**Todmorden High School**

Come join us! We champion our whole school values which are

**AMBITION, RESPECT, CARE AND HONESTY**

We are a recently inspected GOOD school. We are located in the beautiful Todmorden valley. We’re a thriving comprehensive school for 11 to 16-year-olds with 900 pupils.

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| Ofsted 2020 - Todmorden High School is a welcoming and friendly school. Pupils enjoy coming to school because they feel safe and they learn a lot. Pupils get on well with their teachers and enjoy good relationships. Pupils know that there is always someone who will help them if they have any concerns. |

**Workload and Wellbeing** is at the forefront of all we do.

We are looking for a colleague who may be fulltime, part time, or come to us with a flexible request.

We encourage working in every formation possible, we know one size does not fit all. We endlessly support working families and champion worklife balance, we’re so much more than ‘just another school’…



# Teacher of Geography

#  To add capacity across the school, we would love to hear from creative Geography teachers of all levels (NQTs welcome to apply). The aim of our Geography Department is to enable our students ‘to understand and improve the world they live in’ and we are looking for a teacher who supports that aim. We are a passionate, ethical, creative, practical department that achieves above the national average looking for a practitioner with the skills, expertise, and passion to enthuse our young people to succeed across KS3 and KS4.

**Contract type: Permanent, fulltime/part time**

***Please set out what arrangement is attractive to you***

**Salary: MPS/UPS**

**Recruitment and Retention point available for an outstanding applicant**

**Responsible to: Head of Department**

**Date: September 2021**

We are looking for a teacher who champions our values of Ambition, Respect, Care and Honesty, a colleague who is loyal and is looking to come with us as we progress. There has never been a more exciting time to join a school which is open, innovative with high expectations for all.  You can have a real impact on the lives of the young people as well as developing your skills to be the best that you can be. Together, we unlock unique potential.

Should you have any questions regarding this role, please email: t.hall@todhigh.co.uk for further information.

This position closes on Tuesday 20th April 2021 9am.

***March 2021***

 Dear Applicant,

Many thanks for your interest in working at Todmorden High School. I hope to outline everything about us.

Our aim at Todmorden High School is to enable individuals to unlock their unique potential, maximising academic experience and giving students the opportunities to thrive as a positive citizen are behind everything we do.

Our school values are Ambition, Respect, Care and Honesty ‘ARCH’ and these underpin all our decisions and conversations. We have a wonderful student body who we know well, each one of them bring us joy and pride. We are seeking colleagues to share our vision and values. A role model of Ambition, Respect, Care and Honesty. We welcome applications from colleagues who seek to join in our family atmosphere where the contribution of **all** is valued.

We aim to foster a thriving climate for learning, providing the very best career opportunities for existing colleagues and those that join us. Our staff are proud to be a member of our team, they thrive in their roles and are supported in order to achieve. CPD is generic and bespoke, staff feedback on CPD and wellbeing is very strong. Staff voice is viewed as a quality assurance measure and feeds into school improvement.

We offer great benefits; you would join a happy team of colleagues who share our values. Colleagues who all see the role they play in improving life chances for our students. In addition to working in a stunning countryside location you would be part of the Teachers’ Pension scheme which can be added to with childcare vouchers, cycle to work scheme, discounted gym membership and wellbeing support. We are incredibly family friendly and flexible. We support work-life balance believing that work starts and ends. Our staff retention rates are high. The opportunities for those that work hard and adhere to our values are exciting and varied.

We are oversubscribed, financially strong, growing, investing and developing.

There has never been a better time to join us and help us to unlock our individuals’ potential. Get in contact, we wait to hear from you.

Gill Shirt
 Headteacher

**TODMORDEN HIGH SCHOOL**

**JOB DESCRIPTION**

**Job Title:**  **Teacher of Geography**

**Grade:** **MPS/UPS**

**Responsible to:** **Head of Department**

***Purpose of the job***

To ensure the effective learning of all students across the attainment and age range.

To structure the learning of students by planning and delivering good lessons.

To promote and be accountable for high standards of achievement.

***Responsibilities***

The appointment is subject to the appropriate conditions of employment of teachers contained in the School Teachers’ Pay and Conditions Document and other current employment and educational legislation.

Responsible to: Head of Subject

Responsible for: The learning of all students across the ability and age range.

***Main duties***

To teach excellent lessons.

To ensure that students make good progress as reflected in value added data and in examination results.

To assess and record student progress.

To report to parents as required.

To ensure that lessons offer a wide range of learning opportunities to meet individual student needs.

To evaluate lessons in relation to student learning and plan future lessons accordingly.

To take responsibility for personal professional development through:

* classroom observation
* shared lesson planning
* promoting classroom learning
* taking part in regular professional development discussion
* attending INSET as required
* keeping abreast of relevant national, local and school based initiatives that will positively impact on learning

To promote pedagogical dialogue throughout the school.

To be a good role model.

To develop and maintain good professional relationships with colleagues.

To undertake school supervision duties as required.

To carry out any other reasonable task at the request of a member of the Leadership Team.

To work flexibly and undertake additional responsibilities when requested to do so in supporting the day to day running of the faculty.

To uphold teachers’ standards and uphold and adhere to school and local authority policies and procedures.

This is not an exhaustive list of duties and is indicative of the type of work required by this post holder. The post holder will be expected to work closely with the SLT and deliver the operation provision required to work with groups of young people in learning environments. The Headteacher may also require the post holder to fulfil other duties, as required.

**Role of the Form Tutor**

***Purpose of the job***

To ensure the effective learning of all students within the tutor group through effective support and challenge.

To structure the learning of students during tutor periods.

To monitor the academic and social progress of each student within the tutor group and effectively intervene where necessary.

To ensure that students are ready to learn on a daily basis and that barriers to learning are removed.

***Responsibilities***

Responsible to: Learning Manager

Responsible for: The social and academic progress of each student within the tutor group.

***Main duties***

To manage daily routines within school relating to uniform, equipment, time-keeping and readiness to learn.

To ensure that students hit target grades as reflected in interim and annual reports by:

* using data to assess students’ academic progress
* challenging students and make e-mail or telephone contact with parents where forecast grades are significantly below target grades
* intervening directly with students where forecast grades are significantly below target grade in more than three subjects

To oversee the behaviour of each member of the tutor group.

To monitor and promote the good lesson attendance of each member of the tutor group.

To monitor the social, emotional and physical well-being (including social integration) of each member of the tutor group.

To listen to and develop student voice within the tutor group.

To be a good role model to students.

**Person Specification**

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| **Characteristics** |
| **Professionalism – a core of strongly held and enacted values** |
| Respect for others – The underlying belief that individuals matter and deserve respect. |
| Challenge and support – A commitment to do everything possible for each student and enable all students to be successful. |
| Confidence – The belief in one’s ability to be effective and take on challenges. |
| Self-Learning – A commitment to developing understanding and learning new skills to become a better teacher. |
| Creating trust – Being consistent and fair. Keeping one’s word. |
| **Thinking – the drive to ask ‘why?’ and see patterns.** |
| Analytical thinking – The ability to think logically, break things down and recognise cause and effect. |
| Conceptual thinking – The ability to see patterns and links, even when there is a lot of detail. |
| **Planning and setting expectations – targeting energy and effort where it will make the most difference to students.** |
| Drive for improvement – relentless energy for setting and achieving challenges. |
| Information seeking – a drive to find out more and get the full story. Intellectual curiosity. |
| Initiative – the drive to act now to anticipate and pre-empt events. |
| **Leading – directing, inspiring and motivating others.** |
| Flexibility – The ability and willingness to adapt to the needs of a situation and change tactics. |
| Holding people accountable – The drive and ability to set clear expectations and parameters and to hold others accountable for performance. |
| Managing students – The drive and ability to provide a clear direction to students and to enthuse and motivate them. |
| Passion for learning – The drive and ability to support students in their learning and to help them become more confident, independent learners. |
| **Relating to others – managing one’s interactions and relationships effectively.** |
| Impact and influence – The ability and drive to produce positive outcomes by impressing and influencing others. |
| Empathy – The drive and ability to understand others and why they behave as they do. |
| Team working – The ability to work with others to achieve shared goals. |
| **General** |
| Qualified teacher status. |
| Capacity to be a good role model for all members of the school community. |
|  Willingness to accept both support and challenge leading to improved practice. |
|  Ability to teach good lessons. |

We are an aware employer, who is committed to safeguarding and protecting the welfare of children and vulnerable adults, as a priority.  This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf. **This post is subject to an enhanced DBS disclosure.**