



Higham Lane School  
Helping Learners Succeed



Job Specification

# Permanent Teacher of Geography

Full-time

MPR/UPR

September 2024



Thank you for taking the time to consider Higham Lane School as your next school. Higham Lane is a large, 11-18 comprehensive academy, set on an attractive site on the Warwickshire-Leicestershire border, easily accessible due to excellent road, train and bus connections.

Achievement in all its forms: artistic, academic, social, cultural, sporting and intellectual is equally valued in our diverse five year, knowledge-rich curriculum. We were extremely pleased to have been rated as Outstanding by Ofsted in May 2019, one of only a small number of schools in England to have achieved the highest rating that year. We are strongly committed to ensuring that all of the young people in our care make excellent academic progress and we take great pride in securing both impressive progress and high attainment for our students, whatever their starting points. Higham Lane is one of the highest-achieving non-selective comprehensive schools in Warwickshire. We are also delighted to have achieved impressive A level results in our high-performing Sixth Form. Our progress figures indicate that our teaching and learning and student behaviour and engagement are excellent! We are excited by the opportunities which our recent merger with the Central England Academy Trust will bring us and are also delighted that the Department for Education has given us permission to open a new secondary Free School, Higham Lane North Academy, within the next few years. In July 2021, we were granted World Class Schools status, one of a very small number of schools to achieve this.

Our school has a strong ethos based on mutual respect between students and staff and very clear expectations regarding students' effort and behaviour. We enjoy an excellent reputation with parents/carers and are always over-subscribed. You will find a happy, caring and purposeful environment at Higham Lane. Students get on exceptionally well, both with each other and with our staff, who take pride in working here. Our students are encouraged to do their very best in every aspect of their lives and to reach the highest standards, irrespective of their ability. We encourage them to "Be the best you can be!"

At Higham Lane, our staff are our most precious resource. We are committed to offering you:

- excellent continuous professional development
- reduced workload
- behaviour for learning that empowers teachers to teach and students to learn
- a range of imaginative approaches to ensure staff wellbeing.

The closing date for applications is: **midday, Monday 4th March 2024**. (If you encounter a problem in meeting this deadline, please contact the School). If you are interested in applying for this post, please complete the application form that you will find on the School's website ([www.highamlaneschool.co.uk](http://www.highamlaneschool.co.uk)) and email it to [jobs@highamlaneschool.co.uk](mailto:jobs@highamlaneschool.co.uk), indicating in the message title the post you are applying for.

If you would like to have a chat about this post, please contact Dave Turley, Subject Leader for Geography on 024 7638 8123.

Higham Lane School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be subject to an enhanced DBS check and will also be taken through the School's vetting procedure.

We really look forward to reading your application!

Yours sincerely,



Michael Gannon  
Headteacher



# WHY WORK FOR HIGHAM LANE SCHOOL?



At Higham Lane, we appreciate that our staff are our most precious resource. We are committed to offering them:

## EXCELLENT CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD)

- we are passionate about curriculum, teaching and learning, always developing our practice and learning from each other!
- our approach to performance management is on developing staff. Conversations are based around celebrating teacher strengths and focusing on how to be even more effective. This is also reflected in the way we do lesson visits and learning walks.
- our CPD is second to none and highly-regarded by our staff, many of whom often lead sessions themselves. Our staff have led presentations for Pixl and Osiris.
- all staff receive regular training in the most effective teaching and learning techniques based on pedagogical research by leading practitioners such as Lemov and Rosenshine.
- we provide bespoke career stage training such as the new, reformed NPQ programmes.
- we have expertise in teacher training and formed the Higham Lane School Partnership comprising 13 partner schools across both primary and secondary phases in collaboration with the University of Warwick, Birmingham City University and the University of Leicester. We are a Designated Lead School for School Direct.
- we are local delivery partners for the Early Career Teacher and Mentor Induction programmes.
- we are actively leading school-to-school support within our local area, sharing our strong practice and expertise and learning from other schools about their effective approaches. Our Director of Corporate Services and Chief Financial Officer is a mentor on the ESFA CFO Mentoring Programme.

## REDUCING WORKLOAD

- we are committed to reducing staff workload by always looking to streamline our ways of working, for example in our Feedback Policy, which makes greater use of whole-class feedback, rather than pointlessly marking excessively. Non-judgmental quality assurance conversations with staff celebrate strengths and consider how to make our curriculum and teaching and learning even more effective.
- we minimise admin and data entry so we can truly focus on what is important to allow meeting time to be dedicated to teaching and learning.
- we value our staff as experts in their field. Subject teams have dedicated weekly time and space to work together to develop their practice.
- staff work very effectively in their subject teams to collaboratively produce schemes of learning and resources, so that teachers are not wasting time creating their own materials.
- students use knowledge organisers for revision during homework and assess themselves in our Do Now knowledge tests, enhancing their subject knowledge and reducing teacher workload.

## BEHAVIOUR FOR LEARNING THAT EMPOWERS STAFF

- we empower teachers to teach and students to learn!
- our SLT and Progress Leaders move around our site during lessons to supportively visit lessons, support teachers and uphold our ethos.
- where students do not behave according to our expectations, we address this promptly.
- parents/carers fully support our Behaviour Policy.

## STAFF WELLBEING

- staff wellbeing is very important to us. We care about each other. Staff know that they can always approach SLT members and staff governors with any wellbeing or workload concerns.
- we believe that successful schools are rooted in strong teamwork where everyone plays their part and is valued.
- we ensure a work-life balance in the way we organise our meetings and INSET days and release our calendar before the start of the academic year.
- we ensure emails are used sparingly and only at agreed times (7am-7pm, Mondays-Fridays).
- we support staff to look after themselves, for example by signposting health awareness events.
- we discuss what is working effectively and what needs to be done differently in our half-termly Staff Governors and Unions meetings.
- we get on well together and celebrate our many achievements in a range of social events.

## SERVING OUR COMMUNITY

- students play an active part in the running of our school (such as through the Junior Leadership Team, Year Ambassadors, Student Voice groups and so on). Students' views are important to us and influence the school's strategic planning.
- we have excellent relationships with parents/carers and value their feedback.
- we actively support our local community through fundraising and supporting local charities such as the Nuneaton Food Bank.



## STAFFING AND ACCOMMODATION

- The Geography Department has 3 full-time and 1 part-time members of staff.
- One other teacher acts as Assistant Subject Leader in Geography, supporting the Subject Leader in the leadership of the Department.
- Lessons are taught in four specialist rooms equipped with digital projectors and whiteboards.
- The Department is looking to secure a physical Geography specialist to support the A-Level course.

## KEY STAGE 3

- Students receive 4 x 60 minute lessons of Geography per fortnight.
- Class sizes average around 28 students.

## KEY STAGE 4

- Students follow the AQA specification for GCSE Geography.
- Key Stage 4 students currently receive 2 x 60 minute lessons per fortnight.
- Our Geography department also lead on two Fieldwork trips for GCSE students. The Human Geography is focused on the local area and the Physical Geography is focused in Carding Mill.

## KEY STAGE 5

- We offer A-Level Geography, which follows the Edexcel course, delivered in our purpose-built Sixth Form Centre.

## GENERAL GEOGRAPHY DEPARTMENT INFORMATION

The Geography Department at Higham Lane School is a consistently high-performing team of teachers. Our aim is to further increase the high standards of our work and offer students a broad, balanced curriculum, to give them the skills and confidence needed to pursue their chosen further studies and careers. We continue to strive for high standards of attainment and achievement, whilst simultaneously addressing the needs of all students. We use a range of strategies to maximise student performance, ensuring teaching and learning is creative, challenging and engaging.

## LOOKING AHEAD

The Geography Department is always looking to further develop the quality of teaching and learning in the Department. We are currently embedding the principles of teaching for mastery into our practice to ensure all pupils are engaged, challenged and develop a secure understanding of geographical concepts. We are reflective practitioners who work collaboratively to ensure we are even better with a view to building upon our reputation of being a high-performing department, both within the School and the County. We are constantly evaluating what we do and how we can improve it. This is an exciting time for the Department and the school!

## 2023 EXAMINATION RESULTS

### GCSE Geography

70% of students achieved grades 9 - 4

60% of students achieved grades 9 - 5

28% of students achieved grades 9 - 7

### A-LEVEL Geography

38% of students achieved grades A\* - A

88% of students achieved grades A\* - C

# Job description

## Job Title:

Permanent Teacher of Geogrpahy  
Full-time

**Date of Commencement:** September 2024

Applications are invited from suitably-qualified, experienced and enthusiastic teachers to teach Geography at Key Stage 3 and GCSE Geography at Key Stage 4. Opportunities to join our A-Level Geography team are available for a suitable candidate should they have the appropriate experience or wish to further develop their practice but this is not essential and would not prevent suitable candidates from being shortlisted, if they meet the person specification.

## General Duties and Responsibilities

The expectations and duties of a Standard Scale Teacher at Higham Lane School are set out in the national Teachers' Standards, which can be found at: <https://www.gov.uk/government/publications/teachers-standards>

Pastoral responsibilities will include form tutor duties such as registration, monitoring progress and behaviour, checking uniform and student organisers and reporting and liaison with other staff as necessary.

Please note our clear expectations regarding **personal and professional conduct of staff and the safeguarding of students:**

- To have total regard for the need to safeguard students' well-being, in accordance with statutory provisions.
- To have proper and professional regard for the ethos, policies and practices of the School, and maintain high standards in their own attendance and punctuality.
- To have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

## Person Specification for Permanent Teacher of Maths (full-time/part-time)

1= application form; 2= selection day activities; 3=documentary evidence.

Category	E/D	Criteria Indicated E (Essential) or D (Desirable)	How Identified
Qualifications	E	Degree level qualification.  Qualified Teacher Status.	1,3
Experience	E	Experience of teaching Geography at KS3.	1
	E	Experience of teaching GCSE Geography.	1,2
Knowledge and understanding	E	Of the National Curriculum for Geography.	1,2
	E	Of one or more GCSE specifications for Geography.	
	E	Of a range of effective, differentiated teaching and learning, assessment for learning and marking and feedback techniques.	
	E	Of how to make secure judgements relating to student progress and performance.	
	E	Of how to use ICT to enhance teaching and learning and raise standards.	
Professional Skills and Attributes	E	The ability to motivate, influence and challenge all students to achieve their best performance.  The ability to consistently deliver 'good' or 'outstanding' lessons.  The ability to assess students' work and offer them feedback in line with the School's Marking and Feedback Policy.  The ability to ensure excellent Behaviour for Learning of students.  The ability to be well-organised, keep efficient records and meet deadlines.  The ability to communicate effectively.  The ability to work effectively as a member of a team.  The ability to take responsibility for your own professional learning.  Energy, enthusiasm, commitment and perseverance.	1,2
Health and Attendance	E	A good health and attendance record.	3



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