



Information for Applicants

Teacher of Geography

Full time

MPR

Permanent

Commencing September 2022

Tadcaster Grammar School
Toulston
Tadcaster
LS24 9NB

Telephone: 01937 833466

Headteacher: Mr A Parkinson

Dear applicant,

Thank you for expressing an interest in applying for the post of Teacher of Geography.

At Tadcaster Grammar School [TGS] we put the needs of students at the forefront of our decision making and practice. Our curricular and co-curricular offer responds to the aims and aspirations of individuals and we structure this as a 7-year experience. The school is fortunate to have a highly committed and talented staff and governing body and our students are motivated, articulate and keen to learn. TGS is a larger than average school, but we organise our pastoral systems so everyone is seen, heard and valued. Our recent entry into the STAR MAT as a partner school has strengthened our ability to ensure all students enjoy their learning and wider school experience across the 4-19 year old age range.

When I first arrived at TGS there were a number of things that immediately impressed me. The first was the very open and welcoming nature of the school from both the staff and students. The second was the sheer variety of activities which are offered both within the curriculum and after school hours. TGS is a school with a strong reputation for looking after its students and where high standards of conduct are non-negotiable.

Our ambition for the school focuses on developing a culture where all students achieve highly whatever their background or ability. This relies on providing learning and teaching of the highest possible quality to engage, enthuse and motivate. At TGS we do not limit our definition of achievement simply to traditionally academic pursuits; we believe in developing well rounded individuals and, as such, we make a significant investment in the areas of sport, creative and performing arts.

Geography is a vibrant and highly successful part of the curriculum at TGS. Students tell us that they enjoy their learning and achieve highly. As such, we wish to recruit someone who will contribute something really special to our team. We are looking for a proven and skilled classroom practitioner who can inspire, enthuse and add value.

If you feel you are ready for the challenge and would like to know more about the school and its activities please take a look at our website at www.tgs.starmat.uk. If you would like to speak with a member of the Geography team, or arrange to visit during a school day, please do not hesitate to contact us on 01937 833466 or i.ireland@tgs.starmat.uk

If you chose to take your interest in the post further, I would encourage you to pay attention to the following whilst assembling your application:

- The School Vision and Values Statement
- Job description and person specification
- School performance data about the school available in the public domain
- The school and STAR MAT websites

I hope the following information shapes your thinking and gives the guidance to help you apply.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

I look forward to the possibility of meeting you soon.

Yours faithfully,

Mr A Parkinson
Headteacher

THE SELECTION PROCESS

If you wish to apply for the post of Teacher of Geography:

Fully complete the application form, ensuring all details are accurate and all declarations are signed. Please ensure you include details of two professional referees with one being your current employer (with email addresses).

Your Supporting Statement within the application form should be 2 sides A4 Calibri 11.5 point, 1.15 spacing maximum, addressing the following:

How your experience to date best fits you to the requirements of the following sections of the person specification:

- Experience
- Training
- Knowledge and skills

Please use *relevant* examples and impact measures from your practice during the last 3 years.

Please make direct reference to your ability to teach or potentially teach the following:

- Geography - KS3, KS4 **AND** KS5

The short-listing process will, in part, assess your ability to communicate effectively and accurately in the written word.

Your audience for your written work will be school staff and governors.

Remember when addressing the above, ***less is sometimes more.***

Timeline for the selection process

Post advertised within STAR MAT/external media	w/c 25th April
Closing time/date for applications:	Tuesday 10th May - 9am
Short listing:	Wednesday 11th May
Invitation to interview by telephone/ Confirmation by email:	Wednesday 11th May
Selection day:	Wednesday 18th May

:Please address all return mail to Mrs R Evans (HR Advisor): tgs.recruitment@tgs.starmat.uk

Appendices

1	The School Vision and Values Statement
2	Job description for the role of Teacher of Geography
3	Person Specification
4	Geography Curriculum Team Information

Appendix 1: The School Vision and Values Statement

OUR VISION *(Our cause; our key belief)*

Be your best self	<p>During their 7 years with us at the school, we want all students to maximise their potential through excellent academic and personal development.</p> <p>Each individual should also be:</p> <ul style="list-style-type: none"> ● aware of the needs of others in their thoughts and actions; ● empowered to control their own well-being; ● able to achieve fulfilment in their current and future lives.
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OUR CORE VALUES *(These should be seen, experienced & lived)*

All staff and governors at Tadcaster Grammar School are expected to recognise and uphold the STAR Multi Academy Trust **values** of trust, openness and service. In addition:

All **staff** are expected to consistently model the following **values** which underpin everything we do, every day:

Students considered first	All of our decisions should put the needs of students first. All students will be known well, included, valued and heard.
High expectations - no limitations	We do not prejudice potential by preconceptions about individuals or groups of students.
The right curriculum experience for each student	We respond to the aspirations and needs of individual students with a broad and balanced curriculum and diverse co-curricular offer.
The best support for each student	Students are individuals with their own needs and requirements; our care and pastoral support systems need to reflect this.

All **students** are expected and supported to show the following **values** in everything they do in school, every day:

Ambition	To show a desire to achieve success.
Resilience	To show a determination to achieve success.
Responsibility	To take ownership for their actions and work in and out of school.
Respect	To be considerate to themselves and others.

Appendix 2: Job Description

Job Title: Teacher of Geography

Post Title:	Teacher of Geography
Pay Range:	MPS
Line Manager:	Mrs L Ireland

Responsibilities

To be accountable for students' attainment and achievement. To ensure all students make progress by promoting, monitoring and supporting the overall learning and personal development of students. To uphold the aims, policies, procedures and ethos of the school.

Teachers should work with their Curriculum Team Leader, whilst taking direct responsibility for the following:

- Work in accordance with the Teacher Standards (2012) [Teachers' standards](#)
- Work within the School Teachers Pay and Conditions Document
- Promote the school's stated ethos
- Contribute to and implement the annual School Improvement Plan and agreed policies
- Teach as directed throughout the school subject to appropriate training
- Monitor, expect and improve progress in student learning
- Participate in the pastoral management of the school as requested
- Take part in appraisal procedures outlined in an agreed school policy
- Take responsibility for their own professional development

Specific Responsibilities – All Teaching Staff

- Plan and deliver lessons using a range of strategies to meet students' individual learning needs
- Have a thorough knowledge and understanding of their subject, its teaching and place in the National Curriculum and that of the school
- Set and mark homework according to the school and subject policies
- Mark, assess, record and report on students' achievements, setting appropriate targets for improvement
- Meet deadlines for reporting, marking, submission of assessment data, coursework, marks and forecast grades
- Prepare students for examinations, taking part in standardisation and moderation activities required within the subject and by examination boards
- Contribute to the development of schemes of learning, school and subject policies as appropriate
- Attend and contribute to appropriate meetings and professional development activities
- Contribute to the process of subject self-evaluation and improvement planning
- Undertake whatever other duties might reasonably be requested by the Headteacher or Curriculum Team Leader

Specific Responsibilities – Form Tutors

- Take responsibility for day to day discipline routines and attendance in the form group
- Review and discuss students' work and welfare, setting targets as necessary
- Promote good behaviour and positive attitudes at all times
- Support form, year, and house activities as appropriate

This job description is not your contract of employment, or any part of it. It has been prepared only for the purpose of school organisation and may change either as your contract changes or as the organisation of the school is changed.

Whilst the job outline provides a summary of the post, it is not a comprehensive list or description and the job will evolve to meet changing circumstances. Such changes would be commensurate with the grading and conditions of service of the post and would be subject to discussion and consultation. All staff are required to comply with the school's policies, procedures and vision & values.

Elements of the Job Description may be re-negotiated at the request of either party and with the agreement of both. The post holder may, in addition, be asked to carry out other reasonable duties within the MAT, (which could involve working at other schools), as may be required for the benefit of the school and the students' education and well-being.

In relation to Data Protection, Information Security and Confidentiality, all staff are required to comply with the school's policies and supporting documentation in respect of these issues.

Appendix 3: Person Specification

Job Title : Geography Teacher

Factors	Characteristics
Qualifications	Degree(s) or equivalent
	Qualified teacher status
Experience	Experience of teaching Geography to the 11-18 age group
Training	Evidence of relevant Continued Professional Development or keeping abreast of recent development in teaching
Knowledge and Skills	Thorough knowledge and understanding of the subject and how it can effectively be taught across the spectrum of age and ability
	Good knowledge of curriculum development and improvement in your subject area, together with a willingness to contribute to schemes of learning
	Confident about using data systematically to evaluate performance, together with an ability to monitor and assess progress and provide feedback to students.
	Proven, excellent teaching and classroom management skills and an ability to relate well to and motivate <i>all</i> students
	An understanding of how students learn and improve their skills, knowledge and understanding
	Excellent verbal, written and communication skills
Personal Qualities	A willingness to model the core staff values of the school.
	A professional approach to all aspects of the role as per the Teachers' standards
	Ability to filter, judge and act decisively
	Ability to work in a way that promotes the safety and wellbeing of children and young people.
	The ability to motivate students
	A willingness to be involved in extracurricular activities

Appendix 4: Additional information about the Geography Department

Job Title: Teacher of Geography

Staffing

Lucy Ireland	Curriculum Team Leader for Geography
Jenny Walker	Assistant Curriculum Team Leader
Oliver Kenyon	Teacher of Geography
Kit Simpson	Teacher of Geography

Accommodation & Resources

- 4 classrooms dedicated to Geography teaching equipped with projector, visualiser and sound system.
- 2 additional work/office spaces for Geography staff.
- Resources for all Key Stages are shared centrally.
- Team members are regularly encouraged to share good practice and have a collective responsibility for curriculum development.

Curriculum Intent Statement

The Geography department has 3 main aims at the heart of its curriculum:

1. To foster a love and curiosity about people, places and the world around them.
2. To inspire students to consider how their actions can impact an ever changing world both now and when they leave TGS.
3. To ensure students that thrive in the subject are well placed for further geographical study/work.

Key Stage 3 Curriculum Details

Year 7 students have 3 hours of Geography across the fortnightly timetable. Year 8 and 9 have 2 hours across the fortnight. We have recently been adapting the Key Stage 3 SoL to ensure all topics are stimulating and challenging. We aim to cover a wide variety of buildable skills across the 3 year Key Stage 3 to ensure that all students either continue to GCSE with the relevant knowledge and understanding or end their Geography journey as well rounded individuals who understand the world they live in now and in the future. A detailed Curriculum Outline can be found at the link below.

Key Stage 4 Curriculum Details

KS4 students study the AQA Specification, they have 5 hours of Geography over the fortnightly timetable. We are a popular option with 4/5 teaching classes in both Years 10 and 11. Physical and human topics are taught throughout Year 10 and 11, with the compulsory fieldwork at the end of Year 10. In previous years students have investigated the success of the river management in York and the success of the waterfront regeneration in Leeds.

A more detailed look at topics and when they are delivered can be found in the link below.

Key Stage 5 Curriculum Details

We currently offer students the AQA Geography A-Level. We study the following topics, Water and Carbon, Coastal Systems, Hazards, Changing Places, Global Systems and Governance and Contemporary Urban Environments. The NEA is carried out towards the end of Year 12 and into Year 13, with various fieldwork opportunities offered to students to enable them to succeed, days in the local area as well as UK and overseas residential have also been offered.

Key Stage 3, 4 and 5 Curriculum Outline - [Geography Curriculum Outline](#)