

Academies Enterprise Trust

Job Description

Job Title: Teacher of Geography

Location: Kingswood Academy, Kingston Upon Hull, HU7 4WR

Hours of work: Full Time

Reports to: Head of Geography

Purpose of the Role:

Due to the academy growing by almost 200 students annually, based on our excellent results and our strong reputation we are seeking to appoint an inspirational Teacher of Geography with a passion for accelerating progress within our Geography department.

Candidates must be able to teach across the ability and age range, supporting the development of Geography to the highest standards for all pupils at Key Stages 3 and 4.

Responsibilities:

- **Live and breathe our vision and key drivers ;**
- Deliver a consistently high quality of teaching, learning, assessment and high standards of achievement;
- Meet the Kingswood Academy Teaching and Learning Standard and the Kingswood Standard of Marking. Also addressing any underperformance where the standards are not met;
- Evaluate student target and performance data for their teaching as required, and ensure it is analysed as set out in the academy calendar or other such documents;
- Positively engage and partake in all activities and events on the Kingswood Academy Assessment Calendar;
- Demonstrate positive approaches in matters relating to student discipline and contact with parents and so forth;
- Assist in producing and updating programmes of study and schemes of work including suitable assessments for each learning cycle for the Geography department;
- Ensure that there is an atmosphere conducive to quality learning within the curriculum area, and that students' experiences are challenging, stimulating and differentiated according to need;

- To ensure provision for different groups of students within the subject, including SEND, higher ability, disadvantaged, etc.;
- Ensure that all lessons taught are in line with good practice as identified in the academy wide or department improvement plan;
- To be an active member of the department through involvement in course development, consultation and planning on whole academy issues;
- To undertake other tasks as appropriate and consistent with the Teachers' Pay and Conditions of service;
- All staff who are appointed to the academy are expected to teach across the age and ability range;
- All teachers are expected to act as an Academic Mentor in accordance with the academy requirements;
- All staff are expected to develop the academy's commitment to the principle of equal value and work to achieve the aims of the academy mission statement;
- All staff are expected to participate in opportunities for collective decision making including staff appointment and policy making;
- All staff are expected to take a whole academy perspective in monitoring student behaviour outside the classroom paying particular attention to care and respect of the environment, adherence to expectations, uniform and time keeping;
- Such other duties as may be required by the Headteacher.

Academic Mentors are expected to:

- Mark and maintain registers of attendance;
- Deliver the Academic Mentoring programme through Academic mentoring (30 mins per day);
- Monitor the academic progress of students, guiding and advising them on areas for improvement;
- Maintain and monitor records on students' behaviour, following up on incidents in lessons while also recognising and rewarding students' achievements;
- Monitor students' uniform and ensuring they are equipped for lessons;
- Link with parents to help students' to improve their attendance, punctuality, behaviour and academic progress;
- Teach elements of the PSHE and 'Character Education' scheme of work.

Impact on educational progress beyond assigned pupils

- Monitor and evaluate assessment data across their classes to evaluate trends in student performance and issues for development;
- Implement intervention strategies to address issues for development that are identified;
- Evaluate and report on the effectiveness of intervention strategies used to address identified issues;
- Identify quantifiable and challenging pupil progress target levels and objectives;
- Plan appropriate strategies to achieve pupil progress targets and objectives;
- Ensure that agreed student target grades levels are achieved or exceeded;

- Encourage students' motivation and enthusiasm, developing positive responses to challenge and high expectations;
- Monitor the objectives and targets for students with SEN and promote the importance of raising their achievement.

In addition to the above requirements, all staff are required to:

Promote the ethos of the Academy by:

- Being strong leaders in their own right with pupils of all attainment levels;
- Being a positive leader of ethos, demonstrating a “can-do” solution focused mentality when faced with any gripes or concerns with other colleagues;
- Being a strong presence wherever they are in the Academy;
- Modelling high standards in expectations and practice;
- Following Academy policy and promoting policy in all areas and at all times;
- Dealing immediately with any problem they observe;
- Being positive and proactive in seeking solutions to problems and in planning ahead;
- Constantly looking for ways to improve and innovate in education;
- Seeking the highest standards possible and sharing them with others.

Take responsibility for:

- Professional development and conduct of colleagues and pupils;
- Quality of care provided for colleagues and pupils;
- Identification of leadership potential in colleagues and pupils;
- Quality of the learning environment;
- The constant monitoring of the impact and effectiveness of innovation and operative systems within their remit;
- Being a conduit and filter for information to and from key stakeholders in the Academy;
- Organising their teams to deliver high quality service;
- Making sure what we say will happen, happens.

Employee value proposition:

We passionately believe that every child can discover their own remarkable life. It's what motivates us around here. We know this vision requires something extra. Which is why at AET, you'll find more. More opportunities, so you can forge your own path. More care and support, so you can prioritise what matters most. More purpose, for you and for the children we're inspiring. Come inspire their remarkable with us.

Our values:

- The post holder will be expected to operate in line with our values which are:
- Be unusually brave
- Discover what's possible
- Push the limits
- Be big hearted

Other clauses:

1. The above responsibilities are subject to the general duties and responsibilities contained in the Teachers' Pay and Conditions.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
3. The 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.
4. This job description may be varied to meet the changing demands of the academy at the reasonable discretion of the Headteacher/Group/Chief Executive
5. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.
6. Postholder may deal with sensitive material and should maintain confidentiality in all academy related matters.

Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.

Person Specification

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General heading	Detail	Essential requirements:	Desirable requirements:
Qualifications	Qualifications required for the role	<ul style="list-style-type: none">• Good honours degree• Qualified Teacher Status (at 1st September 2018)	<ul style="list-style-type: none">• Evidence of recent professional development related to teaching and learning
Knowledge/Experience	Specific knowledge/ experience required for the role	<ul style="list-style-type: none">• Experience of working with students• Experience of working in an educational setting• A knowledge and commitment to safeguarding and promoting the welfare of children, young people and/or vulnerable adults• Knowledge of the social and emotional factors that affect a child's capacity to learn• Clear understanding of children and their families in the local community, the challenges they face and the barriers to accessing services which may be faced• Knowledge of attendance requirements and how to input and retrieve relevant data	<ul style="list-style-type: none">• Proven successful experience of working in an educational setting• Experience of leading a team of people• Experience of leading year group assemblies• Knowledge of DfE behaviour, attendance and exclusion policy

	Abilities	<ul style="list-style-type: none"> • Motivation to work with children and young people and/or vulnerable adults • Ability to form and maintain appropriate relationships and personal boundaries with children and young people and/or vulnerable adults • Proven ability to work independently and contributing to high quality service, as part of a team, valuing and respecting the wide range of approaches from professional colleagues • Ability to produce accurate written reports backed by evidence • Ability to write clearly and concisely • Ability to communicate in writing for a range of audiences 	<ul style="list-style-type: none"> • Ability to plan, prioritise and complete own work load to meet pre-determined targets
Personal Characteristics	Behaviours	<ul style="list-style-type: none"> • Good communication and interpersonal skills • Ability to establish professional, effective working relationships with a range of partners/colleagues and children & 	

		young people and/or vulnerable adults <ul style="list-style-type: none"> • Clarity of expression • Ability to develop effective partnerships • Ability to influence others • Sensitivity to the needs of others • Ability to discuss issues openly 	
	Values	<ul style="list-style-type: none"> • Ability to demonstrate, understand and apply our values <ul style="list-style-type: none"> ○ Be unusually brave ○ Discover what's possible ○ Push the limits ○ Be big hearted 	
Special Requirements		<ul style="list-style-type: none"> • Successful candidate will be subject to an enhanced Disclosure and Barring Service Check • Right to work in the UK • Evidence of a commitment to promoting the welfare and safeguarding of children and young people 	