

# Head of Geography (MPS/UPS + TLR2a)

January 2023 (or earlier)





**Ernesford Grange Community Academy** is a thriving 11-18 school, with fantastic facilities and a happy, committed team of colleagues whose sole aim is to bring the very best out of our students.

We are part of the Sidney Stringer Academy Multi Academy Trust, which consists of five schools led by Sidney Stringer Academy. The schools are Radford Primary Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Sidney Stringer Academy and Sidney Stringer Primary Free School.

Our vision is to achieve excellence for all with a mission to work together to inspire a learning culture of high expectations with no excuses, where every member of our school community can be proud to belong to Ernesford Grange Community Academy and all students will achieve outcomes which will enable them to succeed in modern society

Teaching and Learning is at the heart of everything we do alongside the belief that every child can achieve no matter the barriers. We have a very firm no excuses culture and have the highest expectations of our young people and our staff. Ernesford is a very collaborative, supportive and inclusive school and it is our wonderful staff who drive the culture of belief in the young people and what they can achieve. Staff CPD is a key component of our continued improvement in high quality teaching and learning and we invest heavily in this aspect of school life

## **Head of Geography**

Ernesford Grange Community Academy is seeking to appoint an excellent Head of Geography with a vision to lead our Geography department to achieve excellence for all students at Key Stage 3, 4 and 5.

We currently offer Geography at KS3 within a Humanities curriculum in which Geography is rotated with other Humanities subjects. At KS4 we offer AQA GCSE Geography and would like to be able to develop the subject so that A-Level is delivered in the next academic year.

The Humanities department has expanded in recent years and consists of Citizenship, Geography, Health and Social Care, History, Psychology, RE and Sociology. The team are committed to our pupils and has a strong culture of collaboration and interdependence. Any new member of staff would be welcomed into the team and given the support and CPD that they require.

At a time of growth and genuine excitement for our school, we have a new wing of the building that opened in September 2022, we are looking for someone with a genuine passion for the subject, who wants to inspire and guide the students of Ernesford to a future of which they can be proud and successful in.

# Why work at Ernesford Grange Community Academy?

Why should you commit your future to the children of Ernesford Grange Community Academy?

I asked some of our Ernesford colleagues earlier this term what it was that made them love working here quite so much and this is just a snippet of what they said:

- We are a genuine family where the staff care just as much about each other as they do about our wonderful students
- SLT actually trust staff to work and do not micro manage everything
- It feels like the responsibilities during the tough times and decisions are shared to make it a little easier on everyone
- We have a dedicated Director of Staff Well-Being who genuinely wants to make sure we are all happy and enjoying our time at school
- SLT listen to you and actually take on board suggestions on how to keep improving
- We care about others. Really care. Not the care that you do because you have to, or because you feel obliged to.
- Engaging and challenging schemes of work in place which eases workload as they require differentiating according to group need rather than re-creating. These are reviewed constantly so if we need to think of something new we share the workload as a team.

The staff survey from June 2020 highlighted that 99% of colleagues felt that staff morale was good or outstanding, 98% felt the support they received from their line manager was good or outstanding and 95% of staff felt that the management of pupil behaviour was good or outstanding. It is our aim to get 100% for each of these categories in the next survey.

In addition there are benefits to being a colleague within Sidney Stringer Multi Academy Trust

- **100% attendance - 1 day off following year**
- **Staff Development- new leadership challenge programme and subsidies for Masters' degree Chromebooks for teaching staff and class sets for lessons**
- **Social committee with subsidised events**
- **Revision sessions paid for (Subject to minimum numbers)**
- **Occupational health and counselling support**
- **Cycle Scheme**
- **Free Flu jabs**
- **Long service awards**
- **Potential to work across more than one school/phase if appropriate**

## **JOB DESCRIPTION – Head of Geography**

**Sidney Stringer Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment.**

**Scale:** TLR 2b  
**Responsible to:** Head of Humanities

### **Job Purpose**

- Responsible & accountable for the standards of achievement of all students within Geography, ensuring that high expectations are met with high standards of achievement
- With line manager, contributing to policy, leadership and overall planning and development for maximum student success
- Supporting non-Geography specialists within the Social Sciences department
- Leading on the profile of Geography across the Academy.
- Identifying resources to successfully deliver a high-quality provision

### ***Working with other relevant teachers in the key stage or subject:***

- Identify appropriate attainment and achievement targets
- Monitor pupil standards and achievement against annual targets
- Monitor planning, curriculum coverage and learning outcomes
- Monitor standards of behaviour and attitude
- Lead evaluation strategies to contribute to overall school self-evaluation
- Plan and implement strategies where improvement needs are identified
- Ensure that relevant attainment/achievement targets are met

### **Leading, developing and enhancing the teaching practice of other staff.**

Ensuring that conditions for effective teaching and learning are consistent and effective, through planning, monitoring, evaluation and review

### ***Working with other relevant teachers in the key stage or subject:***

- Maintain personal expertise and share this with other teachers
- Act as a role model of good classroom practice for other teachers, modelling effective strategies with them
- Monitor and evaluate standards of teaching, identifying areas for improvement
- Plan and implement strategies to improve teaching where needs are identified
- Induct, support and monitor new staff (including newly qualified teachers)
- Act as performance management team leader for identified teachers

### **Other Duties**

- To undertake such other duties, training and/or hours of work as may well be reasonably required and which are consistent with the role.
- To participate in performance management arrangements.
- To adhere to published school policies and procedures.
- To attend regular meetings with line manager.

## **Safeguarding**

Teachers are accountable for the way in which they exercise authority, manage risk, use resources and protect students from discrimination and avoidable harm. All staff, whether paid or voluntary, have a duty to keep young people safe and to protect them from physical harm. When an individual accepts a role that involves working with children and young people they need to understand and acknowledge that the responsibilities and trust are inherent in that role.

- The jobholder is expected to observe their obligations in accordance with the Academy's Child Protection Procedure, and to report any concerns that they may have regarding a child or young person's welfare to the appropriate person. A copy of the Academy's Child Protection Procedure can be obtained from the jobholder's line manager.
- ***The Governing Body is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.***

## **Rehabilitation of Offenders Act 1974**

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions and reprimands being considered. Any convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Principal by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with the Academy's Disciplinary Procedure.

## **Health and Safety**

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in the Academy's Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

## **Confidentiality and Data Protection**

The jobholder is expected to comply with the provisions of the Data Protection Act 1998. Any information they have access to, or are responsible for, must be managed appropriately and any requirements for confidentiality and security observed. Information must not be disclosed to any person or Authority, for example a parent or the Police, without observing the correct procedure for disclosure as set out in the Academy's Data Protection Policy.

## **Equality and Diversity**

Sidney Stringer Multi Academy Trust is committed to equality and values diversity. As such the Academy is committed to fulfilling its Equality Duty obligations, and expects all staff and volunteers to share this commitment. The Duty requires the Academy to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations

between people who share characteristics, such as age, gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they come into contact with, with dignity and respect and are entitled to expect this in return.

### **Training and Development**

Sidney Stringer Academy has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development, and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

*This job description reflects the major tasks to be carried out by the jobholder and identifies the level of responsibility at which the jobholder will be required to work, as at the date on which the last review took place.*

*This job description may subject to review and/ or amendment at any time to reflect the requirements of the job. Any amendments will be made in consultation with any existing jobholder, and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.*

***Job Description Reviewed By: D Burrows (Sept 2022)***

### **Person specification**

- Length of time teaching is not important; it is the ability and potential to lead and achieve high standards that is a priority.
- We are looking for a candidate that is reliable, has the ability to inspire the confidence of the team and will develop a passion for the subject through extracurricular opportunities as well as in the classroom
- The ability to deliver good/ outstanding lessons on a regular basis



## Head of Geography

Required January 2023 (or earlier)

Salary	MPS / UPS + TLR2a
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You will be employed by the trust which consists of five schools led by Sidney Stringer Academy. The schools are Radford Primary Academy, Ernesford Grange Community Academy, Riverbank Academy (Special School), Sidney Stringer Primary Free School and Sidney Stringer Academy.

This position has only become available as our current Head of Geography who is a trained SENCO is moving across to support out SEND department. In our new Head of Geography, we are looking for an excellent, experienced classroom practitioner who has;

- A moral imperative to serve a community with a high level of deprivation
- Integrity, drive and commitment
- Excellent subject knowledge
- An ambitious vision to create a Geography curriculum that will ignite a passion for Geography amongst our young people
- A desire to continue to expand the subject, supporting more students to achieve the EBacc and re-introducing A-Level Geography
- The ability to lead, support, challenge and inspire our staff · A strong classroom presence to achieve high levels of student engagement and progress.

If you would like further information or to discuss the post in more detail then please contact **Gavin Reynolds, Head of Humanities** – [greynolds@egacademy.org.uk](mailto:greynolds@egacademy.org.uk)

### How to apply

If you are ambitious for yourself and want to be part of a great team at this really exciting time then we would like to meet you.

For further details, an application form, and to apply, please visit our Website:  
**[www.sidneystringertrust.org.uk](http://www.sidneystringertrust.org.uk)**

Please return completed application forms to the recruitment team –  
**[recruitment@egacademy.org.uk](mailto:recruitment@egacademy.org.uk)** [No hard copies to be sent in the post].

We look forward to receiving your completed application form.

Closing date: **Monday 3<sup>rd</sup> October 2022 at midday**

Interview date: **TBC**

**Any offer of employment to the above post will be subject to receipt of a satisfactory disclosure from the Disclosure and Barring Service.**