

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title	Teacher of Geography	Location	Thistley Hough Academy
Salary	MPS/UPS	Hours	32.5 hours per week, Term Time Only
Department	Geography	Reports To	Head of Geography

JOB PURPOSE:

To teach students in allocated classes in order to ensure that their learning and progress is of the highest quality in line with current Teacher Standards; to act as form tutor to ensure the well-being, personal development and academic progress of students in the form group.

KEY RESPONSIBILITIES AND DUTIES:

Core Teaching Responsibilities

- Raise student attainment and ensure strong progress in Geography.
- Support students' academic and personal development as a teacher/form tutor.
- Deliver a broad and engaging Geography curriculum tailored to individual needs.
- Continuously develop teaching practice through training.
- Plan and teach lessons, assess student progress, and maintain accurate records.
- Ensure high-quality learning experiences that meet standards.
- Contribute to curriculum development and use varied teaching methods.
- Uphold school policies on behaviour, attendance, and safeguarding.
- Collaborate with parents and address child protection concerns appropriately.

Curriculum and Lesson Planning

- Assist in the development of syllabuses, resources, schemes of work, marking policies, and teaching strategies.
- Plan and prepare courses and lessons.
- Undertake a designated programme of teaching.
- Make significant contributions to curriculum planning to ensure teaching drives learning and progress.
- Use a variety of teaching strategies tailored to student needs and programme demands.
- Plan to meet the needs of all students, including those with SEND and those supported by pupil premium.

Additional Responsibilities

- Participate in staff development and professional training programmes.
- Take ownership of behaviour, attendance, and anti-bullying policies.
- Engage actively in the performance management review process.
- Work collaboratively within a designated team.
- Help manage and coordinate the work of other staff where appropriate.

School Ethos and Community Engagement

- Work with parents and students to communicate school aims, policies, and future direction.
- Foster a respectful culture among students and care for the physical environment.

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- Implement strategies developed with external consultants and monitor their impact.

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 the principal to undertake work of a similar level that is not specified in this job description. The job description will be reviewed from time to time to reflect the changes needs and circumstances of the school. Such reviews and any consequential changes will be carried out in consultation with the post holder.

JOB REQUIREMENTS:		
	Essential	Desirable
QUALIFICATIONS	• Qualified Teacher status • Good subject relevant honours degree level	•
EXPERIENCE	• Successful experience of using target setting, data analysis and curriculum innovation to improve performance. • Evidence of promotion of • innovation in teaching and learning. • Experience of teaching at KS3 and KS4	
KNOWLEDGE AND UNDERSTANDING	• Knowledge of the Geography Curriculum and assessment • The ability to develop a philosophy of high aspiration and expectation for every student giving cognisance to SEND, equal opportunities, diversity, ethos and student management. • The ability to analyse performance and to articulate reasons behind successful achievement and poor performance and successfully address this.	
SKILLS AND PERSONAL ATTRIBUTES	• High expectations of self and others • Resilience and motivation to manage day-to-day challenges • Strong organisational skills • Effective and skilled at implementing systematic	

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	behaviour management systems with clear boundaries, sanctions, rewards and praise. • Takes personal responsibility for their own actions • Excellent critical thinking skills; has intellectual curiosity, rigour and a creative approach to solving problems • Proven ability to be able to build effective relationships between pupils, families and staff • An ability to enthuse and engender a desire for learning • Commitment to inclusive education providing opportunity for achievement for all. • Integrity, openness, energy and enthusiasm. • Strong interpersonal, written and oral communication skills.	
CREATIVE EDUCATION TRUST VALUES	All colleagues are expected to demonstrate the Creative Education Trust values in their work by: • Empowering Ambition: Supporting personal growth, innovation and high performance. • Championing Equity: Promoting fairness, inclusion and high expectations for every student. • Unlocking Opportunity: Helping create access to knowledge, experiences and networks that broaden horizons. These values should be evident in how the post-holder works, collaborates and contributes to the wider Trust community.	
EQUAL OPPORTUNITIES	A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity	
SAFEGUARDING	A thorough understanding of up-to-date safeguarding requirements and best practice	
OTHER REQUIREMENTS	High expectations for every pupil and a proven track record of making a difference to the learning and experiences of pupils inside and outside the classroom.	

Creative Education Trust is committed to safeguarding and promoting the welfare of our children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake relevant safeguarding checks in line with Government safer recruitment guidelines.