



Brinsworth Academy

Head of Geography

Part of

LEAP

Multi Academy Trust

Post Title: Head of Geography (MPS + TLR 2c)

This is an exciting opportunity for a talented, inspirational teacher of geography with leadership experience to lead our vibrant geography department.

This is a permanent, full-time post starting in September 2019.

The closing date for applications is 9.00am Thursday 16th May 2019.

Candidates wishing to visit the school may do so. Please contact Caroline Fullelove, HR on 01709 828383 or email cfullelove@brinsworth.rotherham.sch.uk to arrange a visit.

The Geography Department

The Geography Department at Brinsworth Academy is an enthusiastic, friendly and supportive team of 5 staff members. The post has arisen due to the current subject leader gaining promotion outside the academy. We are looking for a teacher who can inspire students to achieve excellence in Geography, believing that Geography lessons should be engaging and inspirational, promoting thinking, discussion, and developing skills, not only necessary for exams, but more importantly, for life. Each member of staff will mainly be based in their own classroom and all classrooms have interactive whiteboards.

We teach AQA GCSE Geography and at A level we follow the Edexcel/Pearson specification.

We have a two-year KS3 which develops the skills that students will need for Key Stage 4. All schemes of learning are currently being developed by the team, working collaboratively, to ensure the development of skills for GCSE are being taught in an engaging manner.

We teach students in mixed ability form groups in key stage 3 and in key stage 4 there is an element of banding by broad ability, depending on the number of students who opt for the subject in each option block. We usually have one sixth form class for each year group and our subject is traditionally a popular option with students wishing to stay on at our successful sixth-form.

There are many opportunities for staff development within the department and through our Academy's extensive CPD program. We look forward to welcoming staff who will contribute to our ongoing success. We look forward to working with a colleague who is highly motivated and passionate about Geography and who seeks to lead the department to further success.

Job Description

An effective professional who can be a role model for students and staff within the department. Demonstrating excellent classroom practice, thorough subject & curriculum knowledge, the ability to assess and intervene effectively and will take responsibility for personal and departmental professional development.

Leadership

- Lead learning within the Geography Department
- Monitor, manage and develop the quality of teaching and learning in the department, in line with the whole school priorities, to maximise student progress;
- Monitor, support and evaluate the deployment of resources, including staffing;
- Develop, co-ordinate, monitor and evaluate strategic planning within Geography in order to improve standards in the subject;
- Manage the assessment and tracking of students, including data analysis as required, and devise and implement appropriate intervention strategies;
- Ensure all colleagues are aware of and meet internal deadlines by submission of all relevant data, ensuring the accuracy of predictions and assessment data through rigorous QA and standardisation;
- Manage the Year 8 and Post-16 options process for the subject;
- Manage the department in terms of curriculum design, assessment, recording and reporting and support for positive behaviour;
- Design, implement and evaluate communication systems for the Geography department including subject meetings and communication with all stakeholders;
- ensuring policies relating to student rewards and behaviour management are implemented to secure a well-ordered and disciplined environment;
- Evaluating own teaching critically to improve effectiveness;
- Ensuring the effective and efficient deployment of classroom support;
- Make appropriate arrangements for classes when staff are absent, ensuring appropriate cover.

Teaching, Learning and Curriculum

- Model the key elements of effective teaching as laid out in the Brinsworth Academy Teaching & Learning Plan.
- Be accountable for sustained improvement of T&L within Geography across all key stages
- Actively monitor the quality of teaching & learning in the department
- Lead the development, evaluation and improvement of schemes of learning to ensure valuable and effective classroom experiences for students
- Ensure the curriculum model provides effective opportunities for students to realise their potential and be successful
- Actively monitor student progress through effective assessment, monitoring & intervention procedures

Staff Development

- Establish and lead department training and development as appropriate;
- Participate in and engage with whole school CPD and contribute to staff coaching as required;
- Support development and training needs for members of the Geography team as required;
- Act as an appraiser and ensure that objectives set are rigorous;
- Review teacher performance through QA, holding colleagues to account, in line with the trust appraisal policy.

Other Professional Responsibilities

- Contribute to the development of, review and evaluation of the department improvement plan;
- have a working knowledge of teachers' professional duties, teacher standards and legal liabilities;
- operate, at all times, within the stated policies and practices of the academy, in particular safeguarding responsibilities;
- know subject(s) or specialism(s) to enable effective teaching;
- take account of wider curriculum developments;
- establish effective working relationships and set a good example through their presentation and personal and professional conduct;
- co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the academy, department and students;
- contribute to the corporate life of the academy through effective participation in meetings and systems necessary to coordinate the management of the academy;
- take part in marketing and liaison activities such as Open Evenings, Parents' Evenings and events with partner schools;
- take responsibility for own professional development and duties in relation to academy policies and practices including health & safety policies;
- liaise effectively with parents.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from the leadership team to undertake work of a similar level that is not specified in this job description.

It is understood that areas of responsibility are from time to time subject to review and are negotiable in the light of the needs of the academy and the professional development of the staff.

Person Specification

	Criteria	How assessed*
Qualification	Degree or equivalent in an appropriate subject	A/C
	Qualified Teacher Status	A/C
Experience	Strong teaching ability with good/outstanding outcomes	A/I/R
	Use of a variety of teaching strategies and approaches to challenge students	A/I
	Assessment driven planning to maximise progress	A/I/R
	Responsibility within a school	A/I/R
	Commitment to personal development and development of others	A/I
Knowledge	Up to date knowledge of the curriculum area	A/I/R
	High expectations that motivate and challenge students	A/I
	Deep understanding of assessment and data analysis	A/I
	Strong understanding of national performance measures	A/I
	Principles that promote positive relationships and an excellent climate for learning	A/I
Skills & Abilities	Outstanding classroom teacher with an ability to motivate and engage students of all abilities	A/I/R
	Strong moral purpose and drive for improvement	A/I/R
	Genuine passion and belief in the potential of every student	A/I
	Ability to develop learning resources and contribute to department schemes of work	A/I/R
	Effective and systematic behaviour management to promote positive relationships	A/I/R
	Good communication, planning and organisation skills with a strong attention to detail	A/I
	Sensitive to the varying needs of young people and individuals	A/I/R
Personal Attributes	Enthusiasm, flair, energy and imagination	A/I
	Strong educational principles based on inclusion and equality	A/I
	Demonstrate resilience, motivation and commitment to raising standards	A/I
	High level of emotional intelligence, honesty and integrity	A/I/R

	Excellent communication skills	A/I
	Willingness to be involved in the full life of the academy including extra-curricular activities	A/I
	Good health and attendance record	R
	A commitment to the safeguarding and welfare of students	A/I/R

* A – Application form; R – Reference; I – Interview; C – Certificates

Brinsworth Academy's mission is to help all students to "Achieve Excellence" via quality first teaching, responsive pastoral care and decisive leadership.

We welcome contact to discuss this post, as well as visits to our academy.

Application forms and all supporting information can be downloaded from the Academy website: www.brinsworthacademy.org.uk

Completed applications should be returned either by post to: Caroline Fullelove, HR at Brinsworth Academy, Brinsworth Road, Brinsworth, Rotherham, S60 5EJ or by email to hr@brinsworth.rotherham.sch.uk

The Learner Engagement and Achievement Partnership is committed to safeguarding and protecting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This post involves working with children and therefore if successful you will be required to apply for a disclosure of criminal records check at an enhanced level. Further information about the disclosure of criminal records can be found at <https://www.gov.uk/disclosure-barring-service-check>.

We undertake to make any "reasonable adjustments" to a job or workplace to counteract any disadvantages a disabled person may face.

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