The John Roan School

The best in everyone™

Part of United Learning

Teacher of Geography



Job Pack – Teacher of Geography

September 2021



The John Roan School

The John Roan School joined United Learning in September 2019 and, together with the expertise and support that this brings us, is rapidly improving outcomes for students. As we move into the next phase of our school improvement programme, we are looking for someone who passionately shares the belief that all children can achieve, no matter what their starting point, background or needs.

Founded in 1677, The John Roan is one of the oldest state schools in the country. We are an ambitious academy that is committed to working hard and raising achievement for everyone. With the highest expectations for all of our students, our vision is to be an academy where young people thrive and grow in an environment that brings out the best in everyone.

The John Roan School is a mixed ability, co-educational, 11 – 18 academy set across two sites a short walk apart. It overlooks Greenwich Park and the Royal Observatory and has excellent transport links connecting it to the City and to neighbouring boroughs. In addition to having access to the high-quality support and networks from United Learning, we have partnerships with local and national organisations and universities, and we are linked to the Don McMath charity that supports the education of children in The Gambia.

Our long history brings with it the advantages of being part of the John Roan Foundation and their commitment to enhancing and enriching the experiences of our students, especially those who are disadvantaged, through Music and Sport provision in particular. We have priority access to the Hope Memorial Residential Centre in the Lake District and extensive playing fields in Kidbroke, a short drive from the school. Our parent association is strong, vibrant and focused on increasing parental engagement as well as fund raising for the school.



We have a Centre for Autism with 16 commissioned places for students with Autism Spectrum Disorder, a thriving SEND provision and growing numbers of students with English as an Additional Language.

Our staff team is diverse and reflects the multi-cultural student population of the school at all levels. This is an exciting time to join us.

We are looking for the right people to join our team. This is an exciting senior leadership position which would suit a highly motivated and skilled teacher looking to join a thriving school. We want to hear from applicants who wish to build on our improvements, share our vision for providing an outstanding environment for teaching and learning and who, like us, value drive, integrity, scholarship and contribution.

You will be joining a school that is ambitious for its future as well as the future of all its students and so we are looking for colleagues who share that ambition and are uncompromising in their commitment to doing what it takes to secure the potential of the young people here.

Joining a school that values personal development, you will have a wealth of opportunities to develop within United Learning.



Working for United Learning

Since 1884, United Learning has been committed to providing the best education and opportunities for the children and young people in our schools. Just as we seek to nourish their lives, we want the best for our colleagues too.

United Learning is a great place to work

When you join us, you can be confident that you will receive the opportunities, guidance and materials you need to be the very best teacher you can be.

As a long-established group of schools, stretching from the North West to the South Coast, one of the many benefits of joining us is the breadth and depth of resources and support available. With a shared curriculum, subject advisors, a national pool of peers, coaching, mentoring and individual CPD plans, your teaching career will develop and grow as much as you want it to.

The strength of our group is determined by our people, which is why we seek to recruit and support the very best educators, with the skills and enthusiasm to inspire our young people.

We believe that diversity drives innovation and are determined to build a culture where difference is valued and celebrated. In creating a workforce that reflects the communities we serve; we are committed to continuing to improve the diversity of staff within each of our schools and central teams.

A national network

We're a growing group, with over 90 schools across the country. That means plenty more opportunities to progress your career within United Learning, with the chance to work in contrasting schools in different regions. It also means you've got a ready-made network of colleagues across the country with whom you can share ideas, best practice and knowledge.

When you join United Learning, you'll be invited to attend our annual **Best in Everyone Conference** induction event providing opportunities to meet other colleagues and find out more about our work and the rewards and benefits available to you. We also host multiple teach-meets throughout the year, often with special guest speakers, and hold General Education Forums for headteachers and senior leaders.

Your well-being

At United Learning, we recognise that flexible working has a key role to play in attracting, retaining, developing and rewarding outstanding teachers. Everyone should be able to do their job without sacrificing a family life or compromising their wellbeing. That's why we are committed to encouraging and enabling flexible working opportunities throughout our schools.

We love working in education, but we know it can be challenging. That's why your well-being is our top priority – from emotional support to workload management. The majority of our schools now have well-being leads who work with headteachers to target activities at the right level for staff. Every academy has at least eight INSET days per academic year, with three dedicated to planning. Additional time to prepare is good for your pupils as well as your well-being. Free confidential advice and support is accessible to all staff through our Employee Assistance Programmes.

Shared curriculum and expertise

Our **shared curriculum** spans key subjects and defines the essential teaching and learning for each year. It's well-stocked with lesson plans, assessments and other resources, which can be adapted depending on the class you're teaching. It allows schools the flexibility to deliver it in the way that works best for them, whilst ensuring that every pupil progresses.

We also have **specialist subject advisors**, who are experts in their field with the experience to know what works best in the classroom; they liaise throughout the year with departmental and subject leads to offer advice on how to teach topics and improve pupils' progress.

Your professional development

Great professional development starts in school. We support all our schools to offer professional development that is rooted in the evidence of what improves teaching and learning. The Group provides access to specialist resources, speakers and networks, as well as qualifications such as NPQs and Apprenticeships. Each offer is flexible to your needs and aspirations, whatever your role.

All teachers at United Learning also receive free membership of the Chartered College of Teaching, giving you access to the world's largest education research database; a subscription to the College's peer-reviewed journal; networking opportunities and the chance to have your say in the development of education policy.

Remuneration packages and perks

At United Learning we are committed to ensuring our employees feel valued and appreciated. Because we are a group, we can reward you better than any school could alone, and this includes your employee benefits. We have a number of core benefits which include competitive rates of pay when compared to the maintained sector; access to a contributory pension scheme relevant to your role; enhanced parental leave policies to support parents and carers; independent school fee reduction scheme for your children and tailored Continuous Professional Development (CPD).

We've partnered with Perkbox to offer every United Learning employee over 250 exclusive benefits, all through an easy-to-access platform and app. featuring a range of perks including free access to online wellness and workout classes, a free monthly coffee and film download and money off your weekly shop, high street purchases and meals out.

Many schools have implemented their own staff recognition schemes including breakfasts and thank you cards to show appreciation.

Our annual staff survey helps school leaders to understand their teams, their motivations and how to ensure that all employees feel valued. We encourage and support schools to deliver their own rewards schemes on top of those provided by United Learning.

The John Roan Sixth Form

Our overarching focus is to get our Sixth Form students to the destination of their dreams, whether that be university, an apprenticeship or in a workplace, and we want to set each student up for success when they get there. We do this by providing an environment that challenges all students to reach their full potential.

Our core principles are:

1. Scholarship

2. Self-Determination

3. Collaboration

4. Professionalism

When enrolling in our Sixth Form our students are committing to follow a complete programme of studies and activities associated with being a senior member of the school community role modelling our core values: Pride, Respect, Involvement, Determination and Excellence.



The Centre for Autism

Working within the broader provision for students with Special Educational Needs and Disabilities (SEND) across the whole school, the Centre for Autism ("The Centre") addresses the specific high needs of those students with commissioned places within the school.

The Centre for Autism sits within the main provision for the school and also has a dedicated classroom and sensory room. Specialist leadership of the Centre is critical to its success and the Head of The Centre for Autism is a Senior Middle Leader in the school, reporting to the Assistant Principal with responsibility for Student Support. Dedicated specialist staff, Learning Coaches for Autism, are assigned to The Centre, together with other Learning Coaches whose work crosses over between mainstream and Centre support. A member of staff with responsibility for social support also works directly with students from The Centre.

Staff in The Centre for Autism provide individually tailored programmes for each of the 16 students, finding a balance between specialist interventions and provision, and a mainstream school experience. The tailored interventions and provision change over time along with the specific needs of each student. The provision of specialist social support as well as curriculum guidance forms the core provision in The Centre.

A close working partnership with home is central to the success of the students within The Centre, as is access to external specialist support where appropriate.

As an academy with designated specialist provision for autism, we have also become a centre for such provision that extends more widely than those commissioned places. In order for the wider group of students to succeed and thrive in the educational setting, every aspect of whole school provision must be able to meet their needs. The specialist training and development for all staff is led by the Head of the centre for Autism.

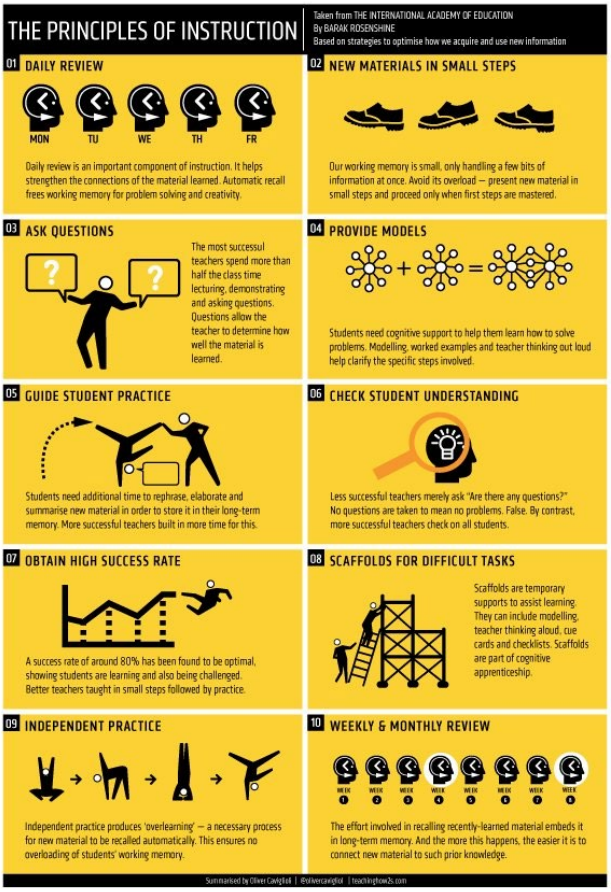


Teaching and Learning at The John Roan School

All teaching and learning at the school uses Rosenshine's Principles of Instruction as the framework for lesson planning and delivery. Our lessons all begin with retrieval practice and then move through the 'I do – we do – you do' sequence of instruction, modelling and independent practice. Lessons all finish with a 'final two' round-up of learning. We use the Teach Like a Champion techniques to support great learning in a disruption-free environment which is supported by a highly visible senior team presence around the building.

We are committed to establishing ways to reducing the pressures on staff.

- Most departments have access to a central curriculum framework within United Learning, led by expert subject advisors who frequently meet with Heads of Department and are able to support teams with bespoke CPD as required.
- All subjects are part of group-wide networks where good practice is shared and discussed.
- Whole class feedback is encouraged and research supports this as a highly effective tool to promote strong progress in all students
- We have a Disruption Free Learning commitment, supported by the Senior Team
- We use a range of online learning platforms to set homework and individual learning tasks
- Students without their own devices at home can take a long term loan of a Chromebook from the school
- 30-minute CPD sessions are run weekly as Deliberate Practice sessions



The Recruitment Process

If you feel that The John Roan School is a place where you will be able to grow and thrive and one where you feel you can make a positive contribution, then we want to hear from you.

You may feel that you would like to visit the school and / or talk to someone at the school about the role. If this is the case, please contact the HR team: HRQueries-sel@unitedlearning.org.uk

Deadline for receipt of application	Monday, 20 September 2021, midday	Send to: hrqueries-sel@unitedlearning.org.uk
Shortlisting will be on	Monday, 20 September 2021	
Shortlisted applicants to be contacted by	Email	
Interviews on	Thursday, 23 September 2021	

Please note that for most positions there are a number of stages in the recruitment process. An interview day (or days) will include a variety of tasks and meetings designed to allow you to demonstrate your suitability for the post and for us to see what you will bring to the school. If you are applying for a teaching position, you should expect to be asked to teach a sample lesson as part of the process. All classrooms have a PC with a projector and screen as well as a visualiser. Our computers do not take USB devices and so you should email any presentation to the school in advance of your interview.

