

**Ercall Wood Academy**  
**Golf Links Lane**  
**Wellington**  
**Telford**  
**Shropshire**  
**TF1 2DT**

**Teacher of Geography Maternity**

**Salary Range: MPS/UPS**

**Start date: Easter 26**

**1 FTE**

Ercall Wood Academy is a vibrant, values driven community school for students from 11– 16 years of age, proudly located with Wellington, Telford and Wrekin. Ercall Wood Academy is built in the heart of its community, and this has shaped the vision and ethos that is embedded in our successful school. Our values of Empower, Respect and Aspire are fundamental in creating a positive student culture where students can strive for both academic success and holistic development. The positive culture created within the school provides solid foundations for teachers' daily practice and acts as a mantra for our students' lives within their school.

Since opening, the school has established a culture of success creating young adults that are well respected within our society. Our most recent results have seen us placed us as the most successful school within the Learning Community Trust in respect of Progress 8. This is a reflection of the systems, routines and high quality of education that are established within Ercall Wood Academy. We are a driven school and recognise the need to keep moving forwards to provide our young people with the best education and life experiences.

Ercall Wood Academy are looking to appoint a candidate who has the ability to teach Geography across key stage 3 and 4 and is passionate about their subject.

**We look forward to receiving your application.**

**Closing date for applications: Monday 23<sup>rd</sup> February 2026 @ 12 noon**

**Interview: Thursday 26<sup>th</sup> February 2026**

For more information and to return completed application forms, please contact

Mrs Pauline Roden on: Tel: 01952 951410 or [pauline.roden@lct.education](mailto:pauline.roden@lct.education)

The Learning Community Trust is committed to safeguarding and promoting the welfare of children and young people. All post holders working in regulated activity with children, are required to have an enhanced DBS check (including a check on the children's barred list).

References will be required for all shortlisted candidates, prior to interview and these will be checked following the Learning Community Trust recruitment and selection process. In line with the Statutory Guidance Keeping Children Safe in Education an online check will also be undertaken for all shortlisted candidates prior to the interview. Shortlisted candidates will also be required to complete a criminal self-disclosure declaration, posts that involve working in regulated activity are exempt from the Rehabilitation of Offenders Act, please note it is a criminal offence for individuals on the barred list for children to apply for any post working with children. For more information, please refer to The MOJ's guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975, for information about which convictions must be declared during job applications and related exceptions and further information about filtering offences can be found in the DBS filtering guide.

We are committed to equality and diversity and follow the Safer Recruitment practices as set out in the Statutory Guidance - Keeping Children Safe in Education. For more information regarding our school's commitment to safeguarding, please see our Child Protection & Safeguarding Policy.

Supporting documents:

- **Application Pack**
- **Job Description/Person Specification**
- **LCT Application Form**
- **Safeguarding Policy**
- **Welcome Letter**

## **Ercall Wood Academy Job Description**

### **Teacher with responsibility in Geography**

Ercall Wood Academy is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments.

Job Role:	Teacher of Geography	Contract:	Maternity Cover
Hours of work:	Full time	Reporting To:	Subject Leader

### **Job Purpose**

- To carry out the professional duties of a teacher as circumstances may require and in accordance with the Academy's policies under the direction of the Principal.
- To be an effective professional who demonstrates thorough curriculum knowledge, can teach and assess effectively, take responsibility for professional development and has students who achieve well.
- To be a member of the Geography team and under the direction of the subject leader, contribute to the high standards of teaching and learning and the raising of standards of achievement.
- To make a significant contribution to the vision and direction of Ercall Wood Academy, where expert teaching and embedding knowledge is at our core.

### **Safeguarding**

- To uphold the Academy's policies in respect of Safeguarding and Child Protection and ensure the safety and well-being of all learners.

### **Teaching & Assessment**

- Demonstrate clear routines and appropriate responses to positive and negative behaviour to lead a successful classroom.
- Seek to develop positive relationships with all students. They need to know that you care deeply about them succeeding and achieving.
- Have excellent subject knowledge.
- Prepare the learning so that students in your class can achieve and progress.
- Communicate clear instructions, explanations and modelling to teach key concepts.
- Use assessment for learning to check understanding.
- Provide scaffolded support to ensure all students can access the work.
- Provide regular practise for students.
- Ensure assessments are used to check what students know and don't know.
- Provide timely feedback to support students and their learning.
- Evaluate own teaching critically to improve effectiveness.
- Ensure the effective and efficient deployment of classroom support.
- Liaise with the Subject Leader to ensure the implementation of department policy and best practice.

### **Pastoral Duties**

- If required, be a form tutor to an assigned group of students or a link form tutor.
- Prepare and deliver Life Skills lessons as part of the form tutor role.
- Promote the academic progress and emotional well-being of individual students and of the form tutor group as a whole.
- Liaise with the Pastoral team to ensure the implementation of the Academy's pastoral system.
- Alert appropriate staff to problems experienced by students.

### **Other Professional Requirements**

- Have a working knowledge of teachers' professional duties and legal liabilities.
- Always operate within the stated policies and practices of the Academy, in particular the Staff Code of Conduct and GDPR policies.

- Take account of wider curriculum developments.
- Keep up to date with recent developments in Teaching and Learning.
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct.
- Co-operate with other staff to ensure sharing and effective usage of resources to the benefit of the Academy, department and students.
- Contribute to the corporate life of the Academy through effective participation in meetings and management systems necessary to coordinate the management of the Academy.
- Take part in marketing and liaison activities such as Open Evenings and Parents Evenings.
- Take responsibility for their own professional development and duties in relation to Academy policies and practices.
- Liaise effectively with parents.
- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.
- Lead or help to lead an after-school intervention/activity once per week; either curriculum based or an extra curricula club.

## General

### **All Academy staff are expected to:**

- Work towards and support the Academy's vision and objectives.
- Support and contribute to the Academy's responsibility for safeguarding students.
- Work within the Academy's Health and Safety policy to ensure a safe working environment for staff, students and visitors.
- Work within the Academy's Community Cohesion and Equal Opportunities policies to promote equality of opportunity for all students and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents and colleagues.
- Engage actively in the performance review process.
- Adhere to Academy policies, procedures and core values as set out in the documentation available to all staff.

This job description will be reviewed annually as part of the performance management process and may be subject to amendment or modification at any time after consultation with the post holder.

It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the Academy in relation to the post holder's professional responsibilities and duties, including the provision of high-quality teaching and learning across the academy and the pastoral care of the pupils in their charge.

Elements of this job description and changes to it may be negotiated at the request of either the Principal or the incumbent of the post.

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Date.....

<b>Ercall Wood Academy</b> <b>Person Specification</b> <b>Teacher of Geography</b>	
<b>Selection Criteria:</b>	
<b>Qualifications</b>	
<ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> <li>• Good degree in Geography or a closely related discipline.</li> <li>• Evidence of appropriate continued personal and professional development.</li> </ul>	
<b>Experience and Attributes</b>	
<ul style="list-style-type: none"> <li>• Aspiration to be an expert teacher.</li> <li>• A reflective practitioner, who is able to plan effectively.</li> <li>• Successful teaching experience of Geography at KS3 and 4.</li> <li>• Secure knowledge or willingness to gain the knowledge of the characteristics of effective learning, teaching and assessment in Geography.</li> <li>• The ability to implement clear, consistent and effective approaches to learning, securing excellent relationships and behaviour.</li> <li>• Secure knowledge of recent developments in Teaching and Learning.</li> <li>• A clear understanding of how effective assessment contributes to individual student improvement and how effective analysis contributes to high standards.</li> <li>• Prepared to learn from new experiences and take an active responsibility for their own continuing professional development</li> <li>• Continuously striving for excellence in their profession.</li> </ul>	
<b>Personal Qualities</b>	
<ul style="list-style-type: none"> <li>• Share the Academy vision that all students can achieve and succeed academically and help build the academy culture of high aspirations for all.</li> <li>• Hungry to always improve and be the best version of yourself.</li> <li>• Humble enough to admit when you have made a mistake, need support or others need your support.</li> <li>• Smart – Always want to learn more and engage in research to be ‘teaching smart’. Be emotionally intelligent smart, understanding others and working well in our team.</li> <li>• Ability to plan and organise time effectively, work under pressure and meet deadlines while maintaining a healthy work life balance.</li> <li>• A sense of humour, cheerful demeanour and positive, can-do attitude.</li> </ul>	
<b>Evidence assessed from:</b> Application form (F): Interview (I): References (R)	

# Welcome to our academy

## Ercall Wood Academy Principal: Mr Nicholas Murphy

Ercall Wood Academy is an 11-16 comprehensive secondary school located in Wellington, Telford. It was rebuilt under BSF and now occupies a fantastic modern building set in lovely grounds in a great location near the Ercall and Wrekin Hills, which are local landmarks.

The academy is currently over-subscribed on its PAN of 900 with numbers for September being extremely positive. The majority of students live within the catchment and the intake is diverse but broadly comprehensive but with an above national percentage of SEND students with EHCPs.



### **The Vision of EWA:**

Ercall Wood Academy promotes and expects to have high aspirations for all our students. 'All students' truly meaning all students regardless of ability, gender, race and background. The staff strive to empower our whole community with the knowledge, skills and habits necessary to make a positive difference to the community and the wider world.

Ercall is built on a culture of respect; respect for oneself, for others and for the environment. The academy has clear routines and responses to positive and negative behaviour, creating a safe, purposeful learning environment for all.

The Academy believes in the potential of all our students and their ability to achieve and be successful. We want our students to share the same high aspirations whether it is through academic success, sporting prowess or excellence in the arts.

### **The Values of the Academy are:**

**Empower:** We strive to empower our whole community with the knowledge, skills and habits necessary to make a positive difference to the community and the wider world.

**Respect:** Excellence is built on a culture of respect. Respect for oneself, for others and for the environment.

**Aspire:** High aspirations by all, for all. 'All' truly means all regardless of ability, gender, race and background.

To deliver the vision and values, the senior leadership is a talented and passionate team that are experienced within their clear roles and responsibilities. Within the recent inspection, Ofsted repeatedly commented on the strength of both the senior and middle leadership of the academy.

Our students are quite simply amazing and the heartbeat of our school and represent the successful embodiment of the values. The relationships between staff and students are a strength, with behaviour management strategies embedded into daily practice. Attendance is above national and fixed term suspensions have reduced rapidly highlighting the positive culture created at Ercall Wood Academy.

The curriculum has been fully reviewed and rewritten over the last two years and the impact of this work is evident in day-to-day practices. In 2022, Ercall Wood Academy achieved its best-ever GCSE results. The academy is proud to be placed in the top three best performing comprehensives in Telford & Wrekin in terms of progress 8. This had shown a real improved with a swing of 0.45 making us the most improved school within the authority. Results for 2023 are forecast to be in line with last year tracking at the same progress rate.

The school's most recent inspection graded the school "Good" across all areas. All at the academy are extremely proud of the achievement and continue to work diligently to drive the academy onwards. Particular highlights from the inspection report include "Pupils are happy at the school, they feel safe and know that staff are willing to support them whenever they need help." And "The curriculum is broad and ambitious for all pupils. High expectations are evident across all subjects." As leaders we feel these quotes highlight our commitment to ensuring high quality learning experience for all pupils whilst ensuring students are happy and safe in an environment where all can thrive.

You will join a Trust steeped in a culture of wanting the very best for our children and which is very ambitious for its schools. We support and challenge our leaders within an environment of working collaboratively, sharing best practice and focusing on creative and innovative practice that provides our children with a great education and prepares them for the next steps in their lives.

If this challenge is of interest to you, and you have the skills, qualities and commitment required to take the school forward, we very much look forward to hearing from you.



**Teacher of Geography Maternity**

**1FTE**

**MPS/UPS**

**Start date: Easter 26**



## Welcome to Ercall Wood Academy

Ercall Wood Academy is on an exciting journey to excellence. We are built on the mantra of 'doing the simple things exceptionally well' through our traditional principle of expert teachers delivering a knowledge-rich curriculum.

Due to an increasing demand for admission places, you would be joining us to support the expansion of our curriculum.

The academy is a proud member of the highly successful Learning Community Trust and is situated in Wellington, Telford, which has excellent transport links with easy access to the M54 motorway.

This is a fantastic opportunity for you to be part of our drive to position Ercall Wood as a lead academy within the region and beyond.

**Mr N Murphy**  
**Principal**





## Vision

At Ercall Wood Academy, we promote and expect to have high aspirations for all our students. 'All students' truly means all students regardless of ability, gender, race and background.

We strive to empower our whole community with the knowledge, skills and habits necessary to make a positive difference to the community and the wider world.

Ercall Wood Academy is built on a culture of respect; respect for oneself, for others and for the environment. The academy has clear routines and responses to positive and negative behaviour, creating a safe, purposeful learning environment for all. We are traditional in our view that the teachers are the experts in the classroom and should be respected as such. Our teachers hold the key to unlocking the potential of our young people through the delivery of a high-quality curriculum built on key knowledge and skills.

We believe in the potential of all our students and their ability to achieve and be successful. We want our students to share the same high aspirations whether it is through academic success, sporting prowess or excellence in the arts. There are no limits to what can be achieved with hard work, resilience and determination.

## Values

**Empower:** We strive to empower our whole community with the knowledge, skills and habits necessary to make a positive difference to the community and the wider world.

**Respect:** Excellence is built on a culture of respect. Respect for oneself, for others and for the environment.

**Aspire:** High aspirations by all, for all. 'All' truly means all regardless of ability, gender, race and background.



## Teaching at Ercall Wood Academy

- Do you want to work in an academy where teachers are respected as the expert?

Teachers at Ercall Wood Academy are valued as the experts in the classroom. Underpinning all pedagogy is a strong understanding of the essential subject knowledge. We use Barak Rosenshine's Principles of Instruction as a pedagogical guide and empower our departments to choose how best to deliver the curriculum to maximise students' learning.

Departments meet weekly to review curriculum delivery and develop shared resources. This enables teachers to direct their time towards developing the instruction to explicitly meet the needs of their learners.

## Professional Learning at Ercall Wood Academy

- Do you want to work in an academy that prioritises professional learning for staff?

Professional learning is at the heart of our drive to achieve excellence. The academy believes in embedding a culture of continuous professional learning for all and therefore we invest heavily in the development of our staff.

Every teacher has a dedicated, personal coaching session as part of our innovative coaching programme. This will enable teachers to develop their practice in a supportive environment through high quality feedback from their coach.

A dedicated professional learning hub in the academy provides a fully resourced space for staff to develop and share great practice.

There is a particular focus on providing those in the early stages of their careers with additional support and guidance needed to be expert teachers. We take our role in developing the next generation of teachers very seriously and have an extensive training programme in place.



## **Student culture at Ercall Wood Academy**

- Do you want to work in an academy that has a very clear approach to addressing student behaviour?

We encourage a positive, calm and purposeful atmosphere where everyone feels safe, students can learn to the best of their abilities and everyone feels valued and treats others with respect. We empower young people to take responsibility for their behaviour and celebrate high standards in learning and behaviour. Any disruption to learning is discouraged and sanctioned through a straightforward, centralised sanction system. This allows teachers to deliver high quality lessons and fosters an environment where all members of the academy treat each other with respect.

## **Workload at Ercall Wood Academy**

- Do you want to work in an academy that takes workload seriously?

To enable expert teachers to teach and leaders to lead, we have streamlined our systems and processes to ensure staff can focus on what matters most: our students.

We believe in 'doing the simple things exceptionally well'. We have a clear understanding of the direction of the academy and what we need to do to get there. Excellence is achieved by building great habits over a sustained period of time.

For further information, please visit our website or email [pauline.roden@lct.education](mailto:pauline.roden@lct.education)