



**GEORGE  
SALTER  
ACADEMY**

“OneWorld  
In OneSchool” ofsted

**Teacher of Geography; MPS**  
*Geography*

**Closing Date for applications: Monday 24th April 2017 at 12 noon**

**Required for September 2017**

.....

We are a friendly, happy, vibrant 11-18 Academy which is highly successful, serving a multi-cultural community, rich with ethnic and linguistic diversity. We have recently completed a £12.5 million refurbishment.

- Are you passionate about Geography and committed to ensuring that our students share that passion?
- Do you have the vision and energy that can inspire the next generation of geographers?
- Do you want to be part of a progressive academy, where your professional development is important and where your innovation and creativity will be valued?
- Are you ready to contribute to a team striving for outstanding performance?

If so, we want to hear from you.

**Applications from NQTs are Welcome.**

To discuss the position or arrange a visit, please contact Anne Maher Wright, e-mail [anne.maherwright@georgesalter.com](mailto:anne.maherwright@georgesalter.com)

For an application form and further details please contact Satty Bhogal (H.R.) on 0121 553 4665 (Ext.263) or email [satty.bhogal@georgesalter.com](mailto:satty.bhogal@georgesalter.com) or visit the Academy's website [www.georgesalter.com](http://www.georgesalter.com)

George Salter Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.





GEORGE  
SALTER  
ACADEMY

## Job Description – Subject Teacher

### Job Title Teacher of Geography

Responsible to: Head of Geography

#### Vision and purpose

- To develop, plan and deliver effective and high quality learning experiences for all students you teach.
- To be accountable for the learning outcomes and achievement of all students you teach.
- To develop your professional role within the corporate management structure at the Academy.
- To at all times safeguard the students well-being and follow all child protection/safeguarding policies rigorously.

#### Be accountable for

##### Subject knowledge and understanding

- Maintain a secure knowledge and understanding of your subject(s) and related pedagogy to enable you to teach effectively at the Academy
- Keep abreast of current developments in good practice exemplified by syllabus/specification/framework development, research and inspection evidence, adapting your practice appropriately.
- Take responsibility for your own professional development by reviewing your own performance, acting upon advice/feedback and participating in the Academy mentoring and coaching programme if required.

##### Delivering high quality learning experiences

- Progression in students' learning should be central to all your lesson planning and the development of your schemes of learning. Lessons should be differentiated, homework/independent learning should sustain student progress and Individual Education Plans should be used effectively.
- Have a knowledge and understanding of a range of teaching strategies to:
  - ◇ deliver learning objectives, personalise learning and adapt your language to suit the needs of the students
  - ◇ demonstrate the ability to manage consistently the learning of individuals, groups and whole classes, implement the Academy rewards system, and maintain good class discipline using the Academy's sanctions, where necessary.
  - ◇ ensure the effective development of students' **literacy**, numeracy, ICT, **thinking skills and personal competencies**, problem solving and team working skills.
  - ◇ Teach engaging and motivating lessons: when present teaching assistants are effectively used.
- Build into learning activities, opportunities to address **Every Child Matters** issues and **Spiritual, Moral, Social and Cultural development** (including Enterprise and Citizenship).
- Have high expectations of learners to ensure they achieve their full educational potential, establishing supportive and constructive relationships with them.
- Establish a stimulating, well organised, purposeful and safe classroom environment in which display is used to support learning: high priority should be given to Health and Safety and Risk Assessments.
- Evaluate the impact of your teaching and feedback to students on their progress, attainment and well-being, modifying your planning and practice when necessary and sharing this with departmental colleagues where appropriate.

Teacher of Geography

**Assessment, Reporting, Recording/Assessment for Learning**

- Have knowledge of a range of approaches to assessment, including questioning, oral assessment and peer assessment and the importance of formative assessment.
- Make effective use of a range of assessment monitoring and recording strategies and assess the learning needs of your students in order to set challenging learning objectives and plan future teaching.
- Mark and monitor students' class and homework/independent learning to provide constructive feedback and opportunities for reflection to learners on their attainment, progress and areas for development.
- Have a good knowledge of the assessment requirements for public examinations and qualifications in your curriculum area.
- Understand and know how national, local and Academy statistical information can be used to evaluate teaching, monitor progress, help students improve their work and raise achievement.

**Achievement, diversity and well-being**

- Have a good understanding of factors influencing student learning, including ethnicity, gender, abilities and attainment and how these relate to personalised provision for students.
- Have a detailed knowledge and understanding of your legal liabilities and responsibilities as a teacher regarding diversity and well-being, know who is responsible for these areas at the Academy together with the Academy's policies and procedures.
- Know how to identify and support learners affected by changes or difficulties in their personal circumstances.
- Create opportunities to celebrate achievement, diversity and well being.

**Pastoral**

- To act as a tutor for students supporting the academic and pastoral needs of each student.
- To be aware of Child Protection issues, knowing how to identify potential abuse/neglect and reporting concerns as they arise.
- To treat all students equally regardless of religion, ethnicity or gender but to be mindful of the different needs, values and beliefs of different groups.
- To use baseline data to track the overall attainment and achievement of students in your tutor group termly; identify underachievement and work with your Head of House to ensure intervention strategies are put into place.

**Developing as a professional member of the Academy**

- Attend, as required, calendared meetings and completion on time of all documentation required for the effective management of the Academy.
- Consistently demonstrate the positive values, attitudes and behaviour expected of students.
- Know the statutory framework for professional duties of teachers, an awareness of the policies and practices of the Academy and share in the collective responsibility for their implementation.
- Communicate effectively with students, colleagues, parents and carers to support the well being of students and the raising of students' levels of attainment.
- Have a commitment to collaboration and co-operative/team working in achieving the corporate objectives of the Academy and valuing colleagues' contributions to your professional development.
- Know how to use skills in literacy, numeracy and ICT to support your teaching and wider professional activities.

**Additional agreed areas of responsibility**

---

-

---

Such other duties appropriate to the grade of post as the Principal may from time to time reasonably determine.

Signed as correct. .... Date .....



## GEORGE SALTER ACADEMY

### Person Specification – Teacher of: Geography (MPS)

Category	Essential	Desirable	Method of Assessment
<b>Qualification and Training</b>	<ul style="list-style-type: none"> <li>Graduate</li> <li>Qualified Teacher Status</li> <li>Evidence of appropriate CPD related to teaching and learning.</li> </ul>	<ul style="list-style-type: none"> <li>Degree in relevant subject</li> </ul>	Application Form
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>Knowledge of the national curriculum and relevant schemes of work.</li> <li>Understanding of how to develop skills and attributes in students.</li> <li>Understanding of the assessment processes at KS3 and KS4 and how to use these to support planning and raise student attainment.</li> <li>Good knowledge and understanding of strategies for promoting good relationships with students and effective behaviour management techniques.</li> <li>Good understanding of what constitutes effective teaching and learning.</li> </ul>	<ul style="list-style-type: none"> <li>Ability to use and understand assessment data.</li> <li>Familiar with effective learner progress intervention strategies.</li> <li>Knowledge of subject at Key Stage 5</li> <li>Knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged.</li> </ul>	Application Form and Interview
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>Commitment to comprehensive education and personalised learning.</li> <li>Excellent classroom teacher.</li> <li>Sets high expectations of all students</li> <li>Ability to create an effective learning environment.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of successful planning for a series of lessons, their delivery and evaluation</li> <li>Successful experience of teaching students of all abilities.</li> </ul>	Interview
<b>Skills and Experience</b>	<ul style="list-style-type: none"> <li>Good communication skills orally and written.</li> <li>Good use of ICT to make learning engaging and dynamic and to support assessment.</li> <li>The capacity to form positive learning-centred relationships with other professionals.</li> </ul>	<ul style="list-style-type: none"> <li>Some experience (including teaching practice) of form tutor/PSHE work</li> <li>Experience of ICT within the subject</li> <li>Experience of teaching KS5</li> </ul>	Application Form and Interview
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>Self-motivated with an ability to use own initiative.</li> <li>Well developed interpersonal and social skills.</li> <li>A passion for education and making a difference.</li> <li>Ability to meet deadlines.</li> <li>Enthusiastic and always positive.</li> <li>Able and willing to scrutinise own practice</li> <li>Believe they can improve on their previous best.</li> <li>Commitment to safeguarding children and young people.</li> </ul>	<ul style="list-style-type: none"> <li>Potential for promotion</li> </ul>	Application Form and Interview.