

# 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 is a thriving, over-subscribed 11–16 secondary school, located in a stunning £17 million purpose-built site opened in November 2013. Serving a wide rural catchment across nine villages in North East Derbyshire, the school is home to over 830 students, with numbers exceeding the official PAN of 150 in every year group.

We are proud to be a school where **exceptional opportunities** are available to all. Our **outstanding curriculum** is enriched by a wide range of **superb experiences** that inspire ambition, creativity, and personal growth. We foster a **culture of high aspiration**, ensuring every student is supported to achieve their full potential, regardless of background.

Our inclusive ethos supports a diverse range of learners, including a significant proportion of students who are disadvantaged, have SEND needs, or are supported through EHCPs. We are committed to ensuring that every child thrives academically, socially, and emotionally.

Tibshelf is a **happy and supportive place to work**, where staff are genuinely valued, and wellbeing is taken seriously. We believe that a strong, motivated team is key to delivering excellence for our students, and we work hard to maintain a positive, collaborative culture.

Following our '**Good**' Ofsted judgement in all categories (September 2021), we continue to build on our strengths and strive for excellence in everything we do.

## Key Stage 4 Examination Results

	2023%	2024%	2025%
<b>English and Mathematics 'Standard Pass'</b>	62.4	62.2	66
<b>English and Mathematics 'Strong Pass'</b>	39	39.2	45
<b>EBacc 'Standard Pass'</b>	16.5	31.1	23
<b>Attainment 8</b>	44.53	43.24	44.21

## Ethos

Ofsted recognised that *"the values of tolerance and respect are a core part of the school's ethos"*, and we are proud to promote these values in every aspect of school life. We believe that children thrive when they feel happy, secure, and inspired — and we place their safety and wellbeing at the heart of everything we do.

Tibshelf Community School offers **exceptional opportunities** both within and beyond the classroom. Our **outstanding curriculum** is enriched by a wide range of **superb experiences** that foster curiosity, creativity, and ambition. We are committed to creating a **culture of high aspiration**, where every student is encouraged to aim high and achieve their personal best.

Our inclusive and supportive environment ensures that all students feel safe, valued, and motivated. High levels of attendance and participation reflect the strong sense of belonging and enjoyment our students experience. We are proud to be a **happy and collaborative place to work**, where staff wellbeing is prioritised, and every member of the team is recognised and supported.

Our vision is to build on these strengths and continue to grow a dynamic, innovative learning community rooted in excellence, inclusion, and aspiration.

## 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.

Visits to the school prior to application are both welcomed and encouraged. Please contact Mrs Johnston-Shaw to arrange an appointment - [recruitment@tibshelf.derbyshire.sch.uk](mailto:recruitment@tibshelf.derbyshire.sch.uk)



**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>	Sunday 12 <sup>th</sup> October 2025
<b>Proposed interview:</b>	Week commencing 13 <sup>th</sup> October 2025
<b>Start Date:</b>	January 2026

You can apply via Derbyshire County Council's website, alternatively send your completed application form to [recruitment@tibshelf.derbyshire.sch.uk](mailto:recruitment@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>	Teacher of Geography
<b>Pay Range:</b>	MPR / UPR (Suitable for ECT's)
<b>Base:</b>	Tibshelf Community School
<b>Responsible to:</b>	Director of Global

### 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 have responsibility for the efficient and effective subject delivery of Geography.
<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 Director of Progress; Global</li><li>• Liaising with key staff and SENCO as appropriate</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 Teacher of Geography, you will be responsible and accountable to the Director of Global for:

### Teaching and Learning:

The teaching of Geography throughout the school to the relevant examination level

- Participation in the development of appropriate syllabuses, materials and Schemes of Work
- Fulfilling the demands of the National Curriculum in terms of teaching, assessment, recording and reporting
- Planning and preparing appropriate lessons and suitable teaching materials
- Ensuring that the aims of Schemes of Work are consistent with the aims of the Faculty
- Setting and subsequently marking and assessing students' work done both at school and at home in line with Faculty policy
- Maintaining the fabric of the classroom and creating a stimulating environment for students to work in
- Participation in and contribution to Staff, Faculty, Pastoral and INSET meetings
- Planning and organising visits, field studies and special activities connected with the teaching of the subject
- Organising and supporting a range of extra curricular activities
- Keeping up-to-date with new initiatives relevant to the teaching of Geography
- Ensuring Health and Safety issues are addressed and practised at all times
- Ensuring correct use and care of equipment and resources is maintained

### **Outcomes:**

- Use attainment data to set challenging targets for the outcomes of students at both Key Stages
- Monitor student outcomes and ensure the production of appropriate data at key points in the year
- Use 3/4 levels of progress data and other forms of data to compare teaching groups
- Use 3/4 levels of progress information to compare individual student progress with their progress in other subject areas
- Provide appropriate analysis of student outcomes for the Director of Global in line with the requirements of Self Evaluation within the School SES Programme
- Compile records and report on individual student progress and attainment by School Calendar deadlines
- Ensure that appropriate student progress information is provided to Tutors and other key staff to support the mentoring process
- Undertake work sampling within the Faculty on an agreed School focus
- Participate in appropriate meetings with parents

### **Tutor Responsibilities:**

- Undertake the pastoral care of a tutor group within an assigned year tutor team and to carry out related duties in accordance with the job description of the Form Tutor. This will involve line management by the appropriate Pastoral staff.
- Be fully involved in the School's Student Mentor process

### **Performance Management:**

- Participate in the Performance Management process and maintain a personal CPD file

### **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:**

- (i) The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Conditions of Employment.
- (ii) This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities, the post holder must use Directed Time in accordance with the school's published Time Budget policy and have regard to clause 4(1)(f) of A Teacher's Conditions of Employment.
- (iii) This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once each year and it may be subject to modification and amendment at any time after consultation with the holder of the post.

Carry out any other tasks/duties as required by the Headteacher in accordance with the needs of the school.

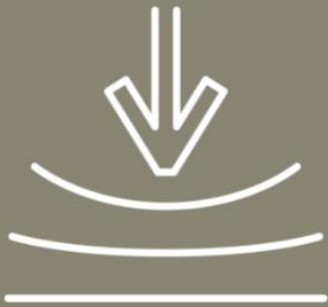
## Person Profile

<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



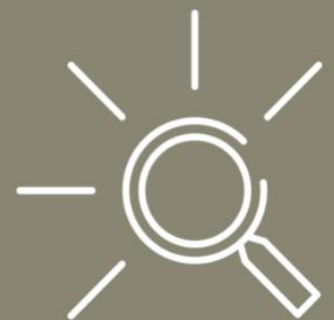
Positivity



Integrity



Community Spirit



Curiosity

