



**Recruitment Application Pack**

**Geography Teacher BYA90**

**Maternity Cover September 2021**



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## Welcome Letter

Dear Colleague,

Thank you for your interest in the role of Geography Teacher (Maternity cover) at Bishop Young C of E Academy. We are seeking a dynamic, passionate, caring and ambitious person to join our wonderful Bishop Young family.

This pack contains information about the Geography Teacher (Maternity cover) role, from which we hope you will gain an understanding of the requirements, duties and responsibilities for the role here at the academy, inspiring you to apply.

As a member of the Abbey Multi Academy Trust, we aim to provide the best possible environment for the staff, students and community we serve. Together we need to be both realistic about the challenges ahead, but unswerving in our commitment to tackling them with pace and confidence.

We have begun an improvement journey that will take us to “outstanding”, which will be an incredibly rewarding experience for everyone at Bishop Young. All staff will benefit from opportunities to work closely with other partners in the Abbey Multi Academy Trust and, most importantly, our students will flourish.

We very much look forward to receiving your application.

*Rachael Cole*  
Head of School

## Advert

ABBEY MULTI ACADEMY TRUST - BISHOP YOUNG C OF E ACADEMY

Head of school: Rachael Cole

### Geography Teacher (maternity Cover) – BISHOP YOUNG C of E ACADEMY

Reference: BYA90

Salary: MPS

Bishop Young C of E Academy is a thriving and highly successful 11-16 Church of England converter Academy which serves communities right across the city of Leeds. We are part of **Abbey Multi Academy Trust** and share in the Trust mission to work **In Partnership to 'Educate, Nurture and Empower'**.

We are seeking to appoint an enthusiastic Geography Teacher (Maternity cover) and would welcome applications from individuals who can rise to the challenge and can demonstrate impact and improvements in their current role.

We are looking for:

- A highly motivated and hard-working person with the capacity to contribute to the on-going development of the school
- A colleague looking to develop your career within a supportive team
- Able to encourage and enthuse students to achieve their full potential
- Inspirational to colleagues and students – sharing best practice
- A team-player who can develop positive relationships with children, families and colleagues
- Someone who will support the Christian ethos of the school

We can offer you:

- A school that values and invests in the continuing professional development of all staff
- A fantastic team of dedicated and committed staff based in an excellent learning environment
- A vibrant, happy and incredibly rewarding environment in which to work
- Additional recruitment and retention allowance may be available for an exceptional candidate plus access to an individually tailored CPD package

Bishop Young is a welcoming, caring, calm, disciplined, inspiring and purposeful environment. One of the greatest strengths of the academy is our focus on quality teaching and we are committed to ensuring that all our students achieve outstanding results.

We have high expectations of all of our students and aim to equip them with the knowledge, skills and self-confidence they need to achieve life-long success. Our dedicated and forward-thinking staff focus on our culture of challenging and inspiring students, in an environment of mutual respect where each child is recognised as unique and special.

At Bishop Young we have provided young people and their families with a therapeutic, nurturing, and academically rigorous learning environment.

Behaviour is good at Bishop Young Academy. During an external review in July 2019, led by Dr Michael Maddison (former HMI), he reported that ***"It is abundantly clear that staff at all levels have***

***contributed to creating an increasingly calm and harmonious environment at the academy. Pupils are polite, courteous and welcoming, and they are positive about the academy and the way in which it is being transformed"***

Through a bespoke and tailored Character Education Programme, "The BISHOP Character", we are committed to ensuring that our students are given opportunities to develop 'soft skills' such as perseverance and integrity, so that they are able to sustain success when they leave us and move on to Higher Education or work.

We prioritise support for staff and students around SEMH and wellbeing; please follow the social media links below to see examples of this. As such, our staff and students feel valued and loved. Our stand-out provision for staff and student wellbeing has received local and national acclaim, featuring on BBC Look North and National BBC Breakfast. ***"Teachers want to work at the academy and greatly appreciate the overt focus upon their wellbeing."*** External Review July 2019

Since opening as a new academy in 2017, we have made exceptional progress. In 2019, we saw a 0.5 improvement in our Progress 8 score, ensuring that we are one of the most improved schools in the region. Pleasingly, our disadvantaged students and those with SEND improved at an even more rapid rate, ensuring that the progress gap between both groups and the rest of our students disappeared in 2019.

Bishop Young is achieving great things and we are looking for someone with a caring and nurturing ethos to be part of our team.

<https://twitter.com/bishopyoungce>

<https://www.facebook.com/Bishop-Young-C-of-E-Academy-265362073870023/>

[www.bishopyoungacademy.co.uk](http://www.bishopyoungacademy.co.uk)

<http://www.abbeymat.co.uk/>

Candidates who have the motivation to work with a vibrant team and the passion to work with children in a supportive and rapidly evolving environment, are encouraged to apply.

We would welcome applications from individuals who can rise to the challenge and can demonstrate impact and improvements in their current role.

Given the current situation with the Covid-19 Pandemic, and the inability of us to arrange site visits, we would strongly recommend visiting our website to take the 'virtual tour'. The Executive Headteacher and Principal are also able to speak with you over the phone and, if requested, we can provide an opportunity for you to meet the Senior Leadership Team via ZOOM. This can be arranged by contacting the Recruitment Team at [recruitment@abbeytrust.org](mailto:recruitment@abbeytrust.org)

*This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to a Disclosure and Barring Service check. We promote diversity and want a workforce which reflects the population of Leeds.*

## Application Process

The closing date for applications is **3pm Friday 7<sup>th</sup> May 2021**

To apply please download the relevant application form from our school website and send the completed form to the below email address.

Recruitment Team at [recruitment@abbeytrust.org](mailto:recruitment@abbeytrust.org)

Interview date: **Shortly after closing date**

**All expressions of interest will be acknowledged within 24 hours. Should you fail to receive confirmation of receipt please call 0113 3201353.**

We will contact successful candidates after the closing date with details of the interview process.

Abbey Multi-Academy Trust is robust in promoting the safeguarding of children and is rigorous in its recruitment checks. An enhanced disclosure from the DBS will be required for this post.

## Queries

If you have any queries on any aspect of the application process or need any further information please contact us at [recruitment@abbeytrust.org](mailto:recruitment@abbeytrust.org)



## Bishop Young Church of England Academy - Job Description



**Job title:** Geography Teacher

**Salary:** MPS

**Reporting to:** Head of School

### Overall purpose of the post:

To promote a secure, caring and challenging educational environment for each class taught and the individual pupils within it.

### Key responsibilities:

- To share and support the school's responsibility to secure the highest possible standards of learning and pupil progress
- To contribute to the high expectations for achievement in the school.
- To be aware of the established policies and practices of the school and share in collective responsibility for their implementation and for its ethos
- To share and support the corporate responsibility for the well-being, education and discipline of all pupils.
- To be aware of the professional duties of teachers and the statutory framework in which we work.
- To support the work of the Leadership Team to implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils, in accordance with the aims and objectives of the school.
- To have a secure knowledge and understanding of the subject(s) being taught and the relevant pedagogy to teach effectively across the full age and ability range.
- To know, understand and use the relevant statutory and non-statutory curricular and frameworks for the subject(s) or curriculum area taught

### Responsible for:

- Teaching, support and accountability of assigned pupils to ensure high expectations and high standards of learning and good progress for individuals and groups of pupils.
- To set, monitor and evaluate individual pupil progress targets to make a measureable contribution to whole school targets.
- To monitor and evaluate the curriculum target in line with agreed school procedures, including evaluation against quality standards and performance criteria.
- To assess, record and report relevant to teaching and learning making effective use of Assessment for Learning Strategies and intervention as appropriate.



## Key Tasks:

### Teaching & Learning

- Ensure the provision of an appropriately broad, balance, relevant and differentiated curriculum for pupils, in accordance with the aims and ethos of the school.
- To know how to make effective personalised provision for those taught, including those for whom English is a second language, have special needs or disabilities or other groups of pupils.
- To establish a purposeful learning environment within the classroom.
- To teach challenging, well organised lessons and sequences of lessons across the age and ability range they teach in which they:
  - Use an appropriate range of teaching strategies and resources, including e-learning which meet pupil's needs and take practical account of diversity and promote equality and inclusion.
  - Build on the prior knowledge and attainment of those they teach in order that pupils meet learning objectives and make sustained progress.
  - Develop concepts and processes which enable pupils to apply new knowledge, understanding and skills.
  - Adapt their language to suit the pupils they teach, introduce new ideas and concepts clearly, and using explanations, questions discussions and plenaries effectively.
- To plan, mark and monitor set homework or other out-of-class work to sustain pupil progress and to extend and consolidate their learning.
- Know how to use skills in literacy, numeracy and ICT, including iPads and digital learning to support teaching and wider professional activities.
- To assist in the development of appropriate syllabi, resources, Schemes of Work, marking policies and teaching strategies.
- To contribute to the school improvement plan and its implementation.
- To plan and prepare lessons that address individual gaps in learning and promote progress.
- To participate in 'learning walks' and other learning evaluation and quality assurance strategies in accordance with school policy.
- To design opportunities for pupils to develop their literacy, numeracy, ICT, thinking and learning skills and cross-curricular themes so that they are reflected in the teaching and learning experience of pupils.



### Achievement/Progress

- To use statistical and other information to evaluate the effectiveness of teaching and monitor the progress of those taught.
- To plan for progression across the age/ability range being taught, designing effective learning sequences within lessons and across series of lesson, informed by secure subject/curriculum knowledge.
- To make effective use of a range of assessment, monitoring and recording strategies, including writing reports in line with published deadlines.
- To know and apply the particular assessment requirements and arrangements for the year group being taught, including internal and external assessments and assessment for learning strategies.
- To maintain appropriate records and to provide relevant, accurate and up to date information using the school's data collection systems.
- To complete the relevant documentation to assist in the tracking of pupil progress.
- To mark, grade and provide written, verbal and diagnostic feedback as required.
  
- To establish a clear framework for class discipline in line with school policy to manage pupil behaviour constructively and promote self-control and independence.
- To know the legal requirements, national policies and guidance on the safeguarding and promotion of the wellbeing of children.
- To comply with the school's Child Safeguarding Procedures and to report concerns to the Designated Child Protection Officer.
- Have high expectations of young people including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting supportive and constructive relationships with them.
- Know how to identify and support young people whose progress and development of well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for special support.
- To contribute to the preparation of education plans, progress files and other reports.
- To alert the appropriate staff to problems experienced by pupils and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with parents of pupils and with persons or bodies outside the school concerned with the welfare of individual pupils, after consultation with the appropriate staff according to the school's Policy.
- To contribute to PSHE and enterprise activities according to school policy.
- To register pupils accurately, accompany and supervise them in assemblies and worship activities and encourage their full participation in other aspects of school life.
- To support the school's extra-curricular offer.

## **Key Tasks continued:**

### **Staff**

- To take responsibility for own professional development and to keep up to date with research and developments in pedagogy and in the subjects taught.
- To participate in arrangements made in accordance with the Performance Management cycle.
- To participate in arrangements for further training and professional development as a teacher.
- To share corporate responsibility for the implementation of school policies and practices.
- To have a commitment to collaboration and co-operative working.
- To work as a team member and identify opportunities for working with colleagues, managing their work where appropriate and sharing the development of effective practice with them.
- To support the implementation of School policies and procedures eg Equal Opportunities, Health & Safety etc.
- To participate in the school's ITT programme where appropriate.

### **Pupils**

- To ensure the involvement of Pupil Voice in the production of Self Evaluation and the development of the subject.

### **Partnership**

- To communicate promptly and effectively with parents and carers, conveying timely and relevant information about attainment, objectives, progress and well-being.
- To follow agreed policies for communications within the school and with external partners.
- To take part in marketing and liaison activities such as Open Evenings, Parents' Evenings and liaison events with partner institutions.
- To contribute to the development of effective subject links with external agencies.
- To prepare and present informative reports to parents/carers and attend Parents' Evening/meetings and school events.

## **General Duties:**

- To carry out supervisory duties in accordance with published schedules.
- To take part in appropriate meetings and events with colleagues, parents/carers, governors and external partners.
- To accept personal responsibility for supporting the general ethos, atmosphere and progress of the School.

**Note:**

This Job Description provides the overall strategy and remit of the post holder. This Job Description will be reviewed annually and may be subject to amendment or notification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Trust in relation to the post holder's professional responsibilities and duties. Elements of this Job Description, and changes to it, may be agreed at the request of the Co-CEO's/Head of School/Line Manager/ Member of the SLT or the incumbent of the post.

I have read the Job Description and agree to all the terms and conditions set out therein. I also agree to comply with all Abbey Multi Academy Trust Policies, Child Protection and Health & Safety regulations. I understand that this Job Description is not an exhaustive list and I agree, when required, to undertake any reasonable request made by the Co-CEO's/Head of School/Line Manager/Member of the SLT.

Name:

*(Please print)*

Signature:

Date:

<p style="text-align: center;"><b>Bishop Young C E Academy</b></p> <p style="text-align: center;"><b>SUBJECT TEACHER: CLASS TEACHER</b></p> <p style="text-align: center;"><b>PERSON SPECIFICATION CRITERIA</b></p>								
<b>Qualifications</b>		<b>ESSENTIAL</b>			<b>DESIRABLE</b>			
1	Qualified teacher status for England (or equivalent)	A	R					
2	Relevant degree (or equivalent)	A	R					
3	Recent, relevant professional learning and development	A	R					
4	Record of continuous professional development				A	R		
<b>Professional knowledge, skills and abilities</b>		<b>ESSENTIAL</b>			<b>DESIRABLE</b>			
1	Evidence of high expectations which inspire, motivate and challenge every student	A	R	I				
2	Evidence of effective use of assessment and target setting to improve pupil achievement	A	R	I				
3	Demonstration of in-depth knowledge and understanding of the primary National Curriculum	A	R	I				
4	Awareness and understanding of how children learn	A	R	I				
5	Consistently plan and deliver well-structured lessons that enable all learners to make good progress	A	R	I				
6	Manage behaviour effectively to ensure and foster a safe, engaging, enjoyable and outstanding climate for learning		R	I				
7	Awareness of the need to safeguard students' well-being, in accordance with statutory provisions and policies		R	I				
8	Ability to lead, motivate and develop students to work independently	A	R	I				
9	Awareness and understanding of the wider educational context and national accountability frameworks	A	R	I				
10	Knowledge of/involvement in educational research on teaching and learning				A	R		
11	Consistently good and outstanding teacher in relation to career stage	A	R	I				

12	Confident in the use of ICT to support learning	A	R	I			
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Experience		ESSENTIAL			DESIRABLE		
1	Successful working relationships with students, staff, parents/carers	A	R	I			
2	Proven teaching experience in the 5 to 11 age range	A					
3	Experience of subject leadership, cross curricular initiatives/projects or whole school developments				A		I
Professional Attributes, Qualities and Values		ESSENTIAL			DESIRABLE		
1	Willingness to make a positive contribution to the wider life of the school/Academy and community	A	R				
2	Appropriate and effective professional relationships with all		R	I			
3	Commitment to working in partnership with parents	A		I			
4	Ability to reflect critically, and respond to, performance and feedback	A	R	I			
5	An inspirational teacher, passionate about teaching and learning	A	R	I			
6	Possess personal integrity, warmth, a willingness to grow and learn, and a sense of humour	A	R	I			
7	Ability to articulate, communicate and support the Christian ethos and values of Lightcliffe CE Primary School			I			
8	Enabling the highest levels of student achievement through translating vision, ethos and values into practice			I			
9	Enthusiasm to take the school forward through a process of change, development and ongoing improvement			I			
10	Excellent interpersonal, written and oral communication skills			I			
11	High level of emotional intelligence and self-awareness		R	I			
12	Excellent time manager		R	I			

13	Personal resilience		R	I			
14	Inspire, challenge, and motivate students towards a shared vision		R	I			
15	Foster an open, fair and equitable culture, managing conflict where necessary		R	I			
16	Prioritise, plan and organise self and others		R	I			
	Think creatively in order to anticipate and problem solve		R	I			

**The criteria will be evidenced as indicated below:**

‘A’ refers to the candidate’s Application form and covering letter

‘I’ to interview

‘R’ to reference

*Candidates should address at least all items marked ‘A’*

*Referees are asked to comment on items marked ‘R’*

*Where many candidates meet the essential criteria, the desirable criteria will be used to shortlist for interview.*