



## Alsop High School



# APPLICATION PACK

<b>ACADEMY:</b>	Alsop High School
<b>ROLE:</b>	Head of Geography
<b>START DATE:</b>	April 2024
<b>GRADE:</b>	MPS – UPS plus TLR1A £9,272



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# MESSAGE FROM THE TRUST

Dear Applicant,

We are delighted that you are considering applying for a role at Alsop High School, part of Omega Multi-Academy Trust. Your interest comes at an important and exciting time in the development of the trust and the implementation of our new three-year strategic plan. Our mission and aims sit at the heart of our strategy; to provide the best school experience possible for every child, and to be the best employer we can be.

Formed in 2018, Omega Multi-Academy Trust is a cross-phase group of six schools serving the metropolitan borough of Warrington and the city of Liverpool. Our schools are firmly rooted in their communities and respond to their needs with local understanding and knowledge, retaining their unique identities. We strongly believe in the power of genuine collaboration and school-to-school support, so as a trust, we exploit every opportunity that arises to embrace the sharing of best practice, celebrating our many strengths whilst learning together from our mistakes.

We pride ourselves on nurturing a culture of inspiring education which emphasises the knowledge, skills and experiences that will enable pupils to be resilient and aspirational. We invest in our staff and embed innovative, high-quality teaching and learning into our curriculum whilst keeping the best interests of our students at the heart of everything we do.

In my role as Chief Executive Officer, it is a privilege to witness the drive and determination of our staff who have welcomed our new strategic vision so enthusiastically. The strategic plan, as well as having a necessary focus on school improvement as standard, includes a focus on you, the people who help and support our children and young people to stay safe and thrive.

If we are successful in our mission, we will have ensured our schools provide:

- World-class teaching that promotes exceptional learning.
- Bespoke pastoral care that nurtures our students' aspirations.
- Inspiring learning environments, where our students can make mistakes and overcome them to become the best version of themselves.
- Industry-leading professional development for all colleagues, investing in our teams to support them in fulfilling their personal and professional ambitions.



The hard work is paying off and whilst we know our work is far from complete, we are proud to have reached some key milestones. In recent months we have achieved:

- Extremely positive outcome from Ofsted's recent Summary Evaluation of our Trust, commenting on our rigorous approach to staff development, our development of leaders and our strong commitment to staff wellbeing. Inspectors commented that our offer makes Omega Multi-Academy Trust an attractive employer.
- Strong outcomes in each of our school Ofsted Inspections
- Strong outcomes in Early Years, Key Stage 1 and Key Stage 2.
- Strong or improving outcomes in both Post-16 and GCSE examination cohorts at our two Secondary Schools.

Our dedicated staff and committed team of Trustees and Governors are relentless in their aim of creating truly world-class schools. Our Headteachers are empowered to create schools that reflect the communities they serve, yet we encourage our schools to be externally focused, obsessive in their quest to learn from the very best, never leaving opportunities for improvement to chance. We see vacancies such as this as an opportunity to attract new talent, bringing the best practice into our trust. By joining us, you become a crucial part of the team that will deliver our vision. Together, we will transform lives.

Yours faithfully,



Mr Christian Wilcocks  
**CEO Omega Multi-Academy Trust**





# MESSAGE FROM CHAIR OF TRUSTEES

Thank you very much for your interest in the post at Alsop High School. This post is an exciting opportunity to work in a wonderful community centred secondary school.

As a trust, we believe passionately in the power of genuine school-to-school support and are always seeking ways to add value through working collaboratively; providing opportunities for pupils and staff over and above that which an individual school can provide.

The vision of Omega Multi-Academy Trust is to provide the best school experience possible for every child and to be the best employer we can be. We believe that education, at every stage of the pupil journey, is about the development and nurture of the whole child. We aspire for all our students and young people to become confident, happy and caring individuals who achieve personal success and develop a love of learning and of life.

We are looking for colleagues who can lead by example, holding and articulating the Trust's vision and values and focusing on providing an excellent education for our pupils.

Thank you again for your interest in Alsop High School and Omega-Multi-Academy Trust and I hope that the information contained within this pack provides information to help you to decide if you have the right qualities, skills and experience to apply for this exciting position.

Yours faithfully



Andrew Bent  
**Chair of Trustees**



# MESSAGE FROM THE HEADTEACHER

It is my great pleasure to welcome you to Alsop High School. I am both proud and privileged to be Headteacher of our caring, dynamic and truly amazing school. It is an exciting opportunity to be joining our school at this time, as we are on a journey to excellence and our school motto of *Achieving Excellence Together* embraces this vision. We are looking for talented, committed and passionate colleagues to join us on this journey to excellence.

Alsop High School is a school at the heart of our community, steeped in Geography as the largest High School in our vibrant city of Liverpool, and we have been serving the families of Walton for over 100 years. We are “Team Alsop” and our strong sense of community is evident across our staff body, with new colleagues often highlighting the support from others as a real strength of our school.

Built upon our three core values of *Ambition, Respect* and *Community*, and in line with our Omega Multi-Academy Trust mission and aims, our school vision is to provide the best possible school experience for every child. We are ambitious for every student, with high standards and expectations underpinned by compassion at the core of our drive for students to be successful; quite simply put, my personal mantra of: *Rigour With A Smile*.

We are committed to our students mastering the knowledge, understanding and skills to ensure that they achieve great things, fulfil their potential and leave Alsop articulate, resilient, compassionate and culturally aware. Our talented and committed colleagues go above and beyond to ensure that every student is provided with the challenge, opportunities and support to be successful and achieve to their full potential.

Built upon a research and evidenced based approach to curriculum development and teacher pedagogy, we have built a knowledge rich curriculum and believe that if children understand the purpose of what they are learning and why they are learning it, not only will they be more engaged, but they are much more likely to remember what they have learnt and be able to use it again in the future.



In November 2020 we converted to become an academy and became part of Omega Multi-Academy Trust. Our staff are our greatest asset, with colleague well-being and workload being something we are very mindful of, and as part of Omega Multi-Academy Trust colleagues benefit from strong collaboration, network opportunities and a broad and varied professional development programme at every level.

In joining Alsop High School and, therefore, Omega Multi-Academy Trust, you will be part of a forward thinking, reflective and driven organisation whilst working within a community centred secondary school.

I thank you for your interest in becoming a member of Team Alsop; I hope our approach resonates with you and that you are inspired to want to join us in delivering on our vision. If you are passionate about career development, passionate about working with like-minded colleagues and passionate about developing positive student and parent relationships as part of our journey to excellence, then we would welcome your application.

Yours faithfully



**Paul Masher**  
**Headteacher**





# JOB DESCRIPTION

**Job Title:** Head of Geography

**Academy:** Alsop High School

**Grade:** MPS – UPS plus TLR1A £9,272

**Accountable to:** SLT, Headteacher

**Start date:** April 2024

**Closing date:** Friday 15th December 2023

We are seeking to appoint a highly motivated and inspiring Head of Geography to join us. As Head of Geography, you will be an experienced teacher with a passion for inspiring, supporting and challenging students to achieve excellence. Working as part of our Middle Leadership Team, you will bring an innovative and creative approach to supporting the strategic direction and development of languages, whilst effectively monitoring and developing the progress and achievement of our students.

## PURPOSE

To provide professional leadership and management of the Geography Department and curriculum in order to secure high quality teaching, effective use of resources and improve the standards of learning and achievement of all learners.





## **Job dimensions**

- To be responsible for the academic achievement of all learners in Geography across all key stages
- To be responsible for the leadership of the Geography team
- To be responsible for the efficient and effective management of the Geography Department budget
- To inspire, motivate and challenge learners and staff, supporting their individual learning journeys

## **Strategic Direction**

- To ensure the vision for the department is clearly articulated, shared and understood and acted upon effectively by all
- To develop and implement policies and practices for the Geography Department which reflect the schools commitment to high achievement and success for all
- To assist with the short, medium and long term plans for the development and resourcing of the Geography curriculum, through the School Improvement Plan (SIP)
- To set, monitor and evaluate department targets that impact on learning
- To be committed to continual improvement and the achievement of Outstanding standards

## **Teaching and Learning**

- To provide support, guidance and appropriate direction of learning and teaching methods within the Geography Department
- To develop and implement recording and assessment systems to inform learning and record individual learner progress
- To ensure Schemes of Work are developed appropriately and to a high standard, meeting the needs of the learners
- To accurately monitor and evaluate the quality of learning and teaching in the department and set targets for improvement
- To provide support and coaching for both the induction and development of staff.
- To facilitate the sharing of best practice
- To be dynamic, reflective and progressive in practice and procedures
- To be an inspirational role model in the classroom



## **Leading and Managing Staff**

- To be the lead professional and ensure excellence for all and by all
- To be involved in the selection and recruitment of all Geography staff
- To develop subject teams and individuals to enhance performance and support effectiveness
- To plan, delegate and evaluate work carried out by individuals in the department
- To create, maintain and advance strong leadership by encouraging creativity and innovation
- To secure and allocate resources to support effective learning and teaching employing Best Value
- To conduct Performance Management with rigour and consistency

## **Knowledge and understanding**

- Demonstrate excellent subject knowledge and an understanding Key Stage 3, Key Stage 4 and Key Stage 5
- Experience and knowledge of school improvement and self-evaluation processes
- Strong people skills to manage a large department well, maximising strengths and ensuring excellence
- A working knowledge of practices of effective leadership and the management of change
- Thorough knowledge of effective curriculum planning
- Financial planning and resource management understanding
- Emotional intelligence and strong interpersonal skills
- A real understanding of young people and how to motivate their success



“Beginning my teaching journey in Alsop High School is an experience I am truly grateful for. Having been an Alsop student myself, I have always admired the dedication, hard work, and heart of the staff body. Throughout my training year, I was given the utmost support and felt inspired daily. That inspiration is something I endeavour to share with our students. I aspire to create an environment in which all pupils believe in themselves and encourage them to see what I see in them.

The continued professional development from Alsop and Omega Multi-Academy Trust during my ECT year have been invaluable. I have been encouraged and guided to become a reflective practitioner and undoubtedly, this has had a positive impact on my confidence and classroom presence. My experience since joining Alsop High School has enabled me to see the true heart of our school and I am enjoying the privilege of positively contributing in any way I can.”

Eve McArdle

**English Teacher**





# PERSON SPECIFICATION

**Academy: Alsop High School**

**Job Title: Head of Geography**

**You should be able to demonstrate that you meet the following criteria which are all essential:**

E= Essential D=Desirable

**Measured by:**

A=Application Form

T=Test/Exercise

P=Presentation

I=Interview

R=Reference

You will be required to safeguard and promote the welfare of children and young people. Candidates failing to meet any of the essential criteria will automatically be excluded.

QUALIFICATIONS		
<b>E</b>	Degree or equivalent qualification in relevant subject/s and a teaching qualification	A
<b>E</b>	Up-to-date in-service training in subject and whole school issues	A
<b>D</b>	Additional qualifications relevant to the post	

KNOWLEDGE AND UNDERSTANDING		
<b>E</b>	Strong working knowledge of the National Curriculum, issues and developments	A/I
<b>E</b>	Knowledge of equal opportunity issues for students and staff	A/I
<b>E</b>	A flexible and open-minded approach to learning and teaching with an understanding and proven practice of differentiation	A/I



EXPERIENCE		
<b>D</b>	Post with management responsibility within existing or previous school	A/I
<b>E</b>	Recent experience of teaching the 11-16 age range	A/I
<b>E</b>	Recent experience of teaching the 16 -18 age range	A/I
<b>D</b>	Involvement in the professional development of staff	A/I
<b>E</b>	An outstanding classroom practitioner	A/I
<b>E</b>	Experience of producing examination results to a high standard with positive residuals and strong value added	A/I
<b>D</b>	Experience of change management	A/I
<b>D</b>	Experience of working in more than one previous school	A/I

PERSONAL QUALITIES AND SKILLS		
<b>E</b>	Highly effective interpersonal, communication and presentation skills; the ability to lead and enthuse others; the ability to co-operate and co-ordinate with other departments	A/I
<b>E</b>	Excellent administration, organisation and management skills	A/I
<b>E</b>	Excellent information and communication technology skills .	A/I
<b>E</b>	A commitment to raising achievement across the whole age and ability range	A/I
<b>E</b>	Ability to multi task and deal with numerous challenges simultaneously	A/I
<b>E</b>	Willingness to be involved in extra-curricular activities	A/I
<b>E</b>	Ability to motivate and coach staff to perform to the best of their ability	A/I
<b>E</b>	Commitment to developing links with parents, the community and business	A/I
<b>E</b>	Driven towards achieving results for all in terms of levels of progress	A/I

**PERSONAL QUALITIES AND SKILLS- CONTINUED**

<b>D</b>	Awareness of new/ relevant developments and initiatives in education	A/I
<b>E</b>	Highly developed interpersonal and communication skills	A/I
<b>E</b>	Demonstrate professionalism when dealing with colleagues in challenging circumstances	A/I
<b>E</b>	An ability to deal sensitively with students who may be vulnerable or require emotional, personal or physical support.	A/I
<b>D</b>	ICT literate- excellent data base skills, spreadsheets, Individual Education Plans.	A/I

**PRE-EMPLOYMENT CHECKS**

<b>D</b>	Awareness of new/ relevant developments and initiatives in education	R
<b>E</b>	Highly developed interpersonal and communication skills	N/A





# THE SELECTION PROCESS

## HOW TO APPLY:

If you wish to apply for this post with Omega Multi-Academy Trust, then you should follow the below steps:

- If you would like to discuss this role with a member of the Senior Leadership Team or organise a visit to our school, then please email [office@alsophigh.org.uk](mailto:office@alsophigh.org.uk) with your request and we will coordinate a mutually convenient date and time to visit.
- Download and complete the Omega Multi-Academy Trust application form from our website.
- Complete the application form fully, ensuring all details are accurate and all declarations are signed. Please ensure you enclose two professional referees, one being your current employer (with name and email addresses if possible).
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the person specification, along with details of the unique contribution that you could make to the future success of Alsop High School. CVs cannot be accepted.
- The application form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post. There should be no unexplained gaps in career Geography.
- Email completed application forms to [recruitment@omegamat.co.uk](mailto:recruitment@omegamat.co.uk) by the deadline below PLEASE NOTE THE REQUIREMENT TO ATTACH YOUR APPLICATION FORM AS A SEPARATE DOCUMENT TO YOUR EQUAL OPPORTUNITIES FORM WHEN EMAILING YOUR APPLICATION TO US.

## TIMETABLE FOR THE SELECTION PROCESS

**Closing date for applications:** Friday 15<sup>th</sup> December 2023 9am

**Start date:** January 2024



“From the first minutes of starting my role as pastoral support officer, Team Alsop has always made me feel welcome, valued and supported. In my role, I count myself lucky to be able to forge excellent relationships with the students and their families. The role brings me great job satisfaction in assisting students to become the best, happiest and most successful versions of themselves.

Alsop has always supported me with my own continuing professional development, encouraging me to take part in both whole school and individual projects and this has given me opportunities to further my own knowledge and expertise in my role. I am proud to be part of such a supportive and caring team of staff, who work tirelessly to ensure the students stay at the center of everything we do.”

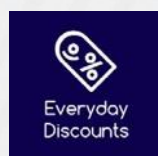
Dave Taylor  
**Pastoral Support officer**



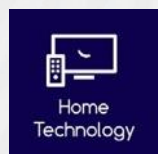
# STAFF WELLBEING & BENEFITS

Omega Multi-Academy Trust is committed to attracting, developing and retaining top talent to achieve high performance across all school communities. Vital to pursuing this aim is the recognition of employees for exceptional performance, behaviour and achievements. Our offer encourages such recognition of individuals and teams through a range of formal and informal methods. We are committed to encouraging positive work environments that promote the physical and mental wellbeing of our staff. The capability, capacity and comfort of our colleagues is a priority for us.

Omega MAT Plus+ is an exclusive suite of benefits that is on offer to every colleague across the Trust. This is a gateway to a huge range of exciting benefits, including an Employee Assistance Programme. There is 24/7 health and wellbeing support available for everyone, as well as fabulous discounts against big brands and many high street stores.



Discounts against big brands and high street stores including supermarkets, holidays, leisure activities, cinemas and restaurants



An offer to purchase home technology and personal electronic devices by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes



An offer to purchase a cost effective way to get new cycling equipment and bicycles by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.



An offer to purchase an electric car by spreading the cost and also making savings on your Tax and National Insurance contributions via our salary sacrifice schemes.

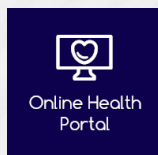


Discounted corporate memberships access to 3700 gyms, health clubs and leisure centres across the UK





# STAFF WELLBEING & BENEFITS



Online Health Portal

Access to the Health Assured Health Portal. Containing an online library of wellbeing information, including articles, videos, and self-help guides to provide support on a range of health and advisory issues to aid your physical and mental health.



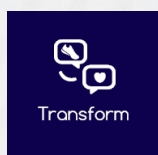
Online GP

Video or phone consultation with a GP at a time that suits you.



Employee Assistance Programme

Legal, money advice and personal support and guidance.



Transform

Transform brings together a carefully created suite of wellbeing tools, including hundreds of workout classes, motivational messages, mental health support, healthy recipes, tools for a better night's sleep and stress management techniques.



Free on-site parking at all school locations.



## ALSOP HIGH SCHOOL

**Alsop High School**  
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