



# Teacher of Geography

## Queen Mary's High School

**Required for April or September 2024**

**Permanent, Full-Time**

**MPR / UPR +**

**Recruitment & Retention incentive**

# APPLICATION PACK

Queen Mary's High School  
Upper Forster Street  
Walsall  
West Midlands  
WS4 2AE

**Telephone:** 01922 721013  
**Website:** [www.qmhs.org.uk](http://www.qmhs.org.uk)  
**Email:** [qmarys@qmhs.merciantrust.org.uk](mailto:qmarys@qmhs.merciantrust.org.uk)  
**Headteacher (Designate):** Mrs N Daniel  
**Chair of Governors:** Mr T Normanton

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# WELCOME TO QUEEN MARY'S HIGH SCHOOL

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February 2024

Dear Applicant,

## **Vacancy for the role of Geography Teacher**

I would like to thank you for taking the time to find out more about Queen Mary's High School and our Teacher of Geography vacancy.

Queen Mary's High School is a diverse, busy and happy school. Care for the individual lies at the heart of our provision. We are not a school where one size fits all, but we are a school in which diversity thrives, is encouraged and is celebrated. Whilst academic achievement is a key part of our school culture, we recognise that there is much more to learning than that which takes place in the classroom. Our students benefit from and enjoy a range of extra-curricular activities. This includes participation in our competitive House system, opportunities in sport, music and drama, residential trips and visits along with a range of other clubs and societies. Sixth Form students play a key role in the life of the school through their leadership roles and capacity as role models for our younger students. We have a long and established tradition of educating the thinkers, doers and change makers of the future and have been doing so for over 125 years. Queen Mary's High School is a school which is proud of its heritage and tradition whilst simultaneously being committed to developing staff and students who are outward facing, innovative and ready to take on a challenge.

Queen Mary's High School has a dedicated, expert and conscientious teaching staff, ably supported by superb associate staff. Our ethos and values are demonstrated by the endeavour of all in our school community, who work together to ensure the highest standards of academic achievement, and to provide excellent pastoral care that supports, nurtures and empowers our students in achieving this excellence. Partnerships between school, parents and pupils enable examination success and wide-ranging life enriching opportunities outside of the classroom prepare and equip our students to meet the challenges of a rapidly evolving world.

We are seeking to appoint a passionate and inspirational teacher to join our successful Geography department. Experience in a grammar school setting is neither required nor expected. We welcome applications from successful, inspirational teachers whether you are an early career teacher or a more experienced classroom practitioner. The successful applicant will become part of a collaborative and supportive staff body, who share a vision to realise and achieve ambitious outcomes for every individual in our school.

Teacher recruitment and retention is a national concern. The post that you have expressed an interest in is a hard to recruit subject. As such, we are offering a financial incentive to the successful applicant. This will be paid over three years: the first sum in your first pay packet with the second and third payments following twelve and twenty-four months in role respectively.

If you are, like us passionate about having a positive impact on young people's lives, and excited by this opportunity to teach exceptional young people, we warmly welcome your application.

Best wishes,

Nicola Daniel  
Headteacher (Designate)

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## ABOUT US


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Queen Mary's High School is an 11 to 18 selective girls' grammar school with approximately 940 students. There are a small number of male students in the sixth form.

Since the school's successful bid for funding from the Selective Schools Expansion Fund (SSEF), it has been able to increase its PAN and to engage in outreach to the local community with the aim of increasing the number of local disadvantaged children being admitted to the school. This, together with the inclusion of a lower qualifying score for disadvantaged local children, has resulted in the average percentage of disadvantaged students admitted to the school in Years 7-9 being 29% with the aim of this rising to over 30% for the whole school over time.

Located in the heart of Walsall, Queen Mary's High School has been educating young women since it was founded in 1893. We are a busy, friendly and energetic school with a distinctive family-oriented ethos, a positive culture and an ambition for success. We draw our students from a wide area including Walsall, Birmingham, Wolverhampton, Sandwell and Staffordshire.

Our aim is to enable each student to achieve excellence in all aspects of their life. In order to achieve this, we seek to:

- Provide opportunities for each student to achieve the highest possible standards
  - Inspire a love of learning for its own sake
  - Foster self-esteem and sensitivity to the needs of others
  - Develop an appreciation of our cultural heritage
  - Equip each student to take a responsible place in society
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## THE TRUST

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The Mercian Trust's name is both rooted in history and indicative of a geographical identity and ambition.

It was in Mercia that St Chad established an association of small monasteries which fostered unity through bonds of kinship. The Trust intends, a thousand years later, to adopt the same spirit of kinship in our approach to a Multi-Academy Trust. The Trust recognises the unique history and achievements of constituent schools and academies that are part of the Mercian family.


The Mercian Trust recently merged with the Q3 family of schools, it is a unique multi academy trust based in Walsall and Sandwell with selective grammar schools, 11- 16 and 11-18 comprehensive schools, a Studio School and The Ladder school, an Alternative Provision Free School.

Together our mantra is 'Life to the full in pursuit of what is good, right and true'.

We define this as equipping students to:

- Fulfil their potential
- Thrive in the world of work (when they leave our schools and sixth forms)
- Make a positive contribution to their families and the local, national and international community.

The Mercian Trust and Q3 family of schools are:

- Aldridge School
  - Queen Mary's Grammar School
  - **Queen Mary's High School**
  - Shire Oak Academy
  - The Ladder School
  - Walsall Studio School
  - Q3 Academy Great Barr
  - Q3 Academy Langley
  - Q3 Academy Tipton
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# THE GEOGRAPHY DEPARTMENT

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Are you an innovative, enthusiastic, and passionate geography teacher? Required from April or September 2024, a highly committed individual to teach Geography across all key stages. Academic standards are very high, facilities are excellent, and our students are a pleasure to teach. The ability and willingness to assist with the wider work of the department and to help with co-curricular activities are essential.

Geography is a successful subject, where students are consistently in the top 20% nationally for progress and attainment at GCSE. Our students are aspirational, articulate and eager to learn. A significant number progress into Geography related degrees at Russell group universities and aspire towards highly professional and academic careers in Finance, Economics, Engineering and Sustainability disciplines.

Geography is a popular choice at both GCSE and A Level. Students learn well as a result of high-quality teaching and their own strong commitment to the subject. Effective and on-going self-evaluation, and associated intervention strategies, support the substantial progress that our students make at Queen Mary's High School. We are a team that is committed to rigorous, consistent and effective teaching methods. We discuss our practice, share pedagogy and have a real passion for our subject, which is evident in our approach to sharing and nurturing this in our students and supporting them to achieve their very best. Geography is an ever-evolving subject area, and we embrace change and developments in the specification and the wider curriculum, as such, this post would suit a creative and ambitious professional who can work well as part of a team, is keen to contribute ideas and take on new initiatives. We take great pride in providing our students with a first-class education and believe that commitment, attitude, ideas, potential and enthusiasm are very important qualities.

The existing Geography team is experienced, hard-working, friendly and has a real passion for the subject. The department is made up of Geography specialists and we are looking for someone who is eager to join our enthusiastic team as we aim to build on our foundations and strive for further success.

We follow the AQA specification at both GCSE and A Level and we currently have two groups in each year group at GCSE and have growing numbers taking the subject at A Level. We support students in building their confidence and by providing opportunities for extension and depth of study. Our students really enjoy the challenges set and respond with engagement and positivity. We as teachers are proud of our students and enjoy seeing them thrive. The ambition we have is for all our students to become Geographers, to be inquisitive and to develop confidence in their ability to discuss, debate and speculate on challenging issues and dilemmas presented in the modern world. The department offers a range of extra-curricular activities and field trips to enhance the teaching of the subject, so it is an exciting time to join and build on the department's success.

If you are an inspirational, confident teacher with excellent subject knowledge and the leadership qualities to take on this opportunity, we would be delighted to hear from you.

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# THE ROLE: GEOGRAPHY TEACHER

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As a Teacher of Geography, you will carry out duties in line with the conditions of employment as set out in the current School Teacher's Pay and Conditions document, and the Mercian Trust's policies and procedures.

## **Job Purpose**

- To secure high quality teaching and learning, the effective use of resources and high standards of achievement for all the students directly taught;
- All teaching staff are expected to meet the requirements of the Teachers' Standards, these encapsulate the role of a teacher at Queen Mary's High School.

## **Teaching and Learning**

- Having regard to the curriculum for the school, plan and teach challenging, well organised lessons and sequences of lessons, informed by secure subject knowledge;
- Planning and preparing stimulating and interesting courses and lessons for pupils across KS3, 4 and 5;
- Teaching, according to their educational needs, the pupils assigned to her/him, including the setting and marking of work to be carried out by the pupils in school and elsewhere;
- A keenness to share in the Queen Marys' High School ethos which aims to support each student as they seek to fulfil their potential through academic excellence and personal development.

## **General**

- Adhere to the policies of the school and The Mercian Trust, as published and amended from time to time, in particular, policies relating to the safeguarding of children.
- Work towards and support the school vision and the current school objectives outlined in the School Development Plan.
- Contribute to the school's programme of co-curricular activities.
- Work within the school's health and safety policy to ensure a safe working environment for staff, students and visitors
- Work within The Mercian Trust's Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues.

## **Review and Amendment**

This job description should be seen as enabling rather than restrictive and will be subject to regular review. The Head Teacher may ask you to undertake any additional responsibilities that may be deemed reasonable.

## PERSON SPECIFICATION

EDUCATION AND QUALIFICATIONS	ESSENTIAL	DESIRABLE	EVIDENCE
Honours Degree or Equivalent	✓		Application/ Certificate
QTS		✓	Application/ Certificate
Hold or be working towards a professional teaching qualification in secondary education	✓		Application/ Interview

KNOWLEDGE, SKILLS AND EXPERIENCE	ESSENTIAL	DESIRABLE	EVIDENCE
A well-qualified Geography (or related subject) graduate		✓	Application/ Interview
Ability to teach Geography to all year groups from Year 7 to 11, including GCSE plus A Level or equivalent level for the right candidate	✓		Application/ Interview
Form Tutor experience		✓	Application/ Interview
An awareness of the importance and role of the subject in contributing to the students' wider development	✓		Application/ Interview
Ability to use national and school data in target setting and monitoring		✓	Application/ Interview
Self-motivated hard worker	✓		Interview
Ability to seek and respond to advice positively	✓		Application/ Interview
Ability to work under pressure and to challenging deadlines	✓		Application/ Interview
Relates well to students, staff and parents	✓		Interview
Successful and innovative teacher	✓		Interview
Effective classroom manager	✓		Interview
Excellent written and oral communication skills	✓		Application/ Interview
Leadership potential		✓	Application/ Interview
Effective inter-personal skills	✓		Application/ Interview
Good organisational skills	✓		Application/ Interview
Ability to communicate effectively with parents, colleagues and pupils in a manner appropriate to each	✓		Application/ Interview
Clear sense of responsibility for their own professional development	✓		Application/ Interview

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<b>VALUES AND ATTRIBUTES</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>EVIDENCE</b>
Believe in an environment that encourages all staff and students to give of their best	✓		Interview/ reference
Commitment to safeguarding and promoting welfare of students	✓		Interview/ reference
Commitment to home school partnership	✓		Interview/ reference
Commitment to the School's role in the wider community	✓		Interview/ reference
Commitment to continuing professional development and collaboration	✓		Interview/ reference
Commitment to high standards of academic excellence and student behaviour	✓		Interview/ reference
Commitment to caring for the individual	✓		Interview/ reference





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## SAFEGUARDING AND SAFER RECRUITMENT

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- Queen Mary's High School is committed to safeguarding and promoting the welfare of children and young people as required under the Education Act and expects all staff and volunteers to share this commitment.
- You are required to uphold all relevant policies in respect of child protection and safeguarding, which are based on KCSIE (2023) and Working Together to Safeguard Children (2018).
- You should demonstrate your commitment to our equality policy and all our related work to promote diversity, inclusion and belonging.

***The Mercian Trust is committed to equal opportunities, safeguarding, and promoting the welfare of children and young adults. We expect all staff to share this commitment. As this post involves working in regulated activity unsupervised with children all post-holders are subject to satisfactory pre-employment checks including an online search check, Enhanced Disclosure and Barring Service check.***

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## HEALTH AND SAFETY

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The Law requires employees to:

- Take reasonable care of their own health and safety and that of others who may be affected by what they do at work.
- Co-operate with their employers on health and safety matters.
- Carry out their work and duties in accordance with training and instructions.
- Inform the employer of any work situation representing a serious and immediate danger, so that remedial action can be taken.

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## OUR OFFER

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- A superb staff team committed to doing their absolute best for all in our school community.
- Support from our Trust central teams and other schools in our Trust to ensure you have the tools to deliver success (our schools are all located close to one another, and we work better when we are working together).
- A wealth of support for your ongoing continuing professional development, including a Trust-wide programme for teachers at all career stages, including an exceptional Early Career Teacher programme drawing on expertise from across the Mercian Trust.
- A comprehensive employee assistance and staff benefits package including Simplyhealth (cash-back health plan and 24:7 video call and telephone access to GP and counselling), salary sacrifice schemes including our new Electric Car scheme, and discounts portal (ranging from gym membership to discount cards and vouchers for online and high street retailers).
- There will never be a dull moment; we never stand still, every day offers new challenges and opportunities within an ambitious, forward-thinking team.

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## KEY INFORMATION – HOW TO APPLY

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<b>Post</b>	Geography Teacher
<b>Responsible to</b>	Subject Leader of Geography
<b>Contract and Salary</b>	<p>This is a full-time, permanent position <b>MPR / UPR as appropriate</b></p> <p><b>Recruitment &amp; Retention Incentive; £3000</b></p> <p><b>First payment:</b> £1,000 first month</p> <p><b>Second payment:</b> £1,000 12 months post-appointment</p> <p><b>Third payment:</b> £1,000 24 months post-appointment</p>
<b>Closing Date</b>	Thursday 22 <sup>nd</sup> February, 10am <b>(We reserve the right to close applications early)</b>
<b>Interview Date</b>	Monday 26 <sup>th</sup> February
<b>Start Date</b>	April or September 2024
<b>How to apply</b>	<p>Complete the Mercian Trust Teacher Application Form and submit a supporting statement / document no longer than 2 sides of A4 outlining the following:</p> <ul style="list-style-type: none"><li>• How your recent and relevant experience and expertise match the requirements of the role.</li><li>• How the impact you have had in your career / initial teacher training to date is an appropriate foundation for you to undertake this role.</li></ul> <p>Please note, your ability to communicate a wide range of information with appropriate examples and evidence clearly and concisely in your supporting statement will be assessed as part of the shortlisting process.</p> <p>Send completed applications to Miss Tomkinson, the Headteacher's PA, via <a href="mailto:m.tomkinson@gmhs.merciantrust.org.uk">m.tomkinson@gmhs.merciantrust.org.uk</a></p>

