RECRUITMENT INFORMATION

Bishop Perowne

Church of England College

https://bishopperowne.co.uk

Bishop Perowne

Church of England College

SCHOOL & JOB INFORMATION

Dear Candidate,

Thank you for your interest in the role of Geography Teacher at Bishop Perowne Church of England College. This is a unique and exciting opportunity for an inspirational and aspirational teacher to join the Geography department and further contribute to the life chances of our young people in the school.

We are based in Worcester City in Worcestershire which is a beautiful area of the country and provides good access to Birmingham. The area we serve is diverse, and our catchment and students offer a range of expectations and challenges, therefore being able to drive ambitions is key. Our ambition for our students to have the best chance of success is central to our drive and vision. This is best evidenced by our improving results in the summer exams of 2023 and 2024.

The school is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

Geography is a highly regarded and popular department, known for its strong and supportive team culture. The successful candidate will work alongside our Subject Leader for Geography.

Bishop Perowne

Church of England College

SCHOOL & JOB INFORMATION

We are a school that is continuing to grow, recently undergoing a PAN increase from 210 to 240 per year group and we are full across all year groups, being over PAN in KS3.

We strive to be an inclusive and diverse employer, and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and discuss our Workload and Well-being charter annually with staff. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve.

To get a feel of life at Bishop Perowne, please feel free to contact us to arrange a visit. We will always make time to show potential candidates around the school in order for them to see our provision and meet key people.

Bishop Perowne is committed to safeguarding and promoting the welfare of children and young people therefore this appointment will be subject to vetting, including an enhanced DBS disclosure. The school website, Facebook and Instagram pages provide a clear picture of our aspirations and our vision; however, please do not hesitate to contact Karen Wigley, Head teachers PA and HR on kwi@bishopperowne.co.uk to seek further information or book a visit. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.

Bishop Perowne

Church of England College

VISION STATEMENT

Bishop Perowne Church Of England College Vision Statement:

We are proud to be a Church of England School.

Our vision statement of *'At Bishop Perowne , we do nothing from selfish ambition or conceit, but humbly count others more significant than ourselves.'* is lived through an approach of servant leadership and putting one another first.

Our four values of Compassion, Respect, Resilience and Integrity are central to the school featuring frequently in all aspects of life at Bishop Perowne.

We believe that there is no ceiling on what can be achieved by anyone, regardless of their circumstances or background. We are committed to providing a supportive and inclusive learning environment, giving every young person the opportunity to fulfil their potential now, and in the future. We recognise that we can always improve.

In light of this, our vision statement is often shortened to 'at Bishop Perowne we celebrate diversity'.

Applicants are welcome from all faiths and none, but should share in our core values.

Bishop Perowne

Church of England College

EMPLOYEE BENEFITS

Bishop Perowne Employee Benefits:

Bishop Perowne recognises that our employees are our most important asset, and we are aware that the quality and commitment of our employees is critical to our success. We offer all our employees the following staff benefits:

- **A supportive ethos and concern for the well-being of all colleagues**
- **Clear and transparent calculation of 1265 working hours (with no roles reaching the maximum figure)**
- **Excellent CPD opportunities and career progression**
- **Employer contributions to Local Government (LGPS) or Teachers Pension Scheme**
- **Access to Blue Light Card Scheme**
- **Access to the Bishop Perowne Golden Ticket and Club Card Scheme**
- **Cycle to Work scheme**
- **Health Assured Programme**
- **Free eye tests**

Bishop Perowne

Church of England College

ROUTINES & EXPECTATIONS

Routines and Expectations:

At Bishop Perowne it is really important to us that our classrooms are disruption free and the school is calm and orderly.

Our collective behaviour policy assists in making this happen and enables our teachers to have the greatest impact on the educational outcomes of the children in their classes.

Simple routines, high expectations and shared language support staff with behaviour management. Senior Leadership have a strong presence around school and are quick to support a member of staff should they need it.

Bishop Perowne

Church of England College

CPD & LEADERSHIP DEVELOPMENT

CPD and Leadership Development:

At Bishop Perowne, leaders at all levels are encouraged to participate in 1:1 and small group leadership coaching. This is designed to develop the essential skills required to maximise our impact on student experiences, outcomes and wider staff development. We also facilitate staff to complete National Professional Qualifications of their choice.

We work closely with a number of local schools to share best practice and will always facilitate our staff vising other settings to discover new ideas that can improve the experiences for our students.

Our CPD programme is closely linked to instructional coaching via the Step Lab model and each year a whole school focus for teaching and learning means our CPD is aligned directly with our appraisal process.

Bishop Perowne

Church of England College

JOB DESCRIPTION

JOB TITLE:	Geography Teacher
DEPARTMENT:	Geography
SALARY RANGE:	MPS/UPS
LINE MANAGEMENT:	Subject Leader for Geography
LIAISING WITH:	Subject Leader for Geography, Senior Leadership Team, Teaching/Support Staff

Classroom teaching, its quality and content, ultimately determine Bishop Perowne's success. All staff share a collective responsibility to support each other and to positively promote the school ethos and policy. Every teacher, regardless of status, is responsible for the effectiveness of their teaching and has a duty to ensure that it is carried out to the best of their ability. For this aspect of work a teacher is accountable to the Subject Leader.

Bishop Perowne

Church of England College

MAIN PURPOSE

Main Purpose:

We would be interested in candidates with a variety of experience. It is suitable for early career teachers or teachers who bring more previous experience with them.

We are seeking a candidate with a passion for ensuring students have access to the best quality curriculums and outcomes.

Therefore the role will require high quality teaching based on ambition, high expectations, drive and an uncompromising commitment towards securing improvements. They will lead by example. They are responsible for ensuring that students within the department have the opportunity to fulfil their potential.

The successful candidate will share an educational vision and ethos for the Geography department that supports the school's overall vision and ethos and reflects the aspirations and objectives for the area.

Bishop Perowne

Church of England College

MAIN PURPOSE

Specific Responsibilities -

- To establish, maintain and promote an effective rapport with classes and a professional, positive relationship with individual students.
- To prepare lessons and homework in accordance with school policy, ensuring that the curriculum content, specified in the departmental scheme of work, is delivered effectively.
- To utilise a variety of teaching and learning strategies to deliver the subject on a stimulating and interesting way and cater for the individual learning needs of each student, according to school policy and priorities.

Bishop Perowne

Church of England College

MAIN DUTIES

- When requested, to provide, set and assess appropriate work for excluded students or those at home with illness.
- To mark, assess and moderate students' work in accordance with school and subject team policy and the requirements of the National Curriculum and examination boards.
- To provide accurate data in accordance with school policy to enable students' progress to be tracked and monitored.
- To communicate with parents/carers keeping them in touch with their child's performance.
- To maintain secure and effective discipline, in line with the school's Behaviour Policy. Teachers are responsible for the behaviour and discipline of all pupils in their teaching groups.
- Teachers should use appropriate sanctions for misbehaviour and ensure that such sanctions are properly completed or followed up.
- Teachers should issue rewards in line with school policy, as a minimum,.
- To deal with under-achievement or misbehaviour using appropriate strategies in line with school policy. To refer on to the Subject Leader if necessary. When a referral is made teachers are still responsible to work with the colleague to whom they have referred, to enable the matter to be satisfactorily resolved.

Bishop Perowne

Church of England College

MAIN DUTIES

- To work to assess and monitor individual progress, participate in both formative and summative assessment in accordance with school and departmental policy. To work with students in setting and evaluating their own targets for improvement. To identify children who are underachieving and take action to promote improvement. To liaise with and inform the Subject leader of those who are underachieving.
- To keep accurate records in accordance with school and departmental policy.
- To participate in parents' meetings.
- To ensure that the classroom is a pleasant, tidy and interesting place in which to work and that displays are used in accordance with departmental policy. To ensure that the fabric and furniture in the teaching space is cared for and report any defect or hazard immediately to the Support Services Manager.
- To carry out any other reasonable requests of the Headteacher.

Bishop Perowne

Church of England College

MAIN DUTIES

Subject Profile -

- Working with the subject leader to ensure the department area presents a stimulating learning environment;
- Arranging, supporting and promoting such activities as will enhance students' awareness of department subjects and thus enrich the life of the school;

Resources Safety and Environment -

- Ensuring that the department's learning area provides a supportive, stimulating, ordered environment for learning (including assigned space in corridors);
- Supporting the Health and Safety of students and staff within the department area and communicating any issues to the Finance and Operations Manager;

Rewards, Sanctions and Attitudes to Learning -

- Encouraging within all students a positive attitude to learning and desire to improve;
- Ensuring that the school policy on rewards and sanctions is fully implemented within the department area and encouraging positive attitudes to learning;
- Working with student support staff to address issues relating to students who display persistently challenging behaviour;

Bishop Perowne

Church of England College

OTHER PROFESSIONAL REQUIREMENTS

Other professional requirements:

- Develop and maintain contact with all specialist support services as appropriate.
- Promote the positive involvement of parents/carers in school life.
- Organise and conduct meetings where appropriate with parents and carers to ensure positive outcomes for all parties.
- Promote positive relationships and work with colleagues in other schools and external agencies and establish and maintain regular communication in the school.
- Be involved in school House and Charity activities.
- Attend professional meetings as required and carry out duties as required.
- Be responsible for personal professional development and to keep up to date with educational initiatives that impact on the school.
- Attend Governors meetings as appropriate.
- Actively engage in the performance management process.
- Take part in the school's staff development programme.
- Attend and contribute to meetings and school events in accordance with the school calendar.
- Strengthen partnership and community working by taking part in school events such as Open Evenings, Parents' Evenings, Information sessions.
- To contribute to the School liaison and marketing activities, e.g. the collection of material for press releases.

Bishop Perowne

Church of England College

OTHER SPECIFIC DUTIES

Other Specific Duties:

- Play a full part in the life of the school community, to support its mission and ethos and to encourage and ensure staff and students follow this example.
- Be courteous to colleagues and be welcoming to visitors.
- Comply with the school's Health and Safety Policy and undertake risk assessments as appropriate.

Whilst every effort has been made to outline the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to carry out any reasonable request to undertake work of a similar level that is not specified in this job description. This job description is current at the date shown but following consultation may be changed to reflect or anticipate changes in the job which are commensurate with the job title and salary.

Bishop Perowne

Church of England College

OTHER SPECIFIC DUTIES

Support for the School:

- To take a full part in promoting the good name of the school and contributing positively to the overall ethos/work/aims of the school.
- Be aware of and comply with policies and procedures relating to child protection, health and safety, security confidentiality and data protection.
- Where applicable apply with school dress code.
- Attend and participate in meetings as required.
- Participate in training, other learning activities and performance development as required.
- Recognise own strengths and areas of expertise and use those to advise and support others.
- It is the responsibility of all adults employed by Bishop Perowne Church of England College to safeguard and promote the welfare of children and young people. This responsibility extends to a duty of care for those adults employed, commissioned or contracted to work with children or young people.

Bishop Perowne

Church of England College

PERSON SEPCIFICATION

Person Specification:

Knowledge & Experience:	**Essential**	**Desirable**
A teaching qualification together with Qualified Teacher Status (QTS)	X	
An honours degree in an element of Geography or other suitable area	X	
Ability to teach an additional subject to KS3		X
A higher degree, such as Masters		X
A clear philosophy on how and why the subject should be taught	X	
Knowledge and understanding of the National Curriculum requirements across Key Stage 3 and 4	X	

Bishop Perowne

Church of England College

PERSON SEPCIFICATION

Knowledge & Experience:	Essential	Desirable
Awareness of the strategies available for improving the learning and achievement of students who are underperforming at any ability level or stage.	X	
Familiarity with current national strategies		X
An understanding of the role of the Form Tutor in supporting the welfare and achievement of students	X	

Bishop Perowne

Church of England College

PERSON SEPCIFICATION

Skills & Abilities:	Essential	Desirable
Ability to use and promote a range of teaching & learning strategies	X	
Ability to plan and deliver schemes of work to match the needs of learners	X	
An understanding of how assessment for learning can improve student performance	X	
A confident and competent user of ICT	X	
Knowledge and understanding of how ICT can be used in the teaching of the subject to enhance student learning		X
Ability to use student level data to raise standards	X	
Ability to communicate both orally and in writing to students and their parents/guardians	X	
Ability to demonstrate a commitment to equality of opportunity for all students	X	
Ability to create a stimulating and safe learning environment for all students by: • Establishing high expectations • Implementing effective classroom management and organisation	X	

Bishop Perowne

Church of England College

PERSON SEPCIFICATION

Personal Qualities:	Essential	Desirable
Creativity in problem solving, together with a willingness to take on or try new approaches and ideas	X	
The ability to work independently and collaboratively as a member of a team	X	
Enthusiasm and a positive outlook	X	
A positive attitude towards professional development and their own learning	X	
Reliability and integrity	X	
Excellent personal organisation	X	
A sense of humour		X