

## **WHITBY SCHOOL AND SIXTH FORM**

Prospect Hill and Airy Hill, Whitby, North Yorkshire

**Website: [www.ccwhitby.org](http://www.ccwhitby.org)**

Caedmon College Whitby Head of School: Ms Susan Boyd, BSc, PGCE

### **Teacher of Geography (plus a second subject) required for September 2024**

**Salary range: Teachers' Pay Scale, subject to experience  
Full-time**

- We serve a diverse and beautiful, rural coastal area, centred in the historic seaport of Whitby. In September 2024, we will formally become **Whitby School**, following the merger of Caedmon College Whitby with Eskdale School, to offer education across an 11-19 age range. Our new school will be based on our Airy Hill site (for Years 7 and 8) and on our Prospect Hill site (Years 9 to 13) – approximately five minutes apart.
- The successful candidate will be a committed and creative practitioner, capable of effective and enthusiastic teaching and learning.
- We ensure that new members of staff receive a comprehensive induction programme and staff development is a priority.

Please telephone/access our website [www.ccwhitby.org](http://www.ccwhitby.org) for further details and a teaching post application form.

Please contact [j.robinson@ccwhitby.org](mailto:j.robinson@ccwhitby.org) for information

***NB: All postholders are subject to Criminal Records checks for the Safeguarding of young people.***

***Closing date: Noon, Tuesday 7 May 2024***

***Please note that all applicants must complete a teaching post application form and include a letter with your application, showing how your previous training and experience make you a strong candidate for the post. Applications should be addressed to Jo Robinson at Caedmon College Whitby, Prospect Hill, Whitby, YO21 1LA ([j.robinson@ccwhitby.org](mailto:j.robinson@ccwhitby.org)).***

***If you require the application form electronically or any further information, please email [j.robinson@ccwhitby.org](mailto:j.robinson@ccwhitby.org)***

***It will be most helpful if you could include day time contact details for yourself and your referees, including email addresses.***

***All candidates are subject to criminal records and safeguarding checks to ensure that they are suitable for work with young people.***

## **Whitby School**

### **Teacher of Geography**

#### **MPS/UPS (ECT's welcomed)**

#### **Full-time post**

Whitby School is a new school; an exciting development for the Whitby community. Our school will be a positive, warm, and welcoming school where pupils will aim to do their very best and take pride in their achievements. By constantly challenging our pupils to excel, we will nurture aspirations and strive to cultivate a lifelong love of learning in our young people.

We are looking for colleagues who will provide a creative, safe, and caring environment where every child is known and cared for as an individual. In this climate, every young person can thrive as they develop in personality, character and intellect and become a highly successful learner and individual.

We believe we can provide a unique education for our young people. As a school at the heart of the community it serves, we will work in partnership as a school community to ensure our children not only receive a broad and balanced education but also allow them to enjoy the area they live in and make a positive wider contribution to the area.

At Whitby School, every pupil will be known, valued, and cared for as an individual. We will celebrate our pupils' talents, achievements, and successes, and understand and support pupils where they need help. We believe that every pupil has the ability, strength, talent, and determination to achieve their potential. As a school, we will therefore aim to provide our pupils with the very best education possible, by providing a wide and comprehensive curriculum and extra-curricular activities.

Whitby School will open in September 2024, following the merger of Eskdale School, Caedmon College and Whitby Sixth Form. The school will be split across two main sites: Lower School (Y7 & Y8) will be based on our Airy Hill site and the Upper School (Y9-Y13) will be based on our Prospect Hill site.

If you are looking for your next career move, then join us as we look forward to beginning an exciting new chapter for secondary education in Whitby.

**The Geography Department** currently consists of three experienced and dedicated specialists; you will be joining a team of staff who work closely together creating a supportive and friendly environment. We use Google Classroom to share resources with students and our resources have been developed over several years. We have a strong uptake at GCSE with over a hundred students studying the subject currently in Year 10, and have a small and growing A-Level cohort which has seen success across the ability range as an inclusive school. The successful candidate will also need to teach a second subject – science is the preferred subject.

#### **We are:**

- a school who works collaboratively with other schools – we currently have staff from the Wonder Learning Partnership Trust working as our Executive Team and this will continue for September 2024 to August 2025
- a school where British values are at the heart of our curriculum – so that all our students leave school knowing how to conduct themselves in the wider world.

#### **Our opportunity**

In what is our first external teaching post for a few years we are looking to appoint a Geography colleague who could be flexible should there be a need to teach in another curriculum area (but this is not essential).

You would join a department which is staffed with specialists who are enjoying some of the best outcomes for students whilst continuing to develop an exciting and engaging curriculum offer for our students. A key focus for the department is to build upon recent successes and as a new colleague you will be working closely with a team who will support, develop and challenge you. Both ECT's and experienced teachers are welcome to apply – we will support you, develop you and above all welcome you into our aspirational school.

### **We are looking for a Teacher who:**

- is passionate about teaching and has a creative and flexible approach for all key stages
- will model best practice teaching and learning across the department and support the development of quality teaching in the department
- will support, challenge and engage a diverse cohort of students, enriching their learning experience, maximising their potential and raising attainment
- will play a key role in leading aspects of faculty CPD.

### **What we offer:**

- access to our school and coastal specific CPD programmes which includes ECT's, RQT and NPQML specific courses
- access to the newly launched Chartered College of Teaching Hub – one of only 11 nationally
- visible and supportive SLT so you can get on with teaching your subject to students who thrive within our climate for learning
- Tailored career pathways as you develop your teaching career with us.

We are proud to work alongside our eight other local secondary schools and we believe we have a unique opportunity for colleagues to grow, develop and thrive in their career as part of our coastal community. For more information on our Coastal Offer and how you can make a difference by teaching on the Yorkshire Coast please visit [www.teachyc.co.uk](http://www.teachyc.co.uk)

The date of commencement for this post will be September 2024. Interviews will be held as soon as possible after the closing date.

### **Closing date: Friday 10 May 2024, noon.**

We reserve the right to close this vacancy early should we receive an overwhelming response. All candidates are advised to refer to the job description and person specification before making an application.

**For an informal conversation about the role, please arrange a conversation with Susan Boyd, Head of School of Caedmon College Whitby (via [post@ccwhitby.org](mailto:post@ccwhitby.org)) and for an application form please contact Jo Robinson at Caedmon College Whitby via [j.robinson@ccwhitby.org](mailto:j.robinson@ccwhitby.org) or call 01947 602406.**

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.

*An online search may be undertaken as part of the recruitment process on information available in the public domain. Candidates should disclose anything that may be relevant in line with Keeping Children Safe in Education during the interview process.*

## **Whitby School**

### **Person Specification**

### **Teacher**

JOB REQUIREMENTS	ESSENTIAL	Essential	Preferred	Met	
Qualifications and experience	Good honours degree	✓			
	Qualification as a teacher	✓			
	Evidence of good classroom practice	✓			
	Evidence of a commitment to the value of team work	✓			
	A clear focus on standards in order to raise achievements	✓			
	Evidence of excellent ICT skills	✓			
	Evidence of an understanding of the role of a college within its community			✓	
Personal and interpersonal	Good communicator – with staff, governors, students, parents and community	✓			
	High standard of written and oral communication	✓			
	Ability to be a good ambassador for the College and inclusive education	✓			
	Ability to adapt to changing circumstances	✓			
	Ability to motivate, inspire confidence in students, consult and encourage	✓			
	Innovative and enthusiastic	✓			
	Ability to work as a member of a dynamic forward-thinking team and to contribute to departmental decision-making	✓			
	Evidence of showing perseverance and plenty of energy!			✓	
	Ability to work as part of a team	✓			
Staff Development	Evidence of commitment to continuing personal professional development	✓			
	Participation in the College's Performance Management cycle, involving effective self-management and evaluation of performance	✓			
Child Protection	A commitment to the safeguarding and welfare of young people	✓			

## **Job Description**

### **Job title: Teacher of Geography**

#### **General Professional Duties**

To fulfil the conditions of employment for school teachers, as stated in the latest School Teachers; Pay and Conditions Document and adhere to the expected behaviours and standards of school teachers as laid out in the Teachers' Professional Standards document. To follow College policies and behaviour systems.

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.

#### **Main duties and responsibilities**

##### **PART ONE: TEACHING**

###### **A teacher must:**

###### **1 Set high expectations which inspire, motivate and challenge pupils**

- establish a safe and stimulating environment for pupils, rooted in mutual respect
- set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

###### **2 Promote good progress and outcomes by pupils**

- be accountable for pupils' attainment, progress and outcomes
- be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these
- guide pupils to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching
- encourage pupils to take a responsible and conscientious attitude to their own work and study.

###### **3 Demonstrate good subject and curriculum knowledge**

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject
- if teaching early reading, demonstrate a clear understanding of systematic synthetic phonics
- if teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

#### **4 Plan and teach well-structured lessons**

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and children's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

#### **5 Adapt teaching to respond to the strengths and needs of all pupils**

- know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively
- have a secure understanding of how a range of factors can inhibit pupils' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils' education at different stages of development
- have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

#### **6 Make accurate and productive use of assessment**

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure pupils' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

#### **7 Manage behaviour effectively to ensure a good and safe learning environment**

- have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy
- have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

#### **8 Fulfill wider professional responsibilities**

- make a positive contribution to the wider life and ethos of the school
- develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- deploy support staff effectively
- take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues
- communicate effectively with parents with regard to pupils' achievements and well-being.

## **PART TWO: PERSONAL AND PROFESSIONAL CONDUCT**

- a teacher is expected to demonstrate consistently high standards of personal and professional conduct. The following statements define the behaviour and attitudes which set the required standard for conduct throughout a teacher's career
- teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:
  - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
  - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
  - showing tolerance of and respect for the rights of others
  - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs
  - ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law
- teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality
- teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

### **Main duties and responsibilities of post-threshold teachers**

(1) Professional Attributes

#### **Frameworks**

P1. Contribute significantly, where appropriate, to implementing workplace policies and practice and to promoting collective responsibility for their implementation.

(2) Professional knowledge and understanding

#### **Teaching and learning**

P2. Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential.

#### **Assessment and monitoring**

P3. Have an extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subjects/curriculum areas they teach, including those related to public examinations and qualifications.

P4. Have up-to-date knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learners' needs.

#### **Subjects and curriculum**

P5. Have a more developed knowledge and understanding of their subjects/curriculum areas and related pedagogy including how learning progresses within them.

#### **Health and well-being**

P6. Have sufficient depth of knowledge and experience to be able to give advice on the development and well-being of children and young people.

### **(3) Professional skills**

#### **Planning**

P7. Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of

learners and which integrate recent developments, including those relating to subject/curriculum knowledge.

### **Teaching**

P8. Have teaching skills which lead to learners achieving well relative to their prior attainment, making progress as good as, or better than, similar learners nationally.

### **Team working and collaboration**

P9. Promote collaboration and work effectively as a team member.

P10. Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.

### **Role Review**

This job description sets out the main duties of the post at the time of drafting. It cannot be read as an exhaustive list. These duties will be discussed annually as part of the postholder's annual performance review and are subject to change. However, they may be altered at any time, subject to need, in consultation with the postholder and with the Head of School's approval.