - C	70	70	71	80	77
% entries attaining A* - A	15	17	20	23	34
% entries attaining 5A* - C	59	62	62	77	71
% entries attaining 5A* - C EM	58	58	60	70	66
Average GCSE points per entry	38	38	40	44	44

A Level Headlines	BHS 2018	BHS 2019	BHS 2020	BHS 2021
% entries attaining A* - A	26	27	26	40
% entries attaining A* - B	55	47	57	70
% entries attaining A* - C	77	76	89	92
% entries attaining A* - E	99	100	100	99.7



# THE POST

## Teacher of History



### *Can you bring History alive?*

We are seeking to appoint an inspirational and creative teacher of History with excellent communication skills.

We would welcome an application from you to join our innovative History team!

We are looking to appoint a dedicated, creative and skilled teacher to join our highly successful History department, who is passionate about learning and ensuring every student reaches their full potential.

Applications from NQTs would be particularly welcome.

### **IGCSE results in 2021 were: 67% A\* - C**

We can offer:

- An excellent professional development support programme.
- Housing allowance of £200 per month for off-island candidates (currently).
- Golden Hello of £2,000 at the end of the first 12 months of employment.
- NI "holiday" (full refund after 12 months employment)
- A vibrant and welcoming environment.
- Numerous opportunities for fieldwork both on and off island. You will also be issued with a staff laptop.

For further information, contact:

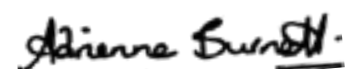
**Adrienne Burnett**  
*Head Teacher*  
(Adrienne.Burnett@sch.im) or

**Nicky McDaid**  
*Subject Leader of History*  
(Nicki.McDaid@sch.im)

Details of how to apply are overleaf.

I realise how much time and effort is required in making an application and thank you in advance, should you decide to proceed.

Yours sincerely,



**Adrienne Burnett**  
*Head Teacher*

# HOW TO APPLY



Please complete an online application form at: [www.gov.im/personnel](http://www.gov.im/personnel) (click on jobs).  
Your letter of application should be attached to the 'CV' section of JobTrain.

You should write a supporting statement to provide examples of:

*Why you want the job?*

*Your experience to date.*

*How you would contribute to the school's extensive extra-curricular programme.*



**Manx schools are not subject to inspection by Ofsted. However, there is a process of School Self Review and Evaluation (SSRE). This is based on the question 'how well does the school know itself?'**

**The validation team consists of the Head Teacher, a member of the Department of Education, Sport and Culture, and an external consultant, specialising in school improvement.**

**Our most recent validation was February 2018 (this system is currently under review):**

*"The school fosters and instils a 'can do' attitude in pupils and this motivates them to believe that they can be successful in their learning."*

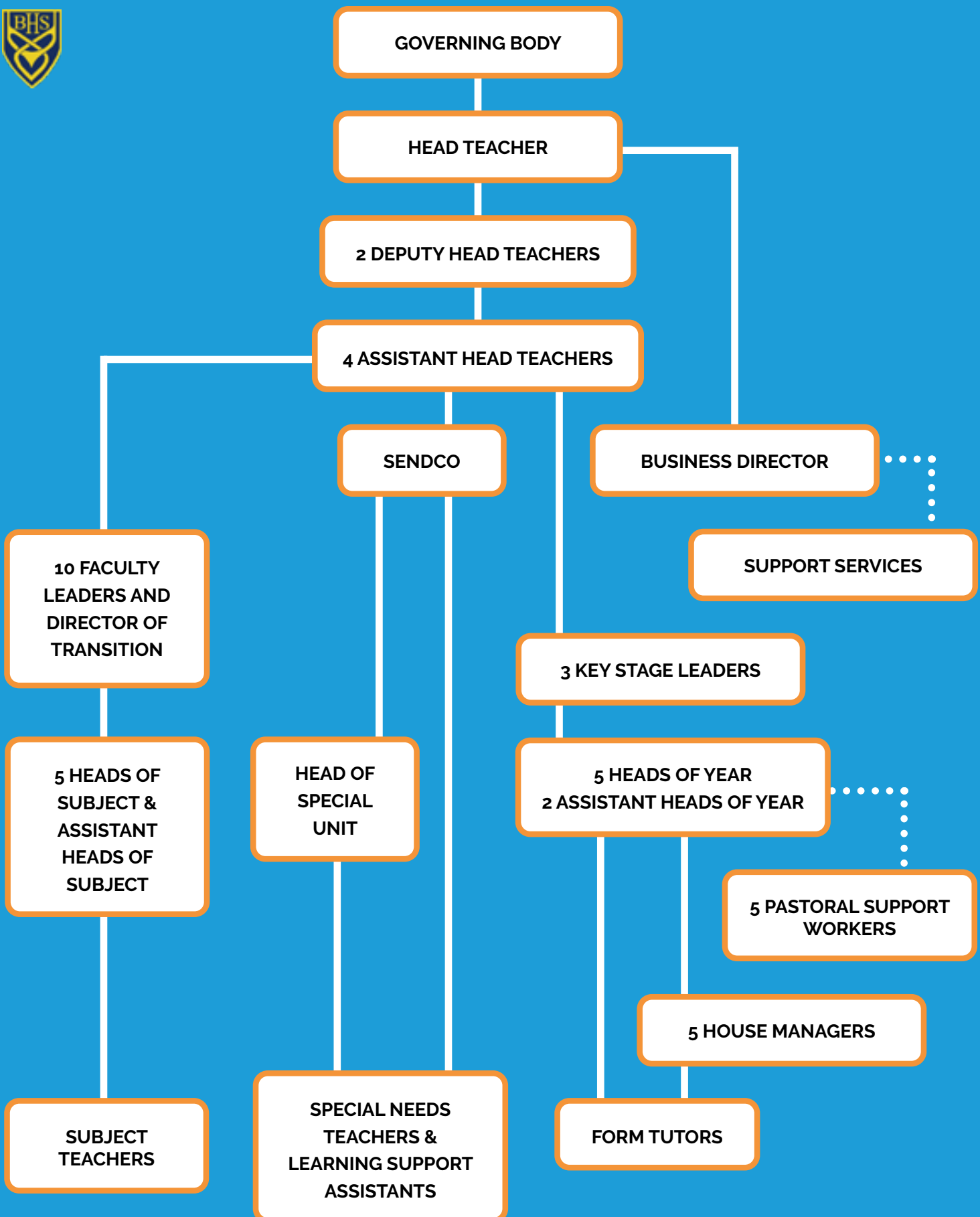
*"Pupils make very good progress in their learning."*

*"Leadership of the school is very effective."*

*"Lesson observations and pupil feedback confirms that behaviour is generally very good."*

*"Parents hold the school in high regard."*

# OUR STAFF *STRUCTURE*





# OUR SCHOOL

**L**ocated on one site, we are the largest school on the island with over 1,700 students on roll. Our Sixth Form has over 300 students, undertaking academic courses Post 16. We offer an incredibly broad curriculum made up of 29 subjects.

The Year 7 intake for September 2022 will be in the region of 260. Student numbers remain buoyant, but with possible changes to our catchment area, we anticipate that our numbers on roll will reduce to a more manageable 1,530 by 2025.

The Isle of Man Department of Education has responded positively to the growth of the student population and we have benefitted from an impressive building programme.

The overall GCSE pass rate of A\* - Cs for 2021 was 92%. 5 A\* - C incl. English and Maths was 66%. Both statistics are above or in line with predictions based on data for this cohort. At 'A' Level the A - E pass rate is 100%. The academic standards of the school are rising each year thanks to the hard work and commitment of the staff. However, we continue to challenge any under-achievement. The continual improvement of teaching and learning is always a priority in our school improvement plan.

Manx schools offer a 'fully inclusive' education and all schools have special units for SEBD and MLD children. In addition, at Ballakermeen, we cater for students with sensory impairments, English as an Additional Language, or those requiring 'nurture' provision.

There is a strong tradition in the Arts and sporting activities. Staff give freely of their time, providing extensive opportunities for students to participate in activities, foreign visits and exchanges.

We have developed strong links with China through our sister school, No 1 High School, Liuyang. Our Confucius Classroom, the first in the Crown Dependencies, opened in July 2015, offering Mandarin lessons to all schools and our island community.

The pastoral care is organised through a horizontal year system. Currently the Head of Year 7 stays with that year group on a two or three year basis to oversee liaison from partner primary schools, as well as Year 7 Induction, whilst the Heads of Year 8 to 11 follow their groups through the school. There is a dedicated Sixth Form Pastoral Team with a Key Stage 5 Leader and three Deputy Heads of Sixth Form.

We make full use of Education Support Staff who work with students in the classroom, as well as in specific subject areas.

As a secondary school teacher on the Isle of Man, you will be part of a student centred approach to teaching and learning that is underpinned by the Island's Essentials for Learning Curriculum Statement, the aim of which is 'to inspire learners to flourish in life'.

Historically, the Isle of Man followed the English examination system. An island-wide consultation was undertaken in 2014 and the decision was made to move the island's five secondary schools to the Cambridge IGCSE, an internationally recognised qualification. This is currently under review and it is anticipated that changes will be implemented in September 2022.

With the Cambridge specifications, 65% of exam entries allow for the inclusions of some coursework or practical element. If a subject can show compelling reasons not to use the Cambridge Board, they are allowed to use an alternative, WJEC, which also offer A\* - G grading. Vocational opportunities, including BTEC and SQA (Scottish exams) are also available.

Schools are free to choose the A Level exam boards they wish to follow.



# ETHOS AND VALUES



Our values are: Kindness, Honesty and Respect.

Our school provides a safe and supportive environment founded on high expectations, mutual respect and enjoyment of learning.

The values outlined below provide the foundation for all we hope to achieve in our students.

Access to a broad, balanced, relevant and engaging curriculum is the right of all students. This will enable them to develop their potential abilities as individuals and as members of society.



## READY

- I arrive at school, on time
- I am fully equipped and ready to learn
- I am always willing to take on new challenges

## REFLECTIVE

- I am able to think about my learning and can identify ways to improve
- I listen to and respond to feedback
- I think about the impact of the choices I have made

## KNOWLEDGEABLE

- I learn from experiences
- I am able to remember and recall important information
- I can link my learning across different subjects

## AMBITIOUS

- I set myself challenging targets
- I always strive to do my very best
- I want to be successful





# JOB DESCRIPTION

**Title of Post:** Teacher of History (Permanent)  
**Salary Grade:** Main Professional Grade  
**Responsible to:** Subject Leader of History

## ✓ EMPLOYMENT DUTIES:

This job is to be performed in accordance with Isle of Man Department of Education, Sport and Culture's Terms and Conditions of Service for Teachers' document (2014) together with Appendices of the Isle of Man DESC's Teaching Standards. The range of duties is clearly stated in the documents relevant to the post-holder's title and salary grade.

## ✓ RELATIONSHIPS:

The post holder is accountable to the Head Teacher who will delegate some responsibilities via the school's line management structure.

## ✓ ACCOUNTABILITIES OF THE POST:

To fulfil the role of class teacher working alongside other colleagues from the school, displaying high expectations of the academic work and behaviour of students, and in compliance with the policies of the school and the Department of Education, Sport and Culture.

## ✓ JOB RESPONSIBILITIES:

You will be expected to:

- Demonstrate high standards of teaching
- Create positive learning environments
- Raise standards of student achievement through a focus on learning
- Work as part of a team to achieve positive outcomes for all learners
- Grow and develop professionally
- Take responsibility for monitoring and supporting students' learning
- Be the first point of contact between school and the parents of children you teach
- Be a Form Tutor.

## ✓ WORKING WITH COLLEAGUES AND OTHER RELEVANT PROFESSIONALS:

Teachers are expected to collaborate effectively and professionally with colleagues and other relevant professionals within and beyond the school.





## TEACHING:

Teachers are expected to:

- Plan and teach lessons to the classes they are assigned within the context of the school's plans, curriculum and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned students.
- Participate in arrangements for preparing students for external exams.
- Participate in the pastoral system of the school by being a Form Tutor.



## WHOLE SCHOOL ORGANISATION, STRATEGY AND DEVELOPMENT:

Teachers are expected to:

- Contribute to the development, implementation and evaluation of the school's policies, practises and procedures in such a way as to support the school's values and vision.
- Work with others on curriculum and/or students' development to secure co-ordinated outcomes.



## MANAGEMENT OF STAFF AND RESOURCES:

Teachers are expected to:

- Direct and supervise support staff assigned and, where appropriate, other teachers.
- Contribute to the recruitment, selection, appointment and professional development of other teachers.
- Deploy resources delegated.



## PROFESSIONAL DEVELOPMENT:

Teachers are expected to:

- Participate in arrangements for the personal appraisal and review of performance and, where appropriate, that of other teachers and support staff.
- Participate in arrangements for personal training and professional development and, where appropriate, that of other teachers and support staff, including induction.



## HEALTH, SAFETY AND DISCIPLINE:

Teachers are expected to:

- Promote the safety and well-being of students.
- Maintain good order and discipline among students.



## COMMUNICATION:

Teachers are expected to communicate effectively and professionally with students, parents and carers.

# PERSON SPECIFICATION

<b>SECONDARY SCHOOL TEACHER</b>	<b>ESSENTIAL/ DESIRABLE</b>	<b>MEANS OF ASSESSMENT</b> Application Interview CV Pre-Employment Checks Observation
Degree qualification and Qualified Teacher status	E	C P
Subject teaching qualification	E	C P
Evidence of further study/training	D	C I
<b>EXPERIENCE</b>		
Experience of classroom teaching, either as a teacher or during training	E	C I O
<b>KNOWLEDGE &amp; SKILLS</b>		
Be an innovative and reflective practitioner, able to work constructively as part of a team, and on your own	E	C I O
Ability to foster constructive relationships with, and gain the confidence of, young people, parents/carers and colleagues	E	C I
Up to date knowledge and understanding, based on experience, of how to engage young people	E	I
Sound and efficient administration skills, including the ability to work under pressure and meet deadlines	E	I
Set high professional standards by personal example	E	O
Willingness to be held accountable through a rigorous performance management system	E	I
<b>OTHER</b>		
Enthusiasm, energy and optimism	E	C I O
An excellent communicator who works effectively with all stakeholders	E	C I O
DBS Check	E	P
Act in a professional manner	E	C I O
Warmth and approachability	E	I O
Be consistently available for after school hours sports clubs and duties, such as compulsory parents' evenings (where attendance is compulsory for all staff)	E	I
Isle of Man Worker	D	A



# SAFEGUARDING

The Department of Education, Sport and Culture is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

**All staff** are required to undertake training with regard to the safeguarding and welfare of children and young people and the Department commits to providing this training e.g. via induction, on-line, briefings at staff meetings inset days etc., as appropriate.

All staff have a responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact and to adhere to, and ensure compliance with, the Safeguarding Children Board Child Protection procedures and the school/service's Child Protection Policy at all times. If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children School/Service, they must report any concerns to the designated Safeguarding lead in their area or to the department's Child Protection and Safeguarding Officer.

The contents of this job description may be reviewed and updated as necessary to ensure that it remains accurate and complete. All changes will be made in discussion and with the agreement of the Head of Service or designated Officer.



# TEACHING ON THE ISLE OF MAN



**T**he Isle of Man is 33 miles long and 13 miles wide - 227 square miles in total land area. It has a population of 85,888 - 382 people per square mile, and 40% of the Island is uninhabited. The Isle of Man is independent and free from UK Government legislation.

Currently, the Department of Education, Sport and Culture will meet 70% of the expenses necessarily incurred in transporting the recruit, partner and any dependant children and their personal, household and other effects, including one motor vehicle, to the Isle of Man.

Where the recruit has a UK mortgaged property, which is for sale and for which no rental income is received, and is paying either rent or mortgage on an Isle of Man property, assistance to a maximum of £500 per month for a maximum of two years may be granted. A housing allowance for rental properties may also be available.

Education and teachers highly regarded by the community.

All teachers are provided with a laptop computer.

#### Transport Links:

There are regular flights to the island from numerous airports in the UK and Ireland (Liverpool 20 minutes, Manchester 30 minutes, London 50 minutes, Dublin and Belfast 40 minutes).

Alternatively, you can travel by boat. For more information please visit:

- [www.locate.im](http://www.locate.im)
- [www.gov.im/airport](http://www.gov.im/airport)
- [www.steam-packet.com](http://www.steam-packet.com)



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