



Wright Robinson College

Assistant Head of Geography

# RECRUITMENT INFORMATION



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COLLEGE

OUR

MISSION

STATEMENT

## VALUES & ETHOS

### Our Values



All members of our college community will be given every opportunity to develop and achieve their full academic potential.



All members of our college community will contribute to ensuring that we provide a safe, secure and caring environment.



All members of our college community will celebrate the diversity of our community and celebrate our successes and achievements as one.



All members of our college community will demonstrate resilience at times of adversity.



All members of the college community will treat others with respect.

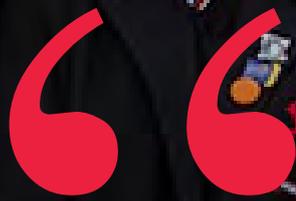


All members of the college community will be treated fairly.



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Team Wright Robinson is fully committed to inspiring its students to achieve academic excellence, good character and resilience. This will enable our students to be instrumental in contributing to and shaping British Society in an internationally competitive world.



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# Wright Robinson College

Headteacher: Martin Haworth

## Assistant Head of Geography

**Grade/Contract MPS/UPS + TLR 2b (Permanent)**

**Start Date: September 2024 or earlier if possible**

**Apply by: Wednesday 6<sup>th</sup> December 2023**

Do you aspire to be a leader in an outstanding school? We are looking to appoint an Assistant Head of Geography to support the leadership of our highly successful Geography department on the next stage of its journey. We are looking for applicants with ambition, drive and vision who are ready to take the next step in their career and who have the skills, expertise and passion to enthuse our young people and lead our staff to achieve consistently high standards.

This is an exciting opportunity for you to shape, enjoy and develop your career in our supportive college environment. You will be provided with the best resources and a programme of professional development that will enable you to develop your own skills whilst leading the drive for increasingly high standards in geography.

Wright Robinson College has been an 'Outstanding School' in every area of the Ofsted Inspection Framework since 2016 and we were immensely proud that our continued 'Outstanding' status was confirmed again in our October 2021 inspection under the new framework. We are fully committed to continuing to further raise academic standards and attainment, across an academic curriculum. We make no apologies for having the highest expectations of all our students. Students are expected to work hard and this is complemented by our excellent pastoral care, support and guidance.

You will be based in a friendly and supportive school with a state-of-the-art building, providing access to the latest resources to facilitate learning. As well as offering you a competitive salary, you will be provided with free access to on-site gym facilities and on-site parking. In addition, you will have access to our BUPA Employee Assistance Programme, Healthy Minds which provides all of our employee's with access to counselling, covering a wide range of topics. Located on the east side of Manchester, we are easily accessible through local and regional transport links.

Have you got the desire, experience and ambition to join our Team? If so, we would be delighted to hear from you. Informal enquiries can be directed to Ms Ward on 0161 370 5121.

**For further information on the position, to see what our staff have to say about working for us and for details on how to apply, please follow the link below:**

<https://wrightrobinson.co.uk/staff-vacancies/>

*All applications should be made via the TES website. We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.*

**Statement on Equality**

*We are an Equal Opportunities Employer and we positively welcome applications from candidates regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.*

**Statement on Safeguarding**

*Wright Robinson College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As such, all posts are subject to a safer recruitment process, including online checks and the disclosure of criminal records. It is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children. When appointing new staff, we will ask shortlisted candidates to complete a self-declaration of their criminal record and to provide any information that would deem them unsuitable to work with children.*

**GDPR**

*A copy of our Privacy Notice is available on our website.*





# Wright Robinson College

Headteacher: Martin Haworth

<b><u>JOB TITLE</u></b>	<b>Assistant Head of Geography</b>
<b><u>SCALE/SALARY</u></b>	<b>TLR 2B - £5,349</b>
<b><u>RESPONSIBLE TO:</u></b>	<b>Headteacher, Deputy Headteacher, Assistant Headteachers, Extended SLT, Head of Faculty and Head of Geography</b>

## **JOB PURPOSE**

In conjunction with the Head of Department and Head of Faculty be responsible for the implementation and development of an ambitious curriculum design in geography which allows all students to make excellent progress. To take a lead role in staff development across the department.

Together with the Head of Geography and Head of Faculty, ensure the efficient organisation and management of the geography department and to act as the Head of Department in the event of the potholder's absence.

## **Main Contacts**

Deputy Headteachers, Assistant Headteachers, Heads of Faculty, Heads of Year, Teaching Staff, Support Staff, parents/carers and students.

## **Duties and Responsibilities**

1. To support the Head of Department in the implementation of the Key Stage 3 geography curriculum, ensuring that it meets the National Curriculum requirements, prepares students for KS4, that it is in-line with the college and faculty curriculum intent and that the identified essential knowledge and skills are prioritised and retained by students. To assist the Head of Department in the implementation of the KS4 SOW.
2. To monitor the quality of teaching and learning within geography but with a specific responsibility for KS3 geography. This will include the scrutiny of schemes of work, book sampling, ensuring that work is regularly and thoughtfully marked for progress, providing guidance on how to improve performance. To conduct lesson drop-ins at the request of the Head of Faculty and in-line with college policy and processes.
3. To act as a positive role model within the faculty. This will include contributing to the faculty's open door policy in order to share good practice in teaching and learning.

4. To teach a range of classes and model good practice in teaching and learning.
5. To contribute to the college's self-evaluation process.
6. To monitor the progress of every student in Key Stage 3, through appropriate record systems, and to implement intervention strategies to ensure that all students make good progress. This will include collating teaching actions following data drops.
7. To take responsibility for representing the department at Key Stage 3 academic boards and put in place suitable interventions and actions following these meetings.
8. To assist the Head of Faculty in the creation of a faculty assessment calendar that supports the whole college assessment plan.
9. To have oversight of any internal examinations across KS3.
10. To support staff development of geography teachers so that they enhance their pedagogical knowledge and skills in order to improve student attainment.
11. To take a lead role on the use of IRIS within the department, creating a bank of resources which highlight areas of good practice and in-line with the priorities set out in the department improvement plan.
12. To support the Head of Department in setting work during periods of staff absence. Monitor the quality of teaching and learning during any long term staff absences.
13. To act as an appraiser within the faculty.

*The above list of job duties is not exclusive or exhaustive and the postholder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the post.*

Headteacher: Martin Haworth

## Assistant Head of Geography: Person Specification

AF – Application Form

SP – Selection Process

Specification	Essential/ Desirable	Method of Assessment
<b>QUALIFICATIONS / PROFESSIONAL MEMBERSHIP</b>		
<ul style="list-style-type: none"> <li>▪ Qualified Teacher Status</li> </ul>	E	AF
<ul style="list-style-type: none"> <li>• A proven track record of recent professional development in subject area.</li> </ul>	E	AF
<b>PROFESSIONAL EXPERIENCE</b>		
<ul style="list-style-type: none"> <li>▪ Proven success as a classroom practitioner in the subject area, with a minimum of two years' experience.</li> </ul>	E	AF/SP
<ul style="list-style-type: none"> <li>▪ Experience and proof of successful teaching and learning outcomes at Key Stages 3 and 4 in subject area.</li> </ul>	E	SP
<ul style="list-style-type: none"> <li>▪ Experience of monitoring the quality of pupils' work and setting appropriate challenge to assist learning.</li> </ul>	E	SP
<ul style="list-style-type: none"> <li>▪ Experience of evaluating own performance and the performance of others.</li> </ul>	E	SP
<b>KNOWLEDGE AND SKILLS</b>		
<ul style="list-style-type: none"> <li>▪ The ability to work under pressure and manage competing priorities and work to deadlines.</li> </ul>	E	SP
<ul style="list-style-type: none"> <li>▪ To have contributed/produced and/or revised schemes of work in subject area for Key Stage 3 or 4.</li> </ul>	E	SP
<ul style="list-style-type: none"> <li>▪ To have knowledge of recent research into curriculum development and the OFSTED inspection framework.</li> </ul>	E	SP
<ul style="list-style-type: none"> <li>▪ To possess well developed interpersonal skills and be a team player who always maintains professional confidentiality.</li> </ul>	E	SP
<ul style="list-style-type: none"> <li>▪ Experience of and the ability to interpret and use pupil performance data and be able to use this in planning and delivering successful learning outcomes.</li> </ul>	E	SP
<ul style="list-style-type: none"> <li>▪ Can demonstrate high standards of behaviour and the ability to manage challenging behaviour in a firm and consistent manner according to the BFL policy.</li> </ul>	E	SP
<ul style="list-style-type: none"> <li>▪ Experience of reviewing processes and initiating change for the improvement of learning outcomes.</li> </ul>	E	SP
<ul style="list-style-type: none"> <li>▪ The ability to work collaboratively with other teachers.</li> </ul>	E	SP

<b>PERSONAL QUALITIES</b>		
<ul style="list-style-type: none"> <li>▪ A commitment to your own, and others' continuous professional development.</li> </ul>	Essential	AF
<ul style="list-style-type: none"> <li>▪ Personal commitment to the college's professional standards, including dress code, as appropriate.</li> </ul>	Essential	AF
<ul style="list-style-type: none"> <li>▪ The post will require an enhanced DBS clearance.</li> </ul>	Essential	SP
<ul style="list-style-type: none"> <li>▪ To promote Health &amp; Safety, Safeguarding policies and Equality &amp; Diversity across the Trust.</li> </ul>	Essential	AF





WHY WORK

FOR US?



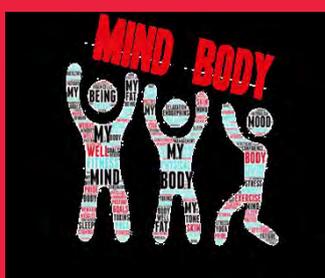
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## STAFF BENEFITS

- BUPA Healthy Minds Employee Assistance Programme (Free access to telephone or face-to-face counselling)
- State of the art facilities, including on-site gym/swimming pool
- Cycle to work scheme
- Local Government Pension Scheme/Teacher's Pension Scheme
- Strong programme of CPD/Staff development
- A focus on staff work-life balance and well-being
- Staff sports events/Fitness Friday
- Staff library provision

<https://www.wrightrobinson.co.uk/Vacancies/>



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# OFSTED REPORT

## OUTCOME

Wright Robinson College was inspected in October 2021 and continues to be an outstanding school.



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## WHAT IS IT LIKE TO ATTEND THIS SCHOOL?

Pupils are proud to be part of this exceptional school. They are adamant that it is a safe, happy and harmonious place to learn. Pupils thoroughly enjoy coming to school to learn. They say, ‘Every aspect of school life is about teamwork.’

All pupils, including pupils with special educational needs and/or disabilities (SEND), achieve exceptionally well. The ambitious curriculum motivates and engages pupils to work extremely hard. Staff have very high expectations of each of them.

Pupils concentrate fully on their learning. They relish the opportunity to master new challenges. Pupils are highly appreciative of the learning opportunities that teachers provide. Pupils are fiercely proud of their successes.

Behaviour is exemplary. Pupils are extremely courteous and respectful. Pupils of all ages get along exceedingly well. They are accepting of each other’s differences. Pupils have no concerns about bullying. They said that it would be ‘out of the ordinary’. Should any bullying occur, pupils are confident that teachers will ‘shut it down immediately’.

Pupils spoke with great pride about the extensive range of leadership, charitable and enrichment opportunities on offer. They delight in developing new skills and in finding new ways to contribute to the wider community. Pupils develop into highly confident, articulate and responsible young adults who are ready to ‘shine’ in the world.

## WHAT DOES THE SCHOOL DO WELL AND WHAT DOES IT NEED TO DO BETTER?

Leaders, governors and trustees have created a distinctive school with a clear purpose. They are deeply committed to ensuring that every pupil can flourish, irrespective of their personal circumstances. A culture of high aspirations and a can-do approach to learning pervade the school.

