



Robert Barclay Academy

Education for a changing world

Part of Scholars' Education Trust

#Leadersnotfollowers

Vision:

In our school community, we have high aspirations for every individual. We firmly believe it is our duty to provide the very best all round educational experience and prepare students for a happy and successful life in an ever changing world!



TEACHER APPLICATION PACK

Teacher of Geography

Start date April / September 2022

MPS/UPS plus Fringe Allowance / TLR available for the right candidate
Further Scholars' Education Trust benefits are also available (see within)



Robert Barclay Academy
Education for a changing world

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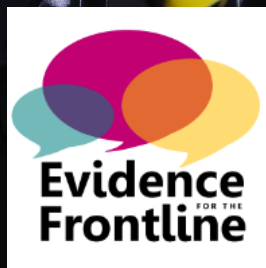
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Dear Candidate,

Thank you for showing an interest in working at Robert Barclay Academy, part of Scholars' Education Trust. We are looking for an enthusiastic Teacher of Geography to join our very successful Department. The successful candidate will be dedicated and creative, an effective teacher and have ambition to develop their leadership skills further. We



work collaboratively within the school and with the other schools across the Multi-Academy Trust and ensure that, whether you are relatively new to teaching or more established, **you are fully supported** to ensure that you will be a success.

You will be joining the school at an exciting time, as we continue our journey of rapid improvement. Since becoming part of the Scholar's Education Trust, our Progress 8 Score over the last 2 years has confirmed that our students perform to national expectations. Sixth Form A-Level results also placed us in the **top 25% of all schools nationally** for value-added.

Our students are our biggest asset; they are polite and well-mannered, well presented and take pride in their school. Teaching and learning is at the heart of everything that we do. We were particularly pleased with the feedback from Ofsted '**Personal development, behaviour and welfare have rapidly improved and are securely good.**'

We continue to challenge ourselves and demand the best from our students in order that every student makes the progress they deserve.

Our ultimate aim is, of course, to be outstanding in every area. Quite simply, we want to ensure that 'hand on heart', we are providing the very best education for our students. They deserve it, and **we want to ensure it is better here than anywhere else.** It is this mission that drives us to success. Hopefully, this is something you can contribute to and help us to make a difference. If appointed, you will have the opportunity to contribute to a professional and hard-working Geography Team. Your support and leadership will **make a real difference** to continue the journey of success of this team.

As an 'outward-facing' school, we work closely with Sir John Lawes School in Harpenden, Samuel Ryder Academy in St. Albans, Priory Academy in Dunstable and the Alban Teaching School Alliance. We are also a PiXL school with the benefits of training, ideas and resources all these strong connections bring. I believe in the power of collaboration in school improvement and we are seeing the benefits of this at Robert Barclay Academy through being part of an 'Outstanding' Multi Academy Trust.

This pack contains lots of information about the school and the Geography Department. If you would like more information, or to visit, please feel free to contact the school by telephone or by e-mail and we will be more than happy to accommodate your requests. Finally, if you are passionate about working with young people and really believe you can join our pastoral team in making a difference, then I warmly invite you to apply. This will enable you to take a look at us in more detail and really experience at first hand the friendly and professional environment we have established.

Ced de la Croix,

Headteacher



Apple School - iPads for all



Since September 2020, the school has been embarking on a new and exciting initiative!

From the experience of the recent lockdowns, we have recognised that we can further enhance the quality of teaching and learning by ensuring all of our students and staff have access to an appropriate one to one personal device, to work with at home and in school. With this in mind, and with the support of our Trust Board, we have rapidly moved forward to provide every member of staff and student with an iPad and the intention is to achieve this ambitious goal by September 2022.



We have chosen iPads because Apple are a market leader in technology and iPad devices have proven themselves to be: fast, slick, robust, user friendly (as most students and staff know how to use iPhones), light (and therefore more portable), and most importantly the apps and functions available on an iPad are extremely intuitive and therefore support teaching and learning. By all students having the same device, it allows staff to plan more easily in the knowledge that all students will have access to the same app and it also allows our IT team to centrally control their usage. There is now an Apple pen which also allows this device to be used in the manner which is familiar to many i.e. making notes, writing to do lists etc. Finally, moving to iPads for all also supports our sustainability programme and our drive to become a greener school as the devices will allow us to move to become paperless.

The purpose of the iPads is to supplement the teaching and learning that is in place; not to replace it. Our partner school in the Trust, Samuel Ryder Academy, is already an Apple School and are national accredited trainers. Indeed, all the other schools across the Trust support one to one devices so we are in a good position for our staff to be able to

network with others in order to share ideas and good practice.



All staff now have iPads. iPads are being issued to students on a rolling programme and currently students in Years 7-10 and Year 12 have iPads. You will therefore be joining us at a very exciting time as we will be supporting you with developing your IT skills in order to utilise an iPad. This will not only serve to improve your teaching, but we also plan to use iPads to support your workload and therefore your well-being, something that we take great pride in doing.



Meet the Team



As a core department, we value the importance of teamwork. We support each other, working collaboratively across all key stages, sharing schemes of learning and resources to maximise opportunities for creativity and team-teaching. Together, we ensure the highest standards of learning in the classroom.

Head of Department

Helen Burlton

Teacher of Geography

George Cook

How could you develop and support this successful and cohesive team towards further success?



Introduction

Geography is a continuously evolving subject that involves us all. You will be learning about Geography all your life whether you realise it or not. Geography helps to give a greater awareness of day to day life at local, regional, national and world levels, emphasising the relationship between people and their environment. It encourages people to become active citizens who care for their world and those living in it.

Key Stage 3

All Schemes of Work for Key Stage 3 have been changed or further developed to address both core geographical themes and modern relevant issues. Schemes of Work are regularly updated to keep students both interested and motivated. In Years 7 and 8 students are taught in mixed ability form groups.

At least once every half term students are assessed using at least one of the following assessment objectives:

- RBA01 Knowledge and Understanding = Retaining, recalling and applying geographical facts so that you can explain causes, effects and responses.
- RBA02 Analyse and Evaluation = Examining and making judgements about a geographical issue.
- RBA03 Geographical Skills = To use resources and fieldwork to interpret geographical ideas and to evaluate the outcomes.

All assessments come in a variety of different formats so students are challenged in a different way every time. All assessments are marked using a grid, that indicates clear strengths and weaknesses, with action points; which allow students to correct mistakes and make progress.

Key Stage 4

Geography is a continuously evolving subject that involves us all. It helps to give a greater awareness of day-to-day life at local, regional, national and world levels, emphasising the relationship between people and their environment. It encourages people to become active citizens.

At Key Stage 4 Geography students are usually taught in mixed ability classes. Geography GCSE students are taught the AQA syllabus, and all students in the cohort are expected to attend two different field trips through out their GCSE course. Lessons and content are taught at Key Stage 4 reflecting both students' interests and academic ability. Students are assessed using AQA GCSE mark schemes. Students study both human and physical topics. At GCSE level students study content which naturally builds on their experiences at Key Stage 3.

Key Stage 5

The Geography AS and A2 Level qualification follows the AQA exam board. This has been a growing subject within our successful sixth form.



Geography Teacher

Full Time

Salary - MPS/UPS *Inclusive of Fringe allowance*

TLR available for the right candidate

Other Scholars' Education Trust benefits are also available.

Start date April/ September 2022

Robert Barclay Academy is part of Scholars' Education Trust . We are looking for an enthusiastic and inspirational Geography Teacher to teach at all age groups.

This is a very exciting time to join a dynamic teaching team who are committed to the continued progression the school is making.

ECTs are welcome to apply for this post as we have an established ECT Trust programme.

The Academy is part of Scholars' Education Trust creating a formal link with Sir John Lawes School (OFSTED Outstanding). We offer an innovative induction programme and professional development programme both at Robert Barclay Academy and across the Trust, recognising that our staff is the key to our success.

If you are interested in joining us at this exciting time, further details and an application pack is available from HR@scholarseducationtrust.co.uk or on 01727 734424

Diversity: Scholars' Education Trust is fully committed to the principles of equal opportunity, diversity and inclusion. We want to attract and retain the very best staff in all areas of the trust, ensuring our staff body reflects the diversity of our students and local community.

Closing Date: 9am Monday 7 February

Interviews: TBC

We reserve the right to make an appointment before the closing date, so early applications are encouraged.

Scholars' Education Trust is an equal opportunities employer. The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening, including checks with past employers and the Disclosure and Barring Service.



Geography Teacher

Aim and main purpose of the job

To teach, enthuse and inspire students about Geography

Teaching and Managing Pupil Learning

The Teacher of Geography will:

- Be able to teach across the full range of age and abilities
- Possess high expectations of students in relation to standards of achievement and behaviour
- Have an active input in the creation, consistent implementation and improvement of schemes of work which encapsulate key school learning strategies
- Monitor the progress of students including those requiring additional support or challenge to ensure students are engaged in their learning and achieve success

Assessment and Self-Evaluation

The Teacher of Geography will:

- Implement policies and practices for assessing, recording and reporting on student achievement and to assist in setting targets for further improvement
- In conjunction with the Head of Geography, use data effectively to identify students who are underachieving and, where necessary, create and implement an effective intervention plan

Relationships with Parents and the Wider Community

The Teacher of Geography will:

- Establish a partnership with parents to involve them in their child's learning of the subject, as well as providing information about the curriculum, targets and attainment
- Communicate effectively, both orally and in writing, with parents and governors



Geography Teacher

Managing Staff and Own Performance

The Teacher of Geography will:

- Prioritise and manage their own time effectively
- Take responsibility for their own professional development
- Share good practice resulting in a tangible impact on student learning
- Form constructive relationships with staff including team working and mutual support
- Actively implement the key aspects of the school's behaviour management policies
- Be a form tutor
- Make a contribution to the wider school life including specialist Geography enrichment activities
- Contribute to department planning and developments

Strategic Leadership

The Teacher of Geography will:

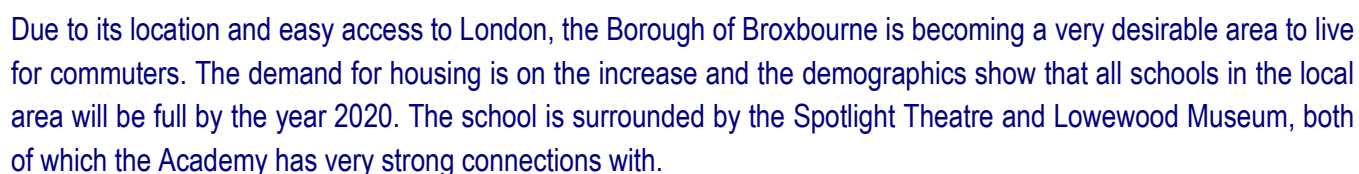
- Contribute fully to a department development plan which contributes positively to the achievements of the school development plan
- Contribute to the development of whole school strategic planning and policies through membership of the School Improvement Groups

Whilst every effort has been made to explain the accountabilities and responsibilities for this post, each individual task may not be identified.

This job description is current, but following consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the post which are commensurate with the salary and job title.



Personal Qualities	Essential	Desirable
Knowledge and Understanding		
* Good awareness of current educational developments	✓	
* Clear understanding of current issues related to the subject	✓	
* Ability to plan lessons effectively	✓	
* An understanding and commitment to the ethos of the School	✓	
* Evidence of high level classroom skills	✓	
Skills, Qualifications and training		
* Qualified Teacher Status	✓	
* Courses of further study relevant to the post		✓
* Qualification in the relevant subject	✓	
* Evidence of active involvement in professional development		✓
* Excellent organisation skills	✓	
* Excellent ICT skills	✓	
* Clear evidence of leadership		✓
Attributes		
* Excellent record of attendance	✓	
* Ability to work well in a team	✓	
* A sense of humour	✓	
* Ability to think originally and creatively		✓
* Positive attitude	✓	
* Energy and enthusiasm	✓	
* Warmth and sensitivity	✓	
* Excellent rapport with students	✓	
* Commitment to the School and the students we serve	✓	





Benefits of Working for Scholars' Education Trust

There are many benefits of working within Scholars' Education Multi-Academies Trust:

- 1) RBA Professional Bursary of £1500 to support relocation.
- 2) RBA iPad for all teaching staff.
- 3) Comprehensive training and a commitment to high-quality CPD across the MAT.
- 4) Support from colleagues from 'Outstanding' and 'Good' schools across the MAT.

How to Apply

Candidates should submit the following:

1. **Completed Application Form**
2. **Personal letter of application** A short letter which indicates your experience and impact to date and what you can offer our Academy.
We regret we cannot accept CVs.

The forms are available in electronic format and can be downloaded from our website:



For further details, assistance or an informal discussion, please contact:

Central HR
Scholars' Education Trust
c/o Samuel Ryder Academy
Drakes Drive
St. Albans
Herts AL1 5AR

Please email completed applications to: HR@scholarseducationtrust.co.uk

Please note that references may be requested prior to interview for those who are shortlisted
Applications should be emailed no later than **9am** on the deadline date - **Monday 31st January**

We look forward to hearing from you!



Selection Process

1. Straight Forward Application Process

Complete the Application Form

2. Short Covering Letter of one or two sides of A4, including:

- * Your experience of teaching Geography to date and what you have learned
- * Your leadership experience or potential
- * Why you want to teach Geography
- * How you feel you can make a difference at RBA

Send these documents to:

HR@scholarseducationtrust.co.uk

2. Interview

Interviews will be held shortly after the closing date. You will be asked to:

- Deliver a lesson
- Meet with our students
- Attend a formal interview



Up until Friday 4th February	Potential candidates have the opportunity to visit the school in action or to contact the school in order to have informal discussions, should you so wish.
9am Monday 7th February	Deadline for Applications. All shortlisted candidates will be contacted by email and invited to
TBC	Formal interviews will take place at Robert Barclay Academy. All candidates will be contacted – both successful and unsuccessful.