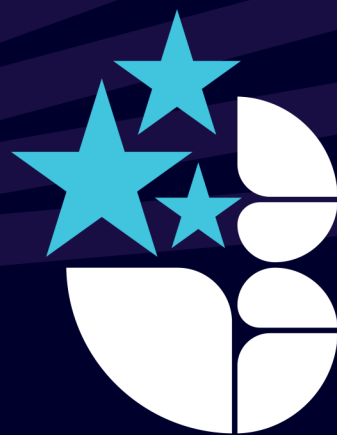


# Teacher of Geography

Ash Green School

January 2023 or as soon as possible



**ASH GREEN  
SCHOOL**  
*Creative  
Education  
Trust*



## Dear Colleague

As Principal of Ash Green School, I would like to extend a very warm welcome to you. This is a fantastic time to join our expanding, vibrant and caring learning community. We are committed to ensuring that students are stretched intellectually and that they foster a love of learning, whilst feeling valued, happy and safe. We provide an inspirational education where every young person is ready for life in our global community.

Our students have an appetite for success and our staff are committed to unleashing their potential. We know that academic achievement of the highest order is within our reach and we now look to consolidate this progress and continue to push for further sustained improvement, as we strive to become a truly exceptional school. With this in mind, we are looking for outstanding professionals to join our staff body who demonstrates the ability to achieve above national student outcomes and make a significant difference to the lives of the young people at Ash Green School.

This position of Teacher of Geography is a key appointment and the successful candidate will be part of a dynamic team with a wide ranging array of responsibilities. Please complete an application form in full along with a supporting statement, showcasing how you are aligned with our vision, values and purpose. Please use the person specification as a guide for your application.

I would welcome an opportunity to meet with you before interview to enable you to meet our students, share in some of their learning and gain an understanding of our ethos and aims.

- The deadline to submit your application is 21 September 2022 at 9am.
- Interviews will be held week commencing 26 September 2022 with the successful candidate appointed to start in January 2023 or as soon as possible.

If you have any questions please do not hesitate to contact Emma Dickinson, HR Manager, on 02476 366772, 07548 834411 or [emma.dickinson@ashgreenschool.org.uk](mailto:emma.dickinson@ashgreenschool.org.uk).

I look forward to receiving your application.

*Umbar Sharif*

Principal

You can find out more at:  
[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)

# ABOUT CREATIVE EDUCATION TRUST



**Creative Education Trust inspires and enables young people to build successful lives on foundations of learning, resilience and employability. We believe that a rewarding educational experience and the highest possible qualifications are the best way to ensure social mobility for young people.**

Creative Education Trust is a growing multi-academy trust educating over 13,000 children in England. It was established in 2010 to work in England's post-industrial cities and coastal towns: areas of economic disadvantage and with a history of academic underachievement. We transform these schools by integrating a knowledge-rich curriculum with skills and creativity.

Creative Education Trust defines creativity as the ability to find connections between the things we know and turn these connections into new ideas and action. The academic arts and the sciences, practical subjects and life skills all need this creativity, and creativity is valued highly by employers. Our staff and expert advisers use imaginative methods for linking knowledge across subject boundaries, fostering personal development and resilience and developing practical skills that prepare students for their transition to adult life and employment.



## Our aims for our students are to:

- ★ Raise their attainment in exams and tests through outstanding teaching
- ★ Make them intellectually curious with a sense of confidence
- ★ Increase their participation in HE, FE and apprenticeships
- ★ Ensure they have employable skills and attitudes
- ★ Create rounded individuals through a wide choice of co-curricular activities



## We are achieving our aims through:

- ★ Educational rigour
- ★ Organisational effectiveness
- ★ Financial efficiency
- ★ Partnership & recognition of local identity
- ★ Respect for autonomous leadership
- ★ Quality not quantity
- ★ Promoting practical creativity



You can find out more at:

[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)

# ABOUT ASH GREEN SCHOOL



**Every Moment: High Expectations**  
**Every Lesson: Do Your Best**  
**Every Day: Make A Difference**

Our mantra above conveys and underpins our whole approach, identifying and releasing the potential of each child as they proceed through their seven-year journey, giving them the very best possible opportunities to become a successful person in our 21<sup>st</sup> century global community.

Here at Ash Green School, we are exceptionally proud of unlocking the academic talent that is found within our students and strongly believe each individual will thrive in our high-achieving environment. We provide the very best opportunities for everyone to excel and nurture all the fantastic qualities that are not materialistic or target driven. Success for us is measured by sending out happy, confident and independent young people who are ready for the challenges of university and the world of work.

We provide an education that has an international outlook; opening minds to the world around them and instilling skills of enquiry, reasoning and problem solving. We are passionate about developing oracy; from the start of year seven an extensive vocabulary toolkit is developed, and we offer many opportunities to practice speech making.

Being a community academy within the Creative Education Trust family, we benefit from partnership working and enriching opportunities to assist student development. We are fiercely committed to ensuring the academic, technical, creative and emotional support is of the highest quality for every young person we serve. There is no glass ceiling at Ash Green School.

## **Our on-site facilities include:**

- Sports fields including 5-a-side football pitches;
- Multi-Use Games Area marked up for netball and football;
- Lecture Theatre with sound system and projector;
- Hall complete with tiered seating;
- Interactive whiteboards in every classroom;
- Open-plan library with wide range of reading materials
- A new spacious 14 classroom block and office's opened in September 2018



**Ash Green School is a Good School with Outstanding features**

**OFSTED MAY 2017:  
GOOD**

To see full details of the school performance data please visit:  
<https://www.compare-school-performance.service.gov.uk/school/137781/ash-green-school/secondary>

# SUPPORT FOR OUR STAFF



## PROFESSIONAL DEVELOPMENT

- We ensure that CPD is closely tailored to the needs of our teachers by linking it closely to their feedback.
- We do not operate a CPD hierarchy, we believe that we can all learn from each other regardless of experience.
- CPD is delivered through structured training days and twilight sessions with days off in lieu.
- Our Pedagogy Improvement Team (PIT) provide in house expertise on all aspects of educational practice, supported by a host of external experts provided by our Sponsor, The Creative Education Trust.
- We tier our support carefully to support teachers who are struggling and provide time for improvements to take hold.
- We work closely with Ambition School Leadership and provide aspiring middle and senior leaders with focused leadership development opportunities paid for by the Creative Education Trust.

## WE ALL PURSUE A STRONG WORK LIFE BALANCE

- Our staff are encouraged to make time for themselves and their families.
- There are no expectations for teachers to answer emails outside of working hours and particularly at weekends.
- Our Senior Managers are constantly working to streamline our systems so that they work better and save more time – we strive to only do things that are going to make a difference.
- We openly consult with staff over significant changes which will impact on their working practices.
- We have a strong culture of peer-to-peer praise through our weekly 'Ash Green Gurus' reward cards.
- We provide all of our staff with a half termly opportunity to participate in expert professional supervision – we encourage our staff to talk, keeping things to yourself is not a sign of strength.
- We have an 'Open Door' to Senior Leadership – no concern is too small.
- We run seasonal events that allow students and staff to show their less serious sides e.g. Own-clothes days, Christmas Jumpers and World Book Day.
- We provide our staff countless opportunities to get involved in the life of the school including Duke of Edinburgh Award and international visits and exchange opportunities. Recent activities include an exchange to China, visits to Ghana, Barcelona, Belgium and the USA.



You can find out more at:

[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)

# TEACHER OF GEOGRAPHY

## JOB DESCRIPTION AND PERSON SPECIFICATION

### LOCATION

ASH GREEN SCHOOL, COVENTRY

### SALARY

MPS/UPS (£25,714 - £41,604) possible TLR available for the right candidate

### PURPOSE AND SCOPE

To teach exceptional lessons that engage and challenge all students, whilst creating a supportive and stimulating learning environment in the classroom. To make a significant contribution to the values and the ethos of the school and actively promote and uphold all school policies.

### REPORTING LINES

Head of Department for Geography.

### TEACHING AND LEARNING

- With direction from the Head of Department for Geography and within the context of the school's curriculum and schemes of work, plan and prepare effective lessons.
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Ensure students acquire and consolidate knowledge, skills and understanding appropriate to the subject taught.
- Ensure that all students achieve the least at chronological age or level or, if well below level, make significant and continuing progress towards achieving at chronological age level.
- Direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities.
- Organise trips and visits to enhance the learning of all students.

### ASSESSMENT AND REPORTING

- To monitor and evaluate the assessment and feedback to students in line with whole school and department policy.
- To follow department monitoring and tracking systems relating to student's attainment, progress and achievement.

- Mark, grade and give written/verbal and diagnostic feedback as required.
- Undertake assessment of students as requested by external examination bodies, curriculum areas and school procedures.
- Assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- Complete the relevant documentation to assist in the tracking of students.
- To follow department policy regarding department tracking of student progress and use information to inform teaching and learning.

### SCHOOL CULTURE

- Support the academy's values and ethos by actively promoting and contributing to the development and implementation of policies, practices and procedures.
- Help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships.
- To be active in issues of student welfare and support.
- Support and work in collaboration with colleagues and other professionals in and beyond the school.
- Lead or help to lead an after school activity once per week; either curriculum based or an extra-curricular club.

### COMMUNICATION

- To communicate effectively and constructively with the parents of pupils as appropriate.
- Where appropriate, to communicate and cooperate with persons or bodies outside the school.
- To follow agreed policies for communications in the school.
- To take an active role in activities such as Open Evenings, Parents' Evenings, Sports days etc

### PASTORAL DUTIES

- If required, be a form tutor to an assigned group of students.
- Promote the general progress and well-being of individual students and of the form tutor group as a whole.
- Liaise with the pastoral team to ensure the implementation of the school's pastoral system.

You can find out more at:  
[www.creativeeducationtrust.org.uk](http://www.creativeeducationtrust.org.uk)

- Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- Contribute to the preparation of action plans and progress files and other reports.
- Alert appropriate staff to problems experienced by students.

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#### **OTHER PROFESSIONAL REQUIREMENTS**

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- Have a working and up to date knowledge of teachers' professional duties and legal liabilities.
- Operate at all times within the stated policies and practices of the school, including but not limited to, Health and Safety; Child protection; Assessment and marking policies; and Behaviour policies.
- Establish effective working relationships and be an effective role model to pupils through own personal presentation as well as personal and professional conduct.
- Have high expectations for every pupil and endeavour the opportunity to reach their potential and meet high expectations.
- Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the school, department and students.
- Contribute to wider school life through effective participation in meetings and management systems necessary to coordinate the management of the school.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Undertake other various responsibilities as directed by the Head of Department for Geography or the Principal.

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This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the school at the reasonable discretion of the Headteacher

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Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines

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<b>PERSON SPECIFICATION</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Qualified to degree level or above in Geography.</li> <li>• Qualified teacher.</li> </ul>	
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Experience of raising attainment in a challenging classroom environment.</li> <li>• Experience of reflecting on and improving teaching practice to increase student achievement.</li> <li>• Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.</li> <li>• Successful teaching experience in the Secondary phase.</li> <li>• Experience of raising standards through leading staff development.</li> </ul>	
<b>KNOWLEDGE AND UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>• Have the ability to teach all aspects of Geography.</li> <li>• Passionate about your subject area.</li> <li>• Demonstrates the ability to lead and work within teams.</li> <li>• Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice.</li> <li>• Thinks strategically about classroom practice and tailoring lessons to students needs.</li> <li>• Understands and interprets complex student data to drive lesson planning and student attainment.</li> <li>• Commitment to regular and on-going professional development and training to establish outstanding classroom practice.</li> </ul>	
<b>SKILLS AND PERSONAL ATTRIBUTES</b>	<ul style="list-style-type: none"> <li>• Leads by example with high professional standards.</li> <li>• Resilient, energetic and enthusiastic.</li> <li>• Student focused commitment.</li> <li>• Has keen organisational skills and the ability to multitask and delegate.</li> <li>• Will play a full and active role in the wider development of the School.</li> <li>• Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.</li> <li>• Good communication, planning and organisational skills.</li> <li>• Vision aligned with Creative Education Trust's high aspirations and high expectations of self and others.</li> </ul>	
<b>EQUAL OPPORTUNITIES</b>	<ul style="list-style-type: none"> <li>• A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity.</li> </ul>	
<b>SAFEGUARDING</b>	<ul style="list-style-type: none"> <li>• A thorough understanding of up-to-date safeguarding requirements and best practice.</li> </ul>	
<b>OTHER REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>• High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom.</li> </ul>	

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