LEIGH
Academies Trust

Job Pack

Lead Practitioner - Geography
Leigh Academy Rainham

Introduction

Thank you for your interest in joining Leigh Academies Trust. This recruitment pack is designed to give you a deeper understanding of who we are, what we stand for, and what you can expect as a valued member of our team.

Inside, you'll find key details about our Trust, the academy where the role is based, and the position itself. We've also included insights into our culture, values, and the many benefits of working with us. Whether you're an experienced educator or just beginning your journey in education, we hope this pack helps you see how your goals align with ours.

We're excited to learn more about you and we hope this pack helps you decide if this is the right opportunity for your next career step.

For further information and support on our hiring processes, please view our Careers Page.

For any questions? Contact us on:
joinus@latrust.org.uk | 01634 412 263

Welcome from our CEO



Leigh Academies Trust (LAT) is one of the largest and most successful school groups in England. Starting in 2008 in Dartford, the Trust is now responsible for 33 academies of all types, educating over 24,000 pupils, employing almost 4,000 talented staff and with access to an annual income of over £250m. Our Ofsted track record is impressive. Currently, 56% of our academies are considered to be "Outstanding" whilst inspected as part of the Trust.

LAT has remained local with all of its academies located in the South East (Kent, Medway, Bexley and Greenwich), within a one hour drive across the South Thames Corridor. This helps us to share resources and expertise much more easily and offer abundant training and progression opportunities to staff. We invest heavily in our workforce and enjoy strong retention across all job roles. The Trust has embedded various advantages which mean that LAT is an excellent place to develop a career in education. This includes being a highly inclusive employer which celebrates the diversity of its workforce.

Our scale and experience means we have been able to develop several well-chosen approaches to running schools which we know work well. These include:

- A small school approach to education where larger academies are organised into colleges. This ensures high quality pastoral care for pupils.
- A world class digital strategy where all staff and pupils have their own device making teaching, learning and operations efficient and highly impactful.
- Disruption free learning and a "warm strict" approach to behaviour management so that teachers can teach and pupils can learn.
- An all-through International Baccalaureate curriculum equivalent in quality to some of the best fee-paying schools and grammar schools in the UK and further afield.

In addition, The Leigh Institute - which is part of LAT - is responsible for Kent and Medway Training, one of the region's biggest initial teacher training organisations, a large teaching school hub called Thames Gateway and an accredited apprenticeship provider. This powerful organisation trains, develops and supports 1,000s of teachers, support staff and leadership teams across the region each year. Our future plans are found in our **Vision 2030**, available on our website.

Simon Beamish, BA (Hons) MSc PGCE NPQH NLE
CHIEF EXECUTIVE

Our Benefits

At Leigh Academies Trust, we believe that our people are our greatest asset. That's why we offer a comprehensive and competitive benefits package designed to support your wellbeing, reward your contribution, and help you thrive both professionally and personally.

From continuous professional development and career progression opportunities to flexible working arrangements, health and wellbeing support, and exclusive staff discounts - you'll find that working with us is about more than just a job.

Explore our full range of benefits here: **latcareers.org.uk/benefits**

Our Mission: *Education for a better world*

At Leigh Academies Trust, our vision is to transform lives through education. We strive to ensure that every young person - regardless of background - has access to an outstanding education and the opportunity to thrive in an ever-changing world.

We are guided by four core values that shape everything we do:

- **We care** – about our pupils and their families through our human scale approach to education, our staff and their well-being and the world around us, driven by our high ideals and strong moral values.
- **We have boundless ambition** – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- **We work together** – as one team because we are greater than the sum of our parts. We foster an enterprising culture through global collaboration with partners in business and education.
- **We keep getting better** – using our 'can-do' attitude and research informed approach to continuous improvement and innovation.

This shared vision unites our academies and teams, creating a strong, collaborative environment where staff and students can flourish.

Job Description

Leigh Academy RAINHAM

Job Title: Lead Practitioner - Geography
Reports to: Principal
Location: Leigh Academy Rainham

Leigh Academies Trust is a highly successful multi-academy trust. Our model of education enables students to reach their full potential, transforming their lives and ultimately the communities in which they live.

Main purpose of role:

- To raise standards and develop teaching and learning in Geography across the Academy.
- To ensure that the aims of the Academy are effectively translated into high quality classroom practice both within the subject and in general across the Academy.
- To assist in developing, implementing, monitoring and evaluating:
    a. Teaching and learning
    b. Curriculum planning
    c. Continuing professional development
    d. Team building
- To promote and ensure positive pupil approaches to learning through:
    a. High expectations
    b. Exceptional teaching
    c. A stimulating learning environment
    d. An emphasis on learning
- To be a key leader in establishing systems and procedures to develop teaching and learning.
- To consistently deliver high quality lessons, promote proven strategies, and support colleagues - both on a 1-2-1 basis and in groups - to develop pedagogy and practice in order to improve the quality of learning and teaching with the specific aim of securing outstanding teaching and student outcomes.
- To work with the Director of Learning for Humanities on all aspects above and to respond to Academy priorities within Humanities as directed by the senior leader responsible for Humanities.
- To work with the Director of Learning for Humanities to devise action plans in order to close achievement gaps and ensure that these are being implemented appropriately.
- To work with and report to the Assistant Principal for teaching and learning to monitor, evaluate and review the quality of education across the academy. You will support planning and delivering the whole school Continuing Professional Development (CPD) to improve teaching and learning.

This job description should be read in conjunction with the Job Description for Teachers, which outlines the core professional duties and expectations of all teaching staff. The responsibilities below are in addition to those, and are specific to the role of Lead Practitioner.

Key areas of responsibility

Staff

- To oversee the professional development of staff in Geography across the Academy and provide advice on appropriate INSET.
- Ensure that staff are kept well-informed of recent developments in Geography.
- Observe the teaching of Geography teachers, give constructive feedback and monitor this to ensure that it leads to improved standards in the classroom.
- Allocate responsibilities and duties so as to ensure continuing professional development.
- Design, implement and evaluate an in-house, blended approach to teachers learning through strategies such as coaching, in-class training and 1-2-1 mentoring sessions.

Curriculum

- To support the Director of Learning for Humanities in developing and reviewing the Geography curriculum and schemes of work at Key Stage 3 (KS3), Key Stage 4 (KS4) and Key Stage 5 (KS5).
- Coordinate preparation, delivery and evaluation of schemes of work for the Academy in accordance with the National Curriculum requirements; with a particular focus on challenge, pace, high order questioning and thinking skills, as well as writing and speaking opportunities to facilitate students accessing the highest grades at KS3, KS4 and KS5.
- Provide leadership and guidance on the production of learning resources.
- Monitor and evaluate to ensure that there is consistency in terms of learning experiences for students within each of the small schools in accordance with the Academy policy and the Academy's criteria for effective teaching and learning.
- Provide guidance on exam specifications and delivery time frames, and additional related qualifications that could be included in the curriculum offered at the Academy.
- Lead and encourage critical professional dialogue within the Humanities department.
- To liaise with agencies outside the Academy to enrich and broaden the curriculum.

Assessment

- To issue guidance in order to develop rigour and accuracy in grading at KS3, KS4 and KS5 across the Academy. To ensure that there are appropriately regular opportunities for students' work to be accurately graded throughout each half term.
    a. Identify and implement strategies for raising standards at all key stages in line with the latest accountability measures.
    b. To develop assessment for learning with Geography staff across the Academy in line with Academy policy.
    c. To ensure that there are appropriate and accessible graded examples of students' work from across the Academy to be used for the purposes of moderation, training, and as evidence of standards in your subject area.

Communication

- To provide subject-specific information to the senior leader responsible for Humanities whenever required.

Resources and the Learning Environment

- To ensure that the learning environment is well-ordered, safe and stimulating, leading by example to encourage a high standard of display work in classrooms and communal areas with a clear emphasis on celebrating success, sharing achievements and the importance of both literacy and numeracy.
- To advise on the purchase of appropriate and stimulating resources and ensure that these are used.
- Ensure that Geography staff across the Academy make full use of the range of resources at their disposal, in particular, the use of Chromebooks.

Safeguarding of students and Duty of Care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the **Keeping Children Safe in Education document (Department of Education)**.

Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the academy/business unit at the reasonable discretion of the Principal/Academies Director. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.

Person Specification

Leigh Academy RAINHAM

As a Trust we seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do.

For the role of Lead Practitioner- Geography, we would expect candidates to demonstrate:

Qualifications & Knowledge

Essential

- Qualified Teacher Status (QTS) or equivalent.
- Graduate in a relevant subject.
- 'O' Level/GCSE A-C pass grade/new grade Level 4-9 in English and Mathematics.
- Up-to-date knowledge of the subject, including curriculum developments, assessment requirements, and best practices in teaching and learning.
- Commitment to the well-being of all pupils, with up-to-date knowledge of and adherence to statutory safeguarding procedures and regulations.

Experience and Leadership

Desirable

- Significant experience in a secondary setting.
- Significant leadership and management experience.
- Leadership ability to inspire and motivate staff and students.
- Willingness to share knowledge and work collaboratively with colleagues and other academies.

Skills and Abilities

Desirable

- Excellent interpersonal and communication skills.
- Strong relationships with governors, parents, students and other stakeholders.
- Creative and innovative skills in finding new solutions.
- Ability to think reflectively and adapt well to change.
- Effective organisational skills.
- Excellent personal ICT skills.
- Reliability and ability to meet deadlines.
- Personal impact and presence with all stakeholders.

Personal Attributes & Ethos

Desirable

- Professional integrity and respect for the opinions and circumstances of others.
- Passion for promoting an inclusive culture for all students and staff.
- Passion for raising achievement and a solid understanding of what constitutes an outstanding. school; Passion for own continuous personal improvement and for that of others.
- Abundant enthusiasm and energy.

- Resilience and the ability to remain calm and consistent under pressure.
- Maintain a positive working attitude.

The post holder will also be expected to undertake any other tasks as reasonably required by the Principal or Governors to ensure the efficient and effective operation of the academy.

Apply

We're delighted that you're considering joining Leigh Academies Trust. To apply for this opportunity, please submit your online application via the job advert on our current vacancies page.

We recommend taking the time to review the job description and person specification in order to also tailor your application to show how your skills and experience align with the role.

You'll need to have the following ready when applying:

- Personal details/contact information
- An up-to-date CV and/or personal statement
- Employment and education history
- Contact details for a minimum of 2 references

Join our Talent Network

If this is not quite the right opportunity for you, but you would like to stay in touch, you can join one of our Talent Networks today by clicking here.

A member of the Recruitment Team will be in touch to help find the right role for you!

