



**Globe**  
Academy

# Geography Teacher

**Information Pack**  
November 2011



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Dear applicant,

Thank you for taking the time to find out more about Globe Academy in Southwark and the possibility of working here. Included in this information pack is information about the academy, ARK Schools (who sponsor the academy) and the role of geography teacher.

Globe Academy opened as a new all through 3-18 academy, specialising in maths and performing arts in September 2008 and moved into new, state of the art facilities in September 2010. Recently rated as “*Good with Outstanding Capacity for Sustained Improvement*” by Ofsted (April 2011), it was observed that “the academy’s approach to improving teaching and learning is rigorous and demanding; expectations of the teachers’ performance are as high as those of the students. Teaching is generally good and some is outstanding”.

We now looking to recruit an excellent geography teacher to join the staff team and teach outstanding geography lessons across all key stages.

Our ideal candidate will be an outstanding geography practitioner with demonstrable evidence of raising attainment and developing excellence. They will also be committed to Globe’s ethos of high expectations and no excuses and have the resolve to make a real difference to the lives of students.

The successful candidate will have the opportunity to work in state-of-the-art accommodation and join an academy which has attracted significant media attention, notably having being visited by President Barack Obama and Prime Minister David Cameron in May 2011. They will also have access to a range of benefits, including professional development opportunities, reduced gym membership, large retail discounts and Masters Bursaries.

For further information, please visit [www.globeacademy.org](http://www.globeacademy.org). To apply, please complete our online application form via: <https://application.arkschools.net/?r=2Wg7RlJQ>. Applications will be reviewed as we receive them, so please apply early to avoid disappointment.

If you would like to discuss the role or have any queries, please contact Holly Harris on 0203 116 0894/[holly.harris@arkonline.org](mailto:holly.harris@arkonline.org).

I wish you the best with your application.

Yours sincerely,



**Jason Baigent**  
Principal



## About Globe Academy

### Academy Structure

Globe Academy is divided into four small schools. Each small school has a Headteacher, staff and entrances, learning areas and play spaces. This ensures that personal relationships between pupils and staff develop quickly, and that a culture of excellent behaviour and shared social norms is easier to maintain. While each small school is relatively self contained, all pupils also benefit from the state of the art facilities and resources of the academy as a whole.

### Curriculum

Globe offers an exciting and challenging curriculum which meets the needs of all students. Students work longer hours than typical secondary school students and both primary and secondary departments benefit from an extended curriculum after the end of the normal school day. The curriculum is designed to allow additional time to be spent on the areas of English and Mathematics.

This allows students to quickly acquire the high levels of literacy and numeracy needed to take on a broader range of subjects with confidence. While it is important to put depth of the curriculum before breadth, the academy also emphasises the wider skills of citizenship and personal, social and health education.

All students benefit from specialist and dedicated staff who ensure that lessons are designed to meet individual student needs, supported by the best information technology, teaching and learning resources.

### Assessment

As part of the academy's commitment to personalising learning, teachers assess the academic potential of all the students. Globe Academy places great importance of assessing students accurately, allowing them to be placed into appropriate groups and carefully monitor their progress.

Formal assessments take place at the end of each half term and parents are informed on a regular basis of their child's progress. The academy aims to ensure that all students, teachers and parents know exactly what steps need to be taken in order to move each child to the next level of success.

### Specialist Subject Areas

Globe Academy is delighted to have specialist status in both mathematics and performing arts. Both curriculum areas are vitally important and the academy aims to maximise their potential for the benefit of all pupils. The performing arts strand will have a particular focus on music. Globe aims to be leaders both locally and nationally in these fields and has extensive links with external partners in the field of performing arts.



## Behaviour and Academy Ethos

A culture of good behaviour at Globe is essential. The academy is an ordered environment where students are well mannered and respect each other and their learning community. The academy establishes a culture of high expectations and achievement, based on a consistency of approach and underpinned by hard work and endeavour.

## Buildings

The brand new buildings for Globe Academy have been designed by Future Systems Architects. They ensure an environment which is perfectly adapted for learning, boasting state of the art facilities for the benefit of our pupils.

These include:

- A new full-size sports hall
- A specialist performing arts space
- Science labs, technology facilities and music, dance and drama halls in each small school





## About ARK Schools

ARK Schools runs a network of eleven academies in London, Portsmouth and Birmingham. ARK Schools was created in 2004 to work with the Department for Education and local authorities to create new schools offering exceptional opportunities to children in inner cities through the academies programme.

Our aim is to help close the achievement gap between children from disadvantaged and more affluent backgrounds. Our academies focus on raising attainment so that every pupil has a real choice of going on to higher education when they complete school. Our schools are non-selective, community schools for local children. They are non-denominational other than where they replace a school that previously had a religious affiliation. ARK's academies are generally situated in deprived urban areas – just under half of pupils at ARK secondary schools are on free school meals, compared to around 15% nationally.

### The ARK Schools Network

ACADEMY	BOROUGH	OPENED	AGE	OFSTED	
				Predecessor school	Section 5 inspection
<b>Burlington Danes</b>	Hammersmith	2006	11-18	Special measures	<b>Good</b>
<b>King Solomon</b>	Westminster	2007	3-18	New school N/A	<b>Outstanding</b>
<b>Walworth</b>	Southwark	2007	11-18	Satisfactory	<b>Good</b> (with outstanding capacity to improve)
<b>Globe</b>	Southwark	2008	3-18	Special measures	<b>Good</b> (with outstanding capacity to improve)
<b>Evelyn Grace</b>	Lambeth	2008	11-18	New school N/A	<b>Satisfactory</b>
<b>Ark</b>	Brent	2008	3-18	New school N/A	<b>Outstanding</b>
<b>Charter</b>	Portsmouth	2009	11-18	Notice to improve	<b>Good</b> (monitoring visit)
<b>St Alban's</b>	Birmingham	2009	11-18	Good	<b>Outstanding</b>
<b>ARK Atwood Primary</b>	Westminster	2011	3 – 11	New school N/A	<b>Pending</b>
<b>ARK Conway Primary</b>	Hammersmith	2011	3 – 11	New school N/A	<b>Pending</b>
<b>ARK Oval Primary</b>	Croydon	2011	3 – 11	Special Measures	<b>Pending</b>

**New schools:** ARK will be opening a number of primary schools as academies in London and across the UK (with specific locations to be finalised). Furthermore, four secondary schools will also be opening in 2012, including Isaac Newton Academy in Redbridge, Essex and Bolingbroke Academy in Wandsworth, London.



## Our Vision

Our vision is to create a group of outstanding schools that radically improve our pupils' life chances. We want every pupil at an ARK academy to do well enough by the age of 18 to go to university or pursue the career of their choice. To achieve this we prioritise six key principles across our schools:

### 1. HIGH EXPECTATIONS

We set exceptionally high expectations for all our pupils which we reinforce constantly as they go through school. We believe every child can realise their potential with the right teaching and support.

### 2. EXEMPLARY BEHAVIOUR

Our schools are characterised by a respectful and orderly environment, where teachers can focus on teaching and pupils on learning.

All our schools aim for uninterrupted teaching and learning to make exceptional achievement possible. We don't accept excuses and we don't make any either.

### 3. EXCELLENT TEACHING

Nothing is more important than excellent teaching, underpinned by high quality professional development. We make intelligent and appropriate use of data to improve teaching and the curriculum and to ensure that no child is left behind. We draw on evidence and experience of the best ways to achieve excellent outcomes for all children.

### 4. MORE TIME FOR LEARNING

Our longer school day provides more time to embed core subjects and to extend the curriculum through enrichment. Our curriculum is planned to provide pathways from any level at entry to high achievement at exit.

### 5. DEPTH BEFORE BREADTH

A strong command of English and mathematics is a vital foundation for the whole curriculum. We prioritise depth before breadth, so that all pupils secure firm foundations in these core subjects as early as possible.

### 6. SMALL SCHOOLS

ARK academies are organised as small schools so that every pupil knows and is known well by every teacher within their small school. Positive relationships between pupils reinforce a culture of excellent behaviour and commitment to learning.

**Primary results**

- At King Solomon, Ark and Globe Academies key stage one pupils achieved results well above local and national averages in every subject in 2011. Despite starting from relatively low baselines, an average of 68% of pupils reached level 2a across their subjects, compared with 43% of pupils in primary schools nationally.
- In Globe Academy 93% of pupils achieved Level 4+ in English and maths - 10% above the national average.
- King Solomon Academy and Ark Academy are both rated as 'outstanding' by Ofsted.

**Secondary results**

- ARK Schools has secured a fifth year of improved GCSE performances across its academies. ARK's five academies with GCSE results achieved an average rise of 11 percentage points over last year.
- Since each school opened as an ARK academy the average annual increase in pupils achieving five GCSEs at A\*-C including English and mathematics is also 11 percentage points.
- ARK academies are now outperforming national attainment in the key subjects of English and mathematics. In mathematics, 73% of ARK pupils achieve A\*-Cs compared with 59% of pupils nationally. In English 69% of all ARK pupils now achieve A\*-C grades, compared with 65% nationally.
- Overall 61% of our pupils achieved five good GCSEs with English and maths, ahead of the national level of attainment (58%, 2011).

% pupils passing 5 GCSEs A* - C (including English and Maths)	Opened	2009	2010	2011	Percentage point increase 2010 - 2011	Average annual percentage point increase since opening as ARK academy
<b>Burlington Danes</b>	2006	50	67	<b>75</b>	8	9
<b>Walworth</b>	2007	45	59	<b>70</b>	11	11
<b>Globe</b>	2008	35	42	<b>45</b>	3	6
<b>St Alban's</b>	2009	31*	50	<b>67</b>	17	19
<b>Charter</b>	2009	21*	24	<b>39</b>	15	9
<b>Average across ARK Schools</b>					<b>11</b>	<b>11</b>

\*Denotes result for predecessor school

**Sixth form results**

- More than two thirds of ARK's first Sixth Form cohort, at Burlington Danes Academy, secured places at their first choice university. Students are going to leading institutions including Warwick, Bristol and King's College London.



## ARK Schools staff benefits

ARK Schools and the Principals of the academies are committed to finding and supporting talented leaders and teachers to make a real difference to our pupils' lives.

In joining an ARK academy you will have the opportunity to work with other outstanding educators who share your aspirations and commitment to high achievement for all young people.

There are also other tangible rewards you would benefit from in working for an ARK academy.

**Staff training** - In addition to staff training within each academy, staff also benefit from a range of training opportunities available from ARK leaders.

**MA bursary** - ARK offers teaching staff the opportunity to further their knowledge and understanding of education through a subsidised part-time MA. The MA bursary covers the majority of the circa £4,000 course fee, with teachers expected to contribute just £1000.

**International development opportunities** – In spring 2011 the mathematics leads from across the network visited Singapore in order to examine and share best practice. There have also been several other trips – the staff from King Solomon Academy visited the best Charter schools in New York and the primary leaders from across the network also visited various Charter schools in New Orleans.

**Financial planning and assistance** - There are also several benefits to help staff plan their finances. All ARK academies provide childcare vouchers, interest free annual season ticket or bicycle purchase loans (for which monthly repayments are deducted from the employee's salary before tax) through the 'Cycle to Work' scheme.

**Discounted gym membership** - All ARK Schools employees receive a minimum 20% discount at Fitness First clubs around the country.

## Job Description: Geography teacher

**Reports to:** Small School Head and Head of Humanities  
**Start date:** Earliest convenient date  
**Salary:** Highly competitive

### The Role

To provide outstanding teaching and learning of their subject to ensure high attainment of their students

### Key responsibilities

- Provide a nurturing classroom and small school environment that helps students to develop as learners
- Helping to maintain/establish discipline across the whole academy
- Contribute to the effective working of the Small School and the academy

### Outcomes and activities

#### **Teaching and Learning**

- With direction from the Small School Head, plan and prepare effective teaching modules and lessons.
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Use regular assessments to monitor progress and set targets.
- Respond accordingly to the results of such monitoring.
- Ensure that all students achieve at chronological age level or, if well below level, make significant and continuing progress towards achieving at level.
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications.

#### **Academy Culture**

- Help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships.
- Help develop a small school culture and ethos that is utterly committed to achievement.

### Other

- Undertake other various responsibilities as directed by the Small School Head.
- Undertake the main professional duties of a teacher as set out in the ARK Schools pay and conditions of service document.

## Person Specification: Geography teacher

### Qualification Criteria

- Qualified to degree level and above
- Qualified to teach in the UK
- Right to work in the UK

### Experience

- Experience of raising attainment in a challenging classroom environment
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities etc

### Behaviours

#### **Leadership**

- Effective team worker and leader.
- High expectations for accountability and consistency.
- Vision aligned with ARK's high aspirations, high expectations of self and others.
- Genuine passion and a belief in the potential of every student.
- Commitment to the safeguarding and welfare of all pupils.

#### **Teaching and Learning**

- Excellent classroom practitioner.
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.
- Has good communication, planning and organisational skills.
- Demonstrates resilience, motivation and commitment to driving up standards of achievement.
- Acts as a role model to staff and students.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

### Other

- This post is subject to an enhanced Criminal Records Bureau disclosure.



## ARK Schools, Safe Recruitment Procedure

ARK is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants. This process is outlined below, but can be provided in more detail if requested.

### **Disclosure**

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (CRB). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

### **Shortlisting**

Only those candidates meeting the right criteria will be taken forward from application.

### **Interview**

1. Longlisted candidates will be subject to a screening interview at ARK. Those shortlisted will take part in an in-depth interview process including a lesson observation.
2. Candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

### **Reference checking**

References from the previous and current employer will be taken up for shortlisted candidates, and where necessary employers may be contacted to gather further information.

### **Probation**

All new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 10 weeks). The probation period is a trial period, to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the academy with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safe guarding and relationships with pupils.