



Kimberley
School



Job Vacancy

Application Pack



Geography Performance Leader

Starting 1st September 2020



Dear Applicant

Kimberley is a great school and this position will enable you to play a lead role in shaping the futures of our talented students. Our simple aim is to enable every student to achieve or surpass their academic and social potential. In the last three years we have driven significant improvements across all aspects of the school and we are now providing the secondary school education that this community deserves. However, we are not complacent and many challenges remain if we are to sustain and improve upon our successes in a challenging financial and educational landscape.

At Kimberley we have striven to put in place a structure and culture that sets classroom teachers up for success. Students will be successful if talented teachers are able to focus on ensuring that their planning, teaching and assessment leads to all students enjoying learning and making outstanding progress. If you are appointed, you will play a lead role in leading and improving this structure and culture across all aspects of the Geography curriculum. In this role your main responsibilities will include:

- Ensuring that well-resourced Schemes of Work are in place across KS3, KS4 and KS5 that enable teachers to plan sequences of lessons so that all students enjoy learning and make good progress.
- Setting a clear Assessment Policy that is meaningful, manageable and motivational; and allows teachers and students to understand what has been learned and what the next steps are.
- Providing support, challenge and guidance to all Geography teachers to ensure that they are following schemes of work and applying the assessment policy.
- Using progress data to ensure that teaching is leading to good progress for all students.
- Ensuring the schools' behavior management policy is applied consistently within Geography.

As a middle leader you will lead the smooth day to day running of Geography; and along with all senior and middle leaders across the school you will play a key role in ensuring that all staff achieve a sensible work/life balance, flourish in their roles and can achieve their professional goals.

You will receive full support and professional development to enable you to be successful in this role and help prepare you for the next stage of your career. You will be part of a wider Humanities team at Kimberley School and will, therefore, enjoy the support of experienced colleagues across the school. As part of the East Midlands Education Trust you will also enjoy the support of a network of Geography teachers led by the Trusts' Geography Subject Director. If you are passionate about teaching Geography and if you are ambitious for your own career, then this will be the ideal post for you.

All staff are recruited under our safer recruitment processes, in line with DfE requirements, which includes an enhanced DBS check. We have a suite of safeguarding procedures, policies and guidance for all of our staff and volunteers to ensure we actively promote children and young people's welfare and safety.

We are also committed to equality of opportunity in employment and it is our policy to promote equal opportunities in employment, regardless of race, colour, nationality, ethnic or national origin, creed, disability, sex, age, marital status or sexual orientation. This applies to recruitment and selection practices, training, promotion and in the application of national and local agreements in respect of pay and conditions of service.

This application pack includes a job summary, job description and person specification. Applications must be made on an EMET application form which you can download from the [East Midlands Education Trust website](#). Please note that CVs will not be accepted. Please complete an application form and covering letter no longer than one side of A4 (Calibri 11) outlining:

- How your training and experience to date have prepared for you this post; and
- Your vision for the Geography curriculum at Kimberley School and the steps that you will take to implement it.

If you have any questions or would like an informal discussion about the post or would like a tour around the school, please contact Wendy Bellamy, Leadership Support Team Leader, on 0115 9387000 or by email - office@kimberleyschool.co.uk

Andrew George, Head Teacher

Closing date for receipt of applications: 9am Wednesday 26th February 2020

Job description / person specification

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Job Summary	
Location:	The Kimberley School, Newdigate Street, Kimberley, Nottingham, NG16 2NJ, Telephone: 0115 938 7000 Fax: 0115 938 7001
Salary:	MPS/UPS + TLR 2c (£6518)
Job Summary:	We are seeking to appoint a Geography Performance Leader who will lead on all aspects of the subject to ensure that all students enjoy learning and make outstanding progress.
Application Form:	Our method of application is via an application form. This can be accessed through our website vacancies page at: https://www.kimberleyschool.co.uk/vacancies . CVs will not be accepted.

Job Description	
Job Title: Geography Performance Leader	
Reports to:	Geography Performance Leader
Responsible for:	Planning, teaching and assessing effectively to ensure that students enjoy learning and achieve their subject target.
Responsibilities: <ol style="list-style-type: none">1. To lead Geography so that all students enjoy learning and achieve their Kimberley School Target.2. Provide support, challenge and guidance to Geography teachers to ensure that all aspects of planning, teaching and assessment lead to students achieving their Kimberley School target.3. To be a form tutor and work under the leadership of the relevant Year Performance Leader4. To be committed to your own professional development and supporting other colleagues' own professional development5. To work collaboratively and cooperatively with other Performance Leaders of Humanities subjects as needs and opportunities arise to do so, <p>Any other duties which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined, subject to the proviso that normally any changes of a permanent nature shall be incorporated into the job description in specific terms.</p>	

Person Specification

Please note that only applicants who can demonstrate that they can meet the criteria in the person specification are likely to be shortlisted for interview.

Applicants should be able to demonstrate how they meet the core criteria relevant to the post:

E= Essential D= Desirable A= Application I= Interview	Criteria Type		Identified By	
	E	D	A	I
Experience				
Successful experience of teaching Geography at KS3 and KS4	✓		✓	
Successful experience of teaching Geography at KS5		✓	✓	
Successful experience of leading change within a subject context	✓		✓	
Successful experience of line managing colleagues		✓	✓	
Proven Success				
Proven success in ensuring that students make good progress from KS2 to KS4; and/or from KS4 to KS5.	✓		✓	
Able to ensure that marking is meaningful, motivating without it having a detrimental impact on teachers' work/life balance	✓			✓
An understanding of how to enable other teachers to ensure that students make good progress	✓			✓
A clear view on what good progress from KS2 looks like and how it can be achieved.	✓			✓
Qualifications, Training & CPD				
Degree or equivalent qualification in the teaching of Geography	✓		✓	
Successful completion of the National Progression Qualification for Middle Leaders		✓	✓	
Keeping Children Safe in Education				
Committed to safeguarding and promoting the welfare of children	✓			✓
Ability to work in a way that protects the safety and well-being of children & young people	✓			✓
Recent Safeguarding Training		✓	✓	
Knowledge & Skills				
Ability to communicate effectively at all levels	✓		✓	✓
Have a secure subject knowledge	✓		✓	✓
Good organisational skills	✓			✓
Good literacy and numeracy skills	✓		✓	
Makes effective use of ICT in the classroom	✓			✓
<p>In addition to the above, you will have the right to work in the UK and also be expected to demonstrate how you meet the following general criteria:</p> <ul style="list-style-type: none"> Ability to work effectively in a team and relate to all people Ability to stay focused whilst being able to problem solve and use own initiative as appropriate Ability to organise, prioritise and complete tasks efficiently and effectively Ability to communicate effectively and to impart clearly knowledge for the benefit of others Flexible, adaptable and professional approach to work Openness to new ideas Punctual, reliable and an ability to keep to deadlines Ability to maintain confidentiality <p><i>We reserve the right to ask candidates who are shortlisted for interview to verify any statements made on their application form.</i></p>				