

Dear Applicant

Thank you for your interest in the position of Subject Leader, Geography at Abraham Moss Community School, Crescent Road, Crumpsall, Manchester, M8 5UF.

Salary: TLR1a, currently £9,272

- Full Time position
- Access to Employee Assistance Programme
- On site free parking
- Cycle to work scheme

We are seeking to appoint a strong and inspirational leader to lead a dedicated team of staff across the Geography Department. The successful applicant will have a track record of successful outcomes and a clear, ambitious vision for the Department.

The Dean Trust has a number of high performing schools and a proven track record of sustained improvement. The Dean Trust's core values include traditional academic education, excellent discipline and respect, resulting in improved attainment and progress. "Believe, Achieve, Succeed" has been embraced by all of the schools in The Dean Trust. Abraham Moss Community School is part of The Dean Trust.

The school is a cohesive community driven by a clear vision: to create an inclusive culture which celebrates diversity and where all pupils will gain the knowledge, skills and qualities required to embrace opportunities and challenges with confidence and independence. Pupils will feel empowered as they strive to make a positive difference to their communities and the world.

Please find below a job description and person specification. If you would like to learn more about The Dean Trust, please visit thethedeantrust.co.uk.

Method of Application

The preferred method of application is electronically via our career's website careers.thedeantrust.co.uk All applications must be made using the Dean Trust's application form. Applications will be shortlisted for interview and the HR Department will contact those applicants who are selected.

Closing Date

Applications received after the closing time of **9am on Friday, 28 February 2025**. will not be considered.

The Dean Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.

If you have any questions, please contact us on 0161 532 5400 or email noelinetaker@abrahammoss.co.uk. Thank you again for your interest in working for The Dean Trust. We look forward to hearing from you.

Believe Achieve Succeed



Job Description

The information contained below is to help staff understand and appreciate the work content of their post and the role they are to play in the operation. However, it should be noted that whilst every effort has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings may therefore have been used; in which case all the usual associated duties are included in this job description.

Job title	Subject Leader, Geography
Reporting to	Assistant Headteacher responsible for Humanities, Headteacher
Main purpose of job	<p>The successful applicant will be responsible for leading the development of Geography across Key Stages 3 & 4. To sustain high professional standards ensuring excellence in teaching Geography.</p> <p>To ensure, by means of effective leadership and management, consistent excellence in standards and achievement, teaching and learning, the quality of provision and personal development for all pupils in Geography.</p>
Key responsibilities:	
Leadership and Management	<ul style="list-style-type: none">• To continue to raise standards of pupil achievement and attainment in the department across Key Stages 3 & 4 through forensic analysis of pupil progress and proactive intervention.• To ensure that all members of staff are accountable for pupil achievement and attainment through assessment and monitoring, intervening where necessary to ensure the highest standards are maintained.• To develop and enhance teaching and learning across the department by sharing good practice and contributing to the department CPD programme.• To work co-operatively with the other TLR holders to ensure that the Schemes of Work for the department are up to date, reflecting national initiatives and curriculum changes.• Ensure the provision of a broad, balanced, relevant and differentiated curriculum that meets the needs of all learners.• To support Senior Leaders in monitoring the quality of teaching and learning across Humanities.• To oversee the day-to-day management of the department including making appropriate arrangements for absent staff and the implementation of minimum operating standards.• Contribute to the writing of the Humanities Department Improvement Plan to ensure the department's shared vision for the school• To be responsible for the co-ordination and evaluation of intervention strategies at KS3 & KS4.• To ensure appropriate support, guidance and advice is provided for all staff including ECT's and student teachers within the department.• To organise and manage others as part of the PM line management process.• To support other TLR / UPR holders in the implementation of an effective behaviour management strategy for the department.

	<ul style="list-style-type: none"> To support the planning and co-ordination of wider intervention activity (including revision classes, booster classes). To liaise with the TLR holders responsible for assessments and examinations.
Curriculum	<ul style="list-style-type: none"> To ensure the Geography curriculum intent, implementation and impact are fully understood and embedded, to ensure outstanding outcomes for all pupils, including those of high ability and those with special educational needs. To keep abreast of research, and curriculum developments both nationally and within the Trust, and implement changes as needed.
Behaviour	<ul style="list-style-type: none"> To ensure that all members of the department take accountability for the standards of behaviour in their classroom. To ensure that all members of the department maintain minimum operating standards within their classrooms and follow the school behaviour policy at all times. To support the department in ensuring high standards of behaviour in all lessons enabling effective teaching and learning to take place. To ensure that a system of pupil rewards and sanctions operates within the department, in line with school policy.
Staff Recruitment and Development	<ul style="list-style-type: none"> To work with the senior leadership team to identify training needs and opportunities. Organise and lead subject specific CPD training, where appropriate. To lead the department in the supporting the development of any early career teachers (ECT). To lead the department in contributing to the training of new teachers through the provision of SCITT and MMU trainee placements
Performance and Standards	<ul style="list-style-type: none"> To develop and maintain effective assessment data collection procedures. To monitor and review clear practices for assessing, recording and reporting on pupil attainment and progress in line with school policy. Use assessment data to recognise achievement, instigate effective intervention and assist staff in setting targets for further improvement. To monitor and evaluate the impact of intervention strategies to ensure staff are best deployed to further raise attainment and achievement. To ensure that pupil data is used effectively to secure outstanding progress in all department subjects. Ensuring that all colleagues are able to use data effectively to support, develop, motivate and improve performance. Liaise with the examinations team to ensure that all entries for internal and external assessments are on time and appropriate for pupils. To ensure effective communication with parents to involve them in their child's learning as well as providing information about intervention, curriculum, attainment, progress and targets
Management of Resources	<ul style="list-style-type: none"> To ensure the effective and efficient management and organisation of learning resources including electronic resources. To manage the department budget and use available resources effectively to support teaching and learning. To ensure that there is a safe working and learning environment within the department, where risks are properly assessed. To ensure that the department's teaching commitment is effectively and efficiently timetabled and roomed within the constraints of the school accommodation.

All employees have the responsibility to:

- Ensure any documentation produced is to a high standard and is in line with the brand style
- Be aware and comply with all policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to the appropriate person
- Participate in training and other learning activities as required
- Participate in the school/academy Performance Management process
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate
- To promote the area of responsibility within the school/academy and beyond
- To represent the school/academy at events as appropriate
- To support and promote the school/academy ethos
- To undertake any other duties and responsibilities as required that are covered by the general scope of the post
- To undertake any other reasonable duties at the request of the Chief Executive Officer and Headteacher

All post holders must comply with The Dean Trust professional standards for leaders and managers. The job description will be reviewed as necessary as part of the Performance Management process and is subject to modification and amendment at any time after consultation with the post holder.



Person Specification

Education and Qualifications	Essential <ul style="list-style-type: none">• Good Honours Degree• Qualified Teacher Status
Experience	Essential <ul style="list-style-type: none">• Enthusiastic and excellent classroom practitioner, to be able to teach Geography up to GCSE standard
Knowledge, Skills and Abilities	Essential <ul style="list-style-type: none">• Full working knowledge of the National Curriculum requirements for Geography subjects• To be able to work as a member of a team• To be committed to ensuring that every pupil is given the opportunity to achieve their potential and meet the high expectations set for them• Take responsibility for their own professional development and to keep up to date with research and developments in both their subject and teaching methodology• Demonstrates well developed knowledge and understanding of the latest innovations in Geography education• To be able to assist in the planning and organisation of school trips/visits• To use ICT into the teacher of Geography• Commitment to providing subject enhancement opportunity through the extended curriculum
Pastoral	Essential <ul style="list-style-type: none">• Undertake appropriate pastoral and tutorial roles including being a tutor / partner tutor and teaching PSHE.
Personal Attributes	Essential <ul style="list-style-type: none">• To be able to work effectively with pupils, staff, parents and members of the community• Has excellent communication skills and is able to communicate effectively with pupils, staff, parents and senior leaders• Highly organised and efficient• Hard worker who is flexible and able to take on any required task• Proactive with the ability to use their own initiative to identify and solve problems• Ability to work independently and as part of a team• Good interpersonal skills with the ability to enthuse and motivate others and develop effective partnerships
Administration	<ul style="list-style-type: none">• Good organisational and administrative tasks related to the post and efficiency in carrying out tasks to meet deadlines.