



Lead Teacher of Geography Information Pack

February 2012



February 2012

Dear applicant,

Thank you for taking the time to find out more about King Solomon Academy Secondary School in Westminster and the possibility of teaching here. Included in this information pack is information about the academy, ARK Schools (who sponsor the academy) and the role of lead geography teacher.

As a growing school, we are now recruiting for an enthusiastic and talented geography teacher to join our passionate team of teachers. This is an exciting opportunity to lead the development of the academy's Key Stage 4 geography curriculum and teaching from scratch, as the academy's first cohort of students will progress to year 10 in September 2012.

King Solomon Academy aims to transform the lives of its pupils. Our mission is to provide a rigorous education that prepares our pupils for success at university and beyond, irrespective of their starting point. We believe that geography offers pupils a superb grounding in academic study as well as understanding of the world around them, and want a teacher who can deliver this for our pupils.

The academy is an all through school and the secondary school opened in September 2009 with just 60 Year 7 pupils. The secondary school currently serves students up to year 9 and will continue to grow at a two form entry year on year. King Solomon Academy has achieved an 'outstanding' rating from Ofsted who stated 'King Solomon Academy is an outstanding and unique 21st century school'.

The geography teacher will provide outstanding teaching and learning of geography to ensure high attainment of their students.

This is a unique opportunity to join a community of staff striving to create an outstanding comprehensive school. The successful candidate will have the relevant experience for the post, the drive and enthusiasm to help get students and staff involved with their department and the flexibility to work around and during school hours. Central to King Solomon's values is establishing an academy of outstanding teachers who are committed, skilled and passionate about their work and have an absolute belief that all children can and will achieve.

To apply, please complete the application form via <https://application.arkschools.net/?r=hjVVjcPd>. Applications will be reviewed as we receive them, so please apply early to avoid disappointment.

For further information about the academy, please go to www.kingsolomonacademy.org. If you have any queries please contact Holly on 0203 116 0894 / holly.harris@arkonline.org.

I wish you the best with your application.

Yours sincerely,



Max Haimendorf
Secondary School Headteacher
King Solomon Academy

About King Solomon

King Solomon Academy (KSA) is an all-through school for 3 - 18 year olds in Lisson Grove. It opened in September 2007 with two reception classes and is growing each year, until there are classes for children from nursery age right through to sixth form. The secondary school opened in 2009 with year 7 pupils.

Pupils and their immense potential are at the heart of the academy. They live and work by the philosophy that there are no excuses and no short cuts to success, and promote excellence in every aspect of academy life.



King Solomon Academy has achieved an outstanding rating from Ofsted for the whole academy (primary and secondary). This is a truly remarkable achievement for an academy that opened just two years ago.



Among the points highlighted by the Inspectors in the academy's first full inspection report since opening, they say:

"King Solomon Academy is an outstanding and unique 21st century school". Among many other points Ofsted praise KSA's creation and inspiration of "a community of enthusiastic learners, who are passionate about achieving academic excellence."

The KSA ethos, their beliefs that guide how they act as a community:

- Every child has the potential to excel
- It is through hard work and discipline that success is achieved
- Outstanding teachers, willing to do whatever it takes, can transform pupils' lives
- School should be a caring, safe place where pupils are happy
- Our pupils' parents are our most important partners

Students entering the school agree to follow two school rules:

- Work hard
- Be nice to others

About Humanities at KSA

We believe that History and Geography have a vital part to play in preparing our pupils as citizens and university students with deep academic foundations and expertise. We focus resolutely on English and Maths when our pupils arrive in Year 7, because they are often behind in the basics. By doing this, we aim to ensure that literacy is not a barrier to achievement at Key Stage 4 and 5, as is so often the case in schools who serve pupils with low attainment on entry. This model is working. Upon introduction to the discrete subjects of History and Geography in Year 9, they have made so much progress in literacy skills that they can engage in a real and sustained way with texts, sources, cases studies and the other aspects of the humanities that create academic rigour in our pupils. We expect the vast majority of our pupils to sit both History and Geography GCSE and expect many to pursue A levels in these subjects in the future. The successful applicant to the roll

of Lead Teacher of Geography will have responsibility for developing curriculum and culture around Geography in the years ahead.

Facilities

King Solomon Academy is based in state-of-the-art, purpose built buildings. The original Grade II listed buildings, previously the North Westminster Community School have been extensively refurbished and expanded providing:

- Accommodation for 660 junior, middle and upper school pupils
- A multi use games area with flood lighting for year round use
- A new sports building with excellent indoor sports facilities and equipment
- A well equipped design and technology suite
- On site catering facilities to provide high quality hot meals every day
- A brand new infant school for 180 reception and key stage one pupils with a sixty place nursery



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

New Schools: Three new secondary schools will be opening in 2012 as part of the ARK Network: Isaac Newton Academy located in Redbridge in Essex, Bolingbroke Academy located in Wandsworth in London, and Kings Norton Academy located in Birmingham. A number of primary schools will also be opening as part of the Network, in London and Birmingham.

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.

Achievement to Date

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
Burlington Danes	2006	50	67	75	8	9
Walworth	2007	45	59	70	11	11
Globe	2008	35	42	45	3	6
St Alban's	2009	31*	50	67	17	19
Charter	2009	21*	24	39	15	9
Average across ARK Schools					11	11

*Denotes result for predecessor school

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.

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.

Benefits for Staff

We are committed to recruiting, developing and supporting excellent staff within the network. Alongside our continued focus on professional development through the Summit, Hub Days and the Training Menu we also offer a variety of other benefits. These benefits have been chosen to help our employees develop professionally, plan their finances and look after their wellbeing.

MA bursary - ARK Schools offers teaching staff the opportunity to further their knowledge and understanding of education through a subsidised part-time MA at King's The MA bursary covers the majority of the circa £4,000 course fee, with teachers expected to contribute just £1,000.

ARK Rewards – ARK Schools has a discount scheme for all employees. Employees can access up to £1,000 in savings a year from over 3,000 major retailers, receive up to 40% discounts at a wide variety of gyms and sign up for a cash rewards healthcare programme.

- **Discounts** – Save up to £1,000 a year through store discount cards, or cashback with online shopping.
- **GymFlex** – Save up to 40% at your local gym.
- **Healthcare** – This low cost plan gives you money back towards the cost of your optical bills, dental costs and consultations.

Interest Free Loans – ARK Schools offers employees up to £5,000 in interest free loans for season ticket or bicycle purchases.

Childcare Vouchers – All employees are eligible for tax free childcare vouchers as part of a salary sacrifice scheme.

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 on several other trips this year – 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.

Suggest a Candidate Scheme – ARK Schools rewards employees for nominating candidates who are successful in being offered (and accepting) a role in an ARK School.

Job Description: Lead Geography teacher

Reports to: Senior Leader
Start date: September 2012 (with earlier training and summer school involvement)
Salary: ARK MPS (Inner London MPS + 2.5%) + TLR

The Role

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

Key responsibilities

- Develop a rigorous curriculum
- Devise and implement school wide standard based assessment programme for subject area
- Maintain regular communication and collaboration with their ARK subject network
- Model a nurturing and structured classroom and school environment that helps pupils to develop as learners
- Model excellent pupil discipline and culture inside their classroom and across the whole academy
- Contribute to the effective working of the academy
- Line manage staff as appropriate
- Be held accountable for all curriculum direction, teaching quality, and pupil attainment in their subject area
- Provide a nurturing classroom and 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 Academy

Outcomes and activities

Subject Leadership

- Development of innovative schemes of work which are inspiring for learners and teachers alike and feed into standards based assessments
- Produce half termly assessments with marks schemes
- Ensure assessments are moderated internally
- Ensure end of year assessments reflect each pupil's overall level which is both externally valid and provides an accurate baseline for the next academic year
- Analyse progress and attainment data to make data-driven changes to curriculum design, and pupil interventions
- Work in collaboration with classroom teachers and SENCO to ensure pupils receive high quality interventions
- Through observation and feedback, mentor subject teachers to ensure excellent teaching and learning in all lessons
- Ensure that classroom teachers are utilising best pedagogical practice for their subject

Teaching and Learning

- Meticulously plan and teach engaging and challenging lessons that pave the way for success in school and life
- Meet the needs of all learners by consistently planning and teaching carefully differentiated lessons

- Set and mark appropriate homework
- Use regular, measurable and significant assessments of their teaching
- Complete all reporting on time
- Closely monitor progress and attainment of their pupils and use it to inform their teaching
- Provide content for and where necessary deliver high quality pupil interventions with direction from SENCO and Subject Lead
- Ensure that all pupils achieve academy targets
- Maintain regular and productive communication with parents about their child's progress, behaviour and development, including attending after school parent meetings as required
- Organize and participate in exciting and motivating trips and events
- Answer "homework help" phone calls from pupils until 8.30pm

Academy Culture

- Model professional and respectful behaviour and language that creates positive school culture
- Help develop a small school culture and ethos that is utterly committed to achievement for our pupils
- Provide support to your subject team

Form teacher

(Teachers will usually be required to perform the role of form teacher)

- Create and sustain a positive class culture
- Care for each pupil as an individual and ensure that they succeed academically and develop emotionally and socially

Other

- Undertake other various responsibilities as directed by the Headteacher.
- 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

Skills and attributes

We are looking for these skills and attributes or at the very least, a clear, demonstrable capacity to develop them:

Leadership

- Effective team worker and leader.
- High expectations for accountability and consistency.
- Vision aligned with KSA's high aspirations, high expectations of self and others.
- Genuine passion and a belief in the potential of every student.
- Motivation to continually improve standards and achieve excellence.
- 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.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Alignment with KSA vision

- Relentless drive to do whatever it takes to ensure all students succeed.
- The belief that with the right environment more than 95% of our pupils are able to excel at University.
- The courage and conviction to make a difference.

Communication skills

- The ability to listen and communicate effectively.
- Empathy and the ability to understand the needs, aspirations and motivation of diverse individuals and groups.

- The ability to influence and motivate others.

Problem solving

- Identify, analyse and resolve problems and issues.
- Develop plans with concrete outcomes and effective solutions.
- Evaluate results and identify necessary actions.
- Make fact-based decisions.

Resilience

- Sustain energy, optimism and motivation in the face of pressure and setbacks.
- Stay calm in difficult situations and maintain clarity of vision.
- Be adaptable in the face of adversity.

Results and learning orientation

- Awareness of own strengths and limits.
- Commitment to ongoing improvement and learning.
- A passion for teaching subject.
- Focus on achieving challenging goals and results.
- Resourcefulness and flexibility in delivering outcomes.

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. Candidates will be subject to an in-depth interview (of which there may be two such sessions; a screening at ARK followed by academy specific interview and, where appropriate, 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 academies 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.