



Head of Geography Job Description

Start Date: 1st September 2024

Salary: Main scale + TLR 2B

Location: Ark All Saints Academy

ARK All Saints Academy opened in September 2013 with an intake of 120 year 7 scholars and is now an established and successful school off 600 scholars from years 7-11. Our staff team is deeply committed to the academy's future, and looking to create a vision for success, a culture of academic achievement and a nurturing environment in which students can thrive. A Church of England school whose only admission criteria is on distance, we welcome students of all faiths and none and we expect all members of staff to support and uphold the moral ethos of our academy.

We are now looking to appoint a **Lead Teacher of Geography** to join our school. We are looking for an inspirational teacher who can lead our Geography department towards 'Outstanding'.

Our ideal candidate will:

- Be passionate about teaching Geography and committed to achieving excellent results for their students
- Demonstrate high levels of ambition and optimism regarding what the academy and its students can achieve
- Have experience of working in a challenging classroom environment, implementing and developing schemes to improve behaviour
- Have experience of leading or coaching and mentoring other colleagues
- Have experience of improving the teaching and learning of their subject through classroom delivery, schemes of work and extra-curricular activities
- Be committed to Ark's ethos of high expectations and no excuses.

In return, we offer outstanding professional development and training, attractive remuneration and a range of benefits including reduced gym membership and large retail discounts. Your development as a teacher will be supported by the expertise of the senior leadership team and colleagues across the Ark network.

If you are seeking a challenging and highly rewarding position, enriching the lives of our students, we would be delighted to hear from you.

We value diversity and are committed to safeguarding and promoting child welfare. The successful candidate will be subject to DBS and any other relevant employment checks.

The Role

As Lead Teacher, you will lead, develop and manage the effective delivery of an outstanding curriculum which enables the highest level of student progress and attainment. You will lead the professional community of Geography teachers to ensure high attainment of Geography across the school.

Key Responsibilities

Leadership and Management of the Subject Team

- Build and lead a high performing team
- Support, develop and line manage the department's staff, through the provision of CPD, inset training days, supervising NQTs, ITT students and support staff, etc.
- Monitor, evaluate and continually improve the quality of planning, teaching, and assessment of all members of the Geography team
- Manage departmental budget, resources and learning environment
- Lead behaviour management in the department, securing strong routines for learning, consistent with the school's policy, and liaising with tutors and parents when necessary
- Develop strong partnerships and ensure regular communication with parents.

Improving Teaching and Learning

- Be accountable for student progress in Geography across the school at all key stages, ensuring that all students achieve results in line with, or better than, value-added predictions.
- Lead joint practice development across the department subject teams, ensuring that outstanding practice is shared with all staff in the department and the wider school
- Model outstanding teaching and lead collaborative planning and development, including the sharing of resources and best practice within the department
- Monitor the work of the department through rigorous and regular lesson observations, work scrutinies, and provide detailed, constructive feedback
- Monitor the identification of and provision for students with individual needs, and develop differentiated learning and teaching methods and schemes of learning
- Liaise with other department heads on a regular basis to ensure curriculum and learning goals are met across all subject areas and to exploit cross-year and cross-curricular links
- Keep up to date with any changes in learning and teaching related to Geography, DfE guidance, assessment regulations, etc. and ensure staff are kept informed

Curriculum and Assessment

- Be responsible for maintaining and tracking student progress across the department, 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 subject staff
- Plan, deliver, monitor and evaluate the curriculum provision and enrichment for all year groups within the department

- Predict student outcomes and set ambitious targets

Teaching Responsibilities

- Set high expectations so that all students are inspired, motivated and challenged to reach their full potential, and in doing so meet their progress and attainment targets
- Plan and teach well-structured, differentiated lessons that are aligned to the school and/or network curriculum and cultivate every student's intellectual curiosity
- Use data to inform teaching and learning, identify areas for intervention and provide feedback to students, staff and families in order to promote progress and outcomes
- Manage behaviour effectively to create a safe, respectful and nurturing environment so that students can focus on learning
- Work collaboratively with both school and network colleagues as a committed team member, building successful, high performing teams
- 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

- Carry out other reasonable tasks as directed by Director of Humanities

Person Specification: Lead Teacher of Geography

Qualification Criteria

- Qualified to teach and work in the UK
- Degree in Geography or related subject

Knowledge, Skills and Experience

- Experience of raising attainment in a challenging classroom environment
- Experience of leading a team and/or developing others
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating Schemes of Work
- Experience of improving the quality of teaching and learning through the development of schemes of work and high quality resources
- Experience of leading successful enrichment which inspire and motivate learners.
- Experience of interpreting complex student data to drive lesson planning and student progress
- Excellent understanding of both subject and general teaching pedagogy
- Mastery of and enthusiasm for Geography
- Effective and systematic behaviour management
- Knowledge of the national secondary education system, examinations and curriculum

Personal Characteristics

- Genuine passion for and a belief in the potential of every student
- Deep commitment to Ark's mission of providing an excellent education to every student, regardless of background

- Excellent interpersonal, planning and organisational skills
- Resilient, motivated and committed to achieving excellence
- Reflective and proactive in seeking feedback to constantly improve practice
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
- Commitment to and understanding of professionalism in line with the National Teaching Standards

Other

- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check.

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. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.