



Head of Geography UPS/MPS plus TLR 2b

Job Purpose

1. To contribute actively to building, communicating and implementing the Trust's vision of Ambition, Excellence and Community and the school's commitment to all young people to 'Let Your Light Shine'.
2. To actively model and promote the values, vision and ethos of this Christian school which serves a multi-faith, multi-ethnic community.
3. To have a clear understanding of what makes outstanding educational provision in Geography and the ability, understanding and experience to lead, develop and manage a staff team to achieve this.
4. To lead and be responsible for the quality of the Geography department: curriculum, pedagogy, teaching and learning, staff development and performance, pupils progress and outcomes, systems and policies.
5. To lead on high quality co-curricula (period 6) and extra curricula provision so that our young people grow in learning, skills, experience and confidence.

KEY RESPONSIBILITIES:

Shaping the future: strategic direction

1. To ensure the provision of an academic, aspirational, broad, balanced, relevant and responsive Geography curriculum.
2. To ensure the provision of an appropriate assessment framework that informs pupils, staff and parents what pupils know, understand and can do.
3. To lead the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in Geography.
4. To be evidence informed, keeping abreast of local, national and global sources of credible information and using this to inform curriculum, assessment and CPD in Geography.
5. To formulate in conjunction with the subject team an annual subject improvement plan that supports the school improvement plan and priorities.
6. To contribute actively to building, communicating and implementing a shared vision of the school's future.

Leading teaching and learning

1. To have an evidence informed understanding of what makes good teaching and learning.
2. To be able to lead subject specific CPD in Geography to both develop and support staff as the team grows.
3. To understand how to effectively quality assure curriculum, teaching and learning in the Geography department.
4. To work with new technologies and help develop their use to promote teaching, learning and experience of pupils.
5. To have knowledge of school accountability measures, data collection tools and analysis.

Staff management and development

1. To lead, develop and enhance the teaching practice of others through the line management process.
2. To train, mentor and coach staff in the development of teaching and management skills.
3. To build capacity within the Geography department to deliver and sustain the highest quality of provision and achievement for pupils.



Pupil progress and outcomes

1. To ensure the effective operation of target setting, monitoring and evaluation systems.
2. To understand strategies for raising achievement and achieving excellence in the personal development of young people.

Pastoral

1. To act as a form tutor and to carry out duties associated with that role, including delivering the pastoral curriculum, monitoring attendance and punctuality, communicating with parents, internal and external agencies as appropriate.
2. To model, implement and champion consistently the 'Brian Clarke Way Every Day' within the Geography department and across the school so that effective learning can take place.

Marketing and liaison

1. To contribute to the school liaison and marketing activities for example providing news for social media, the website, contributing to newsletters to parents.
2. To be responsible for the effective promotion of the department at Open Days / Evenings and other events.
3. To lead the development of effective subject links with partner schools and the community according to school policy.
4. To actively promote the development of effective subject links with external agencies and organisations.

This post is subject to an enhanced DBS disclosure check through the Disclosure & Barring Service.

This job description is a guide to the duties and should be read in conjunction with the accompanying person specification.



In your application form please demonstrate how you meet these criteria. Do not include a curriculum vitae.

Person Specification – Head of GEOGRAPHY	Essential or Desirable	How identified Application (A)/ Interview (I)
Educational Qualifications		
Good honours degree (or equiv.) in Geography, or a related subject	E	A
PGCE or equivalent and Qualified Teacher Status	E	A
Relevant and successful teaching experience	E	A
Higher degree or further professional qualification	D	A
Relevant experience in team-leadership / management, e.g. as head of department, 2 i/c, team leader, leadership of the development of curriculum / T & L / assessment etc, which has had an impact on both pupils and teachers	E	A/I
Teaching and Learning		
An exceptional teacher in your own right with a proven track record of impact on progress for the pupils you teach	E	A/I
Aware and knowledgeable about best practice in the Geography curriculum and pedagogy, and about developing staff	E	A/I
Experience in supporting/mentoring/coaching staff	D	A/I
A broad awareness and understanding of educational research on 'what works' in improving curriculum, pedagogy and teaching and learning.	E	A/I
Track record of success which has improved provision, progress and outcomes	E	A/I
Data-smart: able to use data analysis and ask the right questions to promote thinking and improvement	E	A/I
Track record of effective and successful project input, and contributions to change with some change leadership	E	A/I
Track record of effective and successful project management, and change management, ideally at both department level, and wider	D	A/I
Track record of leading successful extra/co-curricular provision in GEOGRAPHY	E	A/I
Knowledge, understanding and some direct experience of Initial Teacher Training and the Early Career Framework	D	A/I
Personal and Professional Qualities		
Strategic, future-orientated, able to balance long and short-term horizons	E	A/I
Intellectually and organisationally agile and well-organised: open to new directions, continuously pro-active and thinking ahead, whilst planning and structuring what needs to be done to translate aspiration into reality	E	A/I
Outstanding communicator: persuasive and inspiring at a group level, with high emotional intelligence and influencing skills 1:1 and with smaller groups	E	A/I
A good networker: flexible, receptive, persuasive	D	A/I
Resourceful and creative	E	A/I
Excellent time manager	E	A/I
Resilient, intuitive, tactful	E	A/I
Good negotiation skills	D	A/I
Ethos		
Ability to support, uphold and model the Christian ethos of the school within a multi-faith, multi-ethnic school community	E	A/I
The ability and willingness to lead Christian worship with integrity. All staff are fully supported in leading worship by the Trust's lay chaplain	E	A/I



Safeguarding		
Committed to the protection and safeguarding of children and young people	E	A/I

N.B any candidate with a disability who meets the essential criteria will be guaranteed an interview