



2<sup>nd</sup> in charge (2i/c) Geography Recruitment Pack



# Our Vision

Sydney Russell is a special place and staff and students alike are extremely proud of what we have created together over the years and continue to build as a team. Our motto 'Together Everyone Achieves More' (TEAM) is about how we work together and support each other to unlock the potential of every child, challenge expectations and level the playing field to activate social mobility.

Our aims can be summed up in three words: Currency, Character and Culture. We want our young people to leave us with the qualifications that they need to succeed in later life. We want them to flourish as lifelong learners and through a range of enrichment opportunities be inspired and grow in confidence to achieve their aspirations.

These three words sum up the shared values that underpin every decision made and every policy implemented. At the heart of our success lies the skills and talents of our staff and their enthusiasm for their craft. At Sydney Russell we look to recruit and retain the very best staff who live our ethos each day. We recognise how much our staff give above and beyond – leading and supporting school performances, residential trips, charity days, sports fixtures, enrichment and revision sessions, all of which our students benefit greatly from.

## Currency

Unlocking the potential of every child, challenging expectations and levelling the playing field is at the heart of what we do and who we are at the Sydney Russell School. To deliver a rich, ambitious, exciting and carefully crafted curriculum which leads to high academic performance and provides all our pupils with the currency they need to succeed in later life.



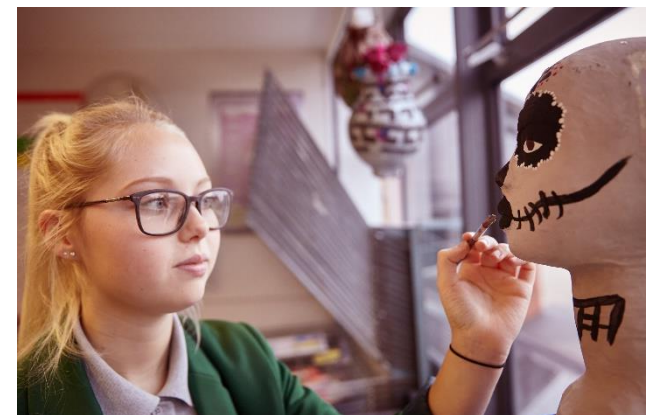
## Culture

To build the cultural capital of our young people by providing diverse experiences often difficult for them to access at home or in the local community. We utilise a wide range of cultural opportunities to inspire our students to be the best they can be and remove barriers so they gain confidence to achieve their aspirations.



## Character

To develop the character of our young people by creating opportunities to ensure our pupils flourish as lifelong learners. We create an atmosphere that hums with excitement, vibrancy and purpose, which fosters a love of learning and intellectual curiosity and promotes dignity, integrity, self-discipline and self-esteem.



## Principal's Welcome

Welcome to the Sydney Russell School and thank you for expressing an interest in applying for the position of 2<sup>nd</sup> in charge (2i/c) Geography department.

Sydney Russell School, part of Partnership Learning Multi-Academy Trust, is a popular and over-subscribed school for students aged 4 – 18 years, with three form entry in the primary phase, twelve form entry in the secondary phase and over two hundred students in Sixth Form.

The school was judged 'Good' by Ofsted in 2021 and is one of the top four schools in the Local Authority on all key exam measures. The school has benefited from a £26 million rebuilding programme (2013) and has state of the art facilities.

Our expectations are high for both students and our staff - we expect exemplary behaviour from all students to ensure staff are able to concentrate on teaching at the highest level. You will find attached further details of the job description.

Our SRS values:

We value all;

We respect all;

We see the potential in all;

We have a strong sense of an entitlement to experience excellence & success for all;

We are all determined to do our best to be the best that we can be.

Our vision as a school is to unlock the potential of every child and level the playing field. Achieving this vision requires the full commitment of every member of our staff team and wider school community. If you share in this vision and want to be part of our mission to achieve the very best for our young people, I look forward to receiving your application and welcoming you to our school.



Clare Cross  
Principal

## The Geography Department

2<sup>nd</sup> IN CHARGE (2i/c) GEOGRAPHY DEPARTMENT

INNER LONDON PAYSACLE + TLR 2b

Start: April/September 2024

We seek to appoint a 2<sup>nd</sup> in charge of Geography Department who will support the Head of Department in embedding the vision and direction for the Geography curriculum and department as well as ensuring continued success for our students. The successful candidate will work as part of a team to ensure the highest standards of academic progress of all the students who study Geography, continually driving and improving student achievement.

The successful applicant must be able to demonstrate knowledge and experience of setting tasks for class, group and individual work, which challenge students and ensures high levels of student interest as well as ensuring the best possible outcomes.

In return we have excellent professional development opportunities, a strong induction process and outstanding mentoring support. We are a school that works tirelessly to raise standards and invests in the development of both staff and students. The appointee will be committed to our high expectations and core values.

Staff benefit from innovative behaviour management structures which ensure that teachers can concentrate on teaching. All lessons take place in ability-banded groups to enable work to be efficiently targeted at the right level of challenge.

We are committed the safety and welfare of all children and expect all staff and volunteers to share this commitment. A fully enhanced clear DBS is essential for this post.

To apply please complete the online application form and email to [recruitment@sydneyrussellschool.com](mailto:recruitment@sydneyrussellschool.com). **Early application is encouraged.**

SYDNEY RUSSELL SCHOOL  
JOB DESCRIPTION – 2<sup>nd</sup> in charge (2i/c) Geography

POSITION: 2<sup>nd</sup> in charge (2i/c) Geography

PAYSCALE: INNER LONDON MPS + TLR 2b

Start: April / September 2024

***Early application is encouraged***

**Purpose of the role:**

To support the Head of Department in embedding the vision and direction for the Geography curriculum and department, as well as the highest quality of education and outcomes for students; to be responsible for the academic progress of all the students who study Geography, with specific focus areas designated by the Head of Department; to continually raise achievement; to provide day to day leadership and line management for designated members of staff in the department; to encourage and support the professional development of staff within the department and promote a positive working atmosphere which encourages cooperation; to deputise for the Head of Department when required.

**Main activities and responsibilities:**

**Leadership**

- To take a leading role in supporting the Head of Department to developing the vision and direction for the Geography curriculum and department; to work alongside the Head of Department for the strategic planning and delivery of the Departmental Improvement Plan and contribute to the evaluation of its implementation.
- To support the leadership of a programme for continuously raising achievement, including the dissemination and analysis of examination outcomes as required by the Head of Department and to ensure formative assessments are effectively used in raising student achievement.
- To embed high expectations within the department
- To lead, and line-manage on a day-to-day basis, the work of the department as designated by the Head of Department, including oversight of a Key Stage.

**Curriculum/Teaching and Learning**

- To have responsibility for the development, management and evaluation of the work of the department as specified by the Head of Department.
- To support the Head of Department in assessing, recording, monitoring and reporting student progress and achievement, in order to improve student outcomes, ensuring assessment and reporting systems and structures are reliable and consistent.
- To develop and share good practice within the department and across the school in regard to teaching and learning.
- To ensure that any issues of unsatisfactory teaching quality within the department is promptly and effectively addressed in line with the school's policies.

This job description should be read in conjunction with the teacher's job description which remains the priority. This job description outlines the activities pertaining to additional Teaching & Learning Responsibilities (TLR) for which additional remuneration is awarded. Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks that the teacher will carry out. The post-holder may be required to do other duties appropriate to the level of the role, as directed by the Principal or line manager.

### Person Specification – Second in charge (2 i/c) – Geography department

General	Essential	Desirable
Record of good attendance and punctuality	/	
Professional demeanour	/	
Qualified Teacher Status	/	
Further professional or academic qualifications relevant to the role		/
Experience		
Successful classroom practitioner	/	
Sound subject knowledge and understanding of National curriculum and exam specifications for KS4 and KS5	/	
Proven success in ensuring high student outcomes in the subjects taught	/	
Effective team member	/	
Proven success of <b>leadership</b> of curriculum		/
Proven success of ensuring students make progress from their starting points and achieve good outcomes	/	
Successful management of colleagues, including experience of supporting under-performing colleagues to develop and improve		/
Disposition/Attitudes		
Ability to cope with pressures of teaching and to maintain senses of proportion and humour	/	
Ability to rise to challenges with enjoyment	/	
Creativity and imagination coupled with a propensity for hard work	/	
Ability to use initiative	/	
High expectations of students which are role modelled through own practice	/	
Drive and enthusiasm to achieve the best outcomes for students, the school and self	/	
Skills		
Ability to communicate effectively, orally and in writing	/	
Interpersonal skills of a high order including tact and diplomacy, negotiation, motivation and delegation	/	
Ability to reflect and critically evaluate in order to drive further improvement	/	