



## Teacher of Geography

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### APPLICATION PACK

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Kent  
Catholic  
Schools'  
Partnership



'Academies in Christ'  
Part of the Archdiocese of Southwark



# *Letter from the Executive Principal*

**Dear Candidate,**

Thank you for your interest in this exciting role within in our ambitious partnership of two secondary schools in the West Kent Cluster of Kent Catholic Schools' Partnership.

We are a collaborative partnership of proudly Catholic, world class schools connected by our ambitious extended curriculum and passion to nurture the young people in our care into confident, well-rounded Individuals who make the world a better place.

We have extremely high expectations of what we do for the students in our schools and are keen to recruit like-minded, passionate colleagues who have the potential to redefine what is possible in the education landscape.

If you are passionate about making a better world through the power of education and have the skills to help us showcase the work we do, we would love to hear from you.

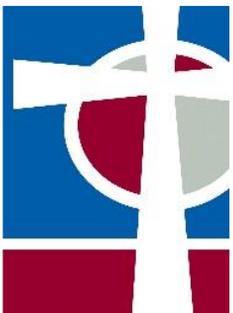
Kind regards

**Mike Wilson**

**Executive Principal**

**St Gregory's Catholic School &**

**St Simon Stock Catholic School**



*St Gregory's students make the world a better place*

# *School vision and values*

## **Our Vision**

**We provide the students in our care with a world-class Catholic education. We guide our students to understand their own unique value and dignity. Inspired by the life of St Gregory, we empower our students to approach, with vigour, the opportunities of their education; to recognise and realise their potential as servant leaders and use their discernment to choose how they will make the world a better place.**

## **Our Aims**

With Christ's **love** at the centre of all that we do, students;

- **live** life to the full
- **learn** all they can about their world in order to
- **lead** lives which change it for the better

## **Students accomplish this because our curriculum:**

- is appropriately ambitious for all our students, including SEND and Disadvantaged students
- is progressive, interleaved and sequenced to develop knowledge and understanding
- provides opportunities to develop and strengthen literacy across all curriculum areas
- provides opportunities for reading
- promotes opportunities for the development of strong relationships, healthy lifestyles and good wellbeing
- challenges students to apply their knowledge and make informed decisions
- teaches our students how to learn and develop scholarly habits so that they become confident, independent learners
- promotes a learning environment in which students discover and develop new talents helping them to become well-rounded individuals
- provides world class opportunities in our schools' four pillars enabling students to gain a strong understanding of how to achieve success through balance in their lives

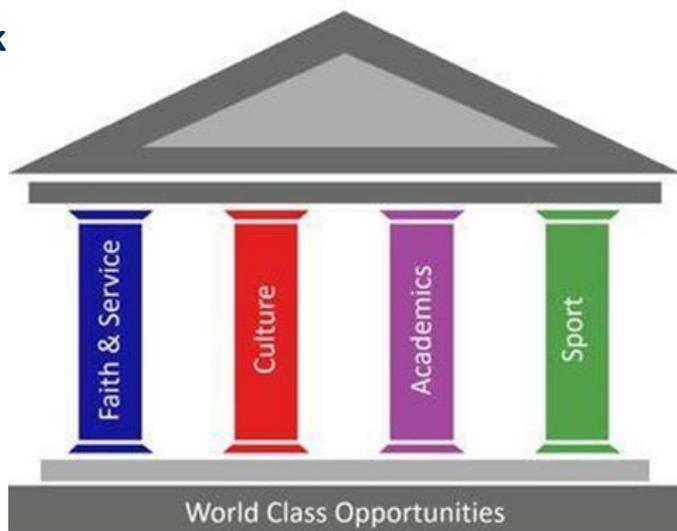
***St Gregory's students make the world a better place***

# *School vision and values*

**These pillars provide a framework to focus students as they set ambitious goals for their future.**

**Our aim, through our curriculum is to develop young people:**

- who are happy and feel fulfilled
- who have the confidence, resilience and knowledge to build relationships, pursue active and healthy lifestyles and stay mentally healthy
- who are curious, enjoy learning and have high expectations for themselves and are ambitious for their futures
- who know how to learn and evaluate their own strengths to make progress
- who can make and articulate informed decisions and are aware of their rights and responsibilities in a global society
- who demonstrate respect, compassion and empathy towards the beliefs and values of others
- who possess the cultural capital they need so that they are not disadvantaged by the social context in which they live



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# About St Gregory's Catholic School



St Gregory's Catholic School is a Catholic secondary school and part of the Kent Catholic Schools' Partnership (KCSP). KCSP is a multi-academy trust (MAT) established by the Archdiocese of Southwark for Catholic education across Kent and it currently comprises 24 academies of which 19 are primary schools and five are secondary schools.

St Gregory's Catholic School is an over-subscribed seven-form entry secondary school located in Tunbridge Wells and is a popular destination for pupils from its Catholic partner primary schools in Tunbridge Wells, Tonbridge and Sevenoaks.

St Gregory's Catholic School is an inclusive academy. Its dedicated staff, helpers and governance committee members work hard to ensure that every student is supported and challenged to be their very best. Each individual is encouraged to grow spiritually and intellectually, so that unique and positive contributions can be made to society and the world. Its most recent denominational inspection in March 2018 judged it as 'Outstanding' and its most recent Ofsted inspection in March 2013 judged the academy to be 'Outstanding' in all areas.



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# *Role description*

We are looking for a well-qualified and enthusiastic Teacher of Geography with experience in teaching another subject. Geography is popular with students at GCSE and A level. This appointment would particularly suit an NQT or teacher in the early stages of their career who would join an experienced, successful and supportive team which is well led. The successful candidate would be expected to teach KS3 and KS4 Geography with the possibility of Sixth form work for a suitable candidate.

Our students are a credit to the values of our school, and all visitors to our school comment positively on the excellent standards of behaviour, courtesy and good nature of the students they encounter whilst spending time here at St Simon Stock Catholic School.

The Role:

The ideal candidate will:

- Be able to inspire and motivate students to achieve their full potential, and instil a love of learning.
- Be part of a team and will contribute to the ongoing development of this successful department.
- Be comfortable promoting Catholic values and ethos, but does not necessarily have to be Catholic.

Benefits of working at St Gregory's:

- A supportive and caring working environment for staff and students
- A research-informed approach to curriculum design and assessment
- Fully planned and resourced schemes of work for KS3 and 4
- Opportunity to teach KS5 for the right candidate
- Dedicated and bespoke CPD time for all staff each week

Our Offer: We create an environment where our staff can thrive and enjoy the work that they do which enables our young people to flourish, gain confidence, achieve and be happy. We have a reputation for being a very caring environment and we have a great record for investing in staff training and development.



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# Job description

<b>Job Title:</b>	<b>Teacher of Geography</b>
<b>Salary Grade:</b>	MPS
<b>FTE:</b>	1.0
<b>Line Manager:</b>	Subject Leader for Geography

## Purpose of Job:

To support the work of the Subject Leader in raising the standards of teaching, learning and achievement in the department.

## General Responsibilities:

1	Key Accountabilities	
1.1	TEACHING AND LEARNING	<ul style="list-style-type: none"> <li>Teach the subject as required at all levels.</li> <li>Contribute to the Department's bank of resources for the teaching of the subject and assist in the production of materials which take into account pupils of all abilities and levels.</li> <li>Contribute to the drawing up, evaluation and reviewing of schemes of work in relation to relevant Key Stages.</li> <li>Plan and evaluate work in accordance with departmental policy.</li> <li>Provide team teaching support in class as required.</li> </ul>
2	Key Accountabilities	
2.1	SUPPORTING THE PUPIL	<ul style="list-style-type: none"> <li>Maintain records of achievement and progress of all pupils in accordance with the statutory requirements and the departmental policy.</li> <li>Mark and return work set, including homework, within an agreed and reasonable time.</li> <li>Use the School's Marking Policy and Departmental Policy at all times.</li> <li>Complete student data entry and reports in line with School Policy.</li> <li>Attend Parents' Evenings as required and keep parents/carers informed about their child's performance and future targets.</li> </ul>
3	Key Accountabilities	
3.1	TUTOR ROLE	<ul style="list-style-type: none"> <li>Undertake responsibility for a Tutor Group including Registration, Small Group Tutorials and delivery of PSHE.</li> <li>Monitor and set targets for the social and academic progress of all students in the Tutor group.</li> <li>Endeavour to build up a good relationship with the students in the Tutor Group so that they will look to you for support and advice.</li> </ul>
4	Literacy & Oracy in the Department	
4.1	LITERACY	<ul style="list-style-type: none"> <li>Model high expectations of written and spoken English</li> <li>Explicitly teach key vocabulary (not just subject specific) and reinforce through regular retrieval</li> <li>Identify students who need to develop their literacy skills and intervene appropriately</li> <li>Insist that students write in full sentences as often as is appropriate</li> <li>Provide regular feedback which develops accurate spelling and grammar</li> </ul>
4.2	ORACY	<ul style="list-style-type: none"> <li>All teachers are expected to champion and explicitly teach oracy</li> <li>Model high expectations of spoken English and insist that student emulate this</li> <li>Ensure students speak in complete sentences using correct grammar and pronunciation</li> <li>Encourage students' eloquence by reducing their reliance on filler words, e.g. "um", "er"</li> <li>Celebrate good oracy</li> </ul>

# Job description

5	Key Accountabilities	
5.1	GENERAL DUTIES	<ul style="list-style-type: none"><li>• The above responsibilities are subject to the general duties and responsibilities contained in the written statement of conditions of employment (the contract of employment).</li><li>• S/he shall be subject to all relevant statutory requirements as detailed in the most recent School Teachers' Pay and Conditions Document.</li><li>• To promote good order among pupils and ensure their health and safety both on and off the school premises.</li><li>• To act in accordance with the school's policy on safeguarding issues.</li><li>• Promote the School ethos in which the highest achievements are expected from all members of the School community.</li><li>• Adhere at all times to the professional business standards of dress, courtesy and efficiency in line with the Catholic ethos of the School.</li><li>• Uphold the School's behaviour code and uniform regulations</li></ul>

## Performance Management and Professional

The teacher will be part of the School's Appraisal Scheme. S/he will have a Line Manager who will set agreed targets for the year. The Line Manager will monitor and review performance, including classroom teaching. The School will support the continuing professional development of all staff to ensure that their expertise is being kept up to date.

This job description outlines the main duties and level of responsibility of the post for the time being. It is not a comprehensive or exclusive list and it cannot anticipate future service demands. There is a clear expectation of the post holder that they will make a positive contribution to enhancing and adapting services.

Job descriptions will be reviewed, in consultation with the postholder, at least annually or whenever there may be a significant change to the role.

Sign and date below to confirm that both parties have reviewed this job description, agreed any amendments and confirm that it reflects the current responsibilities expected of the postholder.



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# Person specification

	Criteria	Essential / Desirable
Faith Commitment	Understanding of the distinctive nature of a faith school	D
	A practising Catholic	D
Qualifications	Graduate qualification in the Subject or equivalent	E
	Qualified Teacher Status	E
	Experience of teaching the subject to G.C.S.E level and the ability to teach to A level	E
Knowledge & Experience	Ability to organise and prioritise workload and work on own initiative	E
	The ability to work constructively as part of a team, understanding School roles and responsibilities and the post holder's position within these	E
	Ability to communicate well in writing and face to face to all stakeholders	E
	Demonstrable experience of improving successful student outcomes in the last three years	E
	Producing high quality experiences and outcomes for students	E
	Experience as Tutor and/ or pastoral work	E
Skills, Qualities & Abilities	Empathy with pupils	E
	Ability to use ICT effectively	E
	A commitment and understanding of the use of ICT within the curriculum	E
	Excellent communication skills	E
	Excellent interpersonal skills	E
	Excellent organisation skills	E
	Dedication	E
	Ability to remain positive and enthusiastic when working under pressure	E
	Ability to organise work, prioritise tasks, make decisions and manage time effectively	E
Assembly, disassembly and cleaning of equipment	E	

# *Application process*

Please contact the school at [HR@sgschool.org.uk](mailto:HR@sgschool.org.uk) to obtain an application form or download it from our website [here](#).

If you wish to visit the school before applying or require any support with your application, please contact [HR@sgschool.org.uk](mailto:HR@sgschool.org.uk)

**Please send your application form and related documents to the HR Hub**  
[HR@sgschool.org.uk](mailto:HR@sgschool.org.uk)

**Closing date for applications: 31st September, 2022**

**Interviews to be held on: Week of 10<sup>th</sup> of October 2022**

**Start date: ASAP**

*St Gregory's is committed to safeguarding and promoting the welfare of children and this position is subject to satisfactory enhanced disclosure from the Disclosure and Barring Service.  
We are an equal opportunities employer.*



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