

# **Teacher of Geography** Applicant Brief February 2024

## Monitoring and Review of this Document:

The Trust shall be responsible for reviewing this document from time to time to ensure that it meets legal requirements and reflects best practice.



**The Brigshaw Learning Partnership** is an exempt charity regulated by the Secretary of State for Education. It is a company limited by guarantee registered in England and Wales, Registered Company Number 10301662, whose registered office is at The Brigshaw Learning Partnership, Brigshaw High School, Allerton Bywater, Castleford WF10 2HR



## Welcome from Duncan Roberts, Headteacher

Dear Applicant,

Thank you for your interest in the post of **Teacher of Geography**. It's an exciting time to join us on our journey to raise standards of education in the communities we serve.

We serve over 3000 children from the age of 2 all the way through to 18. All of our schools are located within a few minutes' drive of each other, and have worked closely together for many years. This context gives us a unique opportunity to shape a child's journey from infancy all the way through to university or a high-quality alternative. This is a huge privilege and a responsibility we take very seriously in our seven schools, who share a common commitment to improving outcomes and raising aspirations for all students.

Our mission is to *provide a cradle to career education that allows our children to enjoy lives of choice and opportunity*. By the age of 18, we want every child to have the option of university or a high-quality alternative. This means that we aim for life changing personal and academic outcomes, with no child left behind.

To achieve this, we know that students, staff and our schools themselves must strive for continual improvement, and to be 'better, every day'. Our people are our greatest resource and we will only be able to deliver on our promise of 'success and respect for all' by attracting and developing the very best.

Our work is underpinned by our core values of *Equality, Resilience, Integrity and Respect*. In our schools, teachers spend time ensuring that each child is known and cared for. We aim to create environments where our children are happy, inspired and eager to attend each day. We firmly believe in the value of scholarship, and aim for every child, no matter what their background, to be given the ambition, and the practical tools, to succeed academically, giving them the basis from which any career or academic goal is achievable.

I hope this pack gives you a flavour of the Brigshaw Learning Partnership. I very much look forward to meeting you and working with you to ensure that we provide a transformational education for the young people in our care.

Please do get in touch to arrange a visit or to have an informal conversation about the role.

**Duncan Roberts** 

Headteacher Brigshaw High School



# The Brigshaw Learning Partnership - Background

We serve communities in Outer East Leeds and have for over a decade collaborated to ensure all children can enjoy lives of choice and opportunity.

In 2010, the schools formed a Co-operative Trust, committing themselves to working with and for each other, underpinned by co-operative values. In 2016 our schools cemented this collaboration through the formation of the BLP, a Multi-Academy Trust of 7 schools educating over 3000 children in East Leeds.

Our mission is to provide a cradle to career education that allows our children to enjoy lives of choice and opportunity. By the age of 18, we want every child to have the option of university or a high-quality alternative.

We are immensely proud of our reputation for being a highly inclusive Trust. We believe that with the right combination of love, structure and high expectations, all children can achieve, regardless of their socio-economic status, background or any barriers they may face.

We aim to establish great schools that develop knowledge, character and cultural capital to prepare children to play an anchor role in our community.

### **Our Values**

- Equality: we are one team with one goal, unapologetically ambitious for all in the belief that every child can achieve, regardless of their background or socio-economic status. We work with each other and for each other.
- **Resilience:** we give 100% effort. We don't make excuses or give up when it's hard, embracing challenges as opportunities for growth. We know success is achieved incrementally.
- Integrity: we are open about our successes and areas for growth and take responsibility to become better, every day.
- Respect: our actions and words always honour students and families.

### Our strategic anchors

All strategic decisions are linked to one of our four strategic anchors:





## **Our schools**

We are one team with one goal, committed to our vision to provide a transformative education from 2-18. We serve 3000 children and young people. Approximately 1600 children aged 3-11 attend our six primary schools, spread across the villages that make up our locality. The majority of our primary students attend our secondary phase, Brigshaw High school. This presents a unique opportunity for us to cohere a powerful cradle to career journey for our children and communities. Our schools are:

Allerton Bywater – 433 pupils serving the village of Allerton Bywater
Brigshaw High School – 1400 pupils
Kippax Ash Tree – 341 pupils serving the central part of the village of Kippax
Kippax Greenfield – 164 pupils serving the western side of Kippax
Kippax North – 244 pupils serving the northern side of Kippax
Methley – 427 pupils serving the village of Methley
Swillington – 178 pupils serving Swillington village

Two local church schools are associate members of the BLP, ensuring all children within our community have access to the same offer, whichever school they attend.

All trusts will say they face an 'exciting' future, but in the case of the BLP it has never been clearer.



## Brigshaw High School – Current Context

This is a 'snapshot' view of *Brigshaw High School*. We hope it will give you a flavour of our vision, values and some of our current priorities.

Brigshaw is a thriving, popular school, occupying a large, attractive campus between Kippax and Allerton Bywater. Pupils come to us from these two "villages", as well as from Great and Little Preston, Swillington, Micklefield, Methley, Woodlesford, Garforth and the outer Leeds suburbs. About 18% attract Pupil Premium funding. There are currently 1475 pupils on roll, including 170 in the Sixth Form. On September 1<sup>st</sup> 2016 we converted to Academy status alongside five of our partner primary schools as part of The Brigshaw Learning Partnership. Having worked together for several years as a very successful Trust, this conversion has been a natural progression. Our new status is helping attract additional school improvement resources and we are actively seeking further challenge and scrutiny for ourselves to help us raise achievement.

Pupil achievement and attainment remain at the heart of what we do. We are committed to maintaining a balanced curriculum offer and insist on consistently good teaching. Post-16 outcomes are still good and retention is high. The number of 16-18 leavers in education, employment and training is regularly one of the highest in the city. This reflects the excellent work done by our transition staff as well as the solid grounding our curriculum provides in preparation for life beyond Year 11. Most of our Year 13 leavers go on to their first choice universities, including Cambridge and Oxford.

We are a "resourced school" for pupils with physical disabilities and complex medical needs and our excellent inclusive practices have meant that pupils with a very wide range of special and additional needs come to Brigshaw from further afield through parental preference. They believe their child will succeed and thrive here. We believe that our effectiveness as a school should be judged on the basis of how we support our most vulnerable children as much as our most able.

Our mission is to provide a 'Cradle to Career' education that allows our children to enjoy lives of choice and opportunity. Our shared ambition is underpinned by a commitment to our values of equality, respect, integrity and resilience. We play an anchor role in our community by establishing great schools that develop knowledge, character and cultural capital to prepare children for lives of choice and opportunity. We will succeed by 'Building Belonging' in and beyond our schools, growing capacity and reducing stress for families so that all children can succeed. By 'Growing our People' through high impact professional development, coaching and organisational culture that makes our trust a great place to work and learn.



#### Our most recent Ofsted Report (June 2019) judged us as a good school. Ofsted noted:

## "There's something really special here"

Highly effective leadership... all highly ambitious for staff and pupils

Resolutely committed and determined to embed a 'culture of excellence' across the school.

Pupils are "proud... of their school and ... appreciate the recent changes".

Pupils' attitudes to learning are strong... they actively participate in and support their peers with their learning.

Governors and trustees know the school well... they are realistic and reflective...they are extremely effective in their roles.

Parents and carers are supportive.

Sixth-form leadership is a strength of the school and, consequently, the sixth form is good.

However, we are not complacent. We believe that pupils can make faster progress. There is still more we can do to further raise attainment. Current priorities in our School Improvement Plan are centred on raising achievement at all levels through consistent routines and codifying learning so all students in all classrooms receive an exceptional education. Under-pinning these objectives is an overarching commitment to personalising learning and encouraging student leadership and parent/carer engagement at all levels of our work.

Much of Brigshaw's success comes from the strong partnerships we belong to. As mentioned above, Brigshaw is part of the Brigshaw Learning Partnership. This multi-academy trust aims to support the whole community in achieving excellence for all of our young people. The work of the trust is enriching our work in many ways, from developing shared approaches to teaching and learning, to supporting vulnerable children, to developing creativity and leadership in our schools.

Brigshaw has undergone a number of quite profound changes during the past few years - building a 'learning culture', changes in the curriculum and timetable structure, and most recently in our conversion to an academy as part of a multi academy trust. The debate surrounding these developments has always been conducted in a constructive, congenial atmosphere, typifying the good personal relationships in the school. Brigshaw is a friendly, welcoming place in which to work and to learn. Staff work very hard, and cooperatively, to provide a stimulating and successful learning environment.

We agree with Ofsted that ours is a good school and still has much scope for improvement. We also believe that it is a unique and exceptional place to work, to learn, and to grow, and that to be associated with Brigshaw as a pupil, a parent, carer, a colleague, a governor, or as a member of our community is a very great privilege indeed.

The Brigshaw Learning Partnership and Brigshaw High School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to a successful DBS clearance and pre-employment checks will be undertaken before an appointment is confirmed.



February 2024

#### Dear Applicant,

#### **Re: Teacher of Geography**

Thank you for showing an interest in the above post, I enclose some information to help you should you decide to apply.

Please complete the online application form that can be found on the Brigshaw Learning Partnership website.

Further information about the school, including a map, can be found on our website, <u>www.brigshaw.co.uk</u> and on our Academy Trust website <u>www.brigshawlearningpartnership.com</u>

I would draw your attention to the sheet within the pack which outlines the requirements of the Asylum and Immigration Act 1996 and the relevant document required, if you are invited for an interview.

The closing date for applications is **Sunday**, **25th February 2024 at 23.59** and interview dates are to be confirmed. Unfortunately, although we appreciate the time you have spent completing the application form, it is not possible for us to respond to all unsuccessful applicants. Therefore, if you do not receive a response to your application within four weeks of the closing date, please assume that, on this occasion, your application has been unsuccessful; however, I wish you well in your future job-hunting.

I look forward to receiving your application.

Yours sincerely

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Mr D Roberts Headteacher



## **Job Description**

Post title	Teacher of Geography
Salary	MPS / UPS
Accountable to	School Headteacher & Assistant Head Teacher – Teaching and Learning
Start Date	September 2024
Hours of work	This is a full-time permanent position
Location	Brigshaw High School

We are looking to appoint an outstanding and talented **Teacher of Geography** to join our successful team from September 2024. This is an opportunity to be part of this growing and successful subject team which supports students to achieve their potential at KS3, KS4 and KS5.

We are looking for an excellent classroom practitioner who can provide a first-class education for our students, raising achievement and promoting outstanding progress. You must have a passion for **helping pupils to explore their own and different places and understand how people influence human and physical environments** and the ability to communicate this to a wide range of pupils with different needs and abilities. You will be expected to teach across all age and ability ranges.

As a department delivering to all key stages, we hold subject knowledge and pedagogy in equally high esteem; you will be part of a team that is dedicated to supporting your professional development in all areas, and expects this to translate into outstanding student outcomes.

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

Details can be obtained from the school by telephone: 0113 2878900, e-mail: <u>office@brigshaw.com</u>, or downloaded from our website: <u>www.brigshaw.com</u>

#### Closing Date: Sunday, 25th February 2024 at 23.59

Interview Date: TBC

# PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL BRIGSHAW LEARNING PARTNERSHIP POLICIES.

THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS, INCLUDING A SATISFACTORY **ENHANCED** DISCLOSURE BEFORE AN OFFER OF APPOINTMENT IS CONFIRMED. FOLLOWING APPOINTMENT, THE EMPLOYEE WILL BE SUBJECT TO RECHECKING AS REQUIRED FROM TIME TO TIME BY THE BLP.

Issues arising from references will be taken up at interview; all appointments are subject to satisfactory reference.



## **Overall purpose of the post**

To carry out the professional duties of a teacher, as circumstances may require, in accordance with the school's policies, under the direction of the Head Teacher. To work under an agreed system of management to deliver learning and the development of specialist knowledge.

## Main duties and responsibilities:

#### Teaching and Learning

- Teach across KS3, KS4 and KS5.
- Plan, teach and assess highly effective lessons to ensure all students make good progress, taking account and reviewing prior attainment when planning and teaching lessons.
- Use a range of engaging pedagogical approaches and resources to best meet the needs of all learners.
- Use a range of marking and feedback strategies to ensure that constructive feedback is provided regularly to allow students to make progress.
- Take accountability for individual progress in your allocated classes.
- Promote the achievement of high standards through effective teaching and learning within subject area, preparation, evaluation and action planning.
- Coordinate class work with any classroom assistant support.
- Develop and sustain knowledge of current educational practices and be responsible for your own continuing professional development.
- Set effective homework to encourage and enliven student learning, in accordance with departmental policy.
- Ensure differentiation and personalisation of learning for all students, to both support and challenge, whilst maintaining academic rigour.
- Strive to deliver outstanding lessons.

### **Pupils**

- Be aware of and comply with policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Take responsibility for upholding high standards of behaviour and classroom management within the classroom and the school's environment.
- Be the first line of contact for parent and carer concerns with regards to their child's performance and well-being of your classes.
- Assess, record and report pupils' progress effectively.
- Promote a love of learning and foster their intellectual curiosity.
- Engender a commitment to success in each of the pupils.
- Be an effective form tutor and support the school's vertical tutoring model.



## Department

- Implement school and departmental policies and practice and to promote collective responsibility for their implementation.
- Demonstrate a willingness to contribute to the extra-curricular life of the department.
- Demonstrate a willingness to become involved in aspects of departmental planning and development.

These duties are neither exclusive, nor exhaustive and the post holder will be required to undertake other duties and responsibilities which the CEO or Trust Board may determine.

*This job description may be amended at any time in consultation with the postholder.* 

THE BRIGSHAW LEARNING PARTNERSHIP IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN. THIS POST REQUIRES ENHANCED DBS DISCLOSURE AND THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS, PRE-EMPLOYMENT HEALTH CHECK AND SUPPORTIVE REFERENCES BEFORE AN OFFER OF APPOINTMENT IS MADE, AND WILL ALSO BE SUBJECT TO RECHECKING AS APPROPRIATE



## Geography at Brigshaw

The Geography department at Brigshaw is a real strength of the school. Results have been consistently above the national average at Key Stages 4 and 5. Geography is well liked by pupils and is growing in terms of the numbers of pupils taking the subject at GCSE.

## Staffing

The Geography team currently comprises four full-time teachers many of whom have been part of the team for many years. The emphasis has always been on teaching and learning and this is a genuinely self-reflecting team who always seek to improve the way they can encourage pupils to work more independently and with more resilience. It is a positive, hard working team.

The whole team works to common schemes of work in Years 7 - 13 which are written and evaluated collaboratively. We welcome creative input into these schemes and suggestions for new ones, but like to ensure we all work to the same schemes as this enables clear progression lines for pupils and easy reference points for teachers.

## **Facilities**

The Geography department is based in our spacious Silkstone Building, and teachers have their own teaching room, well equipped with resources, a visualiser and an interactive whiteboard.

## Curriculum

Geography at Brigshaw has embraced a rigorous curriculum, aiming for a breadth of coverage whilst creating opportunities for deep learning across physical and human geography. Geography at Brigshaw teaches pupils to engage and care for both their local and global environment, giving them an understanding of their role as a global citizen.

#### KS3

Pupils study a range of different topics, each scheme of learning lasting for around 4-6 weeks. These range from core geography skills such as map skills and key theory to more contemporary issues. Pupils are encouraged to have a factual grounding in their learning and are introduced to knowledge organisers, a key characteristic of the department.

#### KS4

We incorporate a range of retrieval practice activities throughout the curriculum to ensure that knowledge is not lost. We follow the AQA geography GCSE specification, covering the optional units of Hot Deserts, Coastal landscapes in the UK, River landscapes in the UK and Water.

#### KS5

In Key stage 5 we follow the new AQA Geography specification to ensure continuity. This covers a range of exciting content areas which range from Coastal systems and landscapes and Hazards to Contemporary urban environments and Changing places.



# Person Specification – Teacher of Geography

	Essential Attributes	Desirable Attributes
Qualifications	Qualified Teacher Status	Honours degree
Professional Development	Knowledge of current educational practice and issues Evidence of continuing professional development	Take responsibility for own professional development
Skills	High level of written, oral, and communication skills	Able to offer expertise in a specific subject or area
	Ability to communicate effectively orally and in writing to a range of audiences	Commitment to an involvement in extracurricular activities
	High level of organisational and planning skills	Evidence of sharing in and contributing to the corporate life of the school
	An excellent classroom practitioner	
	Ability to work effectively as part of a team, relating well to colleagues, pupils, and parents	
	Ability to demonstrate a commitment to equality of opportunity for all pupils	
	Ability to investigate, solve problems, and make decisions	
	Management of people and resources	
	Ability to use own initiative and motivate others	
	Ability to demonstrate high level ICT skills in personal and educational situations	
	Ability to relate to and empathise with pupils, and to develop trusting and respectful relationships with them	
	Respect for confidentiality of information concerning individual pupils and ability to use discretion in circumstances of disclosure	
Knowledge and	Knowledge of the provisions of national strategies, i.e. Literacy, Numeracy and ICT	The implications of the Code of Practice for Special Educational Needs for teaching and learning
Understanding	Effective use of ICT to support learning	



	Any statutory curriculum requirements and the requirements for assessment, recording and reporting of pupils' attainment and progress Full working knowledge of relevant	
Disposition and Attitude	policies/codes of practice/legislation Positive and optimistic attitude towards School Improvement and Inclusion	Commitment to an involvement in extracurricular activities
	Open-minded and receptive to new ideas, approaches, and challenges	Evidence of sharing in and contributing to the corporate life of the school
	Place high priority on effective team working and work easily and comfortably in a team environment	
Other Conditions	Registered with TRA	
	School operates a no smoking policy	
	Enhanced DBS check through BLP	



## **Requirements of The Asylum and Immigration Act 1996**

In order to comply with the requirements of the Asylum and Immigration Act and to confirm your eligibility to work in the UK, you will be required to produce one or more of a statutory list of documents. A photocopy will be taken of the documentation before your interview and will be destroyed in the event that you are unsuccessful in your application. If you are appointed, the photocopy of the document confirming your identity will be placed on your personal file.

#### The documents that you may use are listed below:

- United Kingdom passport
- European Economic Area passport
- National Identity Card
- United Kingdom residence permit

#### OR

An official document with a National Insurance Number

#### PLUS

#### One of the following:

- A full birth certificate from the United Kingdom, Channel Islands, Isle of Man or Ireland
- A letter from the Home Office
- An Immigration Status document endorsed by the Home Office

The original document will be returned to you as soon as it has been photocopied.



Making an Application	Interview and Selection Process
Application form	
If you wish to be considered for this post, please complete the online application form providing full details of your education and employment history,	Those candidates who meet all the requirements for the post will be shortlisted and details of the interview programme will be confirmed in writing.
including any unpaid or voluntary work. Where there are gaps in your employment, please state the reasons why (e.g. gap year, career break, unemployed, etc.). The person specification, provided with the details of the post, lists the essential and desirable criteria against which each application will be assessed at each stage of the Recruitment and Selection Process. You will note that we require details of two referees,	As part of the selection process, in addition to assessing your skills and knowledge against the requirements of this role, specific questions will be asked to assess your suitability to work with children. Under the Disability Discrimination Act 1995 and 2005, we are legally required to consider making reasonable adjustments to ensure that disabled people are not disadvantaged in the recruitment and selection process. We are therefore committed to
You will note that we require details of two referees, one of which must be your current or most recent employer.	meeting, wherever possible, any needs you specify on the application form. Please contact the school if you need to discuss this in any detail.
CVs are <u><b>not</b></u> accepted as part of the application process.	We will consider any reasonable adjustments under the terms of the Disability Discrimination Act to enable an applicant with a disability (as defined under the act) to meet the requirements of the post.
Supporting information	Induction and Continuous
This section of the form is very important. It gives you an opportunity to explain why you are applying and why you are the best person for this job. Use the job description and person specification as your guide and give specific examples, where possible, to demonstrate how you match the requirements for this post. If you do not have enough space, please attach a separate sheet.	Professional Development The Headteacher and Local School Committee are committed to ensuring your well-being and continuous professional development in this role. On appointment the appropriate Line Manager will discuss an appropriate induction programme with you that will help familiarise you with the culture of the school, local practices, policies and expectations. You will be offered the opportunity to further develop your professional knowledge by participating in local training events and, where appropriate, working towards further qualifications.

# Application Process and Safeguarding Requirements



Pre-employment checks	School Policies
References	Child Protection
If you are shortlisted, we will normally take up references <b>before</b> the interview date. One of your referees must be your current or most recent employer. Two satisfactory references must be received before we confirm any offer of an appointment. The information we request will relate to salary, length of service, skills and abilities, suitability for the job, disciplinary record and suitability to work with children.	This school is committed to safeguarding an promoting the welfare of children and young peopl and expects all staff and volunteers to share the commitment. We have a designated senior member of the leadership team who is responsible for referring and monitoring any suspected case of abuse. All members of staff will receive training is line with our child protection policy.
opies of references or references that are ddressed "to whom it may concern" will not be	Whistleblowing
accepted. On receipt of references, your referees may be contacted to verify any discrepancies, anomalies or relevant issues as part of the recruitment verification process.	We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so. Therefore, our policy is to ensure that all state are made aware of their duty to raise concerns about any inappropriate attitude or actions of colleagues.
DBS & Disqualification checks	
Employment at this school is subject to an enhanced check with children's barred list through the Disclosure and Barring Service. Employment is also subject to a childcare disqualification check. All such checks must be satisfactory before we confirm any offer of appointment.	Code of Conduct and Personal Behaviour The school believes that it is essential for standard of conduct at work to be maintained to ensur delivery of quality services and also to protect the well-being of all its employees and pupils.
Under the Rehabilitation of Offenders Act 1974 (Exemption Amendment) Order 1986, there are a number of jobs where we must take account of convictions, even though they are 'spent'. All posts at this school are regarded as such. However, spent and/or unspent convictions may not necessarily make you unsuitable for appointment. Please ensure you complete the Criminal Record Declaration Form and submit this alongside your completed	The Headteacher and Local School Committee regar everyone working at our school as a role model to ou pupils. As such, employees should conduc themselves with integrity, impartiality, and honest Furthermore, everyone in the school has an absolut duty to promote and safeguard the welfare of children.
application form.	Equal Opportunities
Prohibition checks (Teaching posts only) Prior to confirming an offer of employment, the school is required to make a mandatory check to	We are committed to promoting best practice in our efforts to eliminate discrimination and to create working and learning environment were all are treated fairly and with respect.
ensure a new employee does not have any prohibitions, sanctions and restrictions that might prevent the individual from taking part in certain activities or working in specific positions. The check is	We take action to ensure that nobody is treated less favourably than anyone else because of their colour race, ethnic or national origin, religion, gender, sexu orientation, disability, or age.
undertaken by the school using the Teacher Services, DfE Secure Access Portal.	Full details of all these policies are available in school.



#### Validation of Qualifications

All short-listed candidates will be asked to bring to interview original certificates of relevant essential qualifications for the role. These will be photocopied and kept on file and may be confirmed as genuine with the relevant awarding bodies.

#### Right to Work in the United Kingdom

Under the Asylum and Immigration Act 1996, it is a criminal offence to employ anyone who is not entitled to live or work in the United Kingdom. Applicants can expect us to ask for proof of this at interview stage, where you will be asked to provide some original documentation to confirm that you are eligible to work within the UK. Photographic proof of identity will also be required.

#### Medical Assessment

A satisfactory medical assessment will be required for newly appointed staff before we confirm any offer of an appointment.



## The Brigshaw Learning Partnership Schools Map



