



Recruitment Pack

Teacher of Geography
Park Lane Academy
Required: September 2023
Salary: MPS/UPS
Permanent, Full Time

Dear Colleague,

Thank you for expressing an interest in this post.

We are seeking an enthusiastic **Teacher of Geography** to join our dynamic team, who is dedicated to providing the best possible opportunities to our students. We take our role in raising the aspirations of our students and meeting the ambitions of our staff very seriously. You will have the ability to inspire, enthuse and encourage students to enjoy their learning, leading to a desire to achieve their highest potential.

Park Lane Academy is on an exciting journey, as part of the South Pennine Academies Trust, the improvements we have made over the last two years are significant and we are looking to continue this with your appointment to our team.

Staff, students and parents all agree Park Lane is a great place to work and learn. Please see our website www.parklane.org.uk and our social media pages to learn more about life at PLA.

If you would like to discuss the role in more detail or visit to see the academy in action, please contact Mr Stuart Hillary, Principal, on hillarys@parklane.org.uk.

If you are committed to improving the life chances of children and think that you are right for this position then we look forward to receiving and reading your application.

Best Wishes

Kash Rafiq

Executive Principal



Stuart Hillary

Principal





Joining South Pennine Academies

· **Professional Development** - The Trust is committed to developing all staff within their roles and creating continued fantastic opportunities for further career progression. Please visit the following link to view the South Pennine Academies CPD brochure -

<https://www.southpennineacademies.org/Professional-Development-at-SPA/>

· **Pension** – Every employee of South Pennine Academies has access to the Teachers' Pension Scheme or the Local Government Pension Scheme.

· **Wellbeing Benefits** – Through our wellbeing provider, **Smart Clinic**, staff can access a number of generous wellbeing benefits including physiotherapy, 24-hour GP helpline, cancer support, stress counselling support and weight management.

· **Free Will Writing Service** – Provided via solicitors Dunham McCarthy – a free and completely confidential service for all SPA employees. The free service is provided remotely, either by telephone or video call, at a time to suit you. You will have an adviser to help you complete each step from start to finish.

· **Cycle to Work Scheme** – The Trust has registered to join this scheme as a provider for staff to be able to take advantage of the salary sacrifice tax-relief arrangement. For more information, eligibility criteria and details of how to apply, please contact the central HR team.

· **Annual Flu Vaccinations** – Annual Flu vaccinations offered to staff either by visit from nurse on site or via vouchers, accepted at various GP surgeries or pharmacies

Academy Overview

Park Lane is a vibrant and welcoming secondary academy. We are part of a highly successful and supportive Trust, enjoying the benefits of effective collaboration through working in partnership with the eleven academies and Huddersfield Horizon Scitt that make up the trust.

Based 3 miles out of Halifax Town Centre, in Exley; the academy buildings and grounds offer an exceptional modern learning environment and facilities, yet with the countryside literally on our doorstep meaning we can provide a wealth of additional curriculum enrichment opportunities for our students including DofE awards, sport clubs and fitness suite use for students.

We are an 11-16 mixed comprehensive academy with an increasingly positive reputation across Calderdale. Outcomes have improved steadily in recent years, with a fantastic curriculum in place, which offers real breadth and reflects the interests and ambitions of all students on our roll. We are proud to hold the Careers kitemark, for excellence in guidance and support for students. The majority of our learners stay in education post 16 at the further

education colleges within Calderdale. As a small secondary school, we take pride in the fact that every member of staff knows every student well. We truly value the relationships we foster with every staff member, student and family. This gives us a real 'family' feel that permeates through every element of our work and is something that visitors to the academy often comment upon.

Our core values are at built into the foundations of all that we do; Pride Respect and Ambition. We are proud that we are fully inclusive, serving a diverse community. We recognise that in order to excel academically, students also need exceptional care, guidance and support throughout their secondary education. Our team of dedicated staff work together with families, governors and the wider community to bring our values of Pride, Respect and Ambition to life, supporting students to develop the attitudes, knowledge and skills for future success.

As experienced and successful leaders, we are passionate about ensuring high-quality staff development leading to excellent teaching and pastoral support, positive relationships and the promotion of a culture that enables all to reach their potential, both students and staff. We passionately believe, as educators, we have the power and responsibility to inspire our students to be the best they can be to enable our learners to pursue their dreams and improve their life chances.



Sponsorship

In the October of 2018, Park Lane Academy joined in partnership with South Pennine Academies to raise levels of attainment and aspirations of all students. As sponsor, South Pennine Academies is very well placed to create a unique institution characterised by high achievement and success. **The Trust has a national reputation for excellence and has a solid track record of partnership working with employers, universities and local schools.**

The benefits that South Pennine Academies brings are immense, adding their expertise and ideas as well as opening up life-enhancing opportunities to all in Park Lane Academy.

The key to the Academy's success will be the development of a shared vision, effective and transformational leadership and management, robust partnership arrangements, high quality and focused teaching which guarantees students learning and success. This all needs to be achieved amongst a strong and cohesive staff body.

Students will show good manners, work hard and be honest at all times. They will learn, share and succeed together.

The Trust Vision

- To develop a group of closely partnered academies.
- To ensure all academies are world class centres of excellence for teaching, learning and progress.
- To ensure the trust plays a pivotal role in improving the life chances of students.
- To ensure that local solutions and partnerships meet local needs.
- To focus on school improvement with inclusion and diversity at the core.



Key Priorities

High Performing Staff

Targeted strategies are used to ensure teachers, support and business support staff have the capability and flexibility to deliver high quality educational opportunities and services. Highly effective professional development is essential for all staff. Working with Teaching Schools and local providers, ensures that staff needs are met, whilst maintaining a clear focus on local and national priorities. A highly productive, happy workforce is essential in sustained school improvement.

Successful students

Every student, in every phase needs a personalised approach. We ensure opportunities in response to individual needs and empower individuals to contribute to their communities and continue to learn throughout their lives. A rich curriculum is essential, providing opportunities that lead to highly engaged students, who are articulate and communicate effectively. Students who feel their contributions are valued, students who become highly effective members of society.

Engaged community

Nurturing and maintaining positive, valuable relationships between school staff, students, their families and the broader community leads to improved outcomes for students. Local community capacity is strengthened when it is built on trust, respect for others, common goals and high expectations for students' achievement. We are committed to engaging strategies to ensure our key priorities are not only met but exceeded wherever possible.

How will this support my development?

As a teacher, you will have opportunities to work alongside SLEs from the Trust and gain expert support from the best in Education. We also hold Trust-wide CPD sessions and have a shared resource iCloud system, to enable you to work with your colleagues across the MAT and gain their opinions on your strategies and resources, sharing effective ideas.

South Pennine Academies School Effectiveness Team offers coaching to both middle and senior leaders and we engage in Ambition Schools Leadership Programmes for those aspiring to further their careers.

THE SELECTION PROCESS

How to Apply

Thank you for taking time to read and digest our information. If you wish to apply for the post you should;

- Complete the application from our website fully, ensuring all details are accurate and all declarations are signed
- Please ensure you enclose two previous employers' professional referees, one being your current employer (with email addresses if possible). Do not enclose additional CVs
- Ensure you fully complete the personal statement section of the form, this should be no longer than the allocated space of two sides in the application form, addressing the key characteristics and experiences outlined in the person specification and the unique contribution that you could make to the future success of this academy
- Submit your application electronically by **midnight on 2nd April 2023 on My New Term.**

The academy is committed to safeguarding and promoting the welfare of all students, and staff must share this commitment. Appointment is subject to a satisfactory enhanced disclosure and barring service check and the Academy's safer recruitment policy and procedures.

Teacher of Geography

Job Description



Purpose of the post

To teach pupils within the school and to carry out such other associated duties as are reasonably assigned by the Principal.

Main Duties

- This Job Description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document so far as relevant to the postholder's title and salary grade. The post is otherwise subject to the Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book') and to locally agreed conditions of employment to the extent that they are incorporated in the postholder's individual contract of employment. Copies available upon request.
- To safeguard and promote the welfare of children and young people.

General Duties

- To work in accordance with all school policies and procedures.
- To work collaboratively.
- To use available data to set challenging and realistic targets for students.
- To contribute to the setting and marking of internal assessments and preparation for external examinations in all key stages.
- To take pastoral responsibility for a group of students as their Personal Tutor.
- To act as an ambassador for the school in dealing with parents, outside agencies and members of the community.
- To have a commitment to self-review and development.
- To create and maintain an environment which is conducive to learning.
- To participate in the school's training and development programme.
- Any other duties at the reasonable discretion of the Principal or their designate.

Specific Duties

- To teach at Key Stage 3 and Key Stage 4.
- To assist in the preparation of materials to enable the delivery of effective lessons across both Key Stages.
- To record and monitor student performance.
- To maintain and safeguard the teaching environment and equipment.
- To maintain a working knowledge of all appropriate developments.
- To exploit the use of ICT as appropriate to enhance the learning and teaching process.
- To assist in developing and implementing strategies for the teaching of students with Special Educational Needs to include Gifted and Talented provision.
- To contribute to the development of differentiated material, resources, activities and homework.
- To contribute to developments in learning and teaching.
- To contribute to developing curriculum links i.e. Transition, Post 16, Cross Curricular developments.

Arrangements for Appraisal of Performance

- To be appraised in line with the school's current Performance Management Policy by the Line Manager.

Review Arrangements

- The details contained in this job description reflect the content of the job at the date it was prepared. It should be remembered, however, that it is inevitable that over time, the nature of the individual jobs will change, existing duties may no longer be required and other duties may be gained without changing the general nature of the duties or the level of responsibility entailed. Consequently, the Trust will expect to revise this job description from time to time and will consult with the postholder at the time.

Signed by:

Postholder: _____ Date: _____

PERSON SPECIFICATION

POST: Teacher of Geography			
Characteristics	Essential	Desirable	Assessment
A degree in Geography or relevant subject area.	✓		Application
Qualified Teacher Status.	✓		Application
A commitment to the welfare of students and colleagues.	✓		Application and Reference
Awareness of current legal requirements, national policies and guidance on the safeguarding and promotion of the wellbeing of children and young people.	✓		Application, Reference and Interview
Proven excellence as a practitioner who uses a variety of teaching styles.	✓		Application, Reference and Interview
Evidence of adding value to student attainment across the ability range.		✓	Reference
A commitment to raising student attainment.	✓		Application and Reference
Experience of teaching KS3 and KS4 Geography.	✓		Application
An ability with respect to planning, implementing, monitoring and evaluating initiatives in Geography.	✓		Application, Reference and Interview
Evidence of effective classroom management skills.	✓		Reference and Interview
A commitment to contributing to the improvement of learning and teaching and sharing of good practice within the department and beyond.	✓		Application and Reference
Experience of designing, preparing and delivering differentiated teaching and learning materials at departmental level.	✓		Application and Reference
A thorough working knowledge of the National Curriculum in relation to Geography.	✓		Application and Interview
Ability to communicate effectively orally and in writing.	✓		Application and Interview
An understanding of assessment and its impact on learning and teaching.		✓	Application and Interview
Good time management and an ability to work under pressure.		✓	Reference
Evidence of appropriate Continuous Professional Development.		✓	Application
High quality administrative skills.		✓	Application and Reference

A willingness to embrace change in the pursuit of excellence.	✓		Application
A sense of fair play, honesty, humility and integrity.	✓		Reference and Interview
Experience of being a Personal Tutor.		✓	Application
A willingness to contribute to extra curricular provision.	✓		Application and Interview
To be cleared by Police to work with children.	✓		DBS Check