



HAMPSTEAD SCHOOL
Learning together Achieving together

SUBJECT LEADER - GEOGRAPHY APPLICATION PACK





HAMPSTEAD SCHOOL

Learning together Achieving together

Dear Colleague

Thank you for your interest in this exciting post here at Hampstead School.

Please look at the following documents:

- Copy of the Advert
- Job Profile and Person Specification
- Application Form download our website www.hampsteadschool.org.uk
- More information about the school can be found on our website: www.hampsteadschool.org.uk .

The School and its Community

Hampstead School is a London Borough of Camden maintained comprehensive School with 1300 students (including 250 in the Sixth Form). The school, with an admission number of 210, is very popular locally and oversubscribed. Founded in 1961 as a mixed comprehensive school, visitors often comment on the mutual respect which is evident amongst students and between students and staff, being the first secondary school in London awarded the UNICEF Rights Respecting School Award at the highest level.

The diversity of our students is a real strength of the school. Over 80% of students are of ethnic minority origin, with over 60 different languages spoken in the school. Around half our students have English as an Additional Language, with a significant number eligible for the Pupil Premium.

The school has just been rebuilt over the past two years as part of the Priority Schools Building Programme.

Our Ethos

Our best-ever examination results at A Level in 2017 reflect what Challenge Partners recognised as our “*exceptional climate for learning*”, underpinned, as ever, by the quality of relationships at all levels, evident every day. A laser-like focus on the highest expectations of achievement and a belief that every student can and will achieve, whatever it takes, means that Hampstead School’s reputation for creativity and inspiration is firmly rooted in rigour. The school is currently in a very strong position, with learners achieving above national expectations across the core and overall and record numbers in our Sixth Form.

Innovation is central at Hampstead School, reflected in just some of our successes and initiatives over the last couple of years:

- One of only seven UK schools recognised as an inaugural “Achievement for All” Ambassador School, building on our Lead Quality Mark in supporting our most vulnerable learners to attain in line with their peers
- Pearson/Communications Trust “Outstanding School of the Year” 2015

- Arts Mark Award (Gold) from the Arts Council for England
- Sportsmark
- Healthy Schools status
- International School Full Award
- Geography Quality Mark
- Sustainable Schools Award (Gold)
- Cultural Diversity Quality Standard (Gold)
- Stonewall Award
- National Champions in the Model United Nations national debating competition
- Our work with New Arrivals recognised as best practice and disseminated to all schools in a DVD.
- A residency school for the Future Leaders programme over many years, developing the headteachers of the future, as well as involvement in Teaching Leaders and Teach First.
- Investors in People
- International visitors seeking good practice from Denmark, Pakistan, India, China, Norway (where we undertake support work), USA and Japan among others and residency teachers annually from Connecticut
- Diana Awards from the Prime Minister for our anti bullying and peer mentoring schemes
- Part of the National Association for Able Children in Education (NACE),

and so it goes on.

In 2017, Hampstead School is a very successful, dynamic and happy school.

We are very proud of what we have achieved, never complacent and with a genuine and positive determination to become exceptional in all areas. We relish our challenges, being fortunate in our excellent, committed and enthusiastic staff, all of whom work together for the benefit of our students. A sign of our success is that, within a stable staff, nearly all who leave do so for career promotion. Consequently, this creates great opportunities to appoint new colleagues with new ideas, enthusiasm, determination, moral purpose, skills and positivity.

“Staff really like working at the school. They feel valued and very well supported. Leaders have ensured that they have very good opportunities for training and development, to which they contribute. Many staff have moved on to promoted posts internally and elsewhere. This is an exciting, dynamic place to work, and its vitality greatly benefits the pupils.”
(Ofsted October 2016).

I am very excited about developing the school further and working with colleagues with differing strengths, but who all share an unwavering passion for education, and a commitment to improving the life chances of all our students.

If you are one of these talented people, I'd love to hear from you.



Jacques Szemalikowski
Head



HAMPSTEAD SCHOOL
Learning together Achieving together

**Subject Leader for Geography
Social Sciences Faculty
TLR 2B (£4398)**

Inner London pay range
Required for January 2018

Due to promotion we are seeking an outstanding leader in Social Sciences who will have the presence, experience and vision to further develop this very successful faculty. Geography is an extremely popular subject choice and successful at GCSE and A Level. The faculty moved into brand new purpose-built facilities in our new building last November. The school has been awarded the Geography Quality Mark by the Geographical Association.

We need you to be:

- Committed to inspiring and motivating our students through the highest expectations
- A team player with excellent subject knowledge and ability to teach Geography to A Level
- A strong communicator with leadership potential wanting the best for each student
- A cracking teacher, enthusiastic and optimistic in your approach.

"Staff really like working at the school. They feel valued and very well supported. This is an exciting, dynamic place to work, and its vitality greatly benefits the pupils". (Ofsted Sept.2016)

"Fizzes with activity" (Good Schools Guide)

"An exceptional climate for learning" (Challenge Partners)

Closing Date: 12 noon Friday 20 October 2017
Interview Date: Monday 30 October 2017

The School is committed to safeguarding and promoting the welfare of children. The successful applicant will be required to undertake an enhanced DBS check. Checks will be made with previous employers.



11 – 19 Mixed Comprehensive N.O.R: 1280 (240 in Sixth Form)
Westbere Road, London, NW2 3RT - Head: Jacques Szemalikowski
Tel: 020 7794 8133
Email: vacancies@hampsteadschool.org.uk
Website: www.hampsteadschool.org.uk



Hampstead School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

Post Title:	Subject Leader for Geography – Social Sciences Faculty
Purpose:	<ul style="list-style-type: none"> To optimise standards of student attainment and achievement within the faculty and to monitor and support student progress To optimise standards of High Potential Learners (HPL) student attainment and achievement in Social Science To be accountable to the Head of Faculty (HoF) for quality assurance of student progress and development in the Key Stage To deliver Pedagogies across the faculty To lead in managing and developing Geography resources in Social Science To develop, enhance and monitor the teaching practice of others To ensure the provision of appropriate subject pedagogy in accordance with school aims and Governing Body policies To help in leading, managing and developing the Geography curriculum including staff, financial and physical resources To lead in actively engendering a high level of professionalism, shared sense of purpose and positive emotional climate in the school and so create a vision, sense of purpose and pride in the faculty. To support the HoF, deputising when necessary
Direct Reporting:	Head of Faculty
Operational & Strategic Planning	<ul style="list-style-type: none"> To lead the development of appropriate specifications, resources, schemes of work, assessment and marking policies, and teaching for learning strategies within all Key Stages The day-to-day management, control and operation of Geography subject service delivery To systematically track, monitor and follow up student progress To implement and monitor school policies and procedures To establish and successfully manage Teaching and Learning in Geography and to support staff in the implementation of high quality lessons activities as a tool in raising standards In liaison with faculty colleagues to take a leading role formulating aims, objectives and strategic plans for the faculty which meet client need, have coherence and congruence with and contribute to the School Improvement Plan To assist in ensuring that service delivery holistically reflects the school's distinctive ethos and mission To ensure that Health and Safety policies and practices are carried out in-line with specified requirements
Curriculum Provision, Development & Service Delivery	<ul style="list-style-type: none"> To liaise with the HoF in the development and delivery of an appropriate, comprehensive, high quality and cost-effective curriculum within the wider faculty To lead curriculum development in the geography, keeping up-to-date with national developments and teaching practice and methodology To maintain accreditation with relevant external organisations

Human Resources	<ul style="list-style-type: none"> • To contribute to performance management and resultant staff development needs • To work with the HoF to ensure the efficient deployment of geography teaching staff • To inspire faculty members by personal example, promoting teamwork and intrinsic motivation • To participate in the school's ITT programme • To support and inspire colleagues to engage with fully inclusive service delivery
Management Information:	<ul style="list-style-type: none"> • To maintain accurate and up-to-date information • To make use of analysis and evaluate performance data provided including on-going ALPs and associated progress evidence. • To help identify interventionist action on issues arising from data, systems and reports reviewing progress on the action taken • To help produce reports within the quality assurance cycle • To actively engage with information on Key Stage examination performance.
Communications & Service Orientation:	<ul style="list-style-type: none"> • To contribute to vision ownership and buy-in from staff • To ensure effective communication/consultation with parents • To communicate and co-operate with persons or bodies outside the school and to actively promote the school's ethos when doing so
Marketing and Liaison:	<ul style="list-style-type: none"> • To contribute to the school liaison and marketing activities including coordination of School Open Evening. • To lead the development of effective subject links with partner schools, external agencies the community, primary and partners • To actively promote the school and its corporate well being
Management of Resources:	<ul style="list-style-type: none"> • To assist the HoF in managing the available resources of space, staff, money and equipment efficiently in line with the principles of "Best Value"
Pastoral Care & Welfare System:	<ul style="list-style-type: none"> • To monitor and support the overall well-being progress and development of students • To help monitor student attendance, progress and performance in relation to targets ensuring that interventionist strategies are implemented • To contribute to PSHCE, CEG, WRL as appropriate • To implement the Behaviour for Learning system so that effective learning can take place • To contribute to the implementation of the school's pastoral system and the outcomes of Every Child Matters
Additional Duties:	<ul style="list-style-type: none"> • To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example

OTHER SPECIFIC DUTIES

- To continue personal development as agreed
- To be generally responsible for safeguarding and promoting the welfare of students
- To undertake any other duty as specified by STPCB not mentioned in the above
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description
- To take the lead in courtesy to colleagues and in modelling the school ethos to visitors and callers

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition

This job profile is current at the date shown but, in consultation with you, may be changed by the Head to reflect or anticipate changes in the job commensurate with the grade and job title.



**Subject Leader for Geography – Social Sciences Faculty
Person Specification**

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Qualified Teacher Status• Excellent record of punctuality and attendance• On appointment, enhanced DBS check associated with ability to promote safeguarding of children	<ul style="list-style-type: none">• Further professional qualifications
Experience	<ul style="list-style-type: none">• Experience (of at least one year) across the 11-18 age range.• Exemplary classroom practitioner	<ul style="list-style-type: none">• Experience of a range of teaching/learning strategies
Ability / Skills	<ul style="list-style-type: none">• Ability to analyse and act on attainment data• Ability to demonstrate subject knowledge• Ability to liaise with colleagues across the faculty• Strong organisational skills• Strong interpersonal skills linked to the ability to both lead and manage.• Ability to work hard and prioritise within competing deadlines	<ul style="list-style-type: none">• Willingness to acquire skills as appropriate, e.g. ICT• Knowledge of national educational policy, priorities and initiatives - especially in relation to the Key Stage• Knowledge of national High Potential Learners educational policy, priorities and initiatives;• A reflective practitioner
Equal Opportunities	<ul style="list-style-type: none">• Awareness of equal opportunities issues and how these could be explicitly addressed in Social Sciences and High Potential Learner provision	<ul style="list-style-type: none">• Ideas for addressing issues related to social and academic inclusion
Disposition	<ul style="list-style-type: none">• A sense of perspective and manifest enthusiasm• Ability to work hard and prioritise within competing deadlines• A commitment to comprehensive education, teamwork and a collegiate approach	<ul style="list-style-type: none">• Resourcefulness, flexibility and adaptability.• A view of personal goals in relation to career development and school improvement