



Wyvern St Edmund's
Academy

APPLICATION PACK



HEAD OF GEOGRAPHY

REQUIRED FOR:

1ST SEPTEMBER 2025

CLOSING DATE FOR APPLICATIONS:

9AM MONDAY 17TH MARCH 2025

GENEROSITY RESPECT ASPIRATION COURAGE EMPATHY



Welcome from the Headteacher



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Dear Prospective Applicant,

Welcome to Wyvern St Edmund's Academy (WSE). As Headteacher, I am immensely proud to lead the school and serve its community of students, staff and parents/carers. WSE is a founding member of the Magna Learning Partnership, situated on the eastern outskirts of Salisbury with beautiful views over the Laverstock Downs to the east and Salisbury Cathedral to the southwest. We are proud of our reputation for high-quality teaching, excellent academic outcomes for our students and strong, effective pastoral care.

In September 2022 we have legally opened as Wyvern St Edmund's Academy, enabling us to take full advantage of the benefits associated with inclusive coeducational learning and social development. Wyvern College and St Edmund's School were formally two separate schools, just a few yards apart: Wyvern for boys and St Edmund's for girls. Over the past 15 years the schools have worked closely together, sharing: expertise, staffing resources and mixed GCSE classes.

We have a tremendous team of support staff, teachers and teaching assistants - some of the most talented professionals I have ever worked with - all of whom are proud to work at WSE and passionate about educating, supporting and nurturing our young people. Our collective vision of helping each student to develop into the best version of themselves is at the heart of everything we do and motivates us to provide impactful teaching, comprehensive pastoral care and extensive extra-curricular provision. Moreover, our vision is rooted in Christian beliefs and values whereby we expect our students to use their developing gifts, talents and character to serve others in the local community and beyond (1 Peter 4:10).

Being a vibrant, happy and forward-looking school, WSE is without doubt a great place to teach. Our parents and carers are hugely supportive of the school and we pride ourselves on forming strong and effective partnerships with young people and their families: we work collaboratively throughout any challenges and rejoice in the many successes which come from being part of a wonderful school.

New staff joining the school can be assured of a warm, supportive environment along with excellent professional opportunities for all staff and a strong sense of shared vision and ethos: we help our students to become the best version of themselves in order to serve others. We want all of our students to use their gifts and talents to serve other people well. We are very proud of our caring Christian ethos that runs through every aspect of school life.

We have a close and positive relationship with Salisbury Sixth Form College (S6C) which is a short drive away from WSE. Our partnership with the college means that there are opportunities to work collaboratively with KS5 students and teachers - we also anticipate the possibility of some WSE staff teaching across KS3-5 in the future.

I look forward to meeting you so that you can see for yourself just how great Wyvern St Edmund's is.

Yours sincerely

Mrs L Henderson
Headteacher

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About this Role



Thank you for your interest in applying for this post. This is an exciting opportunity to join a happy and successful school with excellent achievement and delightful students. We are looking for a qualified and experienced teacher to join Wyvern St Edmund's Academy as Head of Department for Geography.

The successful candidate will have a proven track record of teaching excellence and a passion for Geography. Experience of leading and delivering on an additional responsibility would be an advantage.

The successful candidate will be leading a team with two full time staff and two Assistant Head Teachers. This is an exciting opportunity for professional development and putting your stamp on the curriculum to develop passionate, high achieving Geography students at Wyvern St Edmund's.

You will join an enthusiastic, forward thinking and supportive team in an innovative environment.

This position is:

- Permanent;
- 1.0 FTE;
- Start date is 1st September 2025;
- Salary: Competitive salary plus a TLR 2B (current annual amount of £5,900) for additional responsibility of Head of Department. Recruitment/Relocation allowances available for an outstanding candidate.
- Closing date for applications: 9am Monday 17th March 2025.

We are looking for someone energetic, enthusiastic, and fun to work with who can instil a love for Geography in our students. We are a creative team who pride ourselves on developing positive relationships with students; we believe that being approachable and caring is what helps us safeguard students and drive progress.

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Why work at WSE?



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We are committed to a staff culture where people feel well-supported, professionally engaged, challenged and valued. In turn, this culture enables our students to become the best versions of themselves because they are nurtured and inspired by a committed, happy staff team. We are very proud of the progress that students make here at WSE. We are committed to a process of constant school improvement so that our students are afforded every opportunity.

Staff wellbeing is at the heart of our vision and all staff, as our most important resource, are to be valued, supported and encouraged to develop personally and professionally within a vibrant, empathetic and caring community.

There are some additional perks that we are able to offer such as private healthcare, reduced corporate gym membership, free car-parking and the Wiltshire Rewards cashback programme, which staff really appreciate. Staff also benefit from our commitment to professional development and, in working as part of a multi-academy trust with four secondary schools, groups of subject leaders and teachers are able to meet regularly to share ideas, schemes of work and to moderate together.

Visit our website and see what our staff say
about [working at WSE](#)



Ofsted

The February 2018 Ofsted inspection recognised our 'relentless drive to raise standards' and praised the 'clarity of vision' and 'inspiring' ideas that we have.

In January 2020, Ofsted also observed that 'the move to combine Wyvern College with St Edmund's School has widened the curriculum available to students. An effectively planned curriculum means that students are learning well and students feel well cared for and know that there is always someone to whom they can go if they have a problem.'

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Geography Mission Statement

To cultivate in our students a deep understanding of our world by inspiring curiosity in its diverse and majestic landscapes and societies.

Key Stage 3

Our students will develop an understanding of our changing world. They will become more informed about global interdependence and will have an understanding of the impact that they have as individuals on both the global community and the environment. Students will develop a thorough understanding of the significant threat that climate change poses to all global citizens and ecosystems.

We challenge our students to understand that there are disparities in wealth not just across the world, but between countries and within counties and cities. We teach them to they examine the effect that disparities have on themselves and others. We serve some of the most affluent as well as and some of the most deprived wards in southern England and therefore students need to know about these inequalities and how they can be addressed.

Students will experience awe and wonder when exploring a range of engaging topics and an understanding of how physical and human features were formed or created. We have a thriving Educational Visits programme which ensures all students have the opportunity to experience real world Geography. By instilling a deep interest in our world, students will develop the knowledge, understanding and skills required to manage and care for our world in a sustainable way.

Key Stage 4

In Key Stage 4 students will study the WJEC Eduqas GCSE (9-1) in Geography B.

This course comprises three examinations: : Investigating Geographical Issues, Problem Solving Geography, and Applied Fieldwork Enquiry. This enables students to develop rounded knowledge and skills of a geographer in order to move forward in to future study. Our fieldwork is usually carried out at Swanage, ensuring all students collect high quality data and experience of methodology to enable success in the Fieldwork paper. Geography has a history of successful outcomes at GCSE, regularly achieving some of the strongest results at Wyvern St Edmund's. This is something the successful candidate will continue to build upon as part of our ambition for excellent outcome for all students.



How to Apply

Please take time to look at the information about WSE through our website. Should you have any specific queries that are not answered by the information we have provided, or wish to visit the school prior to making an application, please contact Rachel Ure, Operations Manager (rure@wyvernsteds.org; 01722 328565).

Applications should be submitted via the TES Portal including a supporting statement detailing any relevant experience, skills or other information which you think makes you suitable for this particular role. Please try to include information that helps us get to know you as well as your professional skills.

Visit our TES Portal to apply; <https://www.tes.com/jobs/vacancy/-1963550>

A full application pack is available on our website:
<https://www.wyvernsteds.org/223/vacancies>

Safer Recruitment Checks

Wyvern St Edmund's are relentlessly focussed on safeguarding and promoting the welfare of its children and young people and expects all staff and volunteers to share this commitment.

Due to the nature of the position for which you are applying, and to ensure your suitability for this type of work, you will be required to apply for clearance from the Disclosure and Barring Service if you are successful in your application. This will take place before your appointment is confirmed. The clearance process will disclose details of formal cautions, reprimands and final warnings, as well as convictions. Having a criminal conviction will not automatically exclude you from employment – this will depend on the nature of the position, and the circumstances and background of the offences committed.

Online searches with regards to information that is publically available online will also be carried out for all shortlisted candidates.

Equality

Wyvern St Edmund's will not discriminate in any area of employment and confirms its commitment to equality of opportunity in all areas. Applicants will be treated in a fair and equal manner and in accordance with the law regardless of gender, marital status, race, religion, colour, age, disability or sexual orientation.

WSE are committed to supporting flexible working and will welcome applications from those that wish to work flexibly.

Head of Department Job Description



Job title: Head of Department – Geography

Reporting to: Relevant member of Senior Leadership Team

Responsible for: A team of teachers

Purpose: The Head of Department will contribute to the overall success of the school and be active in promoting its aims, supporting an ethos that promotes achievement and high standards.

The key accountabilities of the post are to:

- Lead and develop all aspects of the Geography department;
- Monitor the quality of education provided to students by teachers in the department;
- Provide high quality leadership of a subject team as appropriate to enable them to fulfil their responsibilities to deliver a high quality curriculum and lessons so that students make or exceed the progress expected of them.

1. Strategic Development

- Be a model of high professional standards in all aspects of school life and lead by example.
- Ensure the creation and implementation of the subject area improvement plan based upon self-evaluation.

2. Teaching and learning

- Establish creative, responsive and effective approaches to teaching and learning in your subject area to meet and support the aims of the school.
- Monitor the quality of teaching based on evidence, self-evaluation and development, ensuring a consistent and continuous focus on achievement and aspiration.
- Ensure that support is provided for any other teachers where this is needed to ensure Geography lessons are consistently good.
- Ensure the implementation of the school's assessment procedures, ensuring all students have regular feedback and targets in their learning so they make at least expected progress, but preferably are challenged to make beyond expected progress.
- Demonstrate and articulate consistently high expectations of pedagogy and classroom practice to provide challenge and improvement, using data and benchmarks to monitor progress in every student's learning and to focus teaching.
- Maintain an organised and effective learning environment in the classroom and shared areas.

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3. Curricular and Extra-Curricular Development

- Develop Schemes of Learning to ensure the delivery of high quality lessons.
- Devise and implement appropriate interventions for students both within lessons and extracurricular to ensure all students make good progress with the support of the senior leadership team.
- Monitor, review and develop the curriculum offer to ensure a challenging, ambitious and high quality curriculum that complements the school's strategic objectives.
- Keep up to date with current developments in your subject area and in teaching practice and methodology.

4. Quality Assurance

- Implement school monitoring procedures and ensure adherence to those within your subject area.
- Be able to use a range of evidence/data to support, monitor, evaluate and improve performance.
- Contribute to the school improvement teams.
- Produce reports as required within the school self-evaluation systems.

5. Accountability

- Carry out appraisal procedures for any designated subject team members, in accordance with the school's appraisal policy.
- Take responsibility for your own professional development in discussion with your line manager.
- Ensure that parents and students are well informed about student attainment and progress.
- Ensure the consistent implementation of school policies and procedures throughout the subject area.

6. Staff

- Be an outstanding role model for all colleagues, displaying high aspirations for, and expectations of, all students and colleagues.
- 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 school's safeguarding policies.
- Comply with the school's Health & Safety policy and statutory requirements in Health & Safety at Work.
- Ensure Equality of Opportunity in all areas of the school.
- Promote the school's ethos.
- Undertake any duties not detailed above, but commensurate with the level of the post, as may reasonably be required by the Headteacher.

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Job Specification



	Essential	Desirable	Assessed by
Qualifications	<ul style="list-style-type: none"> Qualified Teacher Status Good Honours Degree 		Application form
Experience	<ul style="list-style-type: none"> Teaching Geography in a Secondary Comprehensive school to GCSE level An outstanding classroom practitioner Successful curriculum delivery 	<ul style="list-style-type: none"> Head of Department, Deputy Head of Department or Lead Practitioner experience. 	Application form and references
Knowledge and Understanding	<ul style="list-style-type: none"> Knowledge and understanding of the National Curriculum for Geography The ability to recognise good classroom practice The ability to use student data to monitor and improve performance Confidence in using ICT to support teaching Aware of current trends in Geography teaching Knowledge of the role of the form tutor 	<ul style="list-style-type: none"> How to foster extra-curricular involvement Data management and skills 	Application form, references and interview
Professional Skills	<ul style="list-style-type: none"> The ability to inspire, develop and motivate students Clear and effective communication Ability to manage practical activities Ability to manage young people effectively Organisation and management of resources Ability to set targets for students in relation to achievement Ability to form and maintain positive relationships and personal boundaries with young people 	<ul style="list-style-type: none"> Leadership outside of English 	Application form, references and interview
Professional & Personal Qualities	<ul style="list-style-type: none"> A genuine interest in young people A commitment to inclusive education Energy and drive Ability to work as part of a team High expectations of achievement and behaviour Able to articulate personal values in relation to education Committed to safeguarding and promoting the welfare of children Respect for students, staff, parents and governors A good sense of humour A friendly disposition 	<ul style="list-style-type: none"> A healthy sense of perspective Willingness to seek further professional development Ambitious to further career 	Application form, references and interview