

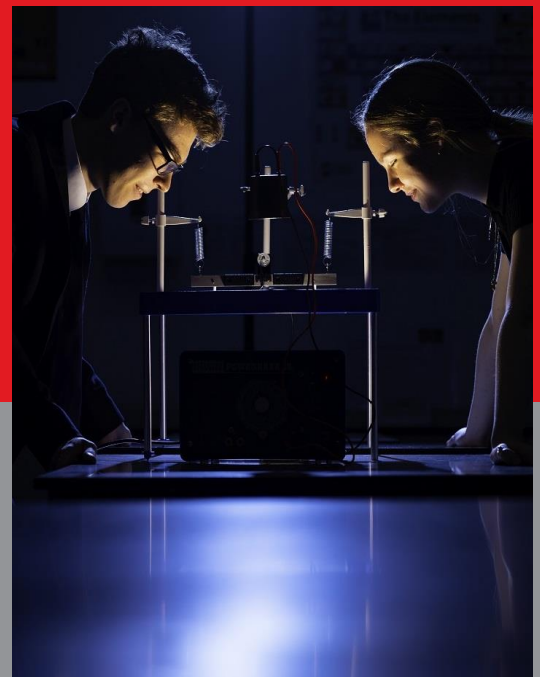


CHESHAM
GRAMMAR
SCHOOL

JOIN OUR TEAM

'Students are courteous and helpful to each other and to visitors. They are respectful of each other's views, beliefs and feelings. The school is a calm, orderly community and has a strong ethos for learning.'

Ofsted, 2014 (Outstanding)



Recruitment pack



CHESHAM GRAMMAR SCHOOL

SUBJECT LEADER FOR GEOGRAPHY

POSITION:	Subject Leader for Geography
TYPE::	Teaching
HOURS:	Full time
CONTRACT:	Permanent
PAY:	MPS / UPS (fringe) plus TLR 2c
START DATE:	September 2024

An exciting opportunity has arisen for an outstanding and inspirational colleague to provide exceptional leadership of our Geography Department. The successful candidate will work with our students in key stages 3, 4 and 5. You will have the experience and vision to motivate our students and staff and develop the subject within our school.

We wish to appoint an outstanding teacher who also has:

- A passionate belief in the potential of our students and a commitment to excellence
- The ability to think strategically and creatively
- Excellent IT skills
- The ability to motivate and inspire staff, students and parents
- A sense of humour
- A track record as a team player

BENEFITS OF WORKING AT CHESHAM GRAMMAR SCHOOL:

Chesham Grammar School is one of the largest employers in the town of Chesham. We know that our staff are our most important resource and we try to do all we can to look after them. Our vision is for everyone at CGS to enjoy, achieve and belong. This applies to staff as much as to our students.

- A strong commitment to ensuring staff workload is manageable and to staff wellbeing
- Minimum 14% PPA for all teachers (more for TLR holders)
- Engaging, highly motivated and able students
- High staff retention
- Staff social events
- London Fringe Allowance
- Long service awards
- Preferential admission for qualified children of school staff
- Access to the generous Teachers' Pension Scheme (TPS)
- A comprehensive induction programme for new staff
- Strong commitment to ongoing staff CPD, including support for NPQs
- Free on-site parking
- Cycle to work scheme
- Subsidised gym membership at Chesham Leisure Centre (next door to the school)

APPLICATIONS Completed applications should be emailed to: recruitment@redkiteschoolstrust.org

CLOSING DATE FOR APPLICATIONS: Monday 15 April 2024, midday

INTERVIEWS: Thursday 18 April 2024

We reserve the right to interview and appoint on application. Early applications are encouraged to avoid disappointment

Red Kite Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share the same commitment.

Applicants will be required to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service



CHESHAM GRAMMAR SCHOOL

March 2024

Dear colleague

Thank you for your interest in Chesham Grammar School and in this role, Subject Leader for Geography. I hope this information will help you decide whether you wish to apply. CGS is a co-educational, selective school with over 1300 students, 400 of whom are in the Sixth Form. We have around 120 teaching and support staff who work hard to ensure our students enjoy the best possible educational experience. We admit 180 students into Year 7 each September, drawn from a wide geographical area. We also take around 50 students into Year 12 each year.

Our vision is for everyone at CGS to enjoy, achieve and belong and for our students to be exceptionally well prepared for life. Our core values of aspiration, kindness and respect guide everything we do. Ultimately, we want to do all we can to enable our students to be happy.

CGS was graded outstanding by Ofsted when it was last inspected. It is very much our mantra that outstanding doesn't mean perfect and we are constantly seeking ways to make CGS a truly exceptional place in which to study and to work. Our public examination results are excellent, testament to the dedication and commitment of both our staff and students. The vast majority of our students progress to university at the end of Year 13, including Oxford and Cambridge.

Our curriculum is broad and rich from Year 7 with all students studying traditional academic subjects. They also explore a range of disciplines within the creative arts and technology. At GCSE, students can choose from a wide range of subjects with still more on offer when they get to Year 12. But what goes on inside the classroom, day in, day out, is only part of the story. Beyond that, there is a real richness of experience as well as a genuine warmth and openness in the relationships between students and staff, all of which combine to make CGS a hugely rewarding place in which to work.

Our pastoral care is superb and vertical tutoring, organised around our strong House system, gives the school a very distinctive family 'feel' and enables every student in the school to be known well by their tutor. It also ensures that healthy competition is an integral part of school life. Students belong to one of four Houses and there are competitions throughout the year in sport, music, art, drama to name but a few.

CGS is forward thinking and innovative. We have a passionate belief in our bright and articulate young people, seeking to ensure they are exceptionally well prepared for life. Our approach to learning seeks to develop students who are resourceful, resilient and confident learners with the skills to learn effectively both independently and collaboratively. We are constantly seeking ways in which to develop their character and there are many opportunities for students to take a leadership role within the school or to participate in a wide range of extra-curricular activities. None of this would be possible, of course, without the dedication, commitment and boundless energy of our staff who are always willing to give up their time to provide outstanding opportunities both within and beyond the classroom.

At CGS we also want our staff to continuously develop. Much of our CPD is 'in-house'; we have a clear focus on the sharing of good practice within the school where there is already so much expertise. We encourage our staff to visit other schools and to bring back ideas which can be shared with colleagues. We work collaboratively with several local schools through our membership of both Challenge Partners and the Astra Teaching School Hub and SCITT.



Annmarie McNaney
Headteacher

This role is a superb opportunity. We are seeking an outstanding classroom practitioner who will inspire and motivate our students and staff. Geography has an important place in the life of the school and the department is very highly regarded within the school and beyond it. The quality of work our students produce in Geography is superb. The department is staffed by highly qualified, passionate and experienced teachers who work incredibly hard to get the best from and for our students. Results at both GCSE and A level are excellent.

When making appointments, I am first and foremost seeking to recruit the kind of person who 'fits' our ethos. It is a privilege to work with the students at CGS; they are mature, committed and hard-working but they are also great fun to be with and, when you visit the school, you will see that there are very warm relationships between staff and students, based on mutual trust and respect. This helps to make CGS a hugely rewarding place to work. We want our students to have a superb experience both within and outside the classroom and to learn to build positive relationships with others during their time here so that when they leave, they are ready for life beyond school in social as well as in academic terms. Of course we also want them to benefit from outstanding teaching and to be taught by passionate and committed subject specialists who will be willing to go that extra mile to give them the very best education possible.

I hope this letter gives you a feel for CGS and for this post. Our website is an excellent way to find out about all that goes on within the school so please do take a look: www.cheshamgrammar.org and feel free to get in touch if you would like to know more or would like to visit the school. If you wish to apply, please complete an application form. Additionally, please submit a letter of application, Your application and responses should then be emailed to recruitment@redkiteschooltrust.org

I look forward to hearing from you.

Yours sincerely,

A handwritten signature in black ink, reading 'A. McNaney'.

Annmarie McNaney
Headteacher

CGS FACTS

1947

School Founded

187

Teaching days per year

1317

Number of students

400

Number of sixth form students

48%

2023 A level A– B grades*

81%

2023 A level A– B grades*

51%

2023 GCSE 8-9 grades

74%

2023 GCSE 7-9 grades



Annual Celebration of Sport Award

22

RESIDENTIAL TRIPS

8

DIFFERENT COUNTRIES

33

Number of staff who have worked at Chesham Grammar School for over 10 years.





SUBJECT LEADER FOR GEOGRAPHY

RESPONSIBLE TO:	Assistant Headteacher
GRADE:	MPS / UPS (fringe) plus TLR 2c
HOURS:	Full time
CONTRACT TYPE:	Permanent
START DATE:	September 2024

OVERVIEW

Teachers at Chesham Grammar School are effective professionals who are thorough in their curricular knowledge and take responsibility for their professional development. The teacher's role is to promote the academic and personal development of all students.

KEY ELEMENT OF THE ROLE

- To be accountable for the professional leadership, management and development of Geography
- To ensure there is a coherent, appropriately sequenced curriculum in place which reflects the whole-school curriculum intent
- To secure high quality teaching, effective use of resources and high standards of learning and achievement for all students
- To develop and enhance the teaching practice of others
- To monitor and support student learning and progress
- To effectively manage and deploy resources in the delivery of Geography
- To promote positive values and attitudes
- To demonstrate professional values and practice

TEACHING

- Ensure that lessons which incorporate an appropriate range and depth of subject knowledge are planned and taught within Geography
- Ensure that lessons within Geography have clear objectives and well-pitched tasks which provide pace and challenge using a variety of learning strategies including ICT
- Lead the department in tailoring teaching and learning strategies for individual students accordingly
- Ensure that a variety of assessment, marking and feedback strategies are used within Geography department to inform planning, develop learning and evaluate students' progress
- Lead the department in providing constructive feedback to help students reflect upon and improve their work
- Ensure the highest possible standards of student behaviour
- Responsible for the department development plan
- Responsible for the efficient and effective deployment of members of the support staff where appropriate.

CPD

- Be responsible for the line management of staff, ensuring that all staff in the department demonstrate an unwavering commitment to continuing professional development, taking part in both the whole-school staff development programme and a personal development programme
- Lead professional development of staff in Geography through example and support including where appropriate, the use of coaching, appropriate training providers and CPD courses.
- Ensure early career and trainee teachers are monitored, supported and trained.

PASTORAL

- To be a form tutor to an assigned group of students, promoting their general progress and wellbeing and encouraging student participation in the extra-curricular activities programme

GENERAL SCHOOL RESPONSIBILITIES

- To demonstrate consistently high expectations of all students and a commitment to raising their achievement
- To promote the positive values, attitudes and behaviour expected from all students by treating them with respect and consideration
- To communicate promptly and sensitively with parents, carers and other relevant bodies where necessary
- To contribute towards, and value, the work of teams of staff dedicated to advancing student learning and welfare
- To be aware of, and work within, the statutory frameworks relating to teachers' responsibilities and comply with policies & procedures relating to child protection, health, safety, welfare, confidentiality and data protection
- To undertake any other duty as specified by the Headteacher not mentioned above

PERSON SPECIFICATION	Essential	Desirable
EDUCATION AND QUALIFICATIONS		
A good honours degree and qualified teacher status	✓	
Evidence of relevant CPD	✓	
EXPERIENCE		
A proven track record of impact as a teacher and at departmental level	✓	
A thorough knowledge and understanding of current developments in teaching, learning and the curriculum	✓	
Excellent wider subject knowledge	✓	
PERSONAL SKILLS AND QUALITIES		
A demonstrable passion for Geography with an ability to inspire students and staff	✓	
Excellent communication skills and the ability to foster positive relationships	✓	
The ability to think analytically and strategically	✓	
The ability to set high standards	✓	
A strong moral purpose and drive for continuous improvement	✓	
Ability to work under pressure	✓	
Excellent record of attendance and punctuality	✓	
A good sense of humour		✓



ABOUT GEOGRAPHY

The Geography Department at CGS is a thriving and successful department, made up of four highly qualified specialist teachers. The department vision is to equip students with a love of the world around them and an understanding of the importance of their actions as individuals in both the local and global community. The department is housed in three dedicated classrooms and is very well-resourced, with two storage areas and an office. Each member of the department has their own desk and working space in the office as well as access to individual and department resource storage spaces. The classrooms are equipped with digital projectors, whiteboards and each member of staff is issued with their own laptop for ease of use in all areas of the school.

Students in Years 7-8 enjoy interactive lessons based upon the department schemes of work which are also designed to allow for teachers to develop their own interests and activities in line with the core content to be delivered. Year 7 study the following topics: An introduction to Geography, Life in the UK, London, UK physical landscapes. Year 8 study Development, Life in Asia, Russia and the Middle East.

In Year 9 all students start the GCSE course content (AQA) before deciding upon their final options later in the year. Students are taught challenging, interactive and contemporary lesson content in Living World, Tectonic hazards and Resource management. Geography is a popular option at GCSE and the department currently has three GCSE groups in Year 11 and four groups in Year 10. The students carry out rivers and urban fieldwork during the GCSE course. Students in Year 10 are given the opportunity to travel to Iceland which is very popular with both students and staff! Results at GCSE are excellent with 84% of students achieving grades 7-9 in 2023.

Geography is a very popular choice at A-level with two groups in Year 12 and three groups in Year 13 following the Edexcel specification. The Year 12 course is supported with a residential field visit to Flatford Mill Field Studies Centre in Suffolk. Again, results are strong at A-level, with 40% of students achieving A*/A in 2023. Many students continue with this interest studying Geography or related degrees at top universities.

HOW TO APPLY

To apply for this position, you will need to complete an application form and submit a letter of application, our application form can be downloaded from our website. Completed applications should be sent to Clare Harvell, HR Manager at recruitment@cheshamgrammar.org

SHORTLISTING

Subject to the number of applications, shortlisting may take place before the deadline for applications has passed. If you have not heard from us within three weeks of the closing date, you can assume that your application is not being progressed on this occasion.

INTERVIEW

Shortlisted candidates will be invited to interview. The Interview will consist of a panel interview (including a member of the senior team), lesson observation and tour of the school. Some roles may have a student and staff panel interview and a written task. Selected candidates may be interviewed by the Headteacher or other members of the management team.

