



All Hallows Catholic School

Information Pack
for

Head of Geography

Welcome

Thank you for taking the time to visit us, we hope this pack provides you with the information you need, to join our **All Hallows Family**.

All Hallows is a Roman Catholic comprehensive school and Sixth Form College in the diocese of Portsmouth that serves the students and families of Surrey, Hampshire and Berkshire. We are a happy and high-achieving school, offering a wide range of activities outside the classroom to ensure each student experiences a wide range of opportunities to help them find their place in the world.

Staff at All Hallows share our Gospel values and we are committed to using our talents to serve our students, in both their academic and spiritual lives. We believe that working together we will ensure that our students will be happy and successful in all that they do.

We look forward to welcoming you to All Hallows in the future.

Yours sincerely



Mark Baines
Headteacher



A bit about us...

Our School Motto
Bear witness to the Truth
Perhibere Testimonium Veritati

At All Hallows, we are lucky to have over 1400 students on roll, of whom over 200 are in our purpose-built Sixth Form College.

We want our students to be happy and successful and we strive to:

- ensure that every child fulfils their academic potential;
- equip each student with the skills and knowledge that they will need to find their vocation in life and use their talents to the full; and
- ensure that they learn the Christian values and habits to help them live a good and happy life.

We value our relationships with parents extremely highly, as it is only through a strong partnership that we will get the best for our students. We keep parents informed of their children's academic and pastoral progress, and we expect them to support us in our educational goals.

All of this means nothing unless our students leave knowing that they are loved and have meaning in their lives.



Our Vision

Our vision at All Hallows is to form happy, successful students who reach their full potential and leave the school with integrity and moral purpose. We want a whole school experience that everyone would wish for their own children. We put our students at the heart of everything we do, guided by the truth and love of Christ.

Our Mission

To create our vision, we will treat everyone with Christian care and respect and we will educate the students to the highest standards. In order to achieve this, we will:

- Foster a happy, positive and safe community where students can flourish;
- Provide many opportunities for spirituality, sport, music, art, drama and leadership;
- Live and learn according to the truth of Christ and the principles of the Catholic Church;
- Recruit, develop and retain the very best staff;
- Pursue outstanding academic results;
- Forge excellent links with our parents, primary schools, parish and dioceses;
- Use the talents and support of our Governors, parents and other supporters;
- Build the best facilities for learning;
- Grow a fund that will enable the school to continue to provide the very best resources.

At All Hallows, the mission of our school community is to travel together on a journey of learning in the spirit of the gospel, aware of the spirit of the age in which we live.

All members of our community are created "in the image and likeness of God" and so deserve, and should receive, equal love, justice, respect and opportunities for growth and fulfilment.

Each individual is highly valued and all students are expected to achieve their full potential.



Our Core Values

At All Hallows, we develop our students' character education by teaching five Core Values.

Our 5 Core Values are:

Respect

Respecting ourselves,
others and
our community

We expect our students to **respect** God, themselves, others and the All Hallows Community;

Courage

Never giving up and
taking on
new opportunities.

We expect them to be **courageous**, to never give up and take on new opportunities;

Responsibility

Taking ownership of our
actions and who we
are

We want them to take ownership of their actions and take **responsibility** for themselves;

Consideration

Being thoughtful and
giving our time
for others

We want them to be **considerate**, by being thoughtful and giving up time for others;

Intellectual Curiosity

Using new ideas and
concepts,
challenging our way of
thinking

We expect them to have **intellectual curiosity** by using new ideas and concepts and challenging themselves in how they think.

High Expectations

STUDENTS

At All Hallows, we aim to provide all of our students with the opportunities to reach their full potential.

We are a fully comprehensive school and have high expectations for all our learners.



OFSTED 'OUTSTANDING' RESULTS

By way of external credentials, we are rated an 'Outstanding' school both by Ofsted and by the Diocese of Portsmouth.



Our academic performance is strong:

A Level: 63.4% of all grades are at A*-B.

GCSE: 83% of students attained 5 A*-C (incl. English and Maths).

38% of all exam results were at A*/A grade.

Our Progress 8 score is 0.63 (77th best in the country)

This data is collected from exams taken in 2019.



All Hallows Catholic School
RECRUITMENT
✉ recruitment@allhallows.net

Delivering Excellence

Our Curriculum

Our Vision is to form **happy** and **successful** students, who reach their full potential and leave the school with **integrity** and **moral purpose**.

All Hallows aims to deliver a full, broad and balanced curriculum, providing a wealth of learning opportunities and experiences for our students. Our curriculum promotes lifelong learning as well as academic and personal achievement; in a supportive environment and guided by the truth and love of Christ, students of all abilities can develop the skills and attributes needed to find their vocation.

As part of the All Hallows Family our students will experience a spiritual education alongside their academic studies. Students will have opportunities to participate in extra-curricular activities and events to develop their interpersonal skills. At the centre of the whole school curriculum, the Core Values programme will encourage students to enhance their communication, cognitive and collaborative skills inside and beyond the classroom, to become more effective learners and more successful people.

KEY STAGE 3

At KS3 we offer a broad and balanced curriculum of:

- English
- Maths
- Science
- Religious Education
- Art
- Computing
- Design & Technology
- Drama
- French
- Geography
- History
- Music
- Physical Education

KEY STAGE 4

In addition to all KS3 subjects, our students can choose to study:

- 3D Design
- Business Studies
- Health & Social Care
- ICT
- Sport

KEY STAGE 5

Our KS5 course options include all KS3 and KS4 subjects, in addition to:

- Architecture
- Economics
- Further Mathematics
- German
- Graphic Design
- Philosophy
- Photography
- Psychology
- Sociology
- Spanish

Our Practice

At All Hallows we have developed over time a shared understanding of the 5 fundamental features of great lessons. They are research based and centre around the seminal piece of research conducted by Barak Rosenshine in 2012 on the habits of the most effective teachers. Great teachers take time to adapt and refine each of these to maximise how well their students learn over time in their classrooms.

Strong subject knowledge

- The teacher has strong knowledge of the lesson content, the long-term goals of learning and how it is assessed

Purposeful environment

- There are clear expectations of work and behaviour that everyone meets
- There are strong and established routines in place
- Time is used effectively
- All students are accountable – 'above all, include them all'
- Delivery is engaging

Positive relationships

- There is a positive rapport evident between students and staff

Aspirational Mindset

- There is a positive mindset – staff believe that students can achieve

We plan lessons around 4 key phases of learning. These phases may take the full lesson to travel through or may repeat during a lesson. These phases are a framework for staff to use to help support the delivery of the features of high-quality instruction.

High quality instruction

- The big picture and focus for the lesson are shared with students
- Pre-requisite knowledge or skills are checked on before learning starts
- Explanations are clear and well thought through
- Students are given sufficient opportunity to practice and apply their learning
- Scaffolding supports students so all can make progress
- There are regular checks on learning
- Actionable feedback is given to students in a timely manner
- Students are given the opportunity to review their learning



Connection

Connecting to prior learning, learning goals and big picture of learning



Activation

Building new learning and key vocabulary for learning



Demonstration

Practising, applying and challenging learning



Consolidation

Reviewing and reflecting on the success of learning



Our Resources

Learning is maximised in the right environment; at All Hallows we are gifted with a wealth of resources and facilities to support our students in accessing the curriculum.

We have expert IT and Site teams, who ensure that our teachers are able to focus on delivering excellent lessons.



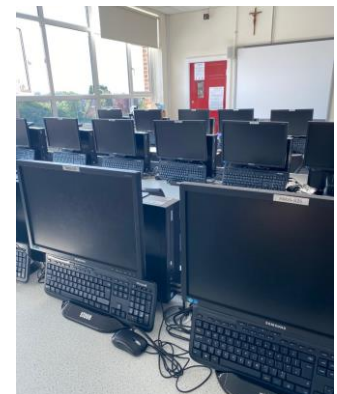
Our practical subjects are taught in high-specification rooms with subject-specific equipment, which include:

- architecture studio
- photography lab and dark room
- graphic & product design studios
- Adobe Creative Cloud
- media room
- food technology kitchens
- workshops
- computing suites
- auditorium with light & sound studio
- drama studio
- iMac music suite
- recording studios/practice rooms
- fitness suite
- gymnasium
- swimming pool



All teachers have access to:

- Office 365 applications
- school email and SharePoint access
- projector or IWB in classrooms
- school-wide printing facilities
- reprographics support
- staff library



A Team Effort

The All Hallows Family provides both practical and emotional support. Our staff work in teams across the school, not only to deliver an excellent learning journey for our students, but to recognise and celebrate the work of one another.

HEADTEACHER

Achievement
 Presence
 Leadership Team
 Spiritual Life
 Governors
 School Development Plan
 Diocese of Portsmouth
 IT Strategy and Resourcing
Line Manages: SLT

DEPUTY HEADTEACHER Achievement

Achievement
 Presence
 Quality of Education:
 - Target Setting
 - Exam Preparation
 - Data and Reporting
 Staffing:
 - Recruitment and Retention
 - Timetable
 Performance Management
 SEND
Line Manages: Mathematics, History, SEND

ASSISTANT HEADTEACHER Catholic Life

Achievement
 Presence
 Catholic Life of the School:
 - Diocesan Validation
 Personal Development:
 - Careers
 - School Council
 - Educational Trips & Visits
 - Extra-curricular programme
Line Manages: Chaplaincy, RE, Art, Computing, Drama

ASSISTANT HEADTEACHER Curriculum

Achievement
 Presence
 Curriculum:
 - Scheme of Learning
 - Assessment
 - Homework
 Reading and literacy
 Heads of Department
Line Manages: Business, DT, Languages, Music

ASSISTANT HEADTEACHER Staff Development

Achievement
 Presence
 4 Phases of Learning
 Continuing Professional Development for all staff:
 - Working Groups
 - Coaching Team
 - Early Careers Framework
 Staff Wellbeing
 INSET days
Line Manages: Teacher Development Team, Geography, PE, Science

ASSISTANT HEADTEACHER Pastoral Care

Achievement
 Presence
 Pastoral Interventions
 Child Protection and Safeguarding
 Student Wellbeing & Healthy Eating
 Pupil Premium and Disadvantaged Students
 PTA

ASSISTANT HEADTEACHER Head of Lower School

Achievement
 Presence
 Pastoral Care
 • Attendance
 • Behaviour
 Yr 6/7 Student Transitions
 House System & Rewards
Line Manages: HOY 7/8/9

ASSISTANT HEADTEACHER Head of Upper School

Achievement
 Presence
 Pastoral Care
 • Attendance
 • Behaviour
 Yr 9/10 Student Transitions
 PSHE
Line Manages: HOY 10/11

ASSISTANT HEADTEACHER Head of College

Achievement
 Presence
 Pastoral Care
 • Attendance
 • Behaviour
 Yr 11/12 Student Transitions
 Oxbridge/Medicine
 Reading
Line Manages: HOY 12/13, English

SCHOOL BUSINESS MANAGER

Achievement
 Presence
 Finance
 HR & Payroll
 Insurance & Legal
 GDPR
 Site & Facilities
 Emergency Planning
 Health & Safety
Line Manages: Admin, Catering, Finance & Site Staff



The Geography Department



We are a large, successful and friendly team. At All Hallows, our aim is clear - we want all of our students to succeed and achieve in Geography. The main focus of the teachers in our department is to plan and teach interesting and purposeful lessons which help our children achieve the best they can and ignite a life-long engagement in the world around them.



We aim to put learning at the centre of everything we do. We believe that a teacher's time should be spent planning and teaching outstanding lessons, collaborating to produce excellent resources, working with colleagues in other schools to share best practice, and building great relationships with our students. We want our classrooms to be happy, purposeful environments focused on developing deep understanding and confidence in Geography.

In 2022, our GCSE Geography cohort achieved 87% grade 9-4, 43% grade 9-7. This wasn't achieved by having a small selective cohort; we have six GCSE groups a year and we are the most popular option. We believe that year 9 are our 'bread and butter' and we work hard to kindle their interest. This success continues into the sixth form where 57% achieved A or A* grades in 2022 and 100% achieved A*-C.

The department also has a strong presence in the sixth form. We aim to foster A-level students who share our passion for their chosen subject, and have been delighted by the number of students who go on to pursue Geography related degrees at university.

The Geography Department



Students expect, and respect, someone who is an expert in their subject, someone skilful at disseminating this to them, someone who can guide them with authority in how to do well in their exams.



In pre-covid times we offered a residential trip to Swanage for about 100 Year 10s each year, a trip to North Wales to study Glacial landforms for the lower sixth and a trip to Iceland for the upper years in October every second year. We are excited to be able to start launching those trips again next year. We also attend G&T quizzes and run a very successful KS3 Geography club.



Finally, and most importantly, we have a brilliant team. We are all very different, and students often remark that no teacher is alike in the Geography department. That doesn't matter. We all play to our strengths. However, we share the same vision and we get along well. It would be important to us that the successful candidate could easily become part of this.

Should you have any questions or queries, please do not hesitate to contact me at the school or at d.spare@allhallows.net.

Dave Spare
Deputy Headteacher

Our Facilities

We are located in a beautiful part of Surrey, bordering with Hampshire. We benefit from excellent links to London, as well as the Surrey Hills, for weekend walk and endless views. On site, we are incredibly fortunate to enjoy large fields and outdoor sports areas, as well as dedicated buildings for our Sixth Form students, Staff Training Suite and Chapel.

RECENT PROJECTS

Recently, we redeveloped our school canteen and built an outdoor food service, for staff and students to have varied dining options throughout the school day. We expanded and refitted our school gym, which is available to staff before and after the working day.



Our main canteen underwent a full remodel, and is now a far more efficient, user-friendly and stylish place for lunch.





Our purpose-built fitness suite is available for staff and students; whilst our pool is used by the community for swimming lessons. Our Sixth Form building provides a dedicated learning environment for our older students & The Ark is a nurturing and safe space for our learners with Special Educational Needs.



Working with us,

INVESTING IN YOU

At All Hallows we are committed to developing a confident and capable team. We believe that by investing in our staff, we will nurture happy people and outstanding educators. We have built a supportive and targeted programme for those who join us, at any stage in their professional journey.

You will be offered a range of

- In house and external training and INSET opportunities
- Coaching to provide cyclical support & development to enhance your practice

ECT

To support our Newly Qualified Teachers through the Early Career Framework, we have a dedicated team for Teacher Development. As a new teacher, you will be assigned a mentor for day-to-day support, in addition to an in-house assessor who will observe and evaluate your successes and areas of development. A weekly programme of training is designed to provide relevant information and guidance, and is delivered in a dedicated area of the school.

NPQs

Our new and aspiring leaders are invited to participate in a specialist National Professional Qualification.

The course offers you the opportunity to consider wider issues within your team and beyond, whilst networking and building relationships with leaders from other departments and other schools.

SCITT

We participate in the izi scheme. Information can be found on our website.

MASTERS

We are proud to become a Hub for the MA Education (Leading Impact and Change) in collaboration with St Marys University, Twickenham. In addition to financial support, we offer you easy access to training sessions offered on the school site, studying alongside peers.

NPQSL

Our new and aspiring Senior leaders are invited to participate in a National Professional Qualification for Senior Leaders. The school supports you in identifying and completing an in-school project focusing on learning & teaching, alongside a key aspect of the whole school strategy. The course offers you the opportunity to consider wider issues across the school, preparing you with a better understanding for future opportunities in senior leadership roles. The course offer access to networking with other leaders from nearby schools.



Staff Benefits

THE SMALL THINGS MATTER

It is important that our school is a safe and enjoyable place to be for staff, as well as students.

In addition to the training and induction we offer to all staff, we care about the conveniences of work:

- we have a large, secure, onsite **car park**
- our **staffroom** is open and sociable with spaces to work, eat or relax
- O365 access to the **Microsoft Suite** at home for free
- **tea and coffee** is available throughout the day
- we have a staff **library** to borrow books
- dedicated training spaces for new and experienced teachers
- we offer secure **lockers** for personal belongings
- we use **biometrics** to make lunchtimes cash-free and easy
- the **fitness suite** and **pool** are available before school for staff use
- our staff benefit from **London Fringe** pay on the MPS and UPS
- local businesses offer discounts for Surrey employees



Cycle Scheme

PEDALLING INTO THE FUTURE

We are participants of the Cycle to Work scheme. Should you wish to participate then our School Business Manager will be happy to provide details of how to access the scheme.



On Fridays we celebrate our Family. Each week, we get together for Tea & Cake, socials, staff parties and BBQs throughout the year. We believe that staff who work hard, deserve to enjoy the weekend!

Job Description

Head of Geography



Post title:	Head of Department
Subject or Specialism:	Geography
Salary and grade:	In line with the School's pay and conditions
Line manager/s:	The Headteacher, members of the Senior Leadership Team (SLT) and the Governing Body
	Supervisory responsibility: Teachers of English and the postholder may be responsible for the deployment and supervision of the work of LSA's relevant to their responsibilities

The Head of Geography ensures that:

- Students enjoy their experience of learning Geography, and attain the very best possible outcomes
- Students are prepared for the internal and national examination requirements for Geography, through co-ordination and monitoring of the department
- Geography is accessible to all students and is promoted as such across the school and wider community

Leader of learning:

- Consistently deliver excellent lessons and ensure high standard across the department
- Support students to achieve the highest grades
- Make accurate and productive use of assessment to secure students' progress across the subject
- Give students regular feedback, both orally and through accurate marking, and encourage them to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their own work and study
- Use relevant data to monitor progress, set targets and review curriculum aims across the subject
- Plan and deliver arrangements for examinations and assessments and communicate to staff body

Leader of people:

- Promote and support the Catholic Ethos of the School
- Be a role model to colleagues and positively contribute to the development of trainee and early career teachers
- Participate in all relevant meetings and professional development opportunities at the school, that relate to the students, curriculum or organisation, including pastoral arrangements and assemblies
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them
- Take part as required in the review, development and management of the activities relating to the curriculum, organisation and pastoral functions of the school

Professional development:

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on students' progress, attainment and well-being, refining your approaches where necessary responding to advice and feedback from colleagues
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal
- Proactively participate with arrangements made in accordance with Performance Management in school

Other:

- To have professional regard for the ethos, policies and practices of the school, and maintain high standards in your own attendance and punctuality
- Perform any reasonable duties as requested by the Headteacher

Person Specification Head of Geography



Essential

Desirable

A good Honours degree in a relevant subject		Further qualifications in relevant subject	
Qualified Teacher Status		Prior experience in leading a team with measurable impact	
Excellent subject knowledge and a desire to make Geography the heart of the curriculum		A-Level experience, with excellent results	
High performing practitioner, demonstrated by excellent results		Experience of budget management and procurement	
Contribution to extra-curricular activities		Experience in networking and building links for students to represent the school in the wider community	
Ability to lead and support less experienced colleagues			
Ability to successfully lead and manage a team			
Ability to successfully manage a departmental budget to enhance the delivery of the Geography curriculum			
A secure understanding of the National Curriculum			
The ability to communicate well with parents, staff and students			
Sound knowledge of examination requirements			
Support the Catholic Ethos of the school			

All Hallows School is committed to safeguarding and promoting the welfare of children and young people; and expects all staff and volunteers to share this commitment.