Compass Schools

Compass School Southwark

Information Pack

2iC English

Responsible to: Head of Subject
Start date: September 2018
Salary: Competitive
Closing date: **Thursday 15th March, 8am.**
The Trust reserves the right to interview and appoint a suitable candidate before the closing date.

At Compass School we believe **that "everyone in the Compass School Community will confidently reach the destination to which they aspire"**. This applies to everyone, including our staff team. Our four values of aspiration, integrity, exploration and resilience are reflected in all areas of the school and our work. We are extremely passionate about ensuring that our students meet the challenging targets that we set for them, and we strive to be outstanding and innovative practitioners ourselves.

This is a unique opportunity in a challenging, urban environment where over two thirds of our students are eligible for the pupil premium. Our aim is to grow a school which inspires our students to fulfil their potential, and which challenges our teachers to be the best they can be. Our philosophy is simple: to have extremely high expectations of our students, of ourselves, and of what we can achieve.

The successful candidate will be an excellent classroom practitioner with a track record of improving outcomes in their classroom and evidence of impact across their department. They will have the relevant experience for the post, the drive and enthusiasm to go "above and beyond" in all areas of school life, and the flexibility to fit in with our team.

Will you join us in reaching our aspirations?
If you share our values, have an entrepreneurial spirit, and are excited by the prospect of making a real contribution to a new and growing school, we want to hear from you.

About Compass School
Compass School Southwark is a four-form entry, mixed, 11-18 free school that opened in September 2013. Founded by a varied and experienced group of Trustees, the school will grow to offer an exceptional education to 600 young people in the heart of Bermondsey.

Benefits of working at Compass School
We offer competitive inner London salaries on our own pay scale, and reward great teachers with our performance related pay scheme. All staff receive laptops and an annual entitlement to high quality CPD, along with the opportunity to take flexible days off when needed. We also operate a subsidised health care scheme for those who wish to participate, and other work related benefits such as cycle to work and childcare voucher schemes.

For further information about the school and the Trust, please go to www.compass-schools.com.

If you have any questions, contact us at recruitment@compass-schools.com or 0203 542 6506.

Compass Schools Trust is committed to safeguarding children and all appointments will require an enhanced DBS check.

Compass Schools

Compass School Southwark

Job Description

In choosing successful candidates, the panel will be seeking outstanding classroom teachers with the ability to embrace and deliver the vision of the Compass Schools Trust, with the aim of establishing the Compass School in Southwark as the most sought-after school in the Borough.

Accountability

Working alongside the Subject Leader, the 2iC will drive improvements in teaching and learning across the department ensuring all pupils achieve their targets. They will have a particular focus on achievement, curriculum development, and the effectiveness of teaching and learning across Key Stage 3. Critical to this will be the establishment of cross phase partnership work with our local primary schools to share practice and ensure effective transition from a teaching and learning perspective.

Key responsibilities

- Provide strong leadership in the department and directly line manage staff as required
- Lead and develop high quality pedagogy throughout the department.
- Develop high quality assessment for learning practice and ensure this is consistently embedded.
- Contribute to the subject development plan, identifying and prioritising needs within the department.
- Develop new and innovative working practices across the department, using evidence based research where appropriate to support new ideas.
- Deliver INSET within department.
- Mentor NQTs and new teachers to the department as required.
- Build effective working relationships across other departments and phases of education including local primary schools
- Work closely with the Lead Practitioners and Senior Leaders with responsibility for Teaching and Learning in the school.
- Contribute to the quality assurance of teaching and learning across the department.

Compass Team responsibilities

We expect all members of the Compass School staff team to work together to:

- Work towards and support the school vision and objectives outlined in the school development plan.
- Actively foster the ethos and values of the school.
- Build an expectation of high achievement for all.
- Support the pastoral care of students.
- Help to create the best environment to promote and secure the achievement of students and staff.
- Have a sense of Corporate Responsibility for the outcomes of students at Compass School Southwark.
- Build an exceptional understanding of what outstanding provision looks like in their subject.
- Comply with and support at all times the school's policies and procedures on safeguarding of students.
- Contribute to the school's programme of enrichment activities.
- Worth with the school's Health & Safety Policy to ensure a safe working environment for all.
- Maintain high professional standards of attendance, punctuality, appearance and conduct.
- Uphold and enhance the school's reputation by ensure positive, courteous relations with students, parents, colleagues and other stakeholders.
- Engage actively in CPD for self and colleagues.
- Be willing to go above and beyond expected levels of commitment to ensure the success of the school.
- Manage budget in line with areas of responsibility.
- Be proactive in ensuring appropriate allocation of resources, and evaluate against outcomes.
- Undertake other reasonable duties related to the role as required from time to time.

Leadership

- Lead by example, providing inspiration and motivation, and embody for the staff, students, governors, parents and the wider community, the vision, purpose and leadership of the school.
- Take part in activities to monitor and evaluate the effectiveness of teaching and learning within the school, proactively engaging with peer observations and focus upon the raising and maintaining of standards and expectations.
- As a member of a small team, fulfilling leadership responsibilities wherever necessary in the department.
- Provide leadership that secures the delivery of high standards and attainment for all students and be responsible for the organisation, management and control of your classes.
- Monitor, evaluate and intervene to ensure all students are working towards making expected progress.
- Encourage interaction and teamwork within and between departments, sharing ideas and new initiatives identifying new ways of teaching your subject area and contributing to wider CPD opportunities.
- Challenge staff under-performance at all levels and ensure corrective action and follow up.
- Plan, chair and organise meetings as appropriate and as scheduled.
- Carry out any other reasonable duties and specific school-wide tasks as directed by the Principal.

Teaching and Learning

- Lead by example as a teacher, achieving high standards of pupil attainment and progress, behaviour and motivation through effective teaching.
- Provide highly effective teaching and learning opportunities within your subject area.
- Create a learning environment that is positive, affirming and supportive.
- Keep up to date with creative and innovative practices in teaching and learning, and use as appropriate.
- Contribute to the department programme/curriculum i.e. curriculum, standards, target setting, assessment and reporting.
- Ensure that the students enjoy a safe and healthy environment in which standards of behaviour support learning and the social development of students.
- Develop successful and inclusive approaches to teaching, including supporting students with special educational needs and disabilities and of the more able.
- Achieve a harmonious and supportive community through effective relationships with staff and students.
- Provide regular, written feedback in the form of a learning dialogue to students and ensure that they are given opportunities to react and respond to this feedback.

Communication and Partnership

- Communicate Compass Schools Trust values, aims, policies and plans to staff, students and parents.
- Create, maintain and enhance effective working relationships with staff.
- Maintain an effective system of record keeping, reporting and communication with parents and students to ensure that the aims relating to each student's progress are achieved.
- Help to ensure that good communications are maintained throughout the school.
- Present a coherent and accurate account of the performance of your classes in a form to be agreed with the Principal.
- Ensure that parents and students are well informed about curriculum, attainment and progress and are able to understand targets for improvement.
- Look for and use opportunities to support the development of the whole child through spiritual, moral, social and cultural activities.
- Develop and encourage good relations between the school and the local and wider community.
- Work closely with other schools, locally, nationally and internationally.
- Represent the school at marketing and other external events.

Compass Schools

Compass School Southwark

Person Specification

The person specification is related to the requirements of the post as determined by the job description.

Experience	
Essential	**Desirable**
• Experience of working with young people (11-16) • Proven record of consistently outstanding teaching • Proven subject expertise and an understanding of what constitutes 'outstanding' in your subject • A vision for how student attainment can be improved and maintained • Experience of successful behaviour for learning strategies • Successful experience of monitoring and target setting to improve learning outcomes • Understanding of different models of support for students with SEN, EAL, and Gifted and Talented. • Effectively narrowed the gap between disadvantaged and other students in the classroom • evidence of successfully using coaching and/or facilitation skills to bring about sustainable improvements	• Post-16 (16-19) experience • Experience of working in a school in an urban environment • Middle leadership experience
Education & Qualifications	
Essential	**Desirable**
• Qualified to degree level, preferably in subject of teaching expertise • Teaching experience and qualification • Right to work in the UK	• Further professional study
Skills	
Essential	**Desirable**
• Able to make judgements about the quality of your own teaching and learning and improve through reflection • Well-developed interpersonal and communication skills (including written, oral and presentation) • Excellent time management • Effective personal ICT skills relevant to day to day practice • Entrepreneurial spirit and ability think innovatively and creatively • Able to be a strong visible presence within the school, supporting staff and students in your core teaching and learning Keen to get involved in wider school life • Desire to go "above and beyond" in improving outcomes for young people in the local community	• Understanding of new Ofsted framework and implications for teachers

NOTE: This post is subject to an enhanced DBS check.