

Head of Department - Geography

Information Pack
[May 2024]

Head of Department - Geography

Start date:	September 2024
Closing date:	Thursday 16 th May, 8.00am
Shortlisting date:	Thursday 16 th May
Interview date:	To be confirmed
Salary Range:	Main Scale/UP Scale plus TLR 2(2) £5,349

Dear Applicant

Thank you for showing an interest in the post of Head of Department - Geography.

Kingsdown School has so much to offer new colleagues which includes a fantastic learning environment, ambitious and aspirational students with high standards of behaviour and the opportunity to work with incredibly talented teachers, leaders and professional support staff.

In January 2020 we had our last Ofsted in which we were judged to be GOOD in every category. In the August before this our Year 11 results saw the school ranked in the top 2% for the most improved schools for their Progress 8.

Across every team in the school - Teaching, Business Support, Front Office, Inclusion, Pastoral, Governors, Middle and Senior Leaders, we are all extremely proud of what we have achieved in the last 5 years for our students, and they too are exceptionally proud of their school. Do take a moment to read the opening paragraphs from our Ofsted Report from the link [here](#). Additionally, click [here](#) to review our latest brochure which shows you the Kingsdown BEATs across every aspect of the school.

Over the last three years Kingsdown School has become the school of choice in Swindon. So much so that we are now oversubscribed in our current Year 7 and 8. This pattern is set to continue for this next year hence we are looking for a creative, inspiring, ambitious and outstanding new colleague to join our Middle Leadership Team.

Swindon & Kingsdown:

Kingsdown is an 11 to 16, mixed and non-selective school of 1013 students. We have close to 30% who are DA and 20% who are SEND. We have an SRP for Autism with a provision for 20 students.

We are proud to serve our community. Our parents work with and in partnership with us. On the whole, our students come from Stratton, Penhill & Pinehurst. Our students deserve the best possible education and start in life and our mission statement is that we "champion each and every student". If this truly motivates you - please read on.

For those relocating - 5 great facts about Swindon [besides Kingsdown]

- Areas of natural beauty on our doorstep and close links to many cities
- Excellent rail and road networks
- Housing opportunities at an affordable price
- Low unemployment
- Leisure industry that engages all ages as well as £10 million project for the development of our town - the arts, sports and recreation

What are we looking for in our new Head of Department - Geography:

We are looking for an intelligent, hardworking, creative, ambitious and well researched professional who will never back away from a challenge, who is not afraid of hard work and who loves identifying and removing barriers and thereby making a difference. We are looking

www.kingsdownschool.co.uk

We champion each and every student

for someone who will raise standards of student attainment and achievement for all year groups within the department and to monitor and support student progress through the development of the curriculum.

You will learn more about our Wheel of Excellence from our website and when you visit. Do please take a look at our website kingsdownschool.co.uk.

What will and can we offer you:

By joining our Kingsdown family you will join a team who genuinely cares and champions each and every student and each and every member of the Kingsdown team.

At Kingsdown, we know that staff and students thrive in a 'healthy work culture' and the wellbeing of staff and student outcomes is inextricably linked. We are committed to providing the best working and learning environment for all. The RLT has a staff charter and strong values, we uphold these values and commitments, and further build on these with our Wellbeing Strategy.

One of the core values of the RLT is that 'everyone is learning' and at Kingsdown we ensure each person has the personalised CPLD that they deserve. We do this through a variety of programmes, including our Restless Teacher Programme that allows all staff to take a lead on their own professional development, with the support of colleagues within the school. We are also very excited to be launching our coaching model this year, to allow staff the opportunity to be coached and develop their teaching practice further, whatever stage of their career they are in. High quality CPLD and training are an integral part of our meeting schedule and time is given to curriculum teams to collaborate and learn from each other. Alongside this we have a personalised induction programme that allows for new staff members to join us feeling supported and welcomed from day one. All ECTs have time with their mentors each week and with our team of Professional tutors.

Education has the power to change lives, communities and society for the better. At RLT we believe that we can achieve more for our pupils, trainees, staff and communities by working together rather than alone. Schools in RLT are united by a common belief in the benefits of working together, and by our commitment to shared principles.

OUR VISION is for our schools and SCITT to improve rapidly, continuously and sustainably: to be better faster together.

OUR 'WHY?' is that children and young people 'only get one go' in school and therefore as part of RLT we aim to ensure the best possible 'go' for our pupils.

OUR 'HOW?' is through the highest support and challenge for our schools and each other, underpinned by our principles.

Our employees benefit from a wide variety of support including extensive continuing professional learning and development opportunities, wellbeing and staff networks and access to Defined Benefit Pension Schemes (TPS and LGPS) for all staff. For more information on what it is like to work for the Trust, and the benefits you could access, please see our "[Working in RLT](#)" guide.

This role includes regulated activity relevant to children.

Where next? If you:

- believe that all students can achieve regardless of their background and postcode
- enjoy the challenge and reward of taking a school from Good to World Class,
- feel that you have the skills and qualities to accelerate student progress, aspirations and self-belief, and
- are truly committed to making a difference especially in Swindon and SN2

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We champion each and every student

.... then this role could be ideal for you and I would very much like to hear from you and talk more.

In the meantime, I thank you for taking the time to read about Kingsdown School and look forward to hearing from you.

With best wishes



Emma Leigh-Bennett
Headteacher

The River Learning Trust and Kingsdown School are committed to safeguarding and promoting the welfare of all children and preventing extremism. The Trust is required to conduct a variety of checks and online searches about you as part of their recruitment process in accordance with Keeping Children Safe in Education guidance. It is an offence to apply for certain roles within schools if you are barred from engaging in regulated activity relevant to children.

For all RLT Safer Recruitment Documentation candidates should click on the following link [RLT Safer Recruitment Documents for Candidates](#)

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. For further guidance for applicants click on this link [List of offences that are not filtered](#)

Job Description and Person Specification

Job Role: Head of Department: Geography
Salary: Teacher Salary + TLR 2.2

Person Specification Head of Department: Geography

KNOWLEDGE AND EXPERIENCE – ESSENTIAL

- Graduate (with a good degree)
- Qualified teacher status
- Minimum of two years of teaching experience
- Recent experience of involvement in curriculum development and innovation
- Knowledge and proven experience of how to raise achievement and achieve excellent student progress for all students, regardless of their barriers
- Ability to self-evaluate and identify the actions needed to secure further improvement of students and able to plan the appropriate and timely strategies needed to bring about change
- Deep interest in cognitive science and knowledge of how students learn and remember
- Knowledge and understanding of how to inspire and motivate students
- Knowledge and understanding of how to inspire and engage parents
- Knowledge and understanding of how to engage Inclusion staff working in Geography
- Experience and understanding of how to use data to identify and intervene and accelerate progress and monitor its impact
- Strong and creative IT skills and excellent organisational skills
- The ability to establish a positive ethos with a commitment to high aspirations for all students

PERSONAL SKILLS AND QUALITIES – ESSENTIAL

- Enthusiasm for and commitment to the achievement of the school's overall vision, mission statement and strategic priorities
- Excellent organisational skills including being able to prioritise and manage their own time effectively, work under pressure and to deadlines
- Excellent interpersonal skills including the ability to lead, manage, inspire and motivate people to work towards common goals
- Ability to present information clearly and concisely to prescribed formats; excellent written and oral communication skills
- Ability to work on own initiative and prioritise work to given deadlines; ability to work accurately and methodically under pressure
- Enthusiastic and an exceptional teacher, with a proven track record of good results in public examinations and closing progress gaps at KS3
- Awareness of and commitment to equal opportunities and valuing diversity
- Commitment to the safeguarding and promotion of the welfare of young people
- Enthusiasm to promote a positive school image to the local and national community - able to actively contribute to the social media profiling of the school
- Contribute to the development of Cultural capital for all including running educational trips and visits
- Hold the aspirations, talent and enthusiasm to become a senior leader

Main Responsibilities

Head of Department: **Geography**

Responsibilities:

1. Raise standards of student attainment and achievement for all year groups within the department and to monitor and support student progress through the development of the curriculum
2. Lead on further developing a coherent knowledge rich curriculum in Geography which:
 - provides a clear curriculum intent for Y7-11
 - demonstrates impactful home learning quizzes to embed knowledge into the long-term memory and tasks that promote mastery
 - encourages a range of tasks to stretch and challenge all learners
 - inspires ambition and aspiration amongst staff and students
 - develops students cultural awareness of the languages studied
3. Be a model of excellent practice, maintaining a clear focus on outstanding delivery to learners which lead to excellent results and outcomes
4. Lead the Geography team to deliver the centralised curriculum following the school's Teaching and Learning Framework and monitor and evaluate its effectiveness [team to include Geography teachers and ESCs - teaching assistants]
5. Lead the curriculum team meetings; sharing best practice and supporting and coaching team members to ensure excellent student outcomes
6. Demonstrate a commitment to continued professional learning through wider research and collaboration beyond Kingsdown School
7. Lead a tutor group and attend all relevant pastoral meetings to champion each and every student within the group
8. To develop a range of extra-curricular activities in and out of school to raise ambition and aspiration amongst all learners
9. Contribute to the MLT - middle leadership team - the engine room of innovation and change in the school
10. Contribute to the Student Experience programme [cultural capital experiences for all]
11. Network with the RLT and other Swindon Schools as needed and appropriate