



# Geography Teacher (Department Leadership Option)

Campsmount Academy





## **RECRUITMENT INFORMATION PACK**

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April 2024

Dear Applicant,

Thank you for your interest in this exciting position of Geography Teacher, with the potential of department leadership, at Campsmount Academy. The successful candidate will have the opportunity to have a positive impact on many young people's lives. Within this application pack you will find a job description and person specification, as well as information on the Academy and how to apply. I would strongly encourage you to visit our Academy website on [www.campsmount.com](http://www.campsmount.com) and our twitter account @CampsmountAcad, to see up to date information on life at Campsmount.

The successful applicant will be assured of a well-considered induction to the academy and support for your own professional development. We are looking for a person who is fully committed to making a difference, who has energy and determination, and wants to be part of a school where all staff work relentlessly to ensure that all students achieve their full potential.

*'[At Campsmount] A new culture of respect, tolerance and ambition has been established. Pupils consistently behave well and show pride in their appearance and in their work. Pupils have good relationships with staff, and they are keen to learn.'* (OFSTED, 2023).

Campsmount is a happy, ambitious, inspirational and inclusive place where students and staff enjoy learning together. We learn through clear coaching models and inquiry, and many staff take advantage of our aspiring leaders programme, various NPQs and even Associate Assistant Principal secondments. These are just some examples of professional development features that enable use to reach of vision form staff and students; 'Creating the best version of you today, for success tomorrow.' This vision is built on our four core values of Ambition, Responsibility, Integrity and Pride.

We hope that you feel Campsmount will be the right school for you, and you intend to apply for the role. We believe that it is a great place to work and that you will find this role rewarding and enjoyable.

Yours faithfully,



Ian Midgley  
Principal

Ian Midgley Principal  
Email: [cwalsh@campsmount.com](mailto:cwalsh@campsmount.com)  
[www.campsmount.com](http://www.campsmount.com)



## Introduction to Campsmount

Campsmount is situated in the village of Norton, approximately 10 miles North of Doncaster on the border of West and North Yorkshire and with easy access to both the A1 and the M62. Our catchment area includes Norton and the ex-mining communities of Askern and Campsall, with students also travelling from more rural communities in North, West and South Yorkshire.

Our Academy benefits from a very attractive site which comprises excellent sports facilities, including floodlit all weather courts. In 2012, we moved into our superb new building that provides outstanding facilities for staff and students.

Campsmount is an Academy within Leger Education Trust. We are committed to providing a high quality education for students, regardless of ability, and we offer a wide range of learning experiences that will inspire, engage and motivate all learners, leading to success and achievement.

As an Academy, we are committed to becoming a 'truly great school' in every aspect and we believe that quality teaching first will ensure students make excellent progress. We pride ourselves on the atmosphere and ethos around the Academy. Our expectations of our students and also ourselves are high, and as a result we are looking for a particular individual who can meet these expectations.



## Leger Education Trust Vision and Values

### Our Vision

Truly great students in truly great schools

### Our Mission

A high-quality learning experience that fulfils all students' potential, shapes their individual character and allows them to thrive.

### Our Vision

**Truly great students in truly great schools**

Our vision is simple... we want to nurture all our students to be amazing young people who are ready to thrive and shape our world. Through excellent teaching, leadership, governance and parental support we will achieve this together and, as a result, have schools of which we can all be proud.

A truly great student in our Trust embodies each of our four values; they take pride in their actions, have high ambitions for themselves and others, take responsibility and demonstrate integrity in everything they do.

### Our Mission

**A high-quality learning experience that fulfils all students' potential, shapes their individual character and allows them all to thrive**

To achieve our vision, we will provide all students in all our academies with a high-quality learning experience, every lesson, every day, which focuses on developing their unique character. The Trust culture will ensure that students are happy, safe, positive and the needs of every individual are met.

All students will have a voice in their education and their future. This experience will foster independence, a sense of community and an appreciation of sustainability and the environment in which they live.



#### Pride

We are the champions of our students, our Trust and our people

We do our best at all times and present ourselves positively and respectfully. We promote everything that is great, celebrate our schools and we believe in the contribution of every individual



#### Ambition

We challenge ourselves to innovate and do better every day

We set the highest of standards for ourselves and others and we are outward facing and life long learners. We genuinely show that we want the best for all and are always eager to embrace self development and improvement



#### Integrity

We operate with honesty, transparency, and serve our community

We have a clear moral awareness and appreciation of how our actions impact on those around us. We care for each other and promote altruistic behaviours



#### Responsibility

We act responsibly, take ownership for our actions and care for each other

We know how to achieve our goals and demonstrate the initiative and independence to reach them. We embrace challenges and persevere when things get difficult. We become role models for others whilst valuing and celebrating diversity



## The Application Process

Further details about Campsmount Academy can be found on the school website: [www.campsmount.com](http://www.campsmount.com) and also the twitter feed @CampsmountAcad

To complete an application please click on the link below (this will open up an online form via the 'My New Term' website):

A telephone call will be made to shortlisted candidates, followed by an email detailing the interview process.

If you have not heard from us within 2 weeks of the closing date, please assume your application has been unsuccessful.

Written references will be sought on all short-listed candidates before interview.

**Closing Date:** Monday 13<sup>th</sup> May 2024\*

\*We reserve the right to close advertisements early if exceptional candidates are recruited. Advertisements will therefore close at 9am, either on the advertised closing date, or the day the decision has been taken to close the advertisement early.

It is expected that all candidates have read our Safeguarding Child Protection Policy which is available on the application page of MyNewTerm or on the Policy page of our website.



# TEACHER OF GEOGRAPHY

**Salary Scale: MPS/UPS (TLR to be confirmed)**

**Role Type: Full time, Permanent**

**Required from: September 2024**

Campsmount is a successful 11-18 Academy situated in a semi-rural area on the outskirts of Doncaster and benefits from an attractive site and fantastic modern facilities. The Academy has moved from a Single Academy in 2018 to a Sponsor Multi Academy Trust with currently five individual Academies and a clear growth plan.

Required from September 2024, the Academy Local Governing Body are seeking to appoint an enthusiastic and well qualified Geography Teacher who is an excellent classroom practitioner and is able to teach across the age and ability range. This position is a full-time, permanent post.

Applications are welcome from teachers at any stage in their career, including newly qualified teachers, for whom the school runs a comprehensive induction and development programme. The successful candidate will join an innovative and progressive team in a popular and successful faculty.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.

For further details and application form please visit the vacancies page of our Recruitment Website:

<https://mynewterm.com/jobs/138116/EDV-2024-CA-98487>

Application forms must be received by the closing date of: **13<sup>th</sup> May 2024**





# **Job Description**

## **Teacher of Geography**

**Salary Scale: MPS**  
**Role Type: Full time, Permanent**

### **PURPOSE OF THE POST**

- This job description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and within the range of duties set out in that document so far as relevant to the post holder's title and salary grade.
- To safeguard and promote the welfare of children and young people.

### **MAIN DUTIES AND RESPONSIBILITIES**

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for all students and support designated curriculum/subject areas as appropriate.
- To monitor and support the overall progress and development of students as a teacher and form tutor, setting students individual improvement goals as appropriate.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To prepare and regularly update subject materials.
- To set regular, relevant and challenging extended learning tasks.
- To maintain discipline in accordance with the school's procedures and to encourage good practice with regard to punctuality, behaviour and standards of work.
- Communicate with parents and carers regarding students' progress and attitude to learning and participate in departmental meetings, parents' evenings and whole school training events as required.
- To assess, record and report on attendance, progress, development and attainment of students and to keep such records as are required.
- To have a commitment to self-review and development.
- To attend meetings and complete additional administration tasks as required by the role.

### **HEALTH AND SAFETY**

The post holder is required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law following recognised codes of practice. The post holder is also required to be aware of and comply with the Leger Education Trust's policies on health and safety.

\*These duties are neither exclusive nor exhaustive and the post holder may be required to undertake other duties and responsibilities without changing the general character of the post in order to meet the needs of the organisation.





## PERSON SPECIFICATION – TEACHER OF GEOGRAPHY

Qualifications	Essential	Desirable	How Assessed
Degree and Teaching Qualification	✓		Application form
Enhanced DBS	✓		Application form
Ongoing CPD portfolio	✓		Application form
Further degree or diploma		✓	Application form
<b>Experience</b>			
An experienced and strong classroom practitioner	✓		Application form and at interview
Understanding of the characteristics of high quality teaching and effective learning	✓		Application form and at interview
Ability to work within an effective team	✓		Application form and at interview
Excellent written, verbal and non-verbal communication skills	✓		Application form and at interview
Ability to see tasks through to a successful conclusion	✓		Application form and at interview
Ability to work under pressure, meet tight deadlines and pay attention to detail	✓		Application form and at interview
High level of interpersonal skills with the ability to maintain a positive profile with pupils, staff and parents	✓		Application form and at interview
Good ICT skills	✓		Application form and at interview
Evidence of having had a positive impact on lives of young people	✓		Application form and at interview
<b>Personal and Professional Skills and Attributes</b>			
Patient and persistent	✓		Application form and at interview
Tactful, respectful and sensitive to the needs of others	✓		Application form and at interview
Enthusiastic with a positive and optimistic outlook and a sense of humour	✓		Application form and at interview
Committed to excellence	✓		Application form and at interview
Tactful, respectful and sensitive to the needs of others	✓		Application form and at interview
Hard working with high expectations of self	✓		Application form and at interview
Ability to establish relationships with internal and external stakeholders	✓		Application form and at interview



Ability to work effectively as a member of a team and display excellent interpersonal skills	✓		Application form and at interview
First class communication skills on all levels	✓		Application form and at interview
Highly organised, motivated and enthusiastic	✓		Application form and at interview
High professional and personal standards	✓		Application form and at interview
A commitment to working to strict deadlines	✓		Application form and at interview
Willingness to play a part in the wider life of the Academy	✓		Application form and at interview

### Requirements from confidential references:

Written reference(s) only	*
Confirmation of professional and personal knowledge, skills and abilities	*
Positive recommendation from current employer	*
Good health and attendance record	*

\*Leger Education Trust will require the appointed candidate to gain satisfactory relevant background checks in accordance with safer recruitment guidelines; this will include an Enhanced (with Barred) Disclosure check.

