

Candidate Information Pack:

Head of Geography

Noel-Baker Academy

 @noelbakerlead



Role: Head of Geography

Salary: MPS/UPS + TLR 2b

Location: Noel-Baker Academy Derby

Contract Type: Full time

Contract Term: Permanent

Start Date: September 2021

Closing Date: 21/05/21

The Opportunity:

Do you believe that all children, no matter their background, needs or aptitudes are entitled to learn the best that has been thought and said?

We are seeking to appoint a Head of Geography with a passion for ensuring that all children have access to a high-quality curriculum. The successful candidate will be required to teach across the full age and ability range of the school and will work alongside the Curriculum Director for Humanities to coach and mentor the humanities team with a focus on improving the quality of teaching and learning across all aspects of humanities.

We welcome applications from experienced teachers looking to take the next steps in their career, the successful candidate will be someone who aspires to lead and contribute to the wider curriculum area and who has an excellent grounding in research informed practice. They will be someone who is passionate about the power of an excellent geography education to transform lives and enrich students' understanding of the world around them.

The Academy:

Noel-Baker Academy

Noel-Baker Academy is a rapidly improving school centred around a dedicated team of people who are working together to achieve our mission of delivering an unashamedly academic and knowledge rich education to our students.

Everything we do at NBA is underpinned by our passionate belief that outstanding schooling is the right of every child, and a determination that such a vision is achievable. We believe in and aspire to provide an inclusive education for all. That is, high expectations of and for all pupils, an insistence on excellent behaviour, equal access to an academically rigorous curriculum taught by highly skilled subject specialists and a sharp focus on high value enrichment opportunities that will enable all students to excel. We will never accept that family background, socio-economic circumstances or prior attainment will inevitably limit young people's potential and so the profile of our intake will always be a reason for our provision, and never an excuse for our outcomes.



Our students are entitled to the very best breadth and depth of provision and we are unapologetically ambitious for every student, no matter what their background, prior attainment or needs.

This vision is underpinned by a wider set of core principles.

Lead (to show the way; to be first or foremost):

- We are compassionate, considerate and kind.
- We welcome and value all members of our community and expect all members of our community to work with us to play an active part in our children's education.
- We encourage each other, and we celebrate our successes.

Empower (to give power to; to enable):

"I am the master of my fate, I am the captain of my soul"

William Ernest Henley (1849-1902)

- We teach our students to take responsibility for themselves.
- We insist on excellent behaviour and learning habits.
- We know that factual knowledge is a prerequisite for deep understanding: that the more you know, the more you are able to learn and understand.
- We have an unrelenting focus on hard work, commitment and perseverance.

Achieve (to accomplish; to get or attain by effort):

- We believe that all children are entitled to learn "the best that has been thought and said," and that our students are the inheritors of the greatest ideas, written texts and discoveries of the past.
- Our purpose is to provide a rich education that will allow our students to achieve excellent qualifications and become thoughtful, educated and well-rounded young adults.

Drive (to cause and guide progress; to impel forward):

- We know that success takes hard work.
- We know that effort, practice and revision develop expertise and intelligence

Our Academy is a warm and friendly place to work. We value our staff and believe that we are starting out on a journey that will transform our school and the lives of our pupils for the better.

If you want to be part of a team of people who are working together to achieve a shared vision, where you are free to teach "the best that has been thought and said," where classroom practice is underpinned by research informed pedagogical approaches and where you will be part of building a unashamedly academic and disciplined culture then we want to hear from you.

We are at the start of our adventure.

We know that we still have much to do.

We are looking for people who want to **LEAD**, **EMPOWER**, **ACHIEVE** and **DRIVE** our transformation.



We are looking for someone who:

- Loves their subject, has excellent subject knowledge and who wants to contribute to the development of an expertly sequenced knowledge rich curriculum built to rival the best in the country.
- Is an ambitious practitioner and who wants to make a real impact on further driving up standards.
- Is keen to play a key role in developing our whole ethos and who is fully aligned to our vision.
- Is personable, pragmatic and can energise and motivate students and colleagues alike.
- Has the highest expectations of what all students can and will achieve.
- Is committed to working as a part of a whole school team.

In return, the successful candidate will work in a school where:

- There are clear classroom routines, so time is not wasted
- There is a focus on feedback, not punitive marking
- There is a focus on student learning, not data input
- There is a centralized support team who, along with senior leaders, manage student conduct
- Curriculum areas and staff plan and work together
- Teachers are free to teach knowledge – “the best that has been thought and said”
- Teachers are encouraged to partake in weekly research discussions and the development of whole school strategy
- Staff are valued as professionals and experts in their field
- Weekly CPD time is built in to the school day to allow all staff to partake in educational research, subject knowledge development and deliberate practice of pedagogical approaches.

We encourage interested parties to visit the academy website to find out more about us, our ethos and our approach to curriculum and teaching and learning: <https://www.noelbakeracademy.co.uk/>

Arrange a visit:

Visits to the school are recommended and warmly welcomed. We recognise that this may be challenging during the current pandemic and where physical visits are not possible we're happy to arrange a virtual tour. To arrange a visit please contact Jane Bailey, PA to the Headteacher at janebailey@noelbakeracademy.co.uk

Selection Process:

Shortlisted candidates will be required to teach a lesson, take part in a formal interview and complete a written task.

When planning for this, please consider the guidance below.

The Task:

Exact details of the task will be provided pre-interview. In preparing for this aspect of the recruitment process we strongly advise candidates to consider what recent educational research they have read and how this has impacted on their practice.

The lesson:

We will be looking for:

- teaching that engages and includes all students with work that is challenging enough and that meets the students' needs;
- teachers who command the respect of their classes, set out clear expectations for students' behaviour and, where appropriate, start and finish lessons on time and manage teaching resources effectively;
- responses from students within the lesson that demonstrate sufficient gains in their knowledge, skills and understanding; including literacy and mathematics;
- teachers who monitor students' responses in lessons and adapt their approach accordingly;
- teachers that seek to assess the effectiveness of their own teaching and adapt accordingly;
- teachers who give the necessary attention to the most able, those with special educational needs, low-attaining students or those who struggle at school in their education.

Details of the class and the duration of the lesson will be provided pre-interview.

A projector and white board will be available. The class will be set out in rows, students will have their exercise books. If you require anything further please let us know in advance.

The interview:

The panel will consist of the Headteacher and the Curriculum Director for Humanities.

Person Specification:

CRITERIA	ESSENTIAL	DESIRABLE	TESTED BY
Qualifications			
Good honours degree	✓		A
Qualified teacher status	✓		A
Evidence of relevant continuing professional development eg. NPQML		✓	A
Shaping the future			
A clear working knowledge of how to lead curriculum development and manage innovation and change		✓	A, R, I
Successful experience of coaching or mentoring trainees/NQTs		✓	I
An effective communicator at all levels	✓		A, I
A strategic thinker		✓	R, I
The ability to generate a vision and influence others		✓	R, I
A clear working knowledge and understanding of the current OFSTED framework	✓		A, R, I
Teaching & Learning			
The ability to devise and implement strategies for raising achievement and for intervention strategies	✓		A, R
A clear understanding of different models of teaching and learning	✓		A, R, I
An outstanding effective classroom practitioner	✓		A, R, I
Knowledge of how children learn, develop and progress through the stages	✓		R, I
A clear understanding of assessment procedures	✓		A, R
An ability to recognise and encourage outstanding practice	✓		A, I
Developing self and working with others			
Experience of working in more than one key stage	✓		A, I
Experience of delivering INSET		✓	A, R
The ability to develop, empower and sustain teams and individuals		✓	R, I
The ability to give and receive effective feedback and act to improve personal performance	✓		R, I
Experience of making effective use of school to school support		✓	A
Managing the Organisation			
An understanding of the principals of effective management, delegation and organisation	✓		A, R, I
Experience of performance management		✓	A, R
The ability to prioritise and manage time effectively	✓		R, I
The ability to make decisions and act upon them	✓		R, I
Securing Accountability			
The ability to use a range of data to support, monitor and improve outcomes and standards	✓		A, R, I
Experience of effective school evaluation		✓	A, R
The ability to acknowledge excellence and challenge performance that is not yet good	✓		R, I
Strengthening the Community			
Experience of successful collaborative working with other organisations and agencies	✓		A, R, I



The ability to work effectively with parents and carers to support their children's learning	✓		A, R, I
The ability to listen to, reflect and act on community feedback	✓		A, R
Personal Qualities			
Stamina	✓		R
Excellent interpersonal skills	✓		R, I
High expectations and aspirations	✓		R, I
Level headedness	✓		R, I
A sense of humour	✓		R, I
Motivation and drive	✓		R, I



L.E.A.D. Academy Trust

L.E.A.D. Academy Trust comprises of twenty five academies across Nottingham, Leicester, Derby, Lincoln and Sheffield. Our philosophy is to; lead, empower, achieve and drive.

At the heart of our Trust is the development of outstanding leaders. We empower individuals in our schools to provide the highest quality education, enabling every pupil to realise their full potential. We have also been recognised by Ofsted as a leading academy sponsor, securing rapid and sustainable improvement through the research and application of best practice across operational areas.

The combination of autonomy and collaboration across key areas of leadership and management underpinned by shared vision, values and best practice positions L.E.A.D. as a truly unique Academy Trust.

To view our 'L.E.A.D. Family Brochure' please visit:

www.leadacademytrust.co.uk

To see the wonderful achievements, proud moments and diverse events happening across our Trust please follow our twitter account:

@LEADAcadTrust



Our Leaders

One of the core priorities for the L.E.A.D. Academy Trust is the development of outstanding school leaders. We are dedicated to providing an organisation which will:

- develop inspirational school leaders for the future through high quality recruitment, professional development and coaching;
- invest in joint training, peer coaching, sharing good practice and professional dialogue in a climate of trust;
- continually improve, exploring new ways of working, alternative curriculums and innovation;
- strategically plan to produce the next generation of high quality school leaders.

The L.E.A.D. Teaching School Alliance

The L.E.A.D. Teaching School Alliance is a dynamic, cross-phase collaboration of schools committed to harnessing, nurturing and sharing the specific skills and attributes required to teach and lead in areas with diverse pupil populations. Everything we do in our schools is about providing children with an outstanding, broad and balanced education.

Our innovative Initial Teaching Training (ITT) route aims to increase the number of quality teachers in our schools. In addition, we offer a range of high quality Continuing Professional Development (CPD) for staff at all levels and tailored school-to-school support. We are keen to nurture and grow staff across our alliance and offer a range of opportunities to develop the leaders of tomorrow. By working in partnership with The University of Nottingham and other regional Universities, we are also creating a research culture within our alliance that will impact positively on teaching, learning and the achievement of young people.





Our Support

We provide a range of high quality, professional services to schools in nine core areas:

Financial Management

Project Management

Procurement

ICT Management

Human Resources

Leadership Development

Legal Support

Governor Support

Education





How to Apply

Please send a completed application form and covering letter, with a supporting CV if you wish to:
vacancies@noelbakeracademy.co.uk

Closing Date: 21/05/2021

Applications will be reviewed upon receipt therefore shortlisted candidates may be contracted in advance of the closing date.

The L.E.A.D. Academy Trust is committed to safeguarding and promoting the welfare of children and young people and we can expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.



L.E.A.D. Academy Trust
Lead • Empower • Achieve • Drive

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