

# BLACKDOWN EDUCATION PARTNERSHIP



BELIEF IN EVERY CHILD



## WELCOME TO BLACKDOWN EDUCATION PARTNERSHIP

Thank you for your interest in this post. Please take some time to have a look at this pack and gain a sense of who we are and what we stand for. All Multi-Academy Trusts are different and we are keen to explain why we believe that our values and ethos make us a great employer.

The Blackdown Education Partnership is a newly formed trust created by the merger of two founding trusts which shared some important similar values. Put simply, we believe that collaboration, partnership working and sharing our best ideas will enable us to deliver on our mission.

- To nurture and develop the ambition, talents and interests of every child
- To break down the barriers that inhibit the opportunities and achievements of disadvantaged pupils so that they can go on to lead lives of choice and opportunity
- To create a family of schools that are deeply and purposefully connected to their communities

All of our schools share this purpose and we work closely together to understand and deliver it.

We do not believe in creating schools which are replicas of each other. Our philosophy of aligned autonomy enables Headteachers to make effective decisions within the context of each individual school. We do not have a common curriculum but we do have a view on excellence and seek to harness the expertise of our subject leads to ensure that each school delivers schemes of learning that are rigorous, inspiring and rich in knowledge. Curriculum and other leaders across our schools meet regularly to network, share and moderate and the Trust operates a well-developed programme of peer-review to ensure that leaders are challenged, supported and have access to excellent professional development.

Our schools are all characterised by a strong ethos, ambitious culture and compassionate environment which together drive success. We are lucky enough to employ brilliant people who share our vision, many of whom have started careers with us and stayed to progress these careers. We want people to join us who believe that, whatever their role, they can make a difference to the life chances of students. We are totally committed therefore to helping all our staff thrive and fulfil their professional ambitions. A large number of colleagues are currently undertaking leadership development training which ranges from the full suite of NPQs to some more bespoke leadership programmes run through our outstanding network of partners.

We take staff wellbeing seriously and take active steps to reduce workload. We have a wellbeing offer which ranges from gym membership and support with personal fitness to talking therapies and reflexology.

We are always willing to consider flexible working requests and job-shares and pride ourselves on a family friendly approach across our schools. The best resource we can provide for pupils is highly skilled, happy and fulfilled staff.

We are looking for an individual who shares the same vision and values – if you believe that you have the skills, drive and vision to help us achieve our aims we would be delighted to receive your application.

**LORRAINE HEATH, OBE**  
**CHIEF EXECUTIVE OFFICER**





---

**HEADTEACHER: MR ROBERT CROCKER**

## **WELCOME TO AXE VALLEY ACADEMY**

Dear Applicant,

Thank you for your interest in this exciting and vital post.

Axe Valley is an ambitious school where a staff body of dedicated and motivated professionals continue to work hard to support its community, It is a school that we are immensely proud of because it is a real community. We are a completely comprehensive school offering high quality educational opportunities to students of all abilities and aptitudes. I am looking for a dedicated teacher of Geography who shares our commitment to ensuring that the young people we serve received the best possible standard of education because the progress of each individual student matters to us regardless of their starting points and despite their barriers. You will join a supportive, positive and committed team who share a vision of driving Axe Valley to be exceptional.

We are a school that staff and students are proud to be a part of and who enjoy working together. We aim to develop well rounded young people equipped to deliver positive social change in their school and wider communities. We believe that students need a broad education, one that nurtures specific positive character traits and virtues. We also pride ourselves on our pastoral care. Being a smaller school has some significant advantages and one of those is being able to know every student as an individual; to recognise and nurture their strengths; to teach kindness explicitly and to be as kind as we can.

Our beliefs as a school community are straightforward – teachers are here to teach and students are here to learn. There is no escaping that a huge part of the purpose of education is to equip children with the examination results that they need to give them as many options as possible. We must be in the business of opening doors for the young people in our care. We demand the highest possible standards and expect students to engage with their learning no matter what and we don't apologise for this. If this vision matches on your own, we would be delighted to hear from you.

**Rob Crocker**  
**Headteacher**



# The Opportunity



## **Geography Teacher**

**Full time permanent from September 2024**

### **Main Job Purpose**

We are looking to appoint a high quality, enthusiastic Teacher of Geography to join the humanities department. If you have the desire to make a real difference to the lives of young children and want to join a team of highly dedicated staff, then we would love to hear from you.

This role would be suitable for an experienced teacher or an NQT looking to start their teaching career within a MAT which provides lots of opportunities as well as working within a supportive department.

**See the Job Description for a full breakdown of the role and responsibilities.**

**The closing date for this post is 8am on Monday 18<sup>th</sup> March 2024**  
**Interview date to be confirmed**

# Job Description



<b>Job Title:</b>	Geography Teacher
<b>Location:</b>	Axe Valley Academy
<b>Pay Grade</b>	MPS/UPS
<b>Actual salary</b>	Dependant on experience
<b>Hours of Work:</b>	Full time
<b>Responsible For:</b>	Teaching Geography in KS3/4
<b>Reporting to:</b>	Faculty Lead for Humanities
<b>Key Purpose of job:</b>	Ensuring the continued delivery of high-quality teaching and learning and student achievement

## **Duties and accountabilities of post:**

You will be responsible for:

- To teach across the age and ability range in line with the Faculty's Schemes of Work and external examination courses in such a way to challenge and inspire students of all abilities to achieve high standards.
- Plan, prepare and teach lessons according to the students' educational needs with reference to prior attainment, subject targets, SEN and other needs, as required.
- Assess, record and report on the development, progress and attainment of students in line with the Academy and department policies and procedures.

- Set high expectations for students' behaviour establishing and maintaining a good standard of discipline through well focused teaching, effective classroom management and through positive and productive relationships.
- Act within, the statutory frameworks, which set out their professional duties and responsibilities and in line with the duties outlined in the current School Teachers' Pay and Conditions Document and Teacher Standards.
- To set and provide feedback on work for classes according to school guidelines.
- To set appropriate, quality homework in accordance with the Academy policy.
- Liaise with support staff, such as Teaching Assistants, to ensure a coherent programme of study for students in the classroom.
- To follow Academy procedures for preparing, presenting and assessing students.
- Be a form tutor to a designated group of students supporting them academically and pastorally.
- Take an active part within the Academy's monitoring, evaluation and review programmes, professional development activities and teachers' appraisal structures and cycle.
- Attend staff briefings and departmental meetings as required.
- Carry out a share of supervising duties in accordance with published schedules.
- Carrying out such other tasks commensurate with the above as may be required from time to time by the Subject Leader.
- Have a sound knowledge and understanding of the concepts and skills in their specialist subjects and a detailed knowledge and understanding of the National Curriculum programmes of study.

- Understand for their specialist subjects the framework of 11-16 and sixth form qualifications and the routes of progression through it.
- Understand and know how national, local comparative and school data including National Curriculum test data can be used to set clear targets for students' achievement.
- Understand how students' learning in the subject is affected by their physical, intellectual, emotional and social development.
- Be familiar with subject-specific health and safety requirements, where relevant, and plan lessons to avoid potential hazards.

### **Other responsibilities**

- To undertake additional duties as required, commensurate with the level of the job.
- Maintain positive, professional relationships with stakeholders and colleagues.
- To participate in induction training, staff review processes and professional development opportunities.
- To commit to Equal Opportunities and Anti-Discriminatory Practice.
- The Trust operates a Smoke-Free Policy and smoking is prohibited in any of our buildings, on premises and vehicles.
- To be familiar with and adhere to all relevant Trust Policies and Procedures.
- Comply with the Trust's Health and Safety requirements specifically for the school they are working at.
- The duties of the post may vary from time to time without changing the general character of the post or level of responsibility entailed.

### **Typical working pattern**

- Monday to Friday during Term Time plus 5 INSET days
- Annual leave will only be taken during school holidays.
- This working pattern is subject to change and you will be required to work flexibly with colleagues to ensure the operational needs of the Trust are met.



## **Special Factors**

- The post-holder will support the achievement of the Trust's objectives by working proactively with colleagues on projects or activities outside their direct area of responsibility, as required.
- The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and Policies and Procedures including Health and Safety and Data Protection requirements.
- To be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the Trust's safeguarding policies.
- As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.

This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed.

The Trust seeks to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.



# Person Specification



Qualifications	Essential	Desirable
Good honours degree	✓	
Qualified teacher status	✓	
PGCE in subject		✓
Master's degree		✓
<b>Experience</b>		
Excellent teaching practice	✓	
Securing high achievement of students	✓	
High level of engagement in own professional development	✓	
Working in a range of educational settings		✓
<b>Skills and knowledge</b>		
National Curriculum and qualification requirements for subjects	✓	
Strategies for raising achievement and achieving excellence	✓	
Principles of effective teaching and assessment for learning	✓	
Models of behaviour management	✓	
Strategies for ensuring inclusion, diversity and access	✓	
Safeguarding and child protection	✓	

Inspire, challenge. Motivate and empower students	✓	
Access, analyse and interpret information	✓	
Setting and achieving of ambitious, challenging goals and targets	✓	
Implement effectively Academy policies and plans	✓	
Prioritise, plan and organize themselves and others	✓	
Model the values and vision of the school	✓	
Think creatively to anticipate and solve problems	✓	
Collect and use a rich set of data to understand the strengths and weaknesses of classes	✓	
Involve parents and the community in supporting the learning of children	✓	
Demonstrate the principles and practice of effective teaching and learning	✓	
<b>Behaviours</b>		
Understanding of and commitment to equality and diversity	✓	
Empathy with other Trust teams and Schools	✓	
Understanding of and commitment to Trust Values	✓	
Capacity to work as part of a team as well as individually without supervision and under pressure	✓	
Demonstrate a positive and pro-active approach to work and focused on outcomes	✓	
Demonstrate creativity, flexibility and responsiveness to change	✓	
Commitment to raising standards for all in the pursuit of excellence	✓	
Commitment to continuous professional development of self and others to maximise skills/experience	✓	
<b>Other</b>		
Willing and able to work flexibly across the local area as directed by the Line Manager and to meet Trust needs	✓	

Willing to undergo training and staff development to maximise skills and experience relevant to the post	✓	
--	---	--

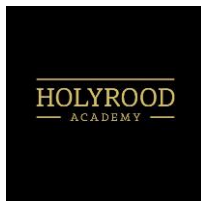


# We believe in the potential of every child

## OUR MISSION

- To nurture and develop the ambition, talents and interests of every child
- To break down the barriers that inhibit the opportunities and achievements of disadvantaged pupils so that they can go on to lead lives of choice and opportunity
- To create a family of schools that are deeply and purposefully connected to their communities.

# Our Schools





## LOCATIONS

All our schools are situated in the beautiful countryside of Devon and Somerset, within easy commuting distance of Exeter to the west and Bristol to the North, being close to some of the most beautiful coastlines of Devon and Dorset.

Our schools' varied locations allow our staff to access not only beautiful beaches, but also some of the best areas for walking, biking and other outdoor activities; yet the cities of Exeter, Bristol and Bath are close by.





BLACKDOWN  
EDUCATION  
PARTNERSHIP  
BELIEF IN EVERY CHILD