**School Advert**

**JOB TITLE: 2ic Geography**

**LOCATION: Eastbury Community School**

**CONTRACT TYPE: Full Time**

**CONTRACT TERM: Permanent**

**START DATE: January 2024**

**CLOSING DATE: Friday 29 September 2023**

**INTERVIEWS: Monday 9 October 2023**

**SALARY SCALE: MPS/UPS incorporating Inner London Allowance + TLR2A £3,017**

**STATUS: Roll 2100 (Oversubscribed)**

**About Our School:**

This is an excellent opportunity for a committed and innovative individual, in a successful, well ordered, and inclusive 3-19 all through school. We are at the heart of an ethnically diverse community in East London, an area undergoing significant regeneration and building affordable homes. We are a successful school, where academic outcomes and character development are at the heart of everything we do. We believe our students can achieve and give them the opportunities to realise their potential. We have just celebrated excellent results in our return to public examinations, with many pupils achieving top grades at both GCSE and A level. We foster a collaborative culture where talented individuals are empowered to produce their best work in brand new purpose built accommodation.

**Find out more about a career at ECS here:** [**Join Our Community**](https://www.eastbury.bardaglea.org.uk/Work-for-Us/index.asp)

**About The Role:**

We are seeking a well-qualified, ambitious professional who is motivated to make a difference to the life chances of our young people. The successful candidate will:

* Be a dedicated team player who is committed to the happiness, well-being, self-esteem and progress of everyone at the school
* Be able to teach students of all abilities and demonstrate passion and enthusiasm
* Be able to and willing to make contributions to both the department and to the wider school community

**How To Apply:**

For full details of the post and an application form, please visit the school website [www.eastbury.bardaglea.org.uk](http://www.eastbury.bardaglea.org.uk) and return the application form to the Headteacher’s PA, Karen Dunnell kdunnell@eastbury.bardaglea.org.uk.

Eastbury Community School is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks including enhanced DBS checks. **CVs are not acceptable and will not be considered.**

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**Geography Department Information**

**Curriculum Overview**

Geography at Eastbury Community School offers a wide ranging and enriching curriculum that incorporates our key values of:

**Excellence -** An Eastbury Geographer will develop a curiosity about the complexities of human and physical processes, and the interrelationships between them. Our rigorous curriculum focuses on inclusivity by studying range of topics which relates to current affairs across the wider world to local issues.

**Collaboration -** Our departments ethos is centred around equality and diversity. Through our broad curriculum students will become more resilient and collaborative individuals who will develop topophilia and a willingness to steward our natural environment and envision a sustainable future.

**Success -** Throughout their school journey, geography students will become independent and resilient learners through the delivery of our guided revision and learning strategies. By the time they leave school students will feel confident in expressing their ability to be global citizens.

**Department overview:**

The successful candidate will be joining a dedicated, collaborative and supportive team who build confidence and trust in their staff through autonomy and combined working within the school and wider area. The forward-thinking department uses current global and local issues to inform curriculum design with a focus on diversity and inclusion. The head of department was recently featured in an independent news article on how teachers are navigating the current conflict in the Ukraine. The department has had a successful year with 72% of pupils at GCSE achieving grades 9-4, and 25% achieving 9-7. This was also echoed at A level with 82% achieving A\*-C grades. The department advocates fieldwork with trips locations including those around London, Essex, Wales, Devon and Somerset in recent years.

*“Eastbury Community Secondary (ECS) school was my first placement on my geography PGCE. I started training here in October 2022 and from my very first day in the school I was made to feel very welcome. ECS really has a genuine warm community feeling throughout the school, students and teachers all work together in agreement. Moving around the school, all staff are polite and friendly. In my first week at ECS I already began to feel a sense of belonging.​ The geography department really strive to deliver content in a way that is relatable and relevant, making learning accessible for all students. Essentially, the department are decolonising the curriculum and allow students to identify with geography on a personal level by learning more about their own countries.”*

 **Vanessa Babanawo – newly appointed geography teacher**

**Applicant Information**

* All applications will be seriously considered. We are a very diverse school and welcome applications from across the community.
* The appointment is for a person who is organised, has a passion for teaching and will make an active and enthusiastic contribution to the department.
* The successful applicant will be committed to high quality teaching and learning and promoting outstanding progress for all students.
* The successful candidate will ensure that lessons are planned and delivered in a dynamic and engaging way.
* The person appointed will be expected to work well within a team, have a good sense of humour, and be a reflective practitioner who looks to improve their own practice.

**Job Description**

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| **Post Title:** |  | **2iC Geography** |
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| **Purpose:****Leadership:****Management** |  | ***Core purpose:***To support the HoD by providing proactive professional leadership and management of the department / area in order to secure and maintain high quality teaching, effective use of resources and improved standards of learning and achievement for all students in the curriculum subject / area.* To support the raising of standards of student attainment and achievement within the whole curriculum area and to monitor and support student progress.
* To be accountable for student progress and development within the subject area.
* To support the HoD in developing and enhancing the teaching practice of others.
* To work alongside the HoD to ensure provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the curriculum area, in accordance with the aims of the school and the curricular policies determined by the Governing Body and Headteacher of the school.
* In the absence of the HoD, to act, as a Curriculum Lead and be responsible for leading and developing this area.
* To develop and enhance the teaching practice of others.
* To monitor and support, alongside the HoD, the overall progress and development of students as a manager within the curriculum area and as a Form Tutor.
* To embody the strategic direction of the subject / area in the school and community.
* To contribute to keeping the school informed of the characteristics of high-quality teaching and learning, and the main strategies for improving and sustaining high standards of teaching, learning and achievement for all students with particular reference to the area of responsibility.
* To represent the subject via line manager to SLT / Leadership group to keep them informed and up to date of the implications of any statutory requirements and other LEA/ DfES / LSC guidance; and agree whole school support and appropriate allocation of resources human and otherwise.
* To use comparative data, together with information about students’ prior attainment to establish benchmarks and set targets for student / teacher improvement within the particular area for which the post-holder has responsibility.
* To act as an advocate for the subject / area both outside and inside school
* To work with the HoD to prepare and write all development plans /bids associated with the subject / area,
* To make a significant contribution to the vision relating to the subject / area and school.
* To work alongside the HoD in ensuring that there is provided clear direction (through a subject / area handbook and chairing meetings) so that all staff can contribute to subject / area and whole school improvement.
* To lead the subject in developing systems for behaviour for learning and contribute to whole school strategies.
* To advise on and help implement any parts of any relevant capital programme
* To provide quality assurance for the subject / area by monitoring progress towards meeting targets and developing / adopting intervention policies where appropriate especially in reference to the designated areas of responsibility.
* To support the HoD in organising and leading the monitoring of teaching and learning in the subject / area with especial reference to any delegated subject area
* To ensure that student progress is effectively monitored especially in reference to the designated areas of responsibility.
* To support and assist in the training of teachers of the subject especially in reference to the designated areas of responsibility.
* To liaise with and help coordinate community partners to ensure the effective delivery of any community programme pertaining to the subject / area
* To investigate and to promulgate new pedagogies and technologies
* To ensure that a distinct ethos pertaining to the subject / area is apparent in the school and that it is maintained for the good of the subject/ area and the school
* To act as an engine for the sharing of good practice arising from the subject / area
* To attend events designed to support the development of the subject / area especially in reference to the designated areas of responsibility.
* To develop / implement short term measures aimed at enhancing student performance in the subject / area especially in reference to the designated areas of responsibility.
* To organise and lead the delivery of teaching and learning in the subject / area (timetable organisation and effective schemes of work in place).
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| **Reporting to:** |  | Assigned Line Manager & HoD  |
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| **Responsible for:** |  | Other teaching staff and other relevant personnel within the department. |
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| **Liaising with:** |  | Head/Deputies/Assistants, other Heads of Department/2ICs, Student Support Services and relevant staff with cross-school responsibilities, relevant non-teaching support staff, LEA staff, parents. |
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| **Working Time:** |  | 195 days per year. Full time |
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| **Salary/Grade:** |  | **TLR 2a** |
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| **Disclosure level** |  | Enhanced |
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| **Operational/ Strategic Planning** |  | * To work with the HoD on the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching and learning strategies in the department.
* To contribute to the day-to-day management, control and operation of course provision with the department, including effective deployment of staff and physical resources.
* To actively monitor and follow up student progress
* To implement School Policies and Procedures, e.g. Equal Opportunities, Health and Safety, COSHH, Accommodation Strategy, etc.
* To work with colleagues to formulate aims, objectives and strategic plans for the department which have coherence and relevance to the needs of students and to the aims, objectives and strategic plans of the School.
* To link with the other HoDs and 2iCs to ensure that the work in the curriculum area fully reflects the school's distinctive ethos and mission.
* In conjunction with the Network Manager/ SLT/ Director of ICT to foster and oversee the application of I.C.T. in the relevant Subject Area
* To ensure that Health and Safety policies and practices, including Risk Assessments, throughout the Department are in-line with national requirements and are updated where necessary, therefore liaising with the School's Health and Safety Manager.
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| **Curriculum Provision:** |  | * To liaise with the HoD, Deputy Headteacher / Assistant Headteacher Teaching & Learning to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the School Improvement Plan/School Evaluation.
* To work with the HoD to be accountable for the development and delivery of the subject.
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| **Curriculum Development:** |  | * To lead areas of curriculum development for the whole department.
* To keep up to date with national developments in the subject area and teaching practice and methodology.
* To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
* To liaise with the HoD in the development of Key Skills in the subject.
* To liaise with the HoD to ensure that the development of all aspects of the subject is in line with national developments.
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| **Staffing****Staff Development:****Recruitment/ Deployment of Staff** |  | * To be responsible for the efficient and effective deployment of any ancillary staff, e.g. the Department's technicians/support staff where relevant.
* To support the HoD in making appropriate arrangements for classes when staff are absent, ensuring appropriate cover within the department, liaising with the Cover Supervisor/relevant staff to secure appropriate cover within the department.
* To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with School procedures.
* To promote teamwork and to motivate staff to ensure effective working relations.
* To participate in the school’s ITT programme.
* To act as a positive role model.
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| **Quality Assurance:**(see relevant Quality Assurance Programme) |  | * To work with the HoD to ensure the effective operation of quality control systems.
* To work with the HoD to establish common standards of practice within the department and develop the effectiveness of teaching and learning styles in all subject areas within the department.
* To contribute to the School’s procedures for lesson observation.
* To work with the HoD to monitor and evaluate the curriculum subject/area in line with agreed School procedures including evaluation against quality standards and performance criteria.
* To seek/implement modification and improvement where required.
* To ensure that the subject's quality procedures meet the requirements of Self Evaluation and the Strategic Plan.
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| **Management Information:** |   | * To ensure the maintenance of accurate and up-to-date information concerning the subject on the management information system.
* To make use of analysis and evaluate performance data provided.
* In conjunction with the relevant line manager, to manage the subject's collection and use of data.
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| **Communications** |  | * To ensure that all members teaching the subject are familiar with its aims and objectives.
* To ensure effective communication/consultation as appropriate with the parents of students.
* To liaise with partner schools, higher education, Industry, Examination Boards, Awarding Bodies and other relevant external bodies.
* To represent the subject’s views and interests.
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| **Marketing and Liaison:** |  | * To contribute to the School liaison and marketing activities, e.g. the collection of material for press releases.
* To lead the development of effective subject links with partner schools and the community, attendance where necessary at liaison events in partner schools and the effective promotion of subjects at Open Days/Evenings and other events.
* To actively promote the development of effective subject links with external agencies.
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| **Management of Resources:** |  | * To work with the HoD in order to ensure that the Subject's teaching commitments are effectively and efficiently time-tabled and roomed.
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| **Pastoral System:** |  | * To monitor and support the overall progress and development of students within the subject.
* To monitor student attendance together with students' progress and performance in relation to targets set for each individual; ensuring that follow-up procedures are adhered to and that appropriate action is taken where necessary.
* To act as a Form Tutor when so directed and to carry out the duties associated with that role as outlined in the generic job description.
* To contribute to PSHE, citizenship and enterprise according to school policy.
* To ensure the Behaviour Management system is implemented in the subject so that effective learning can take place.
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| **Teaching:** |  | * To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.
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| **Additional Duties:** |  | * To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage and ensure staff and students to follow this example.
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| **Other Specific Duties**: |
| To continue personal development as agreed.To engage actively in the performance review process.To undertake any other duty as specified by STPCB not mentioned in the above.Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition. |
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| This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title. |

Headteacher: …………………………………………………

Teacher: ………………………………………………………

Date issued: ………………………………………………….

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| Person Specification MAIN PAY SCALE (MPS) TEACHER**We are seeking to appoint an effective colleague who:** | **Assessment:****A = Application****IT = Interview task****I = Interview****R = Reference** |
| 1. is passionate about their subject and is well qualified to degree level
2. has a PGCE or equivalent (or working towards)
3. is hardworking, well motivated and positive
4. has the ability to teach effectively in a socially disadvantaged area 11-19 (the ability / desire to teach in the Primary Phase is an advantage).
5. can communicate effectively with young people
6. is committed to collaborative planning
7. delivers well structured lessons with clear learning objectives
8. has secure knowledge and understanding of their subject(s), including being able to anticipate pupils’ common strengths and misconceptions
9. has appropriate and demanding expectations for pupils’ learning across the age and ability range
10. can assess how well learning objectives have been achieved and can use assessment for future teaching
11. can ensure the effective teaching of pupils and can secure progress towards their targets
12. communicates effectively with parents
13. understands the need to take responsibility for their own professional development
14. conducts effective working relationships with staff, parents / carers & pupils
15. understands the need to look after resources and use them effectively
16. has high standards and expectations of self and others
17. supports a collegiate management style
18. has a sense of humour
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