



Job Description



Head of Geography (With Form Tutor Responsibilities)

THORNTON COLLEGE

Thornton College is a leading independent Catholic day and boarding school for girls, offering a warm and nurturing educational environment alongside a rigorous and exciting curriculum.

There are approximately 400 children in our Pre- Reception, Pre-Prep, Prep and Senior departments, aged from 3-18. Over 50 girls board on a weekly or termly basis and many more take advantage of our occasional boarding option.

The School is part of the wider Jesus and Mary Trust that educates young people in 29 countries across the world. It is set within 25 acres of beautiful parkland just outside Buckingham and within easy reach of Milton Keynes, and conveniently located between Oxford & Cambridge. Children of all Christian denominations, of other faiths and of no faith are welcome in our school. All are equally valued, and all are equally important.

Thornton is a school that parents and girls can trust to deliver the highest standards of education coupled with outstanding pastoral care. We are dedicated to blending academic excellence with a richness of opportunity beyond the classroom. We believe that teaching and learning should be both challenging and enjoyable for pupils of all abilities and we aim for the highest possible standards. Our academic results are testament to the way the girls are challenged and motivated to give their best in all they do.

The provision of single-sex education during formative years enables students to grow in confidence, whilst enjoying an education that is specifically tailored and that recognises the different ways in which girls learn.

There is an exciting School Development Plan, which has the continued strengthening of the school's academic standing as the priority. Following the successful opening of our award-winning Science and Prep Classroom building and our Expressive Arts Studio, we opened a Sixth Form in September 2016 which has thrived and proven to be a successful addition to our school. The school received 'Excellent' in all areas in its most recent ISI inspection (October 2022), with inspectors commenting upon the 'dynamic teaching' and the 'positive attitudes to learning' displayed by 'pupils of all ages.'

Job Description:

The Head of Geography is expected to support and nurture the Catholic ethos of the school, as outlined in the Mission Statement and Aims of the School. They will contribute to the spiritual, academic, social, and personal development of each student and seek to ensure that each student achieves their potential. They will have a key management role in raising academic standards and contributing to the life of the school. The quality and standard of work in the department depends on the inspiration, dynamism, guidance, and example of the Head of Department.

The Head of Department should inspire departmental colleagues and all students who study in their curriculum area with a love for their subject, leading them to explore it and value it for their whole life.

The Head of Geography will be expected to be able to teach the full complement of modules associated with the KS3 Geography course as well as GCSE and A Level- Geography.

All teachers at Thornton College are expected to contribute outside the classroom, within the co-curricular and school trips provision. The Head of Geography is expected to organise, lead and attend a range of interesting and relevant trips across all years, including those required as part of the GCSE and A Level curriculum.

Key Responsibilities:

Spiritual

- To lead and facilitate opportunities for spiritual growth and development: prayer, reflection, collective worship, and assemblies.
- To promote trust and respect in your relationships with colleagues and pupils based upon the Gospel Values of Peace, Justice, Truth, and Love, in accordance with the Mission Statement of the College.

Organisation and Management

- Review and update the Department Progress Record and other means of self-evaluation throughout the academic year, and in line with the School Development Plan.
- Review and update the department handbook on an annual basis.
- Review and update the schemes of work and associated resources, including Firefly and the subject specific Enrichment page, as appropriate.
- Plan alongside and meet weekly with teaching staff to ensure consistency within the department.
- To direct the teaching of the subject, including provision of information to senior staff as needed; this will include monitoring of teaching methods, study set and marking/assessment across the department; provision of support, as needed. All Heads of Department work alongside other Department leads to share best practice.
- To maintain records of and ensure the department is fully resourced.
- To manage the departmental budget
- To manage and review the progress of all pupils, working with members of the department (where relevant) to plan and monitor the success of interventions.
- To arrange and chair weekly departmental meetings.
- To supervise the teaching of ECTs in the department and the guidance of members of staff new to teaching and / or new to the school.
- To be responsible for staff development (in respect of their department members), in conjunction with the Director of Studies and/or Head of Thornton College, as appraisal reviewer/s.
- To promote good working relationships within the department.
- To be involved in the Appraisal programme.
- To ensure that all members of the department are kept informed as appropriate. Examples might include feedback from briefings and Heads of Department meetings.
- To promote the welfare of all students served by the department, passing on relevant information to other staff, including the Head as appropriate.

- To contribute effectively to Heads of Department meetings, as appropriate.
- To lead by example, demonstrating management and leadership skills and effective judgement in support of the school's aims.
- To oversee all aspects of subject examinations
- To ensure adequate testing throughout the year, the standardisation of internal examinations, their moderation, setting, marking and necessary follow-up
- To ensure that external examination specification requirements are adequately covered, and examiners' reports are read by members of the department
- To ensure that information given to the Examinations Officer is full and accurate; in case of dispute, decisions about the levels of examination entry should be supported by evidence
- To ensure that teachers are clear about the format of question papers, the stationery used by the relevant examination board and that candidates are familiar with the formats
- To ensure that examination candidates are provided with a copy of the relevant Specification
- To ensure that report writing across the department is according to school policy
- To co-operate with those responsible for timetabling in whatever way is appropriate, e.g. staff allocation, etc.

Academic

- To keep abreast of developments in Geography and make recommendations to staff with respect to developments and initiatives to be adopted.
- To contribute to the excellent standards of teaching and learning in the Geography Department.
- To plan, prepare and deliver the curriculum as relevant to the age and ability of the pupils being taught and to take account of other relevant initiatives and the school's policies.
- To plan for progression across the age and ability range of classes being taught, designing effective lessons/programmes of work in accordance with the needs of individual learners e.g., SEND or Most Able and Talented.
- To teach using a wide variety of strategies to maximise achievement for all children including those with special educational needs and high achievers and to meet differing learning styles.
- To lead the department in setting targets for each pupil based upon a range of data as set out in the school's policies.
- To assess and record the progress of pupils' learning to inform next steps in planning, teaching, and monitoring of progress.
- To set homework and mark written work regularly according to the Marking Policy and ensure that the correct procedures are followed if work is missing, incomplete or late.
- To set, supervise and mark school examinations and coursework for public examinations.
- To assess, record and report on the development, progress, and attainment of pupils and to communicate this information to parents via written reports and parents' evenings. To provide written information for UCAS and other similar forms when required.
- To support and promote the Catholic ethos of the school.
- To create a stimulating and safe learning environment.
- To be a positive role model in terms of behaviour, work, and attitudes.
- To set high standards of work and behaviour in the class and all other areas of the school.
- To encourage children in developing self-esteem and respect for others.
- To demonstrate a commitment to equal opportunities and use a variety of strategies and practices to promote acceptance of a diverse range of cultures, religious practices, and ethical approaches.
- To make a valuable contribution to the Catholic life of the school and the co-curricular provision of the department by planning, leading and staffing trips and clubs.

Form Tutor Responsibilities

- To lead in the pastoral responsibility for tutees (or to share this responsibility if part time)
- To be responsible for maintaining accurate registration of tutees and to communicate with parents / guardians regarding any absences

- To manage the administration of the form class, including ensuring timely collection and distribution of letters and responses.
- To contribute to the Assembly rota by leading and/or overseeing assemblies as scheduled
- To write Form Tutor reports as required by the reporting schedule.

Safeguarding

- To promote and safeguard the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact.
- To adhere to and always ensure compliance with the relevant Safeguarding and Child Protection Policy and Procedures.
- To log all concerns, as appropriate, on CPOMS.
- To report any concerns to the School's Designated Safeguarding Lead.

Wider Responsibilities

- To contribute to the Appraisal process.
- To complete appropriate training courses as requested.
- To carry out reasonable teaching staff duties as required.
- To attend all full school assemblies and meetings and contribute towards them either as an individual or as a member of a particular group (e.g. department, year group or house).
- To attend school functions as arranged across the staff as a whole or within departments.
- To participate in the wider life of the School, supporting and assisting at events; including but not limited to concerts shows, the Christmas Fayre and the School Fete.
- To attend and participate in all INSET and staff meetings
- To provide cover for absent staff when necessary.
- To assist where possible, in promoting the School.
- To represent the department at Open Days.
- To attend, where relevant, Parents' Evenings. Part Time staff are expected to attend all relevant Parent Evenings, including those held on days when they are not scheduled to teach during the day. Where this is not possible, reports or recorded telephone meetings will be required for all students expected to attend the evening.
- To be available in school from 8.00am-6.00pm in term time, making good use of the time before and after school lessons to support students, and to liaise with parents and colleagues.
- As a Head of Department, to teach a adjusted timetable with tutor responsibilities and study during term time.

Health & Safety

- To pay due regard to the School's Health & Safety Policy, including one's own H&S needs and those of others; particularly those for whom you have a duty of care.

Person Specification

Attributes	Requirements	Essential / Desirable
Education / Qualifications and Training	Relevant Degree	Essential
	Qualified Teacher Status	Essential
	Continued and recent completion of professional development in the fields of teaching and learning and/or subject specific knowledge /skills.	Desirable
Skills and Experience	Experience of teaching KS3, 4,	Essential

	Experience of teaching KS3, 4, 5	Desirable
	Understanding of assessment to aid learning and ensure excellent progress for each pupil	Essential
	Competent use / understanding of IT and software packages appropriate to the courses and to education more widely.	Essential
	Ability to plan for a range of abilities within one class.	Essential
	Experience of departmental management	Desirable

All staff are responsible for promoting and safeguarding the welfare of students at Thornton College by always ensuring compliance with the school's Safeguarding and Child Protection Policy. It is a requirement of all staff to report any actual or potential risks to the safety or welfare of students to the Designated Safeguarding Lead.

All staff are required to undertake whatever else may be reasonably required by the Headteacher in support of the Aims of the School. Job Descriptions are subject to annual review.

Thornton College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo an Enhanced DBS and barred list check by the Disclosures and Barring Service. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

Please do not hesitate to contact Miss Taryn Robinson, PA to the Head, should you have any queries.

Email: trobenson@thorntoncollege.com