



Job Description: Lead Teacher Geography

Reporting to:	Head of Humanities
Start date:	September 2017
Salary:	Ark MPS – UPS, £26,791 - £48,331 plus TLR 2b (£4,398)
Disclosure Level:	Enhanced

The Role

To deliver outstanding teaching, to ensure effective student learning in the subject and to achieve excellent results for the student

To provide strategic leadership of Geography.

To be a role-model and impact positively on the academy more widely

Key responsibilities

- To lead on and oversee the design, development and evaluation of the Scheme of learning from KS3-5 in Geography
- To organise and administer regular assessments for Geography
- To create and develop a comprehensive provision for groups of students with particular needs in Geography (e.g. the higher attaining students and SEND students) across the academy and all year groups which enriches and extends their learning in all aspects of the curriculum.
- To organise and promote school-wide events, visits and field trips linked to the agreed subject area
- To line manage members of the department where necessary
- To plan, resource and deliver imaginative, interactive and inspiring lessons that ensure that effective learning takes place and students make excellent progress
- To provide a nurturing and stimulating classroom and academy environment that helps students to develop as learner
- To maintain/establish positive behaviour for learning across the whole academy
- To contribute to the effective working of the academy
- To support students in the acquisition and development of learning dispositions and positive character traits
- To provide stimulating and enriching extra-curricular opportunities for students and potentially for members of the wider school community
- To be accountable for student progress and attainment levels in their own classes and for their subject's classes
- Any other task as directed by the Head of Department

Outcomes and activities

Teaching and Learning

- With direction from the Head of Department, to plan and prepare effective teaching modules and lessons
- To teach engaging and effective lessons that motivate, inspire and involve students and improve student attainment
- To use regular assessments to monitor progress and set targets
- To respond accordingly to the results of such monitoring to differentiate intervention
- To utilise a full range of AfL strategies
- To maintain regular and productive communication with parents, to report on progress, sanctions and achievements
- To promote reading and teach literacy skills.

Academy Culture

- To help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships by maintaining a presence around the Academy

- To help develop an Academy culture and ethos that is utterly committed to achievement
- To demonstrate a commitment to equality of opportunity for all members of the Academy's community
- To actively promote the Academy at all times
- To contribute to discussions at meetings
- To contribute to the writing and implementation of the Academy Improvement Plan
- To be active in issues of student welfare and support.

Other

- To be a form tutor and deliver tutorial, BRIDGES and PSHE sessions to the form group
- To undertake other various responsibilities as directed by the Head of Department or Principal
- To undertake the main professional duties of a teacher as set out in the ARK Schools pay and conditions of service document
- To meet the expectations of all INA staff as laid out in the Staff Expectations Policy
- To uphold all Academy policies with consistency and diligence.

Person Specification: Lead Teacher Geography

Qualification Criteria

- Qualified to at least degree level in Geography
- Qualified to teach in the UK
- Qualified to work in the UK

Knowledge

- In-depth knowledge of the Geography National Curriculum and GCSE and A Level specifications.
- Up to date knowledge of Geography curriculum developments

Experience

- Experience of having worked successfully in at least one school in an urban, multi-cultural setting, teaching students from backgrounds of socio-economic disadvantage
- Experience of delivering outstanding lessons to students of all ages and levels of attainment
- Experience of implementing behaviour management strategies consistently and effectively
- Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating Schemes of Learning

Behaviours

- Vision aligned with ARK and the academy's high aspirations and high expectations of self and others
- An understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour in an urban school setting and commitment to relentlessly implementing these strategies
- A confident and forensic use of data to inform and diagnose weaknesses that need addressing and ability to effectively action plan to raise individuals' and cohorts' attainment
- An understanding of what outstanding teaching practice looks like
- A passion for all the Humanities subjects
- The ability to work in close harmony with all staff
- The ability to lead, coach and motivate staff within a performance management framework,
- Excellent listening skills
- Strong interpersonal, written and oral communication skills

- Strong organisational and time-management skills and the ability to delegate appropriately
- A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision
- The ability to skilfully manage and maintain effective working relationships with parents, governors, community members and other stakeholders
- The ability to consistently deliver outstanding lessons
- A commitment to the safeguarding and welfare of all students
- The ability to develop positive relationships with all young people
- The ability to take personal responsibility, a readiness to reflect and self-evaluate and the ability to change, improve and develop
- Confidence and self-motivation
- The ability to work well under pressure
- The ability to be decisive
- High levels of honesty and integrity
- A sense of humour and desire to have fun

Other

- This post is subject to an enhanced Disclosure and Barring Service check
- The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity.

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined [here](#), but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.



May 2017

Dear Colleague,

Thank you for your interest in the post of Lead Teacher of Geography at Isaac Newton Academy, an ARK School. I'm delighted to have this opportunity to introduce myself, to give some details about our school and to describe the kind of candidate we hope to appoint to the position.

Isaac Newton Academy opened in September 2012 in Ilford, East London, in brand new, purpose-built accommodation. The Academy has been carefully designed with ARK's philosophy in mind and has facilities and resources to support a rich and diverse 21st century curriculum. It will have an intake of 180 year 7 students each year. When full, in 2018, the secondary school will be 1,250 students (900 11 – 16 year olds and 350 sixth formers). In 2014 the primary phase of the Academy opened to 90 reception-aged pupils. This too will grow year on year, until full in 2020. The Academy benefits from joining a number of successful secondary schools in the diverse Redbridge community as well as being part of the ARK Schools network.

I feel both privileged and excited to have been appointed as Isaac Newton Academy's Principal. This is my third Headship but without doubt my most exciting leadership opportunity. The chance to create a new and outstanding school from scratch, designing the curriculum, policies and procedures, structuring the school day and year and appointing the staff, is a rare and golden one.

In June 2014 the Academy had its first full OFSTED inspection. It was graded outstanding in all areas. The achievement of students and their behaviour for learning was particularly commended: *"The achievement of students is outstanding."* *"Students' behaviour in lessons is exemplary."* *"Students make rapid and sustained progress in many subjects."* *"The marking and checking of students' work and progress is generally of the highest quality."*

The Lead Teacher of Geography at Isaac Newton Academy will be a key member of staff.

Geography sits within the Humanities department which is taught by a talented team of subject specialists, some very experienced, some newer to teaching. It aims to provide a stimulating and rewarding experience for all students and help them to become thoughtful

and independent learners. The ethos of the department is one of collaboration, sharing of specific subject knowledge and a commitment to the continuing development of humanities pedagogy. Students have 4 hours of Humanities a week in years 7 and 8 taught by one teacher but in separate modules of History, Geography and RS. In Year 9 they have 5 hours per week: 2 hours of Geography with a Geography specialist, 2 hours of History with a History specialist and 1 hour of RS with an RS specialist. In Key Stage 3 the average class size is twenty five and students are loosely grouped by current attainment. At GCSE all three subjects are offered and the take-up for Geography is very high. The department is looking forward to welcoming the first A level cohort in September 2017. Enquiry and the spirit of investigation are at the heart of Humanities and the department is committed to field work. We currently run an inspiring enrichment club which involves regularly visiting places of cultural and historical interest in London.

First and foremost, we are looking for an individual who is committed to ARK's six pillars (see accompanying pack) and feels as passionately as we do about the school's vision (outlined in the prospectus found on the Academy website). You will read that at Isaac Newton Academy we have extremely high expectations of ourselves and of each and every student. It is important that the post holder believes unswervingly that, regardless of background or prior attainment, every student entering the school has the potential to leave with a set of qualifications that will enable them to pursue their education at a top university. We are setting ourselves very ambitious goals, and the post holder will play a central role in ensuring that Isaac Newton becomes a truly great school. They will require determination, resilience, optimism and creativity in order to ensure that effective and efficient systems are in place to support every student to achieve their target grades.

It is our vision that Isaac Newton Academy will be at the centre of the local community, with opportunities for the students' parents, siblings and neighbours to attend classes and benefit from the amazing facilities. We are looking to appoint a Humanities teacher who shares this desire to enrich the lives of residents of Ilford and make the school a true community school.

And what you can expect from me as your Principal? I will be committed to providing you with the environment, support and resources necessary to carry out your role to an outstanding level. I will prioritise your professional development needs. I will ensure that you receive supportive and developmental line management and coaching.

If what you have read about Isaac Newton Academy chimes with your personal educational philosophy, I very much hope that you will consider applying for the post. This is a key role in the Academy and a challenging yet highly rewarding opportunity.

If you would like to discuss the role or have any technical issues with the application form, please contact Gina Webb, HR Officer, on 020 8911 6666 or g.webb@isaacnewtonacademy.org.

If you have any technical issues with the application form please contact our recruitment team on 0203 116 6345 or schools.recruitment@arkonline.org.

To discuss the role further please contact Gina Webb, HR Officer, on 020 8911 6656 or g.webb@isaacnewtonacademy.org.

To apply please go to: <http://isaacnewtonacademy.org/vacancies> . The closing date for applications is **11am on Tuesday 23rd May 2017**

Yours faithfully,



Rachel Macfarlane

Principal



Tam Broadway

Head of Primary