



Teacher of Geography

Recruitment Information Pack

Tant Que Je Puis



Dear Applicant

Thank you for your interest in Enfield Grammar School. We really are a wonderful school that values hard work, kindness and an ability to empathise with, inspire and care for boys in the 21st Century. I'm very passionate about boys' education and believe all boys have the ability and the desire to love, empathise, care for and respect themselves and others and these "soft" skills are modelled by all our adults in the school.

We are looking for a teacher who shares our passion, our ethos and expectations, who can motivate and inspire students and colleagues to be the best that they can be.

Ideally, we would love you to visit us to see us in action. You will see the students in every year group take pride in being part of our school community. Once seen, we would be confident you would apply to join us. If you would like to visit then please contact Mrs Walsh, PA to the Headteacher, who will be pleased to be of assistance.

I recognise that preparing an application is a time-consuming process and I would like to thank you in advance for submitting your application.

As an inclusive school, we would welcome applications from all backgrounds, especially those representative of our diverse student population. I am a Headteacher who is fully committed to equality of opportunity for all of our stakeholders.

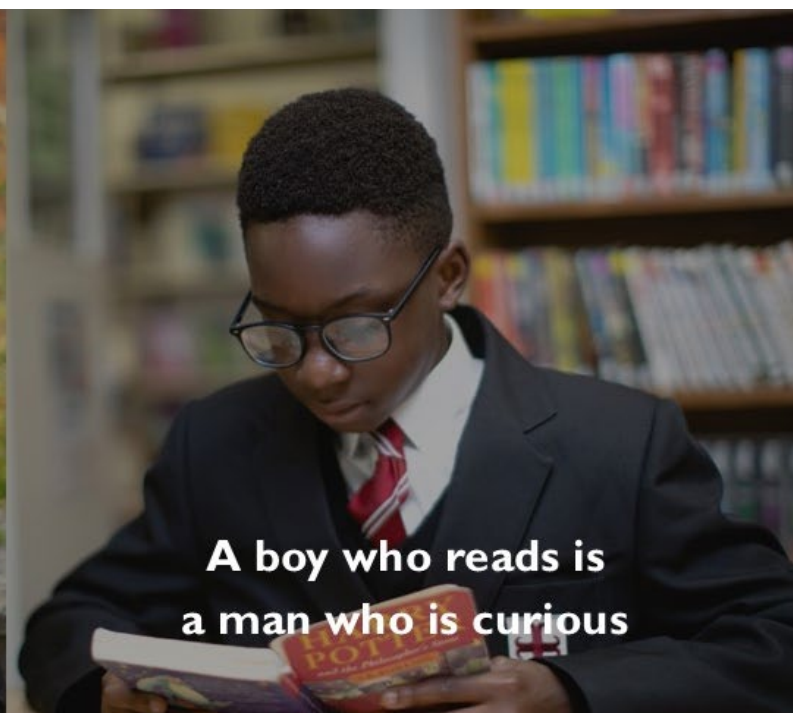
Please do not hesitate to contact Mr Carter, Head of Geography, should you require further details about the role on 020 8363 1095 or at office@enfieldgrammar.org

Yours sincerely

C Lamb
Headteacher



A boy who is supported in a man who helps others



A boy who reads is a man who is curious

Salary: M1 – UPS3 (outer London) + TLR2a possible for the right candidate

Location: Enfield

Start date: September 2024

Would you like to work at a school that has a prestigious past, a wonderful present and a bright future? Would you like to work in a well-established school, proudly rated Good by Ofsted in September 2018? If so, we would like to hear from you.

Our aim is to prepare our boys for the world, both academically and socially. We expect hard work, good manners and in turn provide learning opportunities where all can fulfil their potential. Our motto, "Tant Que Je Puis" (As Much As I Can) is at the heart of our school community and we actively encourage both staff and students to strive for this aspiration. If you share our vision, we would strongly encourage you to apply.

We are seeking to appoint an outstanding classroom teacher who has the ability to enthuse and engage students. This is an excellent opportunity to join and further strengthen an established and successful department. Geography is taught within a forward thinking creative team and we welcome applications from both newly qualified teachers and experienced colleagues.

We Offer:

- An inclusive school community with a strong focus on student progress across all year groups and ability ranges.
- A cohesive staff who work collaboratively to support each other and our students to reach their full potential.
- Strong commitment to equality, diversity and inclusion.
- Access to opportunities for self-development and regular Continuing Professional Development.
- Opportunities for career progression.
- A health care plan, including reimbursement for optical, dental, physiotherapy and a range of other areas, 24/7 GP access and counselling.
- On-site gym facility.

You Will:

- Be passionate about teaching and committed to contributing to the School community.
- Teach through a range of styles and activities to encourage thinking skills and encourage our students to be active learners.
- Have the highest standards at all times to ensure maximum progress and outcomes for our students.
- Be a positive person able to work effectively as part of a team.

How to Apply:

To apply please complete and submit an application form to applications@enfieldgrammar.org or online via the TES portal. If you have any questions regarding the role, please contact Mr Carter, Head of Geography, on 020 8363 1095.

The School is committed to safeguarding and promoting the welfare of children and young people. All appointments will be subject to receipt of satisfactory Enhanced DBS check and pre-employment checks.

Closing date for applications: **22 March 2024 (noon)**

Interviews will take place on Tuesday 26 March 2024

Ofsted 2018:

"Pupils, sixth form students and staff are proud of their school."

"Teachers have applied the training the school has developed to ensure that they improve the quality of pupils' learning. Pupils said they really enjoy those subjects."

"Leaders train teachers well to improve the quality of their teaching. This training is having a marked positive impact on pupils' learning and their progress."



About Us

Enfield Grammar School has strong traditions and an excellent reputation. We are an Ofsted rated 'Good' school (September 2018) and our positive Progress 8 and Value Added scores over the past 5 years prove that at Enfield Grammar School we buck that national trend – with us, boys succeed.

We are a school whose tradition and history can be felt the moment you step into the building. Our long-standing motto "Tant Que Je Puis" (As Much As I Can), is one which helps to shape our vision and our hopes for the young people we educate. School is not just about grades and numbers, it is about the young person as a whole, being part of a school community. We are a school which is intent on ensuring that the breadth and quality of education will, as far as is possible, equip all of our students to meet the rapidly changing demands of the future.

As a diverse non-selective school dedicated to serving our local community, as we have done since 1558, our Year 7 intake consists of 180 students (including our sport and music scholars). A large number of these students progress into our Sixth Form to complete their seven year journey with us.

Our school is based over two sites (5 minute walk), which allows us to have a unique primary school transition for our students. Our lower school houses Years 7&8 and includes specialist teaching rooms for Art, DT and Science. Our extensive sports facilities including our 3G pitches and onsite gym are located at the lower school. The upper school houses Years 9-13, with a dedicated sixth form suite.

At Enfield Grammar School (known locally as "Grammar"), our inclusive values drive our vision and ethos across all stakeholder groups. Positive student/staff relationships, which are based on mutual respect, kindness and empathy, are a key strength of our school. Student voice is used across our school to help inform decisions and shape school development plans.

We take great pride in our comprehensive CPD programme that allows all staff to develop their practice and expand their skill set. We believe that teaching is a career as well as a vocation and support our staff to succeed and develop at leaders in education.

For more information about Enfield Grammar School, please visit our website at www.enfieldgrammar.org



**A boy who competes
is a man with ambition**



**A boy who is valued
is a man with confidence**

Geography Department

The Geography Department at Enfield Grammar School aims to make all boys interested in the physical and human world and how it is constantly changing around them. We encourage boys' interest in both their surroundings and far-away places and try to make their Geography lessons both rigorous and enjoyable.

Geography is very popular at KS4, with many students opting to study the subject. We currently prepare boys in Years 10 and 11 for the AQA GCSE for Geography. A Level is also popular where we study the AQA Specification. At Key Stage 3 we have a well-resourced and recently revised curriculum but there remains plenty of opportunity for teachers to add their own experiences and interests within the framework of the SoW.

Boys at Enfield Grammar School respond very positively to the subject and are keen to participate in the fieldtrips we provide. Currently there are a mix of residential and day-trips running for Year 8, 10, 11, 12 and 13. Any candidate would be encouraged and welcome to contribute further ideas for fieldtrips for the boys.

The Geography Department has been stable and produces excellent grades at GCSE and A Level. The Department provides teachers with the chance to collaborate as part of a team, as well as draw on individual experiences in order to teach the wide and varied curriculum we offer. This is an excellent opportunity for an enthusiastic and creative teacher to work with engaging students within a friendly and supportive department.

Job Description

Purpose of the job:

- To teach and learn with passion, energy, excitement and a strong moral purpose to help achieve our ambition to be a truly outstanding, inclusive school.
- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions document (STPCD).
- Meet the expectations set out in the Teachers' Standards.

Reporting to: Head of Geography

Learning and Teaching Responsibilities

To inspire students to become effective lifelong learners by:

- Providing a purposeful learning environment for all students so that they are known as individuals and feel self-confident and secure.
- Ensuring high standards of learning and teaching for all students.
- Planning and teaching well-structured lessons, adapting to the strengths and needs of students.
- Structuring lesson planning to ensure progression of learning sequences that develop understanding and skills.
- Having high expectations of all students whilst maintaining high standards of behaviour so that all students are able to reach their full potential.
- Taking part in continued professional development (CPD) and training in order to maintain an up to date working knowledge and understanding of a range of teaching, learning and assessment strategies.
- Working collaboratively with colleagues in order to develop schemes of learning.
- Identifying and planning for the effective use of teaching support staff to maintain the high achievement of identified students including SEND, EAL, Looked After Children and Pupil Premium.
- Monitoring and evaluating students' progress against planned objectives and assessment.
- Assessing students' learning, giving constructive feedback, including student response to feedback.
- Using the school's information technology and management information systems to support high quality learning and teaching.
- Providing homework and other out-of-class work that consolidates and extends work carried out in class.
- Reporting on students' attainment and progress orally and in writing for parents, carers, other professionals and students within published deadlines throughout the year.
- Maintaining an up to date understanding of the professional duties of teachers and the statutory framework within which they work.
- Being a supportive and empathetic form tutor who develops strong relationships with students and is fully committed to embracing and role modelling the school's inclusive culture.
- Adopting high standards of behaviour and being a role model by setting a positive example to our students.
- Attending and participating in parent evenings and open evenings.
- Working within agreed legal and ethical boundaries particularly with regard to child protection and safeguarding.
- Carrying out duties in accordance with health and safety legislation and school policy.

The duties outlined in this job description may be modified by the Headteacher, with the post holder's agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

Person Specification

	<u>Essential</u>	<u>Desirable</u>
QUALIFICATIONS AND PROFESSIONAL DEVELOPMENT		
• Possess a good degree and qualified teacher status	X	
• Have a commitment to continued professional development	X	
PROFESSIONAL SKILLS AND EXPERIENCE		
• Have experience of successful Geography teaching at KS3 and KS4	X	
• Have experience of successful Geography teaching at KS5		X
• Have a thorough understanding of the National Curriculum in Geography	X	
• Have the necessary skills and experience to achieve outstanding learning outcomes	X	
• Have an understanding of the AFL agenda and how to use it to engage students	X	
• Be able to use technology effectively to promote learning	X	
• Have an awareness of the issues concerning raising the achievement of boys and the skills necessary to ensure excellent outcomes for our students	X	
• Have an understanding of the needs of a diverse comprehensive school community	X	
COMMUNICATION AND RELATIONSHIPS		
• Be able to form good relationships with colleagues and students	X	
• Be able to inspire and motivate students, enabling them to reach their full potential	X	
• Possess excellent written and verbal communication skills and the ability to engage positively with all stakeholders	X	
• Be able to accept advice and feedback and act accordingly	X	
• Have high expectations for all and the ability to communicate this effectively	X	
PERSONAL QUALITIES		
• Be willing to support the vision and ethos of the School	X	
• Commitment to equality, diversity and inclusion	X	
• Have an understanding of the importance of the extra-curricular life of the School and be willing to contribute to our students' social and moral development	X	

Safeguarding

Enfield Grammar School is committed to safeguarding and promoting the welfare of children, and safe recruitment of staff is central to this commitment. We will ensure that our recruitment practices are robust, and that our selection procedures prevent unsuitable people from gaining access to children. All adults who work with or on behalf of children and young people in our school must be competent, confident and safe to do so.

All posts working with children should be aware of, and share the commitment to safeguard and promote the welfare of children and young people when applying for jobs within Enfield Grammar School.

This commitment is expressed through the following requirements:

Recruitment

Failure to adhere to the following requirements means that an applicant will not be employed to work at Enfield Grammar School.

- Applicants will be required to undertake an enhanced DBS (Disclosure Barring Service) check (and where applicable an overseas police check) if an offer of employment is made and will not be able to take up post until a satisfactory check has been received.
- Applicants are required, when completing an application for a post within the school, to supply full education and employment history since leaving secondary school, with explanations for any gaps.
- An applicant's personal commitment to safeguarding children and young people will be explored through the interview process.
- Successful applicants must show proof of identity and qualifications certificates, along with various other pre-employment clearances before a firm offer of employment is made.
- Prior to taking up post, applicants will be expected to sign the School's Code of Conduct, which commits them to upholding the highest standards in public life, both in the way they undertake their professional duties, and in their personal conduct.

Employment

Failure to adhere to the following requirements may result in summary dismissal:

- To participate in induction processes, professional line management and annual appraisal, where the employee's ability to safeguard children, young people or vulnerable adults through professional involvement and personal conduct will be guided and assessed.
- To undertake mandatory training, including child protection training, as appropriate to their duties.
- To familiarise themselves with all relevant policies and procedures, produced by the School, including procedures for managing allegations against staff.