






Ark Soane Academy

Head of Geography

-  **Location:** Acton, London – a five-minute walk from Acton Town tube station
-  **Contract:** Full-time hours, permanent
-  **Start date:** January 2025
-  **Salary:** MPS £37,667 - £48,857 plus TLR 2 (UPS applicants also considered)
-  **Closing date:** Applications will be considered on rolling basis and early applications are advised
-  **Interviews:** TBC

Opportunity for an exceptional candidate to lead our highly successful Geography department, shaping a new Ark secondary school in Ealing.

Ark Soane Academy is a new secondary school in Acton which opened in 2021. We will have 720 students in Years 7-10 from September 2024 and will be launching our GCSE programmes for the first time.

Ark Soane seeks to redefine what is possible in education. Our model is “simplicity delivered expertly”: by delivering an immaculately planned and highly academic curriculum exceptionally well; and by providing our students with a compelling aspiration-raising ethos we seek to transform the future of students in a highly deprived community.

Behaviour at Soane is exemplary enabling you to deliver exceptional lessons. Students are entirely bought-in to the values and ethos of the school and know that they are fortunate to attend a school where the quality of education is exceptional and where love, warmth, respect and the highest standards permeate every interaction. Students are a pleasure to teach and you can always expect a “thank you miss” when students leave your classroom.

Leaders at Soane prevent unnecessary demands on teacher time – meetings, marking and administrative tasks are minimised to ensure teachers can be highly effective. The curriculum and resourcing ensure that teachers rarely plan alone: staff time is used where it is most valuable: working as a team to implement the curriculum for the students in our classrooms.

We are a community of professionals learning together who believe we can all become exemplary teachers. We have a truly open-door culture where frequent low-stakes feedback is the norm. We value the input of all of our staff and collaborate to ensure the academy continues to improve as it expands. We frequently host teams of domestic and international educators who come to learn from us and help us shape our provision.

Ark Soane Academy is part of Ark, one of the UK’s most successful school groups, with a network of 37 schools in 4 locations across the country.

As a proud member of the network, we offer:

- Twice as many training days as standard
- Weekly staff training designed to meet the needs of the school
- Coaching for every teacher
- Protected co-planning time
- Access to high-quality, regular professional development
- Opportunities to collaborate with colleagues across the network.

The role:

We are recruiting an exceptional candidate as Head of Geography, to support the growth of a genuinely transformational school. The candidate will lead a very strong geography department and will ensure that the geography department continues to embed the school vision.

The successful candidate will have the opportunity to grow with the school. They will be supported in their development and preparation for future roles. We will provide one-to-one support, coaching and access to extensive network training.

You will:

- Have an unwavering determination to deliver excellence for students from all starting points
- Share the Ark Soane beliefs, vision and mission and be aligned with the Ark six pillars underpinning it
- Be committed to Ark’s ethos of high expectations for every student in both academic achievement and personal development
- Be committed to continually improving classroom practice and raising attainment
- Manage behaviour effectively to create a positive, calm and purposeful climate for learning
- Have the drive, skills and resilient character required to help develop a new school
- Combine subject matter expertise with a passion for teaching your subject
- Be reflective about the Academy and committed to securing its continued development
- Value and support practices driving continued progress across the network of Ark schools





Head of Geography Information Pack

Thank you for your interest in joining Ark Soane Academy. Our ambition is to provide an outstanding academic education for all our students to enable them to live happy and fulfilled lives and to be the drivers of their own destinies.

Joining Soane now is a unique opportunity to become part of a thriving, collaborative and growing team who all hold the highest expectations of student behaviour and effort and are all deeply committed to the success of our students and of the school.

We are looking for an exceptional Head of Geography who cares deeply about the students they teach and are prepared to hold students to account with strictness and warmth. You can look forward to joining a great working environment where students are bought in to the school's ethos and typically work with great enthusiasm, diligence and gratitude towards their teachers.

You can look forward leading an exceptionally warm, collaborative and experienced department. You can expect the highest levels of dedication and commitment from your students and unwavering support from the geography department and the school leadership team in securing this.

Our staff are committed subject experts and are given the capacity and the training to ensure that their curriculum delivers knowledge-rich mastery through effective planning and intellectual preparation. In geography our curriculum is based on Ark's Curriculum ensuring that the department's time is used where it is most valuable: working as a team to implement the curriculum for the students in our classrooms.

We believe that every member of staff deserves to be developed, and routine coaching for all staff underpins student progress. If you join us you can look forward to being part of a team where your time and professionalism are highly valued and where your voice is welcomed in shaping the future direction of the school.

For more information about our school, please visit: www.arksoane.org. To arrange a confidential conversation with the Principal about a role in the school, please contact Secretta Clarke (hr@arksoane.org) or phone 020 81615579.



Job description



As Head of Geography, you will lead, develop and manage the effective delivery of an outstanding curriculum, which prioritises knowledge acquisition and recall enabling the highest level of student progress and attainment. You will lead the development of the department and ensure that teaching and learning remain exceptional while promoting a strong school culture within a nurturing and rigorous environment.

Key Responsibilities

Leadership and Management:

- Lead, develop and line manage the department's staff through the provision of CPD, inset training days, supervising NQTs, ITT students and support staff
- Monitor, evaluate and continually improve the quality of planning, teaching, and assessment of all members of the subject team
- Manage the departmental budget and resources effectively and efficiently
- Lead behaviour management in the department, securing strong routines for learning, consistent with the academy's policy, and liaising with tutors and parents when necessary
- Develop strong partnerships and ensure regular communication with parents and carers

Improving Teaching & Learning:

- Plan, deliver, monitor and evaluate curriculum and enrichment provision
- Model outstanding teaching and lead collaborative planning ensuring development of excellent and consistent departmental resources
- Be responsible for tracking student progress, analysing all relevant data to make data-driven changes to the curriculum design and intervention strategies and using the data to monitor the performance of geography staff

- Be accountable for student progress in geography at all keystages and ensuring that progress in public examinations places the department amongst the highest nationally
- Monitor the work of the department through rigorous and regular lesson observations, work scrutinies and student voice, and provide detailed, constructive feedback
- Monitor the identification of and provision for students with individual needs
- Participate actively throughout the network, by attending relevant meetings, and, as appropriate, delivering network-wide training and initiatives
- Work with colleagues, students and families to develop a strong school community

Other

- Actively promote the safety and welfare of our children and young people and promote a healthy work-life balance for your team
Ensure compliance with Arks data protection rules and procedures
- Liaise with colleagues and external contacts at all levels of seniority with confidence, tact and diplomacy
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required
- This job description is not an exhaustive list and you will be expected to carry out any other reasonable tasks as directed by your line manager

Person specification

Qualification criteria

- Strong A Levels or equivalent
- Qualified to degree level and above — preferably in geography or a closely related discipline
- Qualified to teach and work in the UK

Experience

- Mastery of and enthusiasm for geography
- Knowledge of the national secondary education system, examinations and curriculum
- Excellent understanding of both subject and general teaching pedagogy
- Experience of reflecting on and improving teaching practice to increase student achievement
- Experience of interpreting student data to drive lesson planning and student progress
- Experience of raising attainment in a challenging environment
- Experience of leading successful enrichment which inspires and motivates learners
- Effective and systematic behaviour management

Personal Characteristics

- Genuine passion for and a belief in the potential of every student
- Vision aligned with Ark Soane's high aspirations and high expectations of self and others
- Effective team worker and leader
- Excellent interpersonal, planning and organisational skills
- Motivation to continually improve standards and achieve excellence
- Reflective practitioner, open to feedback and training to establish outstanding classroom practice
- Acts as a role model to staff and students
- Commitment to, and understanding of, professionalism in line with the National Teaching Standards

Other

- Can develop and maintain effective working relationships with parents and the wider community
- Ability to work collaboratively with partner stakeholders, agencies and peers in the Ark network
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced Disclosure and Barring Service disclosure

For more information about our school, please visit: www.arksoane.org. To arrange a confidential conversation with the Principal about this role, please contact Secretta Clarke (hr@arksoane.org)

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process which will include questions about safeguarding. This process is outlined [here](#), but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.



Ark Soane
Academy

Ark Soane Academy
Gunnersbury Lane, London W3 8EA
☎ +44 (0)20 7430 8876
✉ info@arksoane.org
🌐 arksoane.org
🐦 [@ArkSoaneAcademy](https://twitter.com/ArkSoaneAcademy)