



Warden Park
'The Best From All'



Information for Prospective Candidates
For the post of
GEOGRAPHY TEACHER (MATERNITY COVER)

Full time, initially required from November 2021 until July 2022



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'The Best From All'

June 2021

Dear Potential Candidates

Thank you for your interest in this teaching vacancy and I hope that the information contained in this pack helps answer your questions about the post and the academy, and that this leads to an application from you.

The most important thing you need to know is that Warden Park Secondary Academy is a fantastic school to work in! The academy is very well respected in the local community, has a long tradition for excellence and our students' outcomes are very strong. Our students are excellent - generally above average ability on intake they have an excellent work ethic, standards of behaviour are very high and they are enthusiastic in their support of the academy evidenced, for example, by the very high numbers who engage in extra-curricular activities. You will therefore not be surprised to hear that the academy is significantly over-subscribed for the 300 places on offer in Year 7 each year. Places in our excellent Special Support Centre (SSC) which caters for 18 students with Education Health and Care Plans are equally sought after.

I have been in post since September 2017 as Headteacher of the academy which, along with two local primary schools, Warden Park Primary Academy and Northlands Wood Primary, make up the Sussex Learning Trust. The three Headteachers work closely and opportunities for partnership work across the curriculum are evolving as the Trust develops.

There is a strong focus in the academy on developing excellent teacher practice. It is our stated intention to become a research driven learning institution and our professional development is focused on reviewing best practice and carrying out our own research in order to improve the quality of teaching in our classrooms. There is excellent pastoral care in the school coordinated by a very experienced team of Heads of Year and Pastoral Support Officers who contribute to ensuring that, even in a large academy such as ours, every student is known and well-cared for.

Ensuring students leave Year 11 with the best possible GCSE results is a priority for all who work in the academy. In 2019, our Progress 8 score was 0.27. In 2019, 60% achieved Grade 5 or above in both English and Maths and this increased in 2020 to 62% making Warden Park Secondary Academy one of the highest attaining schools in the county. However, it is also a priority that students leave well-equipped to be successful in the next phase of their learning and, beyond that, to be confident and empowered with the skills and capabilities to go on to be successful employees, citizens, partners and parents. These are equally important outcomes.

The Geography Department

The Geography Department aims to encourage students to appreciate the value of the study of Geography and seek connections to their day to day lives so that they are inspired and empowered to achieve a greater understanding and sense of the fast changing world in which they live, becoming better-informed, educated global citizens.

We aim to enable all students to gain an understanding of some of the complex elements of the world they live in. Through each year group in Geography, students are encouraged to become steadily more independent in their learning as they explore and establish their own responses to the study of the many challenges facing them as they address their futures.

Geography is a well-established subject at Warden Park with a good record of success at all levels over many years and ambitions to continue to develop GCSE 2019 – 56% 5+; 68% 4+. We rank as a high performing department and the subject continues to be popular among all students and at least one-third of each year group opt to study Geography to GCSE.

Geography is taught to all students in Years 7-8 and covers a wide range of physical, human and environmental topics. We seek to stimulate enthusiasm for the subject through a wide range of learning activities inside and outside of the classroom. Geography offers a mix of theoretical and practical learning and the subject allows our students to develop a broad range of transferrable skills, including ICT, report-writing, completing enquiries, essay-writing, communication and presentation skills and personal skills such as time management and independent study.

During Year 8 students choose their optional subjects for study in KS4. All students who aspire to achieve the EBacc qualification can choose Geography among these options.

The department follows the AQA 8035 Specification at GCSE Details of these syllabuses can be found at www.aqa.org.uk.

The department, consisting of four full-time geography teachers, has a solid commitment to the use and future development of digital technology using iPads as an aid to learning and an equal commitment to learning outside through fieldwork.

All teaching rooms at Warden Park have interactive whiteboards and media projection facilities. The school and this department are keen to make use of modern techniques and digital technologies and are committed to develop greater use of GIS. There is an exceptional range of curriculum-based electronic resources.

The physical side of the subject encourages students to investigate how the natural systems of the planet function and how human behaviour can have beneficial or damaging impacts upon them. Issues such as the potential impacts of Climate Change are tackled along with the practical challenges of rising sea levels and changing natural habitats. On the human side of the subject modules include contemporary topics and how the benefits brought to one section of global society may well be at the expense of quality of life for others.

Job Description

This post is subject to the current conditions of employment for Class Teachers contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers and other current legislation.

This job description may be amended at any time following discussion between the head teacher and member of staff, and will be reviewed annually.

Job Purpose

- To ensure effective learning for each student taught
- To plan and deliver effective lessons
- To be accountable for high standards of student achievement and behaviour

Responsibilities:

- Responsible to the Curriculum Leader
- Responsible for students' learning, development and progress

Main duties:

- To individually and with colleagues, plan inspiring lessons and teach with a focus on ensuring that all students make better than expected progress
- To have a secure knowledge of students' prior attainment, individual learning needs and any barriers they may have to learning
- To use a broad range of assessment strategies to identify gaps in students' knowledge, understanding and capabilities and modify and/or plan learning to address these
- To record student progress information as required and provide data as necessary for reporting to parents
- To effectively utilise the classroom and department environment to support students' learning
- To utilise and develop the opportunities that iPads and other technologies provide to enhance, deepen and accelerate students' learning
- To engage in the professional development structured by the academy and to work independently and with colleagues to develop own practice through research, collaboration and peer observation
- To maintain and develop positive professional relationships with colleagues, students and parents
- To undertake required student supervision duties
- To act as a positive role model and set and uphold high expectations in relation to students' conduct
- To act as a Form Tutor

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a line manager to undertake work of a similar level that is not specified in this job description.

Person Specification

Teachers should have the following qualities, qualifications, skills and experience:

- A passion for teaching their subject coupled with a strong vision of how to engage students in their learning and a record of success based on high levels of student achievement.
- Excellent subject knowledge and understanding of pedagogy in the curriculum area including assessment strategies, recent research findings and statutory guidance.
- The ability to motivate, enthuse and inspire colleagues and students, and win the confidence of colleagues, parents and other stakeholders.
- The ability to think strategically with imagination, vision, creativity and originality to improve outcomes for students.
- Experience of planning, monitoring and evaluating an area of a school's work.

- An understanding on how data can be used to support student progress and meet ambitious curriculum area and Academy outcomes.
- Well developed emotional intelligence and the ability to get people on board easily.
- Experience in developing colleagues e.g. through mentoring, coaching or providing CPD.
- A positive attitude, flexible approach and excellent communication skills.
- An excellent administrator with an eye for detail.
- A willingness to embrace the opportunities offered by academy status and to support our partner schools is essential.
- A commitment to safeguarding and promoting the welfare of children and a satisfactory DBS disclosure.

In Conclusion:

Securing the best possible outcomes for the young people in our care is the absolute priority for me and in applying for this vacancy you will be seeking to join a highly professional and supportive team of colleagues committed to achieving exactly this. As an individual you will possess a growth mindset, be relentlessly optimistic, enthusiastic and determined with an unwavering energy and determination to make a significant contribution to the on-going success of the academy.

We look forward to hearing from you!

A handwritten signature in black ink, reading 'D. Kenrick'. The signature is fluid and cursive, with the first letter 'D' being large and prominent.

Dom Kenrick

Headteacher

Candidate information

Individual visits:

Normally we would be delighted to organise individual visits with any potential candidate who wishes to visit or find out more detail about a particular area of the Academy. Unfortunately we are currently unable to do this due to Covid -19 measures.

Submitting your application:

If you would like to apply for this post:

- Please complete an application form, available on the Warden Park website
- Also submit a letter of application, no longer than two sides of A4. In your letter please focus on the following:
 - ***The skills and expertise that you will bring to the role evidenced through examples of your experience and successes to date***
 - ***How you meet the wider person specification***

Your completed application along with supporting letter, should be emailed to jobs@wardenpark.co.uk by Mon 5th July 2021. Please note that we will be considering applications as they are submitted up until the closing date. Our HR Manager, Shirley Batchelor (sbatchelor@wardenpark.co.uk) will be happy to answer any questions you may have about this process or vacancy.

Safer Recruitment:

Warden Park Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment. All successful candidates will be subject to DBS checks along with other relevant employment checks.

Short listing:

The selection panel will undertake short listing wherever possible on the same day as the vacancy closing date, however if there is no closing date we will contact successfully shortlisted candidates as soon as possible. Shortlisted candidates will be notified by telephone and/or email giving them as much notice of the date of interview as possible. If shortlisted, please have available your passport, driving licence (both parts) and a recent bill or statement less than 3 months old, along with your degree/educational certificates. This is for DBS purposes and will save time later should you be appointed.

Local information

Location:

The school is ideally situated in the lovely Sussex village of Cuckfield, in a rural location, yet within easy reach of excellent facilities and communications. There are a good range of local amenities, including restaurants, boutiques and pubs found in Cuckfield and the nearby town of Haywards Heath. Haywards Heath lies in the centre of the Mid Sussex District of West Sussex, surrounded on all sides by stunning countryside, which is less than a five-minute drive in any direction from the town centre.

The vibrant seaside city of Brighton (15 miles) offers first-rate shopping, restaurants and cultural facilities.

Transport:

There are regular trains from Haywards Heath to London and the South East (London Bridge/Victoria from 42 minutes). Gatwick airport (14 miles) has a fast rail connection to London (Victoria 30 minutes).

www.southernrailway.com

There is very easy access to the A23/M23 and in turn the M25 and national motorway network.

Schools:

There are a number of highly regarded primary schools in the area:

www.wardenparkprimary.co.uk

www.northlandswood.co.uk

www.harlandsprimaryschool.org

www.holytrinity-cuckfield.w-sussex.sch.uk

www.bolnorevillage.w-sussex.sch.uk