



UP HOLLAND  
HIGH SCHOOL  
*Dedicated to Excellence*

# Teacher of Geography covering maternity leave from 1.9.25



PROUD TO BE A MEMBER OF  
**EVERYONE MATTERS**  
SCHOOLS TRUST

## Headteacher's welcome

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Up Holland High School Is Dedicated To Excellence and prides itself on the excellent opportunities it offers to all students in order for them to develop and succeed.

This is achieved by offering a broad and balanced curriculum that is delivered by high quality practitioners. The school has an outstanding reputation for academic achievement and educational standards, which has been achieved by placing the individual child's needs at the core of our ethos and our decision making.

We recognise that the development of the 'whole child' is an integral part of our work. We want the students to achieve both fantastic outcomes and to develop their interpersonal skills so that they are confidently prepared for life beyond school. At the heart of this ethos we promote our core values of leadership, organisation, resilience, initiative and communication. At Up Holland High School, we expect students to be self-motivated, ambitious, determined and hard working. We encourage them to make the most of their abilities and talents. Alongside this, we expect students to be kind, thoughtful and respectful to one another. We want them to participate in all aspects of school life, developing into responsible citizens who make a positive contribution to the wider community.

We strongly believe in the power of the 'student voice' and as such, afford the children the opportunity to positively impact change and improve our school by representing our student councils and junior leadership team. We expect our students to be responsible role models to each other and to the students in our partner primary schools, promoting a sense of community responsibility.

The pastoral care is a real strength of our school. We pride ourselves on knowing the students as individuals, which enables us to successfully work in partnership with parents and carers. This partnership is absolutely critical in ensuring students are happy, healthy and successful. Our extensive system of rewards encourages the pursuit of excellence and core values by celebrating progress, attainment and the overall contribution made to school life. High expectations of attendance, punctuality, uniform and behaviour underpin success in our school and lay the fundamental foundations for life beyond Up Holland.

You can view our welcome and information video using the following link:

[https://www.youtube.com/watch?v=KL5yjTJwG\\_8](https://www.youtube.com/watch?v=KL5yjTJwG_8)

## School Priorities 2023-2025

- Developing a **culture of excellence** through high expectations of all staff and students
- Consistently delivering **high quality teaching** within a challenging curriculum
- Improving the **attitude to learning** and promoting the **resilience** of students
- Improving the **attendance** of students, particularly those that are persistently absent



**Headteacher**  
**Paul Scarborough**

**Role overview:**  
**Teacher of Geography covering maternity leave**

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**Hours: Full time (temporary, covering maternity leave from 1<sup>st</sup> September 2025 to Friday 4<sup>th</sup> July 2026 in the first instance)**

**Responsible to:** Progress Leader for Geography

**Closing Date:** Wednesday 2<sup>nd</sup> April 2025, 8.00 am

**Interview Date:** To take place as soon as possible following closing date.

**Start Date:** 1<sup>st</sup> September 2025

**Open to both experienced and Early Career Teachers, this is a fantastic opportunity for someone who is passionate about teaching, and shares the ambition, aspirations and values of the school.**

We seek an enthusiastic, high quality teacher of Geography with the ability to deliver effective teaching and learning in at Key Stages 3 and 4. You will need to be practitioners who have the ability to inspire, engage and motivate students. You will also need to have excellent communication skills, be ambitious and be a strong team player and above all else, you will need to be Dedicated to Excellence in all that you do.

## Our school

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Up Holland High School is a happy and harmonious place to be where students are highly-motivated and have the opportunity to be inspired and succeed. We were recognised in May 2023 by Ofsted as 'Good' in all areas of school, with the capacity to improve still further. We believe that our strong collaboration with students, staff, parent/carers and governors continues to contribute towards the success of the school. This is the third successive 'Good' judgment the school has secured. The school aspires to move from 'Good' to 'Great' and we are seeking a professional that shares that level of ambition, a professional that can model our Dedication to Excellence in all that they do.

We consider the education of our students to be about developing the whole child, preparing them for life beyond school. Not only providing them with a good level of attainment in examination subjects but also helping them to develop the skills, values and attributes which will enable them to be strong, successful citizens when they move on from Up Holland, ready to contribute to their local community and the wider world. This philosophy is captured in our vision statement.

### Personal Development

The five key skills and values that we promote through LORIC are those that employers' colleges and universities consider to be most desirable:

- Leadership
- Organisation
- Resilience
- Initiative
- Communication

Students develop their LORIC skills through our 'Character and Culture and Personal Development' programme. This begins in Y7 and continues through to Y11, with students participating in a range of activities and experiences. These activities are promoted and undertaken in personal development time, curriculum lessons, character and culture days and enrichment opportunities. We believe that the programme enhances the development of the whole child, preparing them for life beyond Up Holland High School. Our drive to offer an holistic educational experience is at the core of the schools philosophy, recognising the importance of both academic rigour and challenge, alongside opportunities for personal development and cultural capital.

If appointed you can expect full-support and continuing professional development, as we promote a model of leadership at all levels and a bespoke and tailored CPD programme. We offer a professionally stimulating working environment where teachers have the opportunity to progress and most critically to positively impact on the lives of our students.



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. Successful applicants will need to undertake a DBS enhanced clearance, including checks with past employers. *Please note that in line with Keeping Children Safe in Education an online search will be carried out as part of our due diligence on shortlisted candidates.*



## The Trust

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# EVERYONE MATTERS SCHOOLS TRUST

We are a trust that is passionate about making a difference to every child and person in the community we serve. We work tirelessly to ensure we have great schools made up of great people supported by the trust to provide a great educational offer for every child who attends one of schools.

Our vision is to improve every person's life and their opportunities. As a member of staff you will be key to our success so we work hard to be a great place to work. Our trust culture is based on our humanity and the principles of compassion, generosity and kindness. We are proud of the trust's ethos:

**Everyone Matters:** we strive for all our partners to be happy and successful schools within our trust community based on our culture of compassion, generosity and kindness.

**Everyone Helps:** we work together to make great choices for our schools and our children to create an interconnected community of team members who do the best for children, staff and our community.

**Everyone Succeeds:** we work tirelessly together to overcome the challenges we face to invest in our schools, so all our schools, children and team members are successful.

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## Job description

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<b>Job Title:</b>	Teacher of Geography
<b>Responsible to:</b>	Progress Leader for Geography
<b>Salary Range:</b>	Main Teachers Scale
<b>Duration:</b>	Full time, temporary, covering a maternity leave 1.9.25 to 4.7.26 in the first instance

### Exercise of general and particular duties

The teacher shall perform, in accordance with any directions which may be reasonably given by the headteacher from time to time, such particular duties as may be reasonably assigned.

### GENERAL PROFESSIONAL DUTIES:

The following duties shall be deemed to be included in the professional duties which the teacher shall be required to perform.

These duties are as outlined in the current Conditions of Employment of School Teachers.

#### 1 Teaching

- (a) Planning and preparing courses and lessons;
- (b) teaching, according to their educational needs, the pupils assigned to the teacher, including the setting and marking of work to be carried out by the pupil, in school and elsewhere;
- (c) assessing, recording and reporting on the development, progress and attainment of pupils; - in each case having regard to the curriculum for the school.

#### 2 Other activities

- (a) Promoting the general progress and well being of individual pupils and of any class or group of pupils assigned to the teacher;
- (b) providing guidance and advice to pupils on educational and social matters and on their further education and future careers, including information about sources of more expert advice on specific question; making relevant records and reports;
- (c) making records and reports on the social needs of pupils;
- (d) communicating and consulting with parents of pupils;
- (e) communicating and co-operating with persons or bodies outside the school;
- (f) participating in meetings for any of the purposes described above.

#### 3 Assessment and Reports

Providing or contributing to oral and written assessments, reports and references relating to individual pupils and groups of pupils.

#### 4 Performance Management

Participating in any school arrangements within an agreed national framework for the performance management of teachers.



**5 Review: further training and development**

- (a) Reviewing from time to time his/her methods of teaching and programmes of work;
- (b) participating in arrangements for further training and professional development as a teacher.

**6 Discipline, health and safety**

Maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised school activities elsewhere.

**7 Staff Meetings**

Participating in meetings at school which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements.

**8 Cover**

Within the terms of the Conditions of Employment of School Teachers, supervising and so far as practicable teaching any pupils whose teacher is not available to teach them.

**9 Pupil examinations**

Participating in arrangements for preparing pupils for public examinations and in assessing pupils for the purposes of such examinations; recording and reporting such assessments; and participating in arrangements for pupils' presentation for and supervision during such examinations.

**10 Management**

- (a) Contributing to the selection for appointment and professional development of other teachers and non-teaching staff, including the induction and assessment of newly qualified teachers and of students undertaking school practice;
- (b) co-ordinating or managing the work of other teachers;
- (c) taking such part as may be required in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the school.

**11 Administration**

- (a) Participating in administrative and organisation tasks related to such duties as are described above, including the management or supervision of persons providing support for teachers in the school and the ordering and allocation of equipment and materials;
- (b) registering the attendance of pupils and supervision of pupils, whether these duties are performed before, during or after school sessions.

It should be noted that this job description is likely to be subject to change to reflect the needs of the school and of the individual.



## Person specification

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Personal Attributes Required	Essential/Desirable	To be identified by:
<b><u>Qualifications</u></b>		
Qualified Teacher Status	Essential	Application Form
<b><u>Knowledge, Skills and Personal Qualities</u></b>		
Successful experience of teaching Geography	Essential	Letter/interview
A knowledge of the KS3 and KS4 National Curriculum for Geography	Essential	Letter/interview
Expertise in assessing Geography at both Key Stage 3 and 4	Essential	Letter/interview
Experience of working with gifted and talented pupils	Essential	Letter/interview
A working knowledge of assessment and target setting	Desirable	Letter/interview
Experience of working with pupils of special educational needs	Essential	Letter/interview
Strong interpersonal, written and oral skills	Essential	Letter/interview
Ability to work as part of a team	Essential	Letter/interview/reference
Good Health and Attendance Record	Essential	Letter/interview/reference
Self motivated	Essential	Letter/interview/reference
Ability to motivate pupils	Essential	Letter/interview/reference

**Note: Knowledge and skills may have been acquired through training or experience.**

## How to apply

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Teaching staff application forms and further details of the post are available to download from the school website: <https://www.uhhs.uk/about-our-school/vacancies>

Completed application forms together with a letter of application no more than 2 sides of A4 in 12 pitch should be emailed to [a.mckernan@uphollandhigh.org.uk](mailto:a.mckernan@uphollandhigh.org.uk) marked for the attention of Mr P Scarborough, Headteacher.

**Closing Date:** Wednesday 2<sup>nd</sup> April 2025, 8.00 am

**Interview Date:** To take place as soon as possible following closing date.

**Start Date:** 1<sup>st</sup> September 2025

## Guidance

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**Applicant Privacy Notices can be found on our website using the following link.**

<https://www.uhhs.uk/ckfinder/userfiles/files/Policies/Privacy%20Notice%20for%20Job%20Applicants.pdf>