



# Teacher of Geography

## Application Pack

Pool Hayes Academy,  
Willenhall, West Midlands

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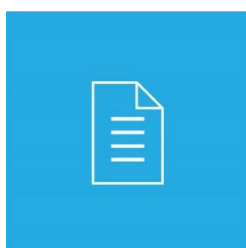
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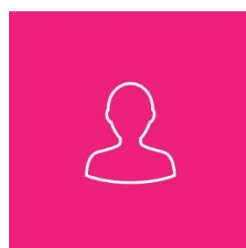
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# 01. About Academy Transformation Trust

## We're on a mission

Our mission is to provide the very best education for all pupils and the highest level of support for our staff to ensure every pupil leaves our academies with everything they need to reach their full potential.

## These are the things we hold dear

### Transparency

As a charity founded on strong ethical practices, Academy Transformation Trust takes pride in being open, honest and crystal clear in everything we do.

### Innovation

We are constantly striving to do all we can to make education the best it possibly can be. We are brave in our actions and do everything we can to have a positive impact on whole child development.

### Collaboration

We believe the future of education relies upon effective collaboration between academies, and better collaboration between academies and their local communities.

### Ambition

We are determined to improve education nationwide by encouraging collaboration and giving academies everything they need to realise their full potential.

We believe every child matters and deserves a first class education.

Our team knows first-hand how to make education better for schools, pupils and their teachers.

For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life. We set up ATT to make this vision a reality.

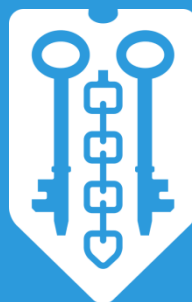
As a not for profit trust, we work with our growing family of primary and secondary academies, and further education providers in the Midlands, East of England and South East.



## 02. Pool Hayes Academy Information

Pool Hayes Academy is part of the Academy Transformation Trust family of academies.

At Pool Hayes we believe in working hard together to achieve our best in a supportive and safe environment.



**Pool Hayes  
Academy**

Based in Willenhall, in the West Midlands, Pool Hayes Academy is an academy for 11-18 year old students that retains strong links within our local community and beyond.

The academy draws its pupils largely from the Willenhall area. We have experienced substantial growth in recent years and the academy is now a provider of choice in the area and is over-subscribed.

### **Academy Ethos**

Our academy ethos is around developing successful, young adults who are also exceptional, community-minded citizens. RAPS stands for Responsibility – Aspiration – Perseverance – Success and these are the qualities that we seek to instil in your child throughout their time at our school and when they go out into the wider world.

### **The Pool Hayes Key to Learning**

The Pool Hayes Key to Learning provides a consistent framework and common language to support students in securing effective learning and teachers in delivering effective teaching.

### **Outcomes and Ofsted**

Student outcomes in 2019 saw a significant improvement in student progress and attainment. In 2018, the academy secured Good grades for Personal Development, Behaviour & Welfare and 16 to 19 Study programmes but there is still work to do to establish Pool Hayes Academy as a truly outstanding provider.

To find out more, please visit [www.poolhayes.attrust.org.uk](http://www.poolhayes.attrust.org.uk) or call the academy to arrange a conversation with our Principal, Phillipa Harris.

# 03. Job Description

## Teacher of Geography, Secondary Academy



**Grade:** Main Teachers' Pay Scale

**Responsible and accountable to:**

Director of Learning (Subject Area)

Principal and Governors

**Overall Responsibility and Accountability:**

Duties of a standard scale teacher as outlined in the School Teachers' Pay and Conditions Document, including:

- > Support the Director of Learning, Principal and Governors by providing high quality provision for pupils and Post 16 students
- > Have high expectations of children and young people including a commitment to ensuring that they can achieve their full potential and establishing fair, respectful, trusting, supportive and constructive relationships with them
- > Hold positive values and attitudes and adopt high standards of behaviour in your professional role
- > Maintain an up-to-date knowledge and understanding of the professional duties of teachers and the statutory framework within which you work, and contribute to the development, implementation and evaluation of the policies and practice in your workplace, including those designed to promote equality of opportunity

## 03. Job Description

### Specific Responsibilities

- Prepare and deliver appropriate lessons to students of different ages and abilities catering for a wide range of needs
- Establish a safe, purposeful, and stimulating environment for students and have high expectations of behaviour ensuring the health and safety of all pupils and staff
- Manage student behaviour in the classroom and on academy premises and apply appropriate and effective sanctions
- Register the attendance of and supervise pupils, before, during or after school sessions as appropriate
- Assess and mark work, giving appropriate feedback
- Engage with academy leaders to ensure the effective development of the curriculum
- Maintain records of pupils' progress and development and input data using academy systems and processes
- Use relevant data to monitor progress, set targets, and plan subsequent lessons
- Research new topic areas, maintaining up-to-date subject knowledge, and devise and write new curriculum materials as necessary
- Select and use a range of different learning resources and equipment
- To prepare and share responsibilities for Schemes of Work within the Faculty
- Prepare pupils for qualifications and external examinations
- Communicate effectively with parents/carers with regard to pupil's achievements and well-being using academy systems and processes
- Participate in faculty meetings, parents' evening, and whole academy training events
- Undergo regular observations and participate in relevant training as part of continuing professional development (CPD)
- Having professional regard for the ethos, policies and practices of the academy and maintain high standards in your own attendance and punctuality
- To undertake any other duties as defined by Teachers' Standards or determined by the Principal as being within scope of the post

# 04. Person Specification

## Teacher of Geography



	Essential	Desirable
Professional qualifications and learning	<ul style="list-style-type: none"> <li>• Undergraduate Degree</li> <li>• Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>• Post-graduate Qualification</li> <li>• Evidence of continuous professional development (CPD)</li> </ul>
Experience of	<ul style="list-style-type: none"> <li>• Experience of successfully applying a range of teaching strategies</li> <li>• Demonstrable experience of supporting outstanding teaching and learning including adapting lesson content to support and ensure access for SEN pupils</li> <li>• Proven ability to deal with a wide range of pupil behaviours</li> </ul>	<ul style="list-style-type: none"> <li>• Recent experience in a UK secondary school/academy</li> <li>• An understanding of how the progress 8 measure will impact academy results and targets</li> <li>• Experience of inclusion strategies to support pupils with SEND</li> <li>• Proven ability to effectively work with a range of stakeholders including parents and external organisations</li> </ul>
Safeguarding	<ul style="list-style-type: none"> <li>• Displays commitment to the protection and safeguarding of children and young people</li> </ul>	<ul style="list-style-type: none"> <li>• Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, children and young people</li> </ul>
Specialist Skills and Knowledge	<ul style="list-style-type: none"> <li>• Ability to teach Geography at Key Stage 3, 4 &amp; 5</li> <li>• A good or outstanding teacher in your subject</li> <li>• Demonstrable ability to engage with learners in a variety of ways</li> <li>• Demonstrable ability to move pupils' learning forward</li> <li>• Ability to effectively evaluate own practice to further improve learning of pupils</li> <li>• The ability to work effectively as part of a team, including across faculties</li> <li>• Demonstrable knowledge of behaviour management</li> </ul>	<ul style="list-style-type: none"> <li>• Able to demonstrate knowledge of planning, curriculum, and assessment procedures</li> </ul>
Leading, Learning and Teaching	<ul style="list-style-type: none"> <li>• Demonstrates excellent understanding of the principles of effective teaching and learning in all phases</li> <li>• Has excellent and current knowledge of all curriculum requirements and can implement, monitor and support these effectively</li> </ul>	<ul style="list-style-type: none"> <li>• Has a track record of securing high standards and at least good progress for all pupils</li> <li>• Is an outstanding classroom practitioner within secondary education</li> </ul>

## 04. Person Specification

	<ul style="list-style-type: none"> <li>• Can articulate characteristics of outstanding teaching and learning for pupils of all abilities</li> <li>• Can take a strategic role in the development of new and emerging technologies to enhance and extend the learning of all students</li> <li>• Has a successful, proven track record of monitoring, evaluating and improving the quality of teaching and learning</li> <li>• Has an excellent understanding of assessment and how it can be used to improve pupil progress</li> <li>• Is committed to continuous learning for all members of the academy community including professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Has a track record that demonstrates the very best quality of teaching and learning for all pupil groups including SEND and vulnerable pupils</li> <li>• Has a proven track record in setting challenging targets, monitoring and evaluating effectively to challenge poor performance and celebrate success</li> </ul>
Developing self and working with others	<ul style="list-style-type: none"> <li>• Develop and maintain a culture of high expectation for self and for others</li> <li>• Review own practice, set personal targets and take responsibilities for personal development</li> <li>• Manage own workload to allow appropriate work/life balance.</li> <li>• Resilience and motivation through day-to-day challenges</li> </ul>	<ul style="list-style-type: none"> <li>• Can demonstrate a proven track record of developing self within an educational context</li> </ul>
Personal Characteristics	<ul style="list-style-type: none"> <li>• Highly approachable, very grounded and makes sensible judgements</li> <li>• Significant personal presence; inspires confidence with a wide range of audiences</li> <li>• Relishes accountability and takes personal responsibility for their own actions</li> <li>• Excellent critical thinking skills; has intellectual curiosity and rigor</li> <li>• Able to build trust and mutual respect between pupils, families and staff</li> <li>• Strong interpersonal written and oral communication skills</li> </ul>	





## 05. How to apply

### Pool Hayes Academy Willenhall, West Midlands

#### Salary:

Main Teachers' Pay Range/Upper Range  
£24,373 - £40,490 per annum

#### Closing date:

Tuesday 22<sup>nd</sup> October, 12pm

#### Interviews:

Thursday 24<sup>th</sup> October

#### Start Date:

As soon as possible

#### Visits to the school:

For further information about the role and the academy, or if applicants wish to visit prior to completing their application, please contact the academy on 01902 368147 or

[jayne.vecchio@poolhayes.attrust.org.uk](mailto:jayne.vecchio@poolhayes.attrust.org.uk)

#### Applying

Please apply by visiting:

<https://www.academytransformationtrust.co.uk/va>

*Transforming **education**:*  
*Transforming **performance**:*  
*Transforming **lives***