



# Penistone Grammar School

**Second in Department: Social Sciences**

Never Stop Flying





# Penistone Grammar School

## Never Stop Flying

**Principal: Mr P Crook (B.Ed Hons)**  
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Achieving Excellence through a Values Driven Education

27 February 2026

Dear Applicant

Thank you for expressing an interest in Penistone Grammar School. I hope that the information in this pack is helpful in providing an insight into our learning community.

Penistone Grammar School really is a special place to work. There's no doubt that our amazing student body of 1,900 and our state-of-the-art building, set in beautiful surroundings, make coming to work worthwhile. However, what really makes Penistone the school it is, is our staff. Our success as a school is directly attributable to the collaborative interaction and support between colleagues, complemented by a commitment to doing all they can for the benefit of each and every one of our students. We value the unique contribution each member of staff makes to our learning community.

For more information or to apply, please visit [Hays Education - Penistone Grammar School](#).

If you have any questions about our vacancy or Penistone Grammar School, please contact our recruitment partner at Hays Education – Julia Peat – on 0114 272 1470 or email [Julia.peat1@hays.com](mailto:Julia.peat1@hays.com)

Yours sincerely

Mr Paul Crook  
Principal



## Penistone Grammar School

We are a large and successful school with state-of-the-art facilities. The school comprises of 1900 students including 300 post 16 students. We are fully committed to meeting the needs of all our students and providing them with the very best teaching and learning. Students come to us from the small town of Penistone and from the surrounding villages. We also take students from further afield and we are over-subscribed. Our intake is genuinely comprehensive although we have retained Grammar School in our name to maintain the link with our history.

As the Principal, I am very excited about our future plans and as a staff we are working hard to make the most of our building to ensure that we can provide fantastic, new and exciting learning opportunities. We already share our best practice with other schools. Our ICT infrastructure is first class and the strategic development of ICT is central to the learning and teaching agenda for the school. This is a major focus of the Continuous Professional Development (CPD) programme to make sure that our staff have the skills to deliver new courses and to deliver learning in new and innovative ways. We are focussed on developing our students' ability to learn how to learn and we respond in a structured way to the individual needs of learners. Within this context we are always exploring new approaches to learning for both students and staff. At PGS we are researching and developing the very best pedagogical practice to ensure that Penistone is a flagship for innovation and creativity.

We are a vibrant, oversubscribed 11 to 18 comprehensive school with excellent GCSE results across all subjects; we are recognised as one of the highest performing schools in the region in terms of Key Stage 4 outcomes. Our A level results and destinations are equally impressive, with the school placed in the top 25% in the country and over 95% of students gaining entrance to their preferred choice of university in 2025.

Our school culture is built around our 5 Core Values: Aim High, Be Determined, Be Kind, Be Proud and Be Supportive. We are also extremely proud of our Values Driven approach. Our last Ofsted inspection was very positive, confirming that we are securely 'good' in every category.

We have a great deal to offer, we are a happy educational community where the quality of relationships is of paramount importance for both our students and staff. You will be part of an excellent staff team whose aim is to deliver the highest quality learning opportunities for our students and to ensure that they achieve at the highest possible level. We will support your professional development and work with you in the achievement of your professional objectives.

You will work hard if you join us, but the rewards will be great. We hope you are creative, energetic, skilled, knowledgeable and innovative. We hope you will help us to take our school forward to become truly outstanding in every respect.

We look forward to receiving your application and thank you for the interest you have shown.



# Second in Department: Social Sciences

Penistone Grammar School, Huddersfield Road, Sheffield, S36 7BX  
01226 762 114 - [www.penistone-gs.uk](http://www.penistone-gs.uk) - @PenistoneGS



We have a TLR opportunity to join our amazing social sciences team which consistently sees excellent results from our Post 16 students. For an exceptional candidate there is also a possibility of a recruitment and retention payment.

Penistone Grammar School is recruiting for a Second in Department for Social Sciences who has the enthusiasm and drive to join this high performing department and contribute to its ongoing success.

**Contract:** Full Time  
**Salary Range:** MPS/UPS with TLR2 (£3526 per annum)  
**Start Date:** September 2026

## About the department:

The Social Science department offers Sociology at KS4, and Criminology, Psychology and Sociology at KS5. The ability to be able to offer two (or more) of these subjects would be advantageous. The Social Sciences are popular KS5 options with around 60% of students studying either Criminology (13%), Psychology (36%) or Sociology (10%). Outcomes for KS5 are always excellent with progression in the top 10% of the country.

## About the role:

You will be a teacher or leader of Social Sciences who has the determination and enthusiasm to make a difference in the life of each and every student you work with. You will share our vision and will have the ability to inspire our young people to achieve more than they believe is possible. You will either have TLR experience or be excited at the prospect of taking on a TLR responsibility as Second in Department. You should have previous experience of teaching with a proven track record at KS5 with the ability and willingness to teach Criminology (KS5) and either Psychology (KS5) **and/or** Sociology (KS4 and KS5)

## About our school:

Our school culture is built around our 5 Core Values: Aim High, Be Determined, Be Kind, Be Proud and Be Supportive. We are also extremely proud of our ambition to achieve excellence through a values driven education. We are a vibrant, oversubscribed 11 to 18 comprehensive school with excellent GCSE results across all subjects and are recognised as one of the highest performing schools in the region in terms of Key Stage 4 outcomes. Our A level results and destinations are equally impressive, with the school placed in the top 10% in the country for the last 3 years of validated outcomes, with over 90% of students gaining entry to their preferred choice of university in 2025.

We are committed to professional development for all staff, regardless of role. We have an innovative teacher development programme, which truly empowers teachers to take control of their own professional development through a supportive peer-coaching model. Regardless of what point you are at in your career and whatever your aspirations may be, Penistone Grammar School can support you to achieve them.

As a school, we pride ourselves on evidence informed practice, consistently high standards of teaching and learning, and a commitment to the success of all students, both academically and pastorally. If you share our vision, we want you to be part of our team.

## Who can I speak to for more information?

For an application pack and to apply, please visit [Hays Education - Penistone Grammar School](https://www.hayseducation.com/penistone-grammar-school). For any questions about the post or Penistone Grammar School, please contact our recruitment partner at Hays Education – Julia Peat – on 0114 272 1470 or email [Julia.peat1@hays.com](mailto:Julia.peat1@hays.com)

**The closing date for receipt of completed application forms is Monday 9<sup>th</sup> March 2026 at 10.00am.**

Interviews will be held on 16 March 2026





# JOB DESCRIPTION

Penistone Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

<b>Post Title</b>	<b>SECOND IN CURRICULUM AREA</b>
<b>Responsible to</b>	CURRICULUM AREA LEADER
<b>Responsible for</b>	Progress of Pupil Premium and SEND students. Other responsibilities in line with school and department priorities
<b>Line management responsibilities</b>	<i>(No line management responsibility)</i>

## Shared function of all Seconds in Department at Penistone Grammar School

- Lead by example, at all times, in terms of our Values Driven Education Culture
- Actively communicate the school's vision embodied in the 5 core values
- Raise aspiration, embed ambition and drive improvement by ensuring the highest quality provision and outcomes
- Maintain the highest possible personal and professional standards, leading by example at all times, following the PGS leadership behaviours.
- Implement consistently, effectively and fairly, all policies and procedures generally and specifically in relation to equal opportunities, inclusion and safeguarding
- Actively promote the school's vision, ethos and values internally and externally
- Act as a role model to fellow colleagues and students at all times

	Main Duties	Associated Outcomes
<b>Standards of Achievement</b>	To support the Curriculum Area Leader with aspects of the following: <ul style="list-style-type: none"> <li>• The quality of teaching</li> <li>• The progress of all groups of students in all year groups</li> <li>• Analysis of data to inform support and intervention</li> </ul>	Top 10% nationally for progress and attainment.
<b>Accountability</b>	To support the Curriculum Area Leader with aspects of the following: <ul style="list-style-type: none"> <li>• The quality of teaching</li> <li>• The progress of all groups of students in all year groups</li> <li>• Analysis of data to inform intervention</li> </ul>	All students make the required progress and the Curriculum Area staff follow all agreed policies and protocols
<b>Teaching and Learning</b>	To support the Curriculum Area Leader with aspects of the following: <ul style="list-style-type: none"> <li>• Quality assurance and self-evaluation</li> <li>• Monitoring the progress of the department against targets and SIP</li> <li>• Ensure positive progress of SEND, Pupil Premium students</li> <li>• Ensuring assessment processes are rigorous, accurate and standardised</li> <li>• Ensuring that data is used accurately to improve teaching and raise attainment</li> </ul>	All teachers in the subject area(s) are fully committed to developing teaching practice.



	Main Duties	Associated Outcomes
<b>Management of the Curriculum Area</b>	<p>To support the Curriculum Area Leader with the following:</p> <ul style="list-style-type: none"> <li>• To ensure consistent high-quality teaching and learning by:</li> <li>• Ensuring staff have the strategies to support and challenge key groups of learners (SEND, Pupil Premium)</li> <li>• Preparing, monitoring and evaluating schemes of learning to ensure that they reflect national curriculum/examination requirements</li> <li>• Promoting a climate for learning that inspires and students pay attention and actively participate</li> <li>• Ensuring that literacy, numeracy, cultural capital and careers in the curriculum are appropriately planned for and delivered</li> <li>• Ensuring the values driven expectations policy is implemented effectively</li> <li>• Developing the use of ICT to enhance students' learning</li> <li>• Undertaking rigorous QA in line with the school's policies and procedures which includes work scrutiny to ensure that the school's marking and assessment policy supports students' progress</li> <li>• Implement an enrichment programme which inspires a love of learning and thirst for knowledge in our students</li> </ul>	<p>The Curriculum Area is professionally managed and cost effective.</p> <p>Career progression for staff is recognised and actively supported</p>

## REVIEW ARRANGEMENTS

The details within this job description were revised in February 2025 and will be reviewed annually.





# EMPLOYEE SPECIFICATION

Penistone Grammar School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

Post Title	<b>SECOND IN CURRICULUM AREA</b>
Responsible to	CURRICULUM AREA LEADER
Responsible for	<i>(No line management responsibility)</i>

EXPERIENCE	Essential	Desirable
Teaching secondary age students across the age and ability range	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Teaching subjects within the curriculum across the age and ability range	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Setting appropriate learning targets for students	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tracking student progress against targets	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Differentiating work for those students with SEN	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Developing resources/schemes of work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Developing strategies for stretching the most able	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Contributing to department inset on aspects of delivery	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Experience of implementing intervention strategies	<input type="checkbox"/>	<input checked="" type="checkbox"/>

QUALIFICATIONS AND TRAINING	Essential	Desirable
Qualified teacher status	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Good qualifications in a related subject at GCSE, A level and degree level	<input checked="" type="checkbox"/>	<input type="checkbox"/>
ICT literate	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Evidence of further professional development	<input checked="" type="checkbox"/>	<input type="checkbox"/>

LEADERSHIP AND MANAGEMENT	Essential	Desirable
Experience of leading innovation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Experience of leading inset and/or training	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Experience of coaching and/or mentoring colleagues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Experience of leading and managing a whole school initiative	<input type="checkbox"/>	<input checked="" type="checkbox"/>

TEACHING AND LEARNING	Essential	Desirable
Sound subject knowledge within the curriculum area	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to teach GCSE and A Level	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A willingness to use a range of teaching and learning techniques	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Aim High



Be Determined



Be Kind



Be Supportive



Be Proud

An awareness of equal opportunity issues in teaching	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to set and assess learning tasks that are appropriate to each student for classwork and homework	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to maintain a safe, stimulating, efficient learning environment which is enlivened by relevant regularly changing displays	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to follow the curriculum area's schemes of work and home learning schedules and be involved in regular updating and review	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to assess, monitor and report students' progress in line with agreed whole school policies	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to keep adequate records on students in your charge	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Enable all students to achieve according to their potential	<input checked="" type="checkbox"/>	<input type="checkbox"/>
IT skills and their application to teaching and learning	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Awareness of development in approaches to assessment	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Awareness of Assessment for Learning strategies	<input checked="" type="checkbox"/>	<input type="checkbox"/>

ADDITIONAL FACTORS	Essential	Desirable
A thorough understanding of the requirements of the role	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A commitment to the ongoing development of Penistone Grammar School	<input checked="" type="checkbox"/>	<input type="checkbox"/>
The ability to work as a member of a team	<input checked="" type="checkbox"/>	<input type="checkbox"/>
An enthusiasm for the subject	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A willingness to contribute to school life beyond the curriculum area, in extra-curricular and enrichment activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A willingness to share information and expertise	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Honesty and reliability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A flexible approach to accommodate the changing needs of the school	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A positive attitude	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A willingness to lead by example	<input checked="" type="checkbox"/>	<input type="checkbox"/>

