

Lead Practitioner in Geography

March 2018

Dear Applicant

Thank you for expressing an interest in working with us here at Wanstead High School.

This is a very exciting time to join Wanstead High School. A recent OFSTED report showed that we are “Good” in all areas, and our latest results are the best in the school’s history.

Wanstead High School is a great school; an inclusive, multi-cultural London secondary school of which the community is rightly very proud. This is reflected in our very high numbers of first choices for both Year 7 and Sixth Form applications.

Our goal is to liberate the potential of all our students to aspire, and to provide education with character for all.  The school has a committed and creative staff; We provide an innovative, supportive learning environment for all staff, from NQTs, support staff to future leaders within the school and beyond.

We are keen to appoint the right candidate to join us in the next stage of our journey and we hope that you consider applying to be part of our school.

Yours faithfully

**Bob Hamlyn**

**Headteacher**

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| **Wanstead High School**  **Lead Practitioner in Geography** |

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| **TITLE OF POST :** Lead Practitioner in Geography  **Salary Range** : **LEADERSHIP L9-L13** (negotiable upon experience and role)  **FROM :** September 2018 |

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| **Application Requirements** |

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| Along with your application form please write a letter of application, which **must:**   * address the requirements of the person specification where **L** is indicated; and, * outline your suitability for the post.   Your letter should not be longer than two sides of A4 paper font size 11. |

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| **Geography At Wanstead High School**  We are a comprehensive school committed to enabling our students to become well-rounded young adults. If you would like to work in a school where you can really teach and make a real difference then this is the school for you. Our students are our greatest asset!  This is a great opportunity for an enthusiastic, creative and well-qualified candidate who is keen to develop their teaching skills in a successful school that will provide great support and encouragement. We ask a great deal of our staff but we offer an outstanding opportunity for the right person to make a real impact on children’s lives and to develop their career in a very pleasant, successful and innovative school. We hope that you will decide to pursue your application and that you will consider a future with us at Wanstead. The post offers an excellent opportunity for the right person to develop their career within an exciting and supportive school. Results in Geography last year had a 100% pass rate at A level, with many going on to study Geography in Higher Education, and strong performances were also enjoyed at GCSE. Geography has grown in popularity in recent years becoming the largest GCSE option choice, with four large groups in Year 10. We are very proud of the achievements of the Geography Department but remain committed to continue to reflect and innovate to further raise standards.  As part of Seven Kings Teaching School Alliance, Wanstead is able to provide a wide variety of CPD opportunities for staff at all stages of their career, both within Wanstead and the Teaching School Alliance.  **What we are looking for:**  We are looking for a creative, passionate and dynamic professional to join our Geography department. Someone who can enthuse and excite students about the world of Geography and lead them to great outcomes. You should be committed to encouraging students to understand the world outside of their own backyard and you should be able to open the eyes of young people to the awe and wonder of our planet.  You will love Geography and you will be competent in both the physical and human elements of the discipline. |

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| **Person Specification** |

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| L = assessed by application | I = assessed at interview | R = assessed by reference | E = Essential  D = Desirable |

**Qualifications, knowledge and Experience.**

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| Good degree in the relevant subject or subjects, preferably at 2:1 or above | L |  |  | E |  |
| Relevant teaching qualifications | L |  |  | E |  |
| Evidence of continuing professional development. | L |  |  | E |  |

**Teaching and Learning**

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| High quality teaching skills |  | I | R | E |  |
| Evidence of very good examination outcomes for classes taught. | L | I |  | E |  |
| A clear understanding and use of Assessment For learning. | L | I |  | E |  |
| Understanding of self-review for improvement. |  | I | R | E |  |
| The ability to use data effectively to evaluate student teaching group progress and achievement. | L | I | R | D |  |

**Personal Qualities and Skills**

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| Evidence of high level communication skills with the ability to communicate effectively with a variety of audiences |  | I | R | E |  |
| The ability to build productive professional relationships with students, staff and parents. |  | I | R | E |  |
| An ability and evidence of a willingness to empathise and listen, and to be self-critical and reflective. |  | I | R | E |  |
| Enthusiasm, hard-work, integrity, creativity, flexibility and resilience. |  | I | R | E |  |
| An understanding of and commitment to equal opportunities in its widest sense and a commitment to inclusive education. | L | I | R | E |  |

**Safeguarding**

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| Motivation to work with children and young people. |  | I | R | E |  |
| The ability to form and maintain appropriate relationships and personal boundaries with children and young people. |  | I | R | E |  |
| Emotional resilience in working with challenging behaviours. |  | I | R | E |  |

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| **Teaching & Learning** |
| In accordance with the current DFE Teachers’ Pay and Conditions Document you will:   * Carry out the professional duties of a teacher as circumstances may require under the reasonable direction of the Headteacher. * Perform, in accordance with any directions, which may reasonably be given to you by the Headteacher from time to time, such particular duties as may reasonably be assigned to you. * Promote the general progress and well-being of individual pupils and of any class or group of pupils assigned to you. * To play a full role in the School’s pastoral system as a tutor. * To contribute fully to the achievement of the aims and ethos of the school. * To teach Geography classes at all Key Stages. * To deliver high quality lessons in accordance with the School’s Teaching and Learning policy. * To develop and prepare appropriate resources for all levels of ability in agreement with departmental and school policies. * To implement departmental procedures and school policy in respect of marking, assessment and reporting. * To contribute to the development of courses to meet National Curriculum requirements. * To contribute to extra-curricular events organized by the department team. * To help supervise the teaching base and allocated resources, and to undertake the various administrative tasks required. * To be responsible to the appropriate Curriculum Team Leader. |
| **Lead Practitioner** |
| * Leading, developing and enhancing the teaching practice of others within Geography and across the school. * Produce high quality teaching and learning resources and materials for use across the department. * Develop a range of learning activities and resources to enable lower ability students to access the curriculum at Key Stage 3 and into GCSE. * Develop a range of learning activities and resources to provide stretch and challenge for more able students throughout all key stages. * Creating meaningful, creative and demanding homework tasks for Key Stage 3 and GCSE Geography. * Develop active learning resources to enable students to demonstrate the LEARN approach to developing a growth mind-set. * Plan lessons independently and collaboratively with colleagues. * Work alongside the CTL to coach/mentor staff in order to develop their teaching. * Observe lessons across the school both formally and informally, providing feedback to teachers and set appropriate targets; hold staff to account for those targets. * Participate and lead in the mentoring of newly qualified and trainee teachers within your area. * Support non-specialist colleagues in delivering Key Stage 3 Geography with confidence and enthusiasm. * Work with the CTL to take a lead role in intervention across the department as appropriate. * Support the CTL with regard to schemes of work, policies, performance management and the implementation of national subject strategies. * Advise and train teachers on classroom management and organisation, lesson planning and appropriate pedagogy. * Provide advice and training on positive behaviours for learning. * Deliver CPD to groups of all sizes, including whole staff inset, on training days/mornings. * Lead groups of staff in continual professional development activities in areas of expertise and evaluate outcomes. * To support whole school priorities and targets for the department. * Provide subject specific advice, drawing on up-to-date research and developments. * Support the performance management process as required. * Produce and maintain records of work within your area and across the school. * To support the Senior Leadership Team in all aspects of teaching & learning. * Engage in outreach activities on a local and national level as needed. * Devise, resource and deliver experiential learning activities and fieldwork to support the requirements of the Geography curriculum. * Develop a vision, create an action plan and build momentum around an agreed whole responsibility. * To take on any additional duties as requested by the Headteacher, and appropriate to a member of staff on the leadership scale. |

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| **Safeguarding** |
| To ensure the safety and wellbeing of students in line with:   * The DFE Teachers Pay and Conditions Document. * The school’s safeguarding policy. |

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| While every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. |

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| **School Vision and Aims** |
| **Our Strategic Vision**  We will provide high quality education with character: inspiring our young people, keeping them safe, and preparing them fully for life in the modern world.  **Strategic Goals of the School**   * Further improve the quality of teaching and learning across the school so that all students receive an entitlement to excellence and to education with character * Establish a curriculum that best meets the needs of every single student * Develop high quality assessment, tracking and intervention systems to maximise the attainment and achievement of every student * Ensure all students are safe, healthy and happy, and have the skills and qualities needed to thrive in modern Britain * Develop leadership opportunities for all members of the school community, and ensure that our staff are fully developed as professionals in order to best meet the school’s vision |

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| **School Information** |
| Wanstead High School is a large, improving, multi-ethnic co-educational comprehensive school for students between the ages of eleven and nineteen. We constantly seek to bring about improvement in teaching and learning and in all aspects of school life. Expectations are high both for staff and pupils.  Wanstead High School seeks to enable students to achieve the highest academic standards.  Over recent years good examinations results have been achieved at GCSE and ‘A’ Level compared to national standards.  In 2017 69% of students gained 5+ A\*-C GCSE including Maths and English. Our Progress 8 score puts us in the top 25% of schools in the country. Two thirds of our students stay on to the Sixth Form and the majority of these gain entrance to universities and other centres  of Higher Education, and we also recruit a substantial number of post-16 students from the surrounding area. Our Level 3 Value Added Score puts us in the top 12% of all schools at A level in 2016.  Our latest OFSTED report, November 2015, rated the school as “Good” in all areas, noting in particular the high quality CPD for our staff.  The school is maintained by the London Borough of Redbridge and is situated in a residential area near Epping Forest, served by the London Transport Underground Central Line and the M11 motorway.  It is, therefore, both within easy reach of central London and out-lying areas such as Essex and Hertfordshire.  There are currently approximately 1550 plus students on roll including some 350 students in the Sixth Form. Currently there are 170 teaching and support staff.  Eight forms of entry (240 students) are admitted at year seven and there are some 350 plus students in the Sixth Form.  The school encompasses a rich social and cultural diversity and 35% of students speak English as an additional language.  There are over 35 languages spoken by the students. The school is heavily over-subscribed with some 850 applications for 240 places in Year 7 this year.  All students wear uniform except in the Sixth Form where students are required to wear tailored clothing. After much liaison with 40 linked primary schools (7 main feeders), students join one of nine mixed ability tutor groups and the school seeks to maintain the composition of this and the association with the same tutor throughout the student’s career. The year based pastoral system is central to the discipline and wellbeing of the students. Tutors are led and supported by an experienced team of pastoral heads.  The school has some very good facilities, including a good Sixth Form Centre with state of the art study facilities; ten well equipped Science laboratories and a purpose built theatre, a dance studio and music suite. Considerable refurbishment has taken place over recent years, with work still on-going. The school is well resourced with IT equipment.  The school’s sports facilities are used as a local Leisure Centre, which serves the community in the evening, but which is part of the school during the day. It comprises 4 squash courts, a sports hall, a gymnasium, a multi-purpose sports hall, a fitness training room and a floodlit play area. |