



# Teacher of Geography APPLICATION PACK

Dear Colleague

Welcome to Kingsway Park High School and thank you for your interest in us.

Kingsway Park High School is proud to be a vibrant, inclusive and diverse school with approximately 1350 students, 47 different nationalities and 25 spoken languages. We have state-of-the-art facilities, and we provide an individualised and unique curriculum offer for all students regardless of their starting point, gender, ethnicity, faith or need.

We care for, nurture and develop the whole child while improving aspirations, learning and achievement for all. In addition to ensuring each student's academic potential, we also prepare them to be socially responsible citizens who can flourish in society and give back to their local community. We seek to remove any barriers of inequity, which prevent equality of opportunity so that all students can aspire and be inspired to realise their dreams.

Our school has a strong sense of community, purpose and belonging. We value our students and recognise that success looks and feels different for each one of them. However, what is consistent is our team of passionate, enthusiastic and committed staff who work relentlessly in the pursuit of excellence for the students and community we serve.

We have a strong commitment and belief in developing staff at all levels. We seek to recruit and retain colleagues whose drivers match our school ethos and are committed to their own professional development. Successful candidates will receive a high-quality induction, appraisal, continuous development programmes (including nationally recognised leadership qualifications), and opportunities to contribute to whole school impact projects throughout their Kingsway careers.

I hope you find this application pack helpful in making your decision to apply for this exciting career opportunity. If you have any questions for us, do get in touch, we are always here to help.

I would like to thank you for your application, investment of time and - whatever the outcome - I wish you well in the future.

Yours sincerely



**Simon Ward**  
Headteacher

# Making your application

I hope that when you read this pack you are inspired to apply for the post.

## Application

1. Complete the Altus Education Partnership application form.
2. Provide a supporting statement of no more than one side of A4 which should address the criteria in the person specification.
3. Send your completed application form by email to [recruitment@altusep.com](mailto:recruitment@altusep.com)

## Deadline

The deadline for the post is **21<sup>st</sup> March 2025** (to arrive no later than 12.00 midday). Interviews are expected to take place week commencing **24<sup>th</sup> March 2025**.

## Shortlisting

Regrettably, we are unable to inform candidates who have not been shortlisted. If you do not hear from us, please consider your application unsuccessful this time.

## Salary

The post will be paid on the **Teacher Main Pay Scale**

## Start Date

**September 2025**

## For an Application Pack

1. Visit [www.altusep.com](http://www.altusep.com)
2. Contact Caroline Sullivan – HR Officer: [recruitment@altusep.com](mailto:recruitment@altusep.com)
3. Telephone 01706 769835

## Reward Package & Additional Benefits

We offer a comprehensive package, including membership of our outstanding Teachers' Pension Scheme; our 'Employee Benefits Programme' which provides a range of options including:

- Our Cycle to Work Salary Sacrifice Scheme
- Free access to Employee Assistance Programme, offering guidance, support and counselling on a range of subjects
- Generous holiday entitlement

*Altus Education Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974. In accordance with the recommendations set out in KCSIE the Trust carries out online searches on shortlisted candidates. It is also Trust policy to contact at least 1 reference prior to interview.*

# Background Information

## Kingsway Park High School

Kingsway Park High School joined the Altus Education Partnership in February 2022. KPHS students live in and travel to us from communities all over Rochdale and the surrounding areas. We are very proud of the high-quality facilities, resources, and environment that we provide for both staff and students.

We hold our school values of **Trust, Professionalism, Integrity, Respect, Kindness and Effective Communication** at the core of everything we expect from our students. Students are awarded when they consistently demonstrate our values.

If you would like to visit the school to get a feel of who we are and where we are going, we would warmly welcome you.

## Altus Education Partnership

Altus Education Partnership is a Multi Academy Trust and was established in 2017 through Rochdale Sixth Form College, an Ofsted Outstanding provider, and grew from the Trust's desire to improve education in the borough of Rochdale as a whole.

The Trust currently comprises four academies, including ourselves. The other three academies are:

- **Rochdale Sixth Form College** which opened in 2010 to address the significant underachievement in A level performance in the borough. Since then, it has raised achievement in the area dramatically and is recognised nationally as a centre of excellence. The College is Ofsted Outstanding, Sixth Form College of the Year 2021, and regularly one of the highest performing colleges in the country according to the DfE's Performance Tables and National Achievement Rate tables
- **Edgar Wood Academy** is a secondary school which opened in a new build in 2021 under Wave 13 of the Free Schools' programme. The Academy has already established a strong reputation in the local community and is significantly over-subscribed for 2024-25
- **Bamford Academy** is an Ofsted rated Good school providing a caring and nurturing environment for all of its pupils; it is a popular first choice for many parents and young people in the local community

We are delighted that **Caldershaw Primary School** will join Altus Education Partnership on 1st July 2025.

Altus Education Partnership is now on the cusp of significant and rapid growth, with a high number of schools indicating an interest in joining the Trust, and seven of these schools entering into a Trust Partnership Agreement. This means that while the Trust currently has around 4,500 students and 500 staff over 4 academies, within three years this could easily increase to around 10,000 students, 1,000 staff and 10 or more academies.

Additionally, the Trust has codified and solidified its relationship with a number of key educational partners in the borough. Most notably, and uniquely in the sector, Altus has a Memorandum of Understanding with Hopwood Hall College around the curricula the two colleges offer, and to support transition of students to post-16 education.

## Role Description

<b>Job Title:</b>	Teacher of Geography
<b>Reports to:</b>	Faculty Lead - EBacc
<b>Staff Responsibility for:</b>	N/A
<b>Contract:</b>	Permanent – Full Time
<b>Salary:</b>	Main Teacher Pay Scale MPS1 – MPS6
<b>Start Date:</b>	September 2025

## Overall Purpose of the Post

### Primary Purpose:

We are looking to appoint a teacher of Geography who is looking for a new challenge and is willing to join an innovative and forward-thinking department. The ideal candidate must have a real passion for their subject and be equipped with the skills to maximise outcomes for students at both Key Stage 3 and Key Stage 4. Geography is currently taught three times a fortnight at Kingsway Park High School at Key Stage 3 and five times a fortnight at KS4. The department is looking for someone with the drive and passion to continue to increase the subject popularity through the delivery of quality lessons, production of engaging resources and extensive use of their own subject knowledge. This is an exciting time to contribute to the Geography curriculum and to align the subject curriculum intent with the school's new mission statement- 'We Cooperate, We Pioneer, We Belong.'

The Geography department at Kingsway Park High School is a supportive department that is well resourced with three specified classrooms. There is a work area for staff within the department which allows the team to work cohesively to support each other. The successful candidate will be supported by their curriculum leader and will work alongside experienced and motivated staff. The ideal candidate would engage students both in lessons and with extra-curricular support. This is an exciting opportunity for someone who is vibrant, passionate and pioneering to really help create the next generation of geographers.

### Teaching Duties and Responsibilities:

- To effectively contribute to the Geography at KPHS by seeking to continuously maximise the achievements of outcomes of students at both KS3 and KS4.
- Encourage the use of a variety of teaching strategies, which involve planned formative assessment and active learning strategies across the department.
- Ensure lessons across the department are differentiated for the individual needs of students.
- Seek to ensure students are engaged and sustained through provision of clear structure for lessons,

maintaining pace, motivation, and challenges within the geography curriculum.

- Encourage staff within the department to allow students to think and talk about their learning, develop self-control and independence, concentrate, persevere, and listen.
- Work actively to create an ethos that promotes equality, celebrates cultural and academic diversity, and ensures the inclusion of students of all abilities, including those with special educational needs.
- Engage in discussions within KPHS and across the ALTUS trust about planning and working in accordance with subject area course outlines and examination specifications.
- Display sound knowledge and understanding of their subject area and communicate this effectively with staff and students.
- Establish good relationships with both staff and students that promote the achievement of learning, whilst maintaining a purposeful and positive atmosphere in the classroom
- Set the learning in lessons and schemes of work in the context of what has gone before and make it clear what it is intended to achieve.
- Monitor and intervene when teaching to ensure effective learning and maintain a safe environment in which students feel confident.
- Self-evaluate teaching of self and others critically to improve effectiveness.
- Keep full attendance records by sending electronic class attendance data promptly.
- Plan and prepare lessons and schemes of work in accordance with school policy, ensuring a variety of learning opportunities for the development of key skills.
- Maintain individual records of all student experiences and achievements within the department and use data to inform future planning.
- Prepare, implement, and monitor Individual Learning Plans for students in accordance with school policy.
- Quality assure these plans whilst leading the team.
- Contribute to meetings and pedagogical discussions in order to maximise the benefit of the students.
- Work collaboratively with colleagues, parents/carers, educational psychologists, therapists, social services, and other outside agencies who may be involved with students for whom you have a responsibility.
- Have a thorough awareness of, and regard for, the confidential nature of many aspects of school information relating to individual students, groups of students and year group analysis.
- Co-operate with other teachers and colleagues to ensure the achievement of the aims of the school.
- Promote positive student behaviour in line with school policies within the geography department.
- Assess academic performance in the light of previous achievement to enhance the value-added results of all students.
- Assess how well learning outcomes have been achieved and use them to improve specific aspects of learning and teaching.
- Assess and record students' progress systematically and keep accurate records to check work is understood and completed. Ability to monitor strengths and weaknesses, inform planning and recognise the grade/level at which all classes and overall year groups are achieving.
- Set sufficient work for formal assessment, such that students understanding can be regularly checked and so that students can be fully prepared for the demands of public examinations and/or coursework.
- Mark, monitor and return work within a reasonable and agreed time span providing constructive oral and or written feedback that clearly indicates strategies for improvement. Ensure students are very clear as to how to move specifically to the next grade/level.
- Attend parent's evenings according to the school calendar to keep students' families and/or their carers

### **Other Responsibilities**

- Contribute to regular department meetings and actively take part, as required, in meetings in relation to the curriculum and organisation of the school.
- Participate in arrangements for professional development as outlined in the school development plan or identified through the appraisal process and take responsibility for own development.
- Ensure the activities in which students are engaged are conducted in a disciplined, safe and healthy environment and in line with school policy.

### **General Responsibilities**

- To be an ambassador for the school and consistently embody the school intent of 'We Cooperate. We Pioneer. We Belong.'
- To model the core values of the school in your professional life and to promote and develop the school's vision, ethos, aims and objectives.
- To establish a culture that promotes excellence, equality, and high expectations for all students.
- To respond professionally to unplanned situations, crises, and emergencies whenever they arise to ensure the safety and efficiency of staff and students of the school and to maintain good discipline.
- To attend meetings with external agencies and organisations.
- To foster and support extra-curricular activities in the interest of the school community e.g. school productions, concerts, sports activities, trips, and excursions.
- To take on additional responsibilities as directed by the Headteacher and/or SLT link.

### **Whole-School Organisation, Strategy and Development**

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the schools' values and vision.
- Make a positive contribution to the wider life and ethos of the school.
- Participate in KPHS daily duty rota.

### **Health and Safety**

- Promote the safety and wellbeing of students and help to safeguard students' well-being by following the requirements of Keeping Children Safe in Education and our school's child protection policy.
- Look after children who are upset or have had accidents.

### **Professional Development**

- Help keep their own knowledge and understanding relevant and up to date by reflecting on their own practice, liaising with school leaders, and identifying relevant professional development to improve personal effectiveness.
- Take opportunities to build the appropriate skills, qualifications, and/or experience needed for the role, with support from the school.
- Take part in the school's appraisal procedures.

### **Personal and Professional Conduct**

- Uphold public trust in the education profession and maintain high standards of ethics and behaviour, within and outside school.
- Have professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality.
- Demonstrate positive attitudes, values and behaviours to develop and sustain effective relationships with the school community.
- Any other reasonable duties as requested by the Line Manager, Headteacher or member of the Senior Leadership Team that are not specified in this job description.
- Respect individual differences and cultural diversity.

### **Other:**

- The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. An enhanced DBS check will be carried out on the successful candidate.
- The Trust is committed to equal opportunities for all.
- The successful candidate will be required to complete a satisfactory medical screening assessment and provide two satisfactory references, identity check and right to work.
- The terms and conditions are specified within the contract of employment.

This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading. The person appointed will be expected to work flexibly and the exact nature of the duties described above is subject to periodic review and is liable to change.



# Person Specification

No.	CATEGORIES	Assessed by:		
		Essential/ Desirable	App Form	Interview
1.	A high-quality degree with Geography or other relevant area as a key focus	E	√	
2.	PGCE with QTS/ QTLS and membership with DfE or IfL or willingness to work towards	E	√	
<b>EXPERIENCE</b>				
3.	Exceptional classroom practitioner	E	√	√
4.	Evidence of dynamic and innovative practice	E	√	√
5.	Either – successful teaching placement ( <i>applicants currently in training</i> ) OR successful record of teaching including quality KS4 results.	E	√	
6.	Competence in the use of ICT	E	√	√
7.	Experience in teaching Geography at KS3 and KS4 level including GCSE	D	√	√
8.	Experience of examining subject	D	√	
<b>ABILITIES, SKILLS AND KNOWLEDGE</b>				
9.	A passion for teaching the subject of Geography	E	√	√
10.	Ability to engage with students, inspiring learning & promoting success	E	√	√
11.	Ability to devise, adapt and differentiate new resources for learning	E	√	
12.	Knowledge and application of active learning and teaching styles	E	√	√
13.	Commitment to leading quality teaching and learning within department	E	√	√
14.	Ability to contribute positively to teams, share ideas & develop resources co- operatively	E	√	√
15.	Ability to be adaptable & flexible	E	√	√
16.	Effective inter-personal & communication skills	E	√	√
17.	Commitment to valuing the individual and boosting their self-belief and worth	E	√	√
18.	Commitment to high standards & expectations – no accepting of second best in students and staff	E	√	√

19.	Commitment to professional learning & institutional improvement	E	√	√
20.	Commitment to high standards & expectations – no accepting of second best in students and staff	E	√	√
21.	Determination to promote equality of opportunity	E	√	√
22.	Ability to offer enrichment & contribute to wider college life	E	√	√
<b>PERSONAL CHARACTERISTICS</b>				
23.	An unwavering commitment to the Altus Education Partnership's vision, mission and values	E	√	√
24.	Willing to be accountable and to take personal responsibility for own actions.	E	√	√
25.	Resilience and the ability to grow professionally and flexibly within a start-up and developing organisation	E	√	√



**Kingsway Park**  
HIGH SCHOOL

Kingsway Park High School  
Turf Hill Road  
Rochdale OL16 4XA

Tel: 01706 716761  
Email: [info@kingswaypark.org](mailto:info@kingswaypark.org)

[www.kingswaypark.org](http://www.kingswaypark.org)

Altus Education Partnership  
Suite F4, No.2 The Esplanade,  
Rochdale OL16 1AE

Tel: 01706 769999  
Email: [info@altusep.com](mailto:info@altusep.com)

[www.altusep.com](http://www.altusep.com)

