

Generations Multi Academy Trust Goffs-Churchgate Academy



Teacher of Geography

Required for September 2025

Information for Applicants



TEACHER OF GEOGRAPHY

REQUIRED FOR SEPTEMBER 2025

The successful candidate for this post:

- is an outstanding practitioner, with the energy to inspire, motivate and challenge students
- has a passion for learning and teaching in Geography
- has a positive, can-do attitude with colleagues and students
- believes in the right of every student to fulfil their potential
- has excellent interpersonal skills and is a real team player

In return, Goffs-Churchgate can offer you:

- The opportunity to be part of a popular, growing school, which has an excellent reputation in the local community
- New teaching facilities and a highly professional working environment
- A truly collaborative working environment
- A highly aspirant school, with students and staff equally committed to that agenda
- Outstanding career development, including opportunities across the Generations Multi Academy Trust

For further details about the recruitment process, please contact HR by email at recruitment@generationsmat.herts.sch.uk

Closing date for applications: Monday 24th March 2025, 9:00am
Interviews will be held as soon as possible thereafter.

The Trust reserves the right to process applications as they are received, and early applications are encouraged. Previous applicants need not apply.

Generations Multi Academy Trust is committed to the safeguarding and welfare of children and applicants must be willing to undergo child protection screening appropriate to this post, including checks with past employers and the Disclosure and Barring Service.

Please note that this role 'exempt' from the Rehabilitation of Offenders Act 1974 and therefore, you are required to declare any convictions, cautions, reprimands and final warnings that are not 'protected' (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). Further information is available on the school's website.



WELCOME LETTER FROM THE PRINCIPAL



WELCOME LETTER FROM ZOE HUSSAIN, VICE CEO/ACTING PRINCIPAL

It is a great honour to welcome you to Goffs-Churchgate Academy. We are a smaller than average secondary school, that provides a close, family atmosphere where students develop their confidence and forge new friendships quickly.

In addition, our size means that we are able to ensure that all of our students are known, feel valued and are supported. Our school has been recognised by OFSTED who graded the school as 'Good' with 'Outstanding' features.

It is my belief that a child's time at school leaves a significant impression on them and shapes them into the adults that they later become. This is a responsibility that we take seriously at Goffs-Churchgate. Our students typically arrive with a sharp mind, ambition and intellectual curiosity, which is complemented by our carefully planned curriculum and extra-curricular offer.

Academic success is incredibly important to us. Our success in GCSE and vocational courses speaks for itself. However, we also believe that the development of the whole person is vital to becoming a well-rounded individual that makes a positive difference in the world. Our mission is to grow good people, so that when they leave Goffs-Churchgate they make a positive contribution to society and make a difference in the world.

A child's time at Goffs-Churchgate Academy will help them to reach their potential, whilst developing empathy, inclusivity, creativity, confidence and self-esteem. We foster a number of positive moral attributes, that are underpinned by our core values of **Respect, Aspire, Nurture** and **Achieve**.

The Goffs-Churchgate experience encourages students to be true to themselves, to love themselves, to make positive contributions, to learn and grow, be happy and grateful and to contribute to something bigger than themselves. Our school is a happy and caring community, staffed by a team of highly committed teachers and support staff, working in partnership with Trustees and parents to provide the best possible education.

You are also warmly encouraged to visit and to see first-hand what makes us such an exciting and ambitious community to join. We look forward to meeting you.

Zoe Hussain
Vice CEO/Acting Principal

JOB DESCRIPTION





<u>Job Title:</u>	Teacher of Geography
<u>Salary:</u>	MPS/UPS Full Time
<u>Purpose:</u>	To deliver to students a balanced, relevant and differentiated curriculum in Geography; to support subject developments; to monitor, assess and report upon student progress, and to contribute to raising subject standards.
<u>Responsible to:</u>	Head of Department
<u>Purpose</u>	<ul style="list-style-type: none"> • To deliver, as directed, syllabuses, resources, schemes of work, assessment and marking policies and teaching strategies so that student's needs can be met • To report student progress in Geography to the Head of Department and to parents/carers • To contribute to the department improvement plans so that the quality of teaching and learning in Geography can be continuously improved
<u>Main Duties</u>	<ul style="list-style-type: none"> • Set high expectations of all students and have an aspirational ethos • Plan and teach high quality lessons which cater for all abilities and ensures every child makes outstanding progress in each lesson • Assess students work accurately and regularly, provide high quality feedback and record assessment information in the school assessment database • Analyse student data, identify vulnerable groups and implement intervention strategies • Liaise with colleagues in researching, developing and reviewing schemes of work to ensure they remain fit for purpose • Maintain an orderly learning environment, manage behaviour well and support colleagues to in the smooth running of the school • Create opportunities for the effective use of ICT in lessons to support learning • Contribute to the development of whole school policies and working parties • Maintain personal expertise by remaining up to date in subject matter and contemporary thought • Communicate with parents about their child's progress, behaviour and attainment • Attend and contribute to Faculty and other whole school meetings • Apply a working knowledge of Health & Safety to all lessons and activities both in and out of school • Participate in enrichment activities • Undertake the main professional duties of a teacher as set out in the School Teachers Pay and Conditions of Service document. • Meet or exceed the career stage expectations of the teaching standards • Other duties at the discretion of the Principal



<p><u>Competencies:</u></p>	<p><i>Passion for learning:</i> creating a learning environment that supports students in their learning and encourages them to become confident, independent learners</p> <p><i>Challenge and support:</i> caring for the students and expressing positive expectations</p> <p><i>Managing students:</i> directing, enthusing and motivating students so that effective learning takes place in an orderly learning environment.</p> <p><i>Confidence:</i> show confidence and a willingness to take on challenges</p> <p><i>Team working:</i> work with others in the department to achieve shared goals</p>
<p><u>Knowledge and Experience:</u></p>	<ul style="list-style-type: none"> • Honours degree in a relevant subject • Teaching qualification • Excellent time manager with the ability to work to tight deadlines • Highly organised and efficient • The ability to communicate effectively • Excellent interpersonal skills • The ability to demonstrate initiative • Proven ability to build positive relationships with students, parents and staff • Good team member • Ensures they, and others, follow the policies, systems and procedures of the school
<p><u>Other Specific Duties:</u></p>	<ul style="list-style-type: none"> • To continue personal development as agreed at appraisal reviews • To engage actively in the appraisal review process • To address the appraisal targets set by the line manager each Autumn Term • To play a full part in the life of the school community, to support its distinctive aim and ethos and to encourage staff and students to follow this example • To support the school in meeting its legal requirements for worship • To promote actively the school's corporate policies • To comply with the school's Health and Safety policy and undertake risk assessments as appropriate • To show a record of excellent attendance and punctuality • To adhere to the school's Dress Code • To undertake any other reasonable duty delegated by the Principal

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants, or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed by Trustees to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Agreed by _____ (Job holder) Date _____

Agreed by _____ (Line Manager) Date _____



PERSON SPECIFICATION



PERSON SPECIFICATION

TEACHER OF GEOGRAPHY

Essential:	Desirable:
Qualifications <ul style="list-style-type: none">• Qualified Teacher Status• Degree relevant to area of responsibility	<ul style="list-style-type: none">• Higher degree e.g. MA, Med
Experience <ul style="list-style-type: none">• To have successfully taught Geography across KS3 – KS4 with good or outstanding outcomes, or good and outstanding observations in the case of an NQT	<ul style="list-style-type: none">• Experience of delivering a second subject
Professional Expertise <ul style="list-style-type: none">• Outstanding practitioner or the demonstrable capacity to develop into one• Able to secure outstanding outcomes• Ability to use data effectively to support planning of lessons• Excellent organisational skills and time management• Effective use of ICT• Excellent knowledge of learning, teaching and assessment strategies	
Personal Qualities: <ul style="list-style-type: none">• A commitment to the aims and ethos of the school• Desire to raise student achievement at all levels• Solution focused attitude• Ongoing commitment to professional development	



INFORMATION ABOUT THE DEPARTMENT



Geography at Goffs-Churchgate

The Geography department is overseen by our Head of Ebacc. The department is an enthusiastic and supportive department, focused on ensuring outstanding results across all Key Stages.

The department operates in a brand new facility opened in Autumn 2016. All rooms include interactive whiteboards, projectors and have full classroom facilities to support learning. There is a wide range of ICT support and rooms that can be booked by a class teacher if the curriculum or learning dictates that. The department also benefits from a full range of resources for outstanding teaching in Geography. There is a close link between the Geography department at Goffs-Churchgate and Goffs Academy which leads to collaborative approaches to learning at both schools.

At Key Stage 3 we build the foundation for GCSE study by not only facilitating students' learning of subject content, but also by developing and strengthening our students' skills. The students cover the core skills that are required for Geography at GCSE. Students are taught in mixed ability classes.

At Key Stage 4, Geography is a very popular option at Key Stage 4, with all students having to select either History or Geography for their GCSE studies. Students start Key Stage 4 in Year 9 and are undertaking the Edexcel GCSE Geography specification. We ensure that there is quality time for students to undertake practical work and field work which supports their learning in Geography.

For more details on our school's Learning Journeys and to see detailed curriculum maps showing our curriculum at Key Stage 3 and 4, please visit our website at <https://www.goffschurchgate.herts.sch.uk/319/overview-2020-2021>

We aim to inspire all colleagues to continue their professional development and offer excellent opportunities to do so. The Trust is known for its very high quality and personalised CPD, which includes a Leadership Academy, supporting and actively developing staff leadership skills at all levels of experience.

We are looking for a Teacher of Geography who enjoys highly collaborative working in a friendly and positive environment, has a passion for learning and teaching, and would relish the opportunity to be part of developing new teaching ideas and resources. The Trust has both a strong track record of nurturing and supporting new entrants to the profession, and those at the start of their career, coupled with an equally strong track record of offering new opportunities and promotion. As such, this post would be equally suited to someone at the start of their career, or someone looking for further opportunities.

If you are a committed and passionate colleague who shares our vision, we would very much like to hear from you.



INFORMATION ABOUT GOFFS- CHURCHGATE ACADEMY AND THE GENERATIONS MULTI- ACADEMY TRUST





INFORMATION ABOUT GOFFS-CHURCHGATE ACADEMY AND GMAT

Goffs-Churchgate Academy was the first school to join the Generations Multi Academy Trust. The school is now in its seventh year of operation and continues to go from strength to strength.

The school is a fully mixed comprehensive school from 11-16 years of age, with 600 on roll. The school has rapidly established a very strong reputation in the area, and is now consistently oversubscribed. In addition, the school recently received its OFSTED report from May 2022, which graded the school as “good” with outstanding features.

One of the school’s key strengths is its highly cohesive and supportive community. As such, the decision to cap student numbers at 600 is entirely deliberate, enabling us to maintain a strong sense of community where everybody knows everybody else - if you visit, you cannot fail to be struck by this. It is a very special part of who we are.

PROFESSIONAL WORKING AND LEARNING ENVIRONMENT

The school has benefited from brand new facilities, opened in October 2016, including professional teaching and learning facilities for all subjects. The school also benefits from a recently installed 3G playing surface for PE; a gym with a professional sprung floor; a Dance Studio; recent refurbishment of additional classrooms and an indoor swimming pool. The new facilities provide a light, modern, professional, and fit for purpose working environment for all. The Trust has also invested significantly in modernising additional teaching spaces, providing a fantastic environment for our students and staff.

THE GENERATIONS MULTI ACADEMY TRUST

GMAT is a cross-phase Multi Academy Trust based in Cheshunt, currently comprising two secondaries and two primaries - Goffs Academy, Goffs-Churchgate Academy, Flamstead End School and Andrews Lane School. Across the piece, GMAT currently has just under 3,000 students in its care and employs just under 400 staff. In Spring 2023, the MAT opened nursery provision on the Goffs-Churchgate site, with subsidised and term-time only places for staff. The nursery is run by Ashbourne Nurseries - <https://ashbournedaynurseries.com/>

All of the schools are within close proximity of each other and share many activities, including CPD for staff. One of the Trust’s fundamental principles is that no one school is in any way more important or successful than the other. As such, CPD and other events are rotated through all schools in the Trust, with everyone learning from and sharing with each other. This collegiate and collaborative approach permeates our Trust.

The MAT is extremely clear about its daily purpose, reflected in its motto of “No Set Destiny for Any Child.” All of our schools, leaders and staff fiercely believe in the life-changing nature of education and work tirelessly to that end, day in and day out. There is no set destiny for any of the children in our care; rather, our daily work across the piece allows children to forge new futures and destinies.

Finances are overseen by a Chief Financial Officer with considerable financial expertise in the private sector, plus a highly experienced Finance Manager, and the MAT is financially secure. The Trust deliberately created an Income Generation function, and extensive lettings and business development work now takes place across all sites in the MAT. This additional income – now yielding around £600k per annum – underpins generous levels of staffing at both schools, plus many “extras” that would otherwise be unaffordable in the current funding climate. As one example, all teacher loadings were reduced from 19/20 as a direct result of the additional monies coming into the Trust via this income generation work.

Further information about GMAT can be found here: <https://generationsmat.com/>.

OUTCOMES

Our strategy for continuous school improvement has had huge success and we are actively committed to ensuring that our very popular and successful schools continue as centres of excellence in the community.

Exam results in 2024 once again produced an overall estimated progress score significantly above the national average and reflect the continued success the school has achieved since joining the Trust in 2017.

- Exceptionally strong progress scores across the headline measures, with the overall progress 8 score significantly above the national average for a third year in a row. (progress 8 score: 0.37)
- Excellent outcomes were achieved in Maths and the performance in English was phenomenally strong (Maths progress score: 0.31. English progress score: 0.61)
- The outcomes at the top end were particularly impressive with the progress score for the students with high prior attainment very significantly above the national average
- There was a 12% increase in the percentage of students entering the full Ebacc to bring the overall entry figure to 67% which is significantly above the national average of 39%, and the Hertfordshire average of 47%

COMMUNITY

Goffs-Churchgate prides itself on its sense of community – both within the school and in the wider locality. We are members of Cheshunt Extended Services (ChExS), offering a variety of extended school and community-based activities for both students and parents. Our students actively support local charity work and maintain strong links with our local primary schools.

We firmly believe in every student feeling a strong sense of community, and on entering the school, each student is placed in one of four Houses: Attenborough, Rashford, Seacole, and Trott. Each House is led by a team of student House Captains and has a clear sense of identity. Regular competitions and assemblies strengthen this sense of community.

Students within each House arrange a variety of fundraising events throughout the school year. The House raising the most money in the year for our school charity is awarded the annual Charity House Shield. Our new House names were introduced in September 2021. This was part of a wider school project on diversity to ensure that our school community reflects the diverse culture that it serves. An example of this project is the impact that it has had in English.

As a result of the diversity project, there has been a complete overhaul of the Key Stage 3 curriculum, with students now studying books representing a very diverse range of authors.

Our students have a wide range of student leadership opportunities open to them as part of actively encouraging leadership development. These student-led groups include:

- Student Congress made up of Committees from Students in Years 7-10
- 2 Year 11 Head Students
- 2 Year 11 Deputy Head Students

Across the Multi Academy Trust, a large variety of annual school trips give students the opportunities to sample different cultures, while an extensive programme of off-site visits provides opportunities for students to experience the diversity that exists within the UK, including theatre, galleries, and museum visits.

Goffs-Churchgate is proud to be a genuinely comprehensive school, with students and staff from different religions and several languages spoken in the school. We recognise and celebrate what makes us unique and different and acknowledge that we are also part of one community. Our aim is for everybody to feel valued and respected, and we strive hard to ensure we create a positive culture within the school to enable this to happen.

CARE, GUIDANCE AND SUPPORT

Successful learning occurs when students feel safe, confident, respected, valued, and are engaged. Goffs-Churchgate believes in supporting and nurturing all students in their quest to become successful learners. As such, we place a high value on pastoral care as an integral part of the school's life. We have an extensive pastoral care system to support the welfare and progress of all our young people.

STAFF DEVELOPMENT

The Trust has an extremely strong reputation for staff development, both teaching and support staff. Developing the next generation of school leaders, both middle and senior, and future Headteachers for those who wish to pursue this, is a responsibility that we take very seriously.

We have a full suite of staff leadership development which staff can join be they an ECT or highly experienced colleague, whilst I chair the national Leadership Partner School network, a group that brings together schools dedicated to developing outstanding leadership skills throughout their communities, and which allows us to visit other network schools, to attend national conferences and to share best practice.

In addition to innovative whole staff training days, we disaggregate a number of hours for training every year. This allows staff development to be highly personalised as staff can opt for the training which best meets their needs, including the opportunity to do a research project in partnership with Cambridge University. Many use their disaggregated time to coach others or to receive coaching. Moreover, there are specific training sessions for ECTs and other interested staff which run each week after school.

We also place a lot of emphasis on 'on the job' training and support. A thorough induction scheme is available to all new staff, and mentors/buddies are assigned to guide you through those new routines. Finally, external courses can of course be booked if, on very rare occasions, we cannot cater for a particular training need in house.

LEADERSHIP DEVELOPMENT

The Trust's Leadership Academy encompasses both staff and student leadership development through a series of student led groups and staff leadership pathways. The staff programme specifically provides opportunities for:

- Aspiring Middle Leaders
- Aspiring Senior Leaders

All pathways are personalised for the individual and staff receive one to one support from a mentor alongside working on a whole school project. Both support staff and teaching staff are welcome to join the Leadership Academy at any point in their career.

A full suite of leadership training is offered with a range of sessions including:

- Communicating vision and values
- Developing your leadership approach
- Building a high performing team
- Supporting your team
- Leading your team day to day
- Quality assuring effective teaching
- Observation for improvement
- Using data for impact
- Fostering positive behaviour for learning
- Leading and managing innovation and change

Attendance to all training sessions leads to certification by the SSAT. In addition, we encourage aspirant Senior Leaders to take part in the SSAT 'Stepping Up to Senior Leadership' training programme, which includes four external sessions throughout the year. As part of the Trust's commitment to developing future leaders, a number of the existing Senior Leadership Team across both secondary schools gained experience through an 'Associate' SLT position before gaining substantive leadership posts.

TRUST STAFF BENEFITS

Alongside our very strong focus on outstanding professional development and promotion opportunities, we also offer a range of benefits including:

Competitive base salary with a tailor-made development plan aimed at enhancing your future [earnings] potential through:

- High quality, personalised CPD
- Bespoke leadership development programmes
- Subsidies for Masters and Degree courses
- Secondment and shadowing opportunities
- As part of our Multi Academy Trust, "Generations", potential to work across more than one school to develop career enhancing skills and knowledge
- Supported Nursery provision with Ashbourne at any of their nurseries in the Buckinghamshire, Essex, Hertfordshire, Northamptonshire, and Bedfordshire area:
 - 15% discount for all Trust staff
 - Term time only places are available
 - A school day would be 9.00am – 3.00pm
 - "Sundries" would be applied to a child taking up a funded only space (e.g. 30 hours funding only). This covers the cost of: meals, snacks, nursery resources and consumables
- All staff have access to a wide range of health and wellbeing resources which includes an **Employee Assistance Programme via Spectrum.Life** who offer a wide range of health and wellbeing resources, plus access to counselling for staff and their immediate family. The EAP service is accessible 24/7, 365 days a year and is a completely free and confidential service
- The MAT adheres to the STPCD for its teaching staff
- Cycle to work scheme

- Onsite car valeting at a reduced price for Trust staff
- Substantially discounted membership to Lifestyle Fitness's state of the art purpose-built gym, at Goffs Academy

Additional financial incentives and tax efficient benefits, including:

- Exam marker payment of £400 plus 2 days' paid leave to do the marking (1st year)
- Payments for staff taking weekend sporting fixtures: staff paid £200 for leading a minimum of six Saturday fixtures plus 6 weekly training sessions
- A daily allowance of £50 for school trips taken over a weekend or any school holiday
- A £1,000 Employee Referral Scheme (i.e. finder's fee) for any qualifying positions that you refer the successful candidate for: £500 on the person starting, and £500 if the person is still at the school 12 months later

Access to a wide range of health and well-being resources including:

- New, professional and fit for purpose working environments
- Free use of a range of sports and leisure facilities including a fully equipped gym and swimming pool
- Occupational Health & counselling support
- Free flu jabs
- Subsidised social events
- Free tea, coffee and milk for staff

Zoe Hussain
Vice CEO/Acting Principal
March 2025