

Application Pack

Subject Leader of Geography Childwall Sports & Science Academy

Start Date:	01 January 2024
Closing Date:	8:00am, Friday 29 September 2023
Shortlisting:	Friday 29 September 2023
Proposed Interview Date:	Wednesday 04 October 2023
Post Scale:	MPS/UPS
Salary:	£28,000 - £43,685
TLR:	TLR 2b £5,021
Contract Term	Full Time/Permanent

HOW TO APPLY

To submit your application please use TES Quick Apply



LYDIATE
LEARNING
TRUST

ENGAGE, ENABLE,
EMPOWER

“We engage with all within our Trust and beyond to enable them to show the world their particular strengths, their ideas and their passion”

We do this by...

- 1) Empowering individuals through learning;
- 2) Fostering a “can-do” attitude that leads to continuous improvement;
- 3) Producing confident young adults with high levels of perseverance, proficiency and integrity;
- 4) Encouraging families and our schools to work together to support student learning;
- 5) Providing a happy, safe, supportive environment where students can learn effectively;
- 6) Developing the whole child with a comprehensive offer of wider curriculum;
- 7) Engaging with our students to inspire, contribute and care;
- 8) Developing leadership at all levels for students, staff, governors and our communities;
- 9) Promoting an enterprise culture that creates close working partnerships with business and wider partners;
- 10) Committing to having honest conversations about our strengths and our opportunities for growth.

We Offer

- A competitive salary, which is aligned to national standard terms and conditions
- A Competitive Pension Scheme
- Employee Assistance Programme
- Regular training and development programmes tailored to your very own learning needs.
- Opportunities for career progression within school and across the Trust should you wish.
- An open and collaborative working environment where everyone is valued
- A detailed induction programme

Equal Opportunities

LLT is an equal opportunities employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital status, race, religion, colour, nationality, ethnic or national origins or disability or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

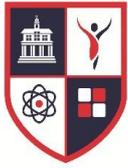
Recruitment, selection and promotion procedures will be monitored to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities.

To assist us in monitoring the operation of our equal opportunities policy, and for no other reason, please ensure you complete an [equal opportunities monitoring form](#) which can be found on our Careers Homepage.

Safeguarding & Enhanced DBS Checks

The Lydiate Learning Trust is strongly committed to Safeguarding and promoting the welfare of students and expect staff to share this commitment and maintain a vigilant and safe environment. All posts are subject to an enhanced DBS check. All staff will be expected to follow the school’s child protection policy, code of conduct for adults and managing allegations against staff procedures.

Welcome



CHILDWALL
SPORTS &
SCIENCE ACADEMY

LYDIATE
LEARNING TRUST

Thank you for your interest in the position of Subject Leader of Geography. This pack has been designed to help you should you choose to submit an application to us, which we sincerely hope you do. We hope it answers all of your initial questions, but if not, please do not hesitate to contact us and we will endeavour to help you through your application.

Childwall Sports & Science Academy is a vibrant, ambitious, and multi-cultural school. Our ambition is to be 'outstanding' in all areas and welcome your application to be part of that journey.

Alongside, and no less important, is our excellent performance. We work hard to ensure that Childwall offers a friendly, welcoming and enriching environment for all, including those who work, visit and study here.

Whilst we are proud of our achievements, we strive to improve year on year whilst maintaining the happy atmosphere for which we are renowned. We match our goals by the whole school community working together as a team.

If you feel you are up to the challenge, keen to do well and would enjoy working at Childwall Sports & Science Academy, then please apply. In return, we can offer the right candidate the chance to be creative and innovative and offer excellent progression and professional development opportunities. We will support you all the way.

We do hope you are that special person we are looking for and we look forward to hearing from you.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'J E Vincent'.

Ms J E Vincent
Headteacher
Childwall Sports & Science Academy

A handwritten signature in black ink, appearing to read 'A Stahler'.

Mrs A Stahler
Chief Executive Officer
Lydiate Learning Trust

Job Description

Subject Leader for Geography

Purpose	To lead and manage Geography and be accountable for the standards within the department.
Location	Childwall Sports & Science Academy
Reporting To	Senior Line Manager
Salary	TLR 2b
Contract Term	Full time/Permanent
Applications	Please submit an application and supporting letter indicating how your experience and performance to date make you suitable for the post.

Core Duties	
Subject Leadership & key responsibilities	<ul style="list-style-type: none"> • To safeguard and promote the welfare of children at our Academy. • To contribute to the vision for CSSA through the creation and implementation of a Subject Self-Evaluation and a Subject Development Plan based on the Ofsted key indicators of performance. • To make a significant contribution to the effectiveness of Teaching and Learning at the Academy by teaching high quality lessons and ensuring others within the subject area do the same. • To lead the development of an appropriate and high-quality curriculum for Geography and to keep up to date with developments in pedagogy and practice. • To ensure all teachers follow agreed schemes of learning and meet assessment deadlines and prepare students appropriately for public examinations. • To ensure all teachers within the subject plan meet the Teacher Standards including planning, assessing, setting and marking homework. • To be accountable for ensuring all groups of students from Year 7 to Year 13 (LATS, MATS and HATS) and all sub-groups achieve and make progress in line with national benchmarks or are rapidly closing the gaps and to be accountable for attainment and student outcomes within the subject. • To be accountable for high quality Teaching and Learning for students across the subject by ensuring lessons are appropriately planned for all students to make good or better than good progress. • To lead colleagues in the further improvement of Teaching and Learning across the subject area by disseminating best practice regularly and routinely and by offering support programmes such as coaching where appropriate to build the capacity to deliver outstanding lessons. • To lead colleagues within the subject area, in research and professional development that will improve the success of students in all Year Groups. • If appropriate to ensure high quality support for ITTs in the subject area. • To quality assure by regularly monitoring classroom practice, scrutinising work and scrutinising progress data and to develop student voice across the subject. • To provide high quality leadership and management to monitor and evaluate the work of the subject team. • To contribute to the development and support of literacy and numeracy across the curriculum. • To teach or contribute to the success of sociology withing the humanities faculty, where appropriate. • To share the responsibility with all leaders at CSSA to ensure effective communication/consultation as appropriate with the parents and all outside

	<p>agencies and to ensure the Academy key aims and objectives are clearly communicated within the Academy.</p> <ul style="list-style-type: none"> • To actively promote the Academy at liaison events and at external visitor evenings such as Open Evening and Parents' Evenings and to support the Academy transition programme. • To share the responsibility of all leaders at CSSA to be an excellent role model for staff and students and to oversee attitudes to learning and to effectively deploy behaviour systems and structures within your subject area. • To promote teamwork and to motivate staff to ensure effective working relations at all levels within the Academy and LLT. • To lead on and contribute to Cross-Trust forum platforms with intent to developing outstanding practice across the department. • To be responsible for the day-to-day management of the subject area and purchase and use high quality resources to support teaching and learning and to manage a devolved budget effectively. • To ensure work is set when colleagues within the subject are absent. • To participate in a range of designated meetings especially subject leaders and to chair effective subject meetings with relevant agendas and action points. • To carry out the required teaching load commensurate with a Subject Leader. • To set challenging Geography targets/research projects for your own appraisal and to lead and review the performance of others.
<p>Success Criteria</p>	<ul style="list-style-type: none"> • Own teaching is outstanding. • Subject attainment outcomes are externally verified to be meeting the criteria for good/or outstanding or are rapidly closing gaps. • Achievement and progress at all key stages and for all sub-groups are meeting national benchmarks for Good progress or better. • All teaching within the subject area is Good and Outstanding leadership and outcomes. • Quality Assurance records show Good/Outstanding an leadership and outcomes • Successful implementation of the objectives set in Subject Improvement Plans • High quality curriculum in place. • Student voice programme implemented. • Subject Development Plans updated half termly and full evaluation of the subject completed in July each year.

All duties and responsibilities detailed within this job description should be supplemented by those accountabilities, roles and responsibilities common to all teachers as set out in the Teacher Standards and the most recent School Teachers' Pay and Conditions Document.

The above requirements are specific to the role and complement the current duties for this position. It is current at the date shown, but following consultation with you, may be changed to reflect or anticipate changes in the job that are commensurate with the salary and job title.

Leadership Standards

The Leadership of the Academy at all levels is critical if we want to embed ambition and drive improvements. We will use the draft School Leadership standards to quality assure and performance manage the Senior Leadership team of the school. All Leaders need the following attributes:

- Positive, enthusiastic outlook, embracing risk and innovation.
- Engagement in collaborative partnership working, within and beyond the school.
- Integrity in relation to their own and the school's practice.
- Courage and conviction to achieve the best outcomes.
- Respect and empathy towards others.
- Resilience, perseverance and optimism in the face of difficulties and challenges.
- Decisive, consistent and focused on solutions.
- Drive for improvement and challenging underperformance.
- Capacity to be flexible, adaptable and creative.
- The humility to receive 360-degree feedback and act upon it.
- High levels of interpersonal skills.

There are 5 Core Skills that Leaders need to have	
1) Leading Teaching and Learning	<ul style="list-style-type: none"> • Design, develop and deliver the curriculum. • Demonstrate equality and diversity in teaching and learning. • Achieve the best possible learning outcomes for all. • Use developmental models for teaching and learning. • Engage parents in children's teaching and learning. • Manage and use performance data. • Develop whole school culture of best practice in teaching and learning. • Create flexible and comprehensive learning opportunities for all pupils. • Capitalise on appropriate sources of external support and expertise. • Deploy technology to support teaching and learning. • Develop and use effective assessment and moderation systems. • Evaluate, review and develop systems and structures including the subject curricular plan.
2) Leading Strategically	<ul style="list-style-type: none"> • Think strategically, analytically and creatively (Always looking for solutions). • Build capacity and achieve sustainability (Always looking to develop for the long term). • Deal with complexity and uncertainty (Always being aware that complex problems exist). • Build a vision and communicate clear purpose and sense of direction. • Model the vision and values of the school (Positive approaches). • Anticipate, lead & manage change. • Use research to support and challenge practice. • Inspire, challenge, motivate & empower others to attain challenging outcomes. • Work strategically with partners. • Celebrate achievement and acknowledge excellence.
3) Leading the Organisation	<ul style="list-style-type: none"> • Manage financial, human and physical resources. • Seek expertise and advice from within and outside the school. • Establish structures and systems so operational decisions are based on informed discussion. • Delegate, collaborate and distribute leadership. • Manage others within an accountability framework. • Create an environment which enables people to perform at their best and underpins effective employee relations. • Develop and sustain a safe, secure and healthy school environment. • Create a working environment which takes account of workload and work-life balance. • Manage relations.

4) Leading People	<ul style="list-style-type: none"> • Create a culture which encourages ideas and contributions from others. • Develop self-awareness, self-management and self-confidence and use effectively. • Listen, reflect and communicate effectively. • Negotiate and manage conflict, providing appropriate support. • Give feedback and provide support to improve performance. • Hold people to account and challenge under performance. • Develop a culture of learning and continuous professional development. • Receive and act on feedback to build on strengths and improve personal performance. • Foster an open, fair and equitable culture. • Motivate, develop, empower and sustain individuals and teams.
5) Leading in the Community	<ul style="list-style-type: none"> • Establish and engage in partnerships, including working with multi-agency teams. • Collaborate and work within and across the community. • Engage the community in systematic evaluation of the school's work and act on outcomes. • Take a leadership role within and across the community. • Consult, engage and communicate with staff, pupils, parents and carers to enhance children's learning. • Engage in cross phase working and transition issues. • Engage in school-to-school collaboration and contribute to leadership in the wider education system. • Contribute to achievement of community cohesion. • Broker and commission services.