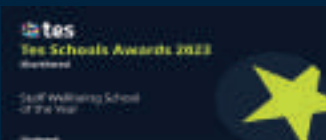




CROWN HILLS
COMMUNITY COLLEGE
A Specialist Sports College

Appointment Information

Temporary Teacher of Geography



Crown Hills Community College

Gwendolen Road, Leicester LE5 5FT

Tel: 0116 273 6893

office@crownhills.leicester.sch.uk

crownhills.com



Dear Prospective Applicant,

Thank you for expressing an interest in this key vacancy at our college. We are looking for someone with the love for their subject and the desire to sow that love within our students and as we move from being good to great.

Our college has recently won the TES Staff well-being school of the year award and we are also a silver Pearsons secondary school of the year award. These are two accolades that we are extremely proud of and prove that our achievements to date are becoming more than just a vision of greatness.

In addition to this letter I would also urge you to look at our website and the video about what it is we stand for and why you would want to join us - <https://www.crownhills.leicester.sch.uk/page/?title=Vacancies&pid=17>

You will be one of three teachers that teach Geography and will also be part of the Humanities faculty that comprises of PRE, Geography and History.

The College has been serving the community since 1950 and continues to be a Good school after last being inspected in May 2019. Having said that though, we are not a college that is driven by OFSTED and the grade we hold, we want to be much more than that and I would like to think that when you look at what we have done over the last 5 years we are now at the forefront of educational excellence. We want to provide the best educational experience possible for the children in our care and thereby become a great school that goes beyond grades and targets.

I also sincerely believe that if we lead this school community by staying true to our values then it is possible. 5 years ago, after a school wide consultation we agreed that there was something missing from our values and the word commitment was born. It is this value that has really ignited all of the successes that we have achieved, from delayed gratification to simply expecting students to worker harder than staff.

The graphic below shows each of the values intertwine to form the basis of our work at Crown Hills but they sit beneath our mission statement of

“We want every student to be the best that they can be, thrive in the best possible career and contribute positively to society.”



We are very clear that the gender, background, colour, poverty, wealth or social status of a child should have no bearing on how well they perform and staff here work extremely hard in trying to close that gap between the different groups of pupils.

We are looking for somebody who is innovative, willing to take risks and looking to create educational excellence by delivering quality first teaching in the classroom on a daily basis.

That process has already started and we have removed lesson observations from the appraisal process for over 5 years now and linked it to professional development. Currently staff are entitled to 'visits' and entitled to a professional dialogue to improve their practice. That is a risk we have taken but it is aimed at creating a learning community where teachers can teach and learners can learn, without fear.

However, curriculum is the progress model and the three things together: Curriculum, Responsive Teaching and Assessment are the driving force behind the improved progress of our students, as is a clear and simple behaviour policy that expects students to respond first time every time. Teaching staff do not do detentions or call home about poor behaviour, these are all taken care of by a central team.

In addition to responsive teaching, we have what we call a knowledge-first approach to our delivery. This places the emphasis on the teacher being the most knowledgeable person in the room and imparting that knowledge to students rather than engaging in a discovery model that wastes time with students trying to discover the new knowledge. Again, if you are interested in this post then this method of delivery is key to you securing the position.

If you have high aspirations for children from deprived backgrounds and want to support excellence by improving pupil outcomes, then we would love to hear from you.

As part of our recruitment process, it is important that you attend our information evening. In order to be shortlisted you must attend either in person or online. Please email Sumaya in order to confirm your attendance sumayaseedat@crownhills.leicester.sch.uk

Please read the attached job description and person specification. If you are interested in applying, please fill in the application form available on our eteach portal, <https://www.eteach.com/jobs/crown-hills-community-college-jobs-9453/?oo=ag> please include e-mail addresses of all referees, together with a letter of application (no more than 2 sides of A4, font 12) outlining your skills, qualifications and experience relevant to this post by 9am on Monday 13th January 2025. Please include your cover letter in the supporting statement section.

Information Evening 5pm – 9th January 2025

Deadline 9am – Monday 13th January 2025

Interviews – Thursday 16th or Friday 17th January 2025

I look forward to meeting you and receiving your application.

Yours sincerely,

*Mr F Adam
(Principal)*

*All appointments will be subject to references and pre-employment checks.

Commitment to safeguarding

Crown Hills Community College is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share and demonstrate this commitment. The successful candidate will have to meet the requirements of the person specification and will be subject to pre-employment checks including an online search, an enhanced DBS check and satisfactory references. Online searches will only take place on shortlisted candidates and will be carried out only to identify any matters that might relate directly to the employer's legal duty to meet the safeguarding duties set out in Keeping Children Safe In Education. Shortlisted candidates will be notified of the form the search will take and any information gathered through an online search that gives rise to legitimate areas of concern will be raised with the candidate directly in the interview.

JOB DESCRIPTION

Job Title: Temporary Teacher of Geography	11-16	Maintained
College: Crown Hills Community College	Grade: MPR-UPR	
Reports to: Principal via Head of Faculty	Salary: £31,650 - £49,084	
Term: Maternity Cover		
Additional: Easter 2025 Start		

THE ROLE:

To teach well-planned lessons as part of a rich and well thought out curriculum sequence, enabling pupils to have access to “the best which has been thought and said” and to know, remember and apply knowledge so that they make exceptional progress from their starting points.

PRINCIPAL RESPONSIBILITIES AND DUTIES AS A TEACHER AT CHCC:

- In accordance with the agreed curriculum within the subject, plan, teach and review lessons that are appropriate to the prior attainment and starting points of the pupils to allow new knowledge to be embedded and to facilitate progression in pupils’ learning.
- Ensure that teaching is well planned and executed with agreed approaches adhered to while being responsive to needs of pupils.
- Facilitate the exceptional progress and well-being of any individual or group of pupils, having a clear understanding of the needs of all pupils and targeting individual pupils’ needs; deploy support staff effectively.
- Demonstrate good subject and curriculum knowledge, by keeping up with the latest developments in the field so as to build pupils’ knowledge and skills progressively and cumulatively.
- Promote a positive climate for learning by enacting agreed lesson routines and a consistent and fair application of the school’s behaviour and other relevant policies.
- Ensure effective use of formative assessment to drive planning and interventions.
- Provide verbal and whole-class feedback to pupils, which moves learning forward.
- Manage the classroom and teaching equipment so as to create a positive learning environment that makes effective use of available resources.
- Ensure that homework is set, where appropriate, and monitored.
- Support pupils throughout the day by fulfilling pastoral responsibilities, including as a form tutor.
- Participate in the whole-school T&L initiatives
- Engage fully in the school’s appraisal process to fulfil personal, faculty and school wide objectives.
- Attend meetings/training and carry out administrative tasks and duties in relation to the school calendar.
- Consistently implement all school policies.
- Report any safeguarding concerns immediately to a Designated Safeguarding Lead.
- Support the academy’s vision by reflecting the values of aspiration, commitment and success everyday through conduct and interactions with pupils, families and colleagues and by making a positive contribution to the wider life of the school.

PROFESSIONAL CHARACTERISTICS

- Be committed to enabling students to learn and achieve in all subjects and aspects
- Be an effective role model for students
- Always meet deadlines and communicate any foreseeable issues in a timely manner
- Inspire trust and confidence in students and staff
- Be committed to working as part of a team and sharing good and best practice
- Be committed to improving own performance
- Have high expectations of all students
- Try to resolve problems
- Work to improve resources for themselves and others
- Be committed to safeguarding and promoting the welfare of children and young people
- Align and uphold the THIRST values (Trust, Honesty, Integrity, Respect, Support, Tolerance) as defined in the College’s Health and Wellbeing Charter

OTHER:

- To undertake any reasonable task at the request of the Principal.

This job description should be read in conjunction with:

- The Statutory Requirements contained in the current version of the School Teachers' Pay and Conditions document
- The Teachers' Standards
- CHCC's Professional Code of Conduct

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 anyone who develops a disabling condition. CHCC is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. This job description may be amended at any time in discussion between the Principal and yourself; it may be reviewed before the commencement of the next appraisal cycle.

PERSON SPECIFICATION

Assessed by:

No.	CATEGORIES	Essential/ Desirable	Application Form	Interview / Task
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QUALIFICATIONS & TRAINING

1	Qualified Teacher Status	E	✓	
2	Willing to participate in future professional development especially in priority T&L areas: knowledge-first/knowledge-rich and responsive teaching	E		✓
3	Good honours degree or diploma in relevant subject	E	✓	

EXPERIENCE & SKILLS

4	Teaching of subject relating to role	E	✓	
5	Experience of teaching in a comprehensive school	E	✓	
6	Potential to become an excellent classroom teacher based on the principles of knowledge-first/knowledge-rich and responsive teaching	E		✓
7	Able to communicate well in spoken and written form	E	✓	✓

No.	CATEGORIES	Essential/ Desirable	Assessed by:	
			Application Form	Interview / Task
8	Able to organise work and meet deadlines	E	✓	
9	Able to set and achieve targets (own and for students)	E	✓	
10	Able to accept responsibility and be held to account	E	✓	
11	Ability to work collaboratively as part of a team e.g. contributing to the planning of the unit overviews	E	✓	
12	Practical and willing to learn/try new things to improve performance	E	✓	
13	Good ICT skills, including word processing and familiarity with methods of on-line learning	E		✓
14	Ability to offer a second subject	D	✓	

MOTIVATION

15	Self-starter; enthusiastic, energetic and flexible	E		✓
16	Committed to high aspirations for all students and to the principles of comprehensive education	E		✓

ATTITUDE AND TEMPERAMENT

17	Decisive	E		✓
18	Co-operative	E		✓

19	Team worker	E		✓
20	Commitment to extra-curricular activities	D		✓
21	Sense of humour	E		✓
22	Ability to relate well to young people	E		✓
23	Reliable e.g. deadlines, time-keeping	E		✓
24	Patient and calm – not easily ruffled	E		✓

APPEARANCE

25	Professional appearance – dress and conduct	E		✓
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OUTSIDE ACTIVITIES

26	Ability to contribute to extra-curricular activities e.g. trips	D	✓	
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GENERAL CIRCUMSTANCES

27	Understands the needs of students in a multi-cultural, inner-city school	E	✓	
28	An awareness of recent education initiatives e.g. developments in curriculum thinking	D	✓	

EQUAL OPPORTUNITIES

28	Must be able to recognise discrimination in its many forms and willing to put the Council's Equality Policies into practice fully	E	✓	
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