

# TIBSHELF

## COMMUNITY SCHOOL



# RECRUITMENT PACK

OUR GUIDE FOR  
PROSPECTIVE EMPLOYEES

"AIM HIGH"



[www.tibshelf.derbyshire.sch.uk](http://www.tibshelf.derbyshire.sch.uk) - 01773 872391

## **Contents**

**Information about the school**

**School Improvement Plan**

**Staff Wellbeing**

**The Application Process**

**Job Profile**

**Person Profile**

## Information about the school

Tibshelf Community School opened on a brand new £17m purpose built site in November 2013. We were inspected by Ofsted (September 2021) and were judged to be a 'Good' school in all categories.

We are a popular, over-subscribed, 810 strong 11-16 school serving a rural area of North East Derbyshire. We draw students from a geographically dispersed catchment area of nine villages. The official PAN is 150 students per year group but numbers are well above this in all year groups. The proportion of students from minority ethnic groups is very low and significantly below national averages. 30% of the intake are 'disadvantaged' and are supported through Pupil Premium funding; 43 pupils have an EHC Plan, including a number of pupils with ASD. The school's deprivation index is very close to the national average, but it is in the top third within Derbyshire LA and contains a number of wards with extremely high levels of deprivation. Prior attainment data suggests that students are close to national average.

## Student Achievement

Ofsted September 2021 said:

*"There are high expectations of every pupil at Tibshelf Community School. Teachers and leaders are ambitious of what pupils can achieve academically and how they can develop personally. Pupils have very strong relationships with staff at the school. There is a feeling of family and community which is evident, and pupils say they are happy and feel safe".*

## Key Stage 4 Examination Results

	2019%	2020% *	2021% **	2022%	2023%
<b>English and Mathematics 'Standard Pass'</b>	69	67.8	76.7	73.8	62.4
<b>English and Mathematics 'Strong Pass'</b>	41	50.6	60.2	51.2	39
<b>EBacc 'Standard Pass'</b>	26	27.6	36.9	32.9	16.5
<b>Attainment 8</b>	44.39	49.56	52.7	49.15	44.53

\* These results were based on Centre Assessed Grades

\*\* These results were based on Teacher Assessed Grades

## Ethos

Ofsted also commented that 'the values of tolerance and respect were a core part of the school's ethos' and we seek to promote these at every opportunity. We believe that children learn best when they are happy, secure and well-motivated. Student safety and well-being is central to all that we do. We offer all our students a wide range of opportunities both within and outside the taught curriculum and we are fully committed to doing this within a framework of support and inclusion. Students feel safe and secure and enjoy their education as evidenced through their high levels of attendance and participation. Our aim is to build on this and create a genuinely dynamic and innovative learning community based on high expectations and aspirations.

## **Governing Principle**

“Working together to make our school even better.”

## **Mission**

Tibshelf Community School strives to be an outstanding learning community in which individuals are inspired, challenged and supported to become effective global citizens in the 21st century.

## **We Aim High Through Our Unrelenting Focus On**

1. The Learner is at the heart of everything we do
2. Learning is exciting, engaging and inspirational
3. Working together as a professional community to ensure best outcomes for all

## **Looking Ahead**

I am highly ambitious for the school and its community. I sincerely believe that we can make our school even better. We are absolutely committed to attracting the very best staff to Tibshelf and fully supporting their ongoing professional development, with improving the quality of teaching and learning, our core purpose.

If you are excited at the prospect of playing a key role in this, we look forward to hearing from you.



**Lucie Wainwright**  
**Headteacher**

# Our School Improvement Plan

## Alta Pete: Aim for the Highest

### Governing Principle:

"Working Together To Make Our School Even Better"

### Mission:

Tibshelf Community School strives to be an outstanding learning community in which individuals are inspired, challenged and supported to become effective global citizens in the 21<sup>st</sup> century.

### We aim high through our unrelenting focus on:

#### The Learner is at the heart of everything we do

We aim high through our 'I can' culture building a climate of resilience to create independent 21<sup>st</sup> century learners  
We aim high by having excellent practices for facilitating mental health and well-being  
We aim high through developing an innovative KS3 curriculum that stretches, challenges and prepares independent learners for the increased demands of KS4  
We aim high through developing a relevant KS4 curriculum that is accessible for all and develops independent learners as lifelong learners  
We aim high to ensure that all learners achieve their potential and that all gaps are closed  
We aim high through having the highest expectations of ourselves, each other, our school and the community

#### Learning is exciting, engaging and inspirational

- 2.1 We aim high through creating exciting, engaging and inclusive learning spaces
- 2.2 We aim high through challenge in our teaching to enable learners to be aspirational and make significant progress
- 2.3 We aim high through every lesson being challenging, exciting and engaging for all students
- 2.4 We aim high through ensuring that all our parents know what learning looks like at Tibshelf
- 2.5 We aim high through excellent professional development to ensure that all staff are experts in subject knowledge
- 2.6 We aim high by collaboratively working to deliver learning that enables students to be independent, reflective and resilient

#### Working together as a professional community to ensure best outcomes for all

We aim high by being cutting edge with new initiatives and legislation  
We aim high through professionalism at all levels with a 'no excuses' culture  
We aim high through using expert staff to develop others and actively promote an 'open door' culture  
We aim high through collaborative working to highlight potential CPD  
We aim high by ensuring that we have 'excellent' strategic and operational resourcing by having all staff (including Governors) in the right jobs with the right skills and specialist knowledge supported by outstanding CPD  
We aim high through a rigorous Performance Management system linked to accountability and school improvement  
We aim high by developing consistently excellent leadership at all levels across the school  
We aim high through high quality of services and products  
We aim high through safe and secure working environments  
We aim high through recognising the health and wellbeing of our staff to enable effectiveness, high levels of productivity and innovation

## Staff Health and Wellbeing

We recognise the importance of ensuring that all staff at Tibshelf Community School enjoy a healthy work-life balance in order to ensure they can not only provide the best teaching and learning outcomes to our students, but that the school can promote a culture of progress and wellbeing at all levels.

We work hard offering a variety of initiatives, services and events to provide a well-rounded sense of wellbeing. A happy working life and career at Tibshelf Community School is supported by some of our key wellbeing initiatives including:

- Whole Staff Induction programme
- 1-1 personalised performance management/appraisal system
- Mentors for ECTs
- Exemplary CPD programme
- Leadership Development Opportunities
- Celebration Events
- Sports & social events
- Dedicated department bases for teaching faculties
- On-site parking
- Laptops with secure home-school access for all teaching staff
- Extended access to school during our wider opening hours
- Access to the canteen and dining facilities

In addition to the above, all staff members have access to complimentary medical and wellbeing support services available 24 hours a day / 7 days a week including (but not exhaustive):

- Nurse support service
- Emotional support and counselling
- Workplace assessments
- Occupational health referrals for access to Physiotherapy and workplace adjustments



## The Application Process

<b>Closing date:</b>	Wednesday 29 <sup>th</sup> November 2023
<b>Proposed interview:</b>	Week commencing 4 <sup>th</sup> December 2023
<b>Start Date:</b>	Easter 2024

You can apply via TES or Derbyshire County Council's website, alternatively send your completed application form to [t.johnston-shaw@tibshelf.derbyshire.sch.uk](mailto:t.johnston-shaw@tibshelf.derbyshire.sch.uk). If you would prefer a paper copy of the form, please contact reception.

If you are short-listed, you will be emailed with the arrangements for the interview.

Unfortunately, if you have not been contacted prior to the interview day, your application has not been successful on this occasion.

*Tibshelf Community School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All staff and volunteers are required to undertake a criminal record check via the DBS before they can be appointed.*

**Unfortunately, due to Safer Recruitment regulations, we are not able to accept a CV.  
Please note if you are shortlisted for interview, there may be online checks.**

## Job Profile

<b>Post:</b>	Head of Geography
<b>Pay Range:</b>	MPR / UPR / TLR2.1
<b>Base:</b>	Tibshelf Community School
<b>Responsible to:</b>	Director of EBacc

### Specific Responsibilities:

<b>Personnel Specification:</b>	The postholder will be expected to have the necessary experience, knowledge, and skills to undertake the duties linked to this post.
<b>Job Summary:</b>	To assist in the responsibility for the efficient and effective curriculum delivery, leadership and management of the curriculum area / subject.
<b>General Duties:</b>	<ul style="list-style-type: none"><li>• Working in accordance with the school's curriculum statement and policies</li><li>• Being actively involved in curriculum review and development</li><li>• Being a Form Tutor</li><li>• Being responsible to the Senior Leadership Team</li><li>• Liaising with Pupil Progress Coordinators and SENCO</li><li>• Teaching within the designated subject areas</li><li>• Participating in appropriate meetings with parents</li><li>• Carrying out a share of supervisory duties</li></ul>

As a Head of Geography, you will be responsible and accountable to the Director of EBacc for:

### Teaching and Learning:

- To provide strategic leadership for the development and management of the faculty / subject
- To identify areas for development and improvement linked to the School Improvement Plan and national and local initiatives.
- To develop and monitor schemes of work in the areas of responsibility and ensure successful implementation which meets curriculum requirements.
- To have an overview of and contribute to the planning and deliver of continuous professional development and training related to the curriculum area / subject.
- To develop strategies to promote new teaching methods and improve learning in the curriculum area / subject and monitor effectiveness in raising standards of teaching and learning.
- To monitor and evaluate student progress in the curriculum area / subject.

### Outcomes:

- To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum within the curriculum area / subject.
- To identify clear, appropriate targets for attainment and/or achievement across the curriculum area / subject
- To monitor and evaluate student progress and achievement against targets and evaluate the impact of intervention strategies.
- To lead evaluation strategies to contribute to curriculum area / subject self-evaluation.
- To undertake lesson observations and provide constructive feedback and support as appropriate.
- To implement school quality assurance procedures and to ensure their effectiveness across the curriculum area / subject.



### **Tutor Responsibilities:**

- To develop and ensure the establishment of high standards of practice across the curriculum area / subject and develop the effectiveness of teaching and learning styles.
- To plan and implement strategies to improve teaching where needs are identified.
- To play a key role in the induction, support and monitoring for new staff
- To act as a role model of good practice for other teachers, modelling effective strategies with them
- To act as a Performance Management team leader for identified teachers.
- To ensure all staff in the curriculum area / subject are familiar with the aims and objectives of the School Improvement Plan

### **Performance Management:**

- To be responsible for the day-to-day management of staff
- To monitor staff performance against school, student progress and personal targets
- To ensure professional development needs of staff within the curriculum area / subject are identified and appropriate programmes designed to meet these needs.

### **Resources:**

- Manage resources effectively and ensure appropriate value for money
- Ensure appropriate risk assessments are carried out for a subject activity
- Ensure as far as possible that the fabric of the school buildings, their surrounds and equipment is maintained in good condition and respected
- Maintaining up-to-date classroom displays and ensuring a high quality learning environment
- Carry out a share of supervisory duties in accordance with published rosters

### **NOTES:**

- The above duties are not exhaustive and the postholder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Senior Management Team.
- To take responsibility for the implementation of and compliance with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- This job description will be kept under review and may be amended via consultation with the individual, Governing Body and/or Senior Leadership Team as required. Trade Union representation will be welcomed in any such discussions.

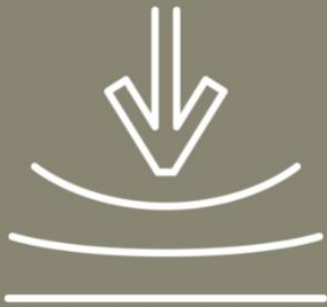
## Person Profile

<b><u>Education, Training and Experience</u></b>	<b>Candidates should have:</b> <ul style="list-style-type: none"><li>• Qualified Teacher Status</li><li>• Experience of teaching Geography in a secondary school as part of present employment or block teaching practice</li></ul>
<b><u>Education Philosophy</u></b>	<b>Candidates should have:</b> <ul style="list-style-type: none"><li>• A commitment to comprehensive education</li><li>• A commitment to equal opportunities</li><li>• A concern to help each child develop their full potential</li></ul>
<b><u>Knowledge and Skills</u></b>	<b>Candidates should:</b> <ul style="list-style-type: none"><li>• Be a highly competent classroom teacher</li><li>• Be familiar with a variety of approaches to teaching and learning</li><li>• Have the ability to motivate and earn the respect of students</li><li>• Have an understanding of the relevant agreed syllabus for Geography</li><li>• Have an ability to use data to inform student progress</li></ul>
<b><u>Personal Qualities</u></b>	<b>Candidates should:</b> <ul style="list-style-type: none"><li>• Be committed to outstanding teaching and learning</li><li>• Have an enthusiasm for the subject and the ability to enthuse others</li><li>• Have a capacity for hard work</li><li>• Be able to work co-operatively with team members</li><li>• Be patient, tactful and diplomatic</li><li>• Show initiative</li><li>• Be keen to make an extra-curricular contribution</li><li>• Enjoy good relationships with students</li></ul>



TIBSHELF COMMUNITY SCHOOL

# CHARACTER VALUES



Resilience



Respect



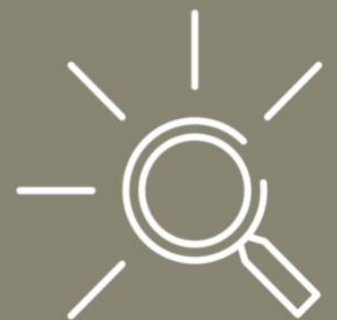
Positivity



Integrity



Community Spirit



Curiosity

