



At The Henry Beaufort School, there are no limitations to success.

www.beaufort.hants.sch.uk

Subject Leader of Geography, Winchester, Hampshire

Start Date: September 2021

Contract: Permanent Full Time

Scale: Main Pay Range / Upper Pay Range

(TLR 2b £4,788)

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March 2021

Dear Applicant

Thank you for requesting the details of this post.

The Henry Beaufort School is at an exciting stage in its development.

The school was delighted to receive a very positive Ofsted report in May 2017, confirming that the actions being taken by the school are resulting in “a culture of continuous improvement”.

When I came into teaching my focus was entirely on being an outstanding practitioner. I wanted, perhaps expected, all my students to be inspired by literature and appreciate the value of English as a vehicle to a wide range of careers. My somewhat missionary zeal was soon tempered by the reality of the day job! However, I never lost faith in the need to inspire my students with my teaching, in rejoicing when they made progress and being determined that making progress was a basic right for all of my students.

This fundamental vision as a teacher has continued to guide me through my career and as a Headteacher it has become central to the vision I have for the school. However much of my time is taken up with the responsibilities of a Headteacher, there is still for me, nothing that matches the privilege of being in a classroom environment. The most important role in school is that of a teacher. It is this principle that guides all the appointments made at The Henry Beaufort School, namely putting outstanding practitioners in front of our students.

We are very proud of the ‘culture of continuous improvement’ that has been maintained since our Ofsted Inspection in May 2017. We are a Top Ten school in Hampshire [DfE Performance Tables 2019]. However, we are not complacent, we know that such a culture can only be maintained through our hard work and determination to secure positive outcomes for all of our young people.

We operate a five year curriculum model with the options process starting in Year 8. We believe this gives all of our young people the opportunity to secure the best possible outcomes, academically and in terms of their personal growth. Cultural Capital opportunities throughout the five year model ensure that we continue to offer a broad and balanced curriculum throughout the five years.

Please look carefully at the Role and Responsibilities that accompany this vacancy. Selecting the right person to become part of our team is our challenge. I do hope that you will want to be the person who will work with us on our journey to ‘outstanding’.

I look forward to receiving your application.

Yours sincerely,



Sue Hearle
Headteacher

BACKGROUND INFORMATION

The History of our Name and Crest

The Henry Beaufort School was opened in September 1971. The school bears the name of a Bishop of Winchester who died in 1447. Henry Beaufort was Bishop of Winchester and three times Chancellor and is buried in Winchester Cathedral. He was a highly regarded representative of his country abroad.

Henry Beaufort was also a man of great wealth but he gave large amounts to charity, including rebuilding Winchester Cathedral and enlarging St Cross Hospital. We consider our students to be members of the wider community and it is hoped that all of them will aim to be good representatives of the school 'abroad' – both in the locality and further afield. It is also hoped that they will share what good fortune they have with other members of the community. For these reasons the school governors chose the name of Henry Beaufort for the school. The school crest represents Beaufort Castle in Anjou, France, from which Henry Beaufort took his name.

In order to echo this connection with other countries and cultures, and looking forward to other European links through our International School award, European cities have been chosen as names of the seven faculties. Each of these cities has a connection with the curricular team to which it is linked.

The Henry Beaufort School Vision Statement

We are proud to be an inclusive comprehensive school. We understand that young people today have many pressures placed upon them from an early age. Our role is to create a happy, stimulating learning environment that gives every child the confidence and resilience to face these pressures head on.

We have high expectations of all of our students. At The Henry Beaufort School there are no limitations to individual success.

We acknowledge the fundamental role that we play in the academic and moral education of young people.

We celebrate the success of our students at every opportunity and take delight in the buzz and energy around the school site well beyond the official ending of the school day.

We do not accept mediocrity or complacency. We understand the challenges that accompany our role as educationalists and we continue to work to find ways to refine and improve our practise. This is underpinned by our aim to be outstanding in everything that we do.



Five Year Curriculum

We pride ourselves on providing opportunities for every student to follow a broad and balanced curriculum.

We know that success comes from enjoyment and engagement. Our confident curriculum narrative is based around our teaching of key concepts, prioritising depth over breadth and ensuring knowledge and understanding is gained in each subject, at each stage.

Our core curriculum of Maths, English and Science, is complemented by the study of a possible twenty different options subjects, from which students choose four to study to GCSE level. This range of choices ensures that there are opportunities for all; we are ambitious for all of our students to study a range of challenging academic subjects alongside vocational routes.

Our curriculum aims to give our students the skills and experience they need in order to access the next stage of their education, and realise their potential.

Curriculum Map

Please see the table below for allocation of hours for each subject in each year group.

Our options process starts in Year 8 and students begin their GCSE studies in Year 9.

Hours per fortnight	English	Maths	Science	History	Geography	RE	Relationship & Sex Education	Languages	Technology Rotations	IT	PE	Art	Drama	Music	Option Block A	Option Block B	Option Block C	Option Block D	Total
Year 7 September 2020	6	6	6	3	3	2		6	4	1	4	3	3	3					50
Year 8 September 2020	7	7	7	3	3	2		6	4	1	4	2	2	2					50
Year 9 September 2020	8	8	8			2				1	3				5	5	5	5	50
Year 10 September 2020	9	9	9				1				2				5	5	5	5	50
Year 11 September 2020	9	9	9								3				5	5	5	5	50

The school day and organisation

The school day is compressed, running from 8.30 am until 2.40 pm, with a fifteen-minute morning break and a half-hour lunch break.

Curriculum Extension Activities

A wide range of curriculum extension activities take place from 2.40pm to 4.00pm daily, as well as during evenings and weekends. A high percentage of students and staff participate in these activities.

Our Home Learning Club is a particularly successful feature of wider extracurricular provision. It is based in the Library each day, where children who want to do homework are supported by our Librarian. We have over half the school visiting this club each year.



Pastoral Leadership Structure

Heads of Year take overall responsibility for attendance, behaviour, rewards, sanctions and progress of their respective year groups.

Head of Year 7 - Mr Matthew Coe

Head of Year 8 - Mr Christian Janes

Head of Year 9 - Mr Charlie Naisbitt

Head of Year 10 - Mrs Alison Taggart

Head of Year 11 - Mrs Holly Briggs

The Senior Leadership Team Structure

Headteacher

Miss Sue Hearle

Senior Deputy Headteacher

Mrs Joanna Scott

Assistant Headteacher

Mr Andy Applin

Assistant Headteacher

Miss Eleanor Shelton

Bursar

Ms Alison Caplin

Extended Leadership Team Structure

Head of Year 10 & Senior Teacher

Mrs Holly Briggs

Head of PE & Senior Teacher

Miss Emma Colebourn

Academic Leader English & Senior Teacher

Miss Verity Gist

Teacher of Drama, Head of Year 8 &

TLR Holder - Marketing / Website

Mr Christian Janes

Teacher of PE, Head of Year 7 &

TLR Holder - Work Experience / Parent Events

Mr Matt Coe

Humanities Department

The Humanities Team is based in a faculty known as Berlin which is situated on the upper two floors of the school's 4 storey block. Some staff also have teaching rooms on the ground floor of the Tower Block known as Luxembourg. There is also an ICT Suite in Berlin that is available for booking by all staff across the school. Mrs Bruins our Academic Leader is currently on maternity leave therefore Mrs Strevens is Acting AL and working closely with our three Subject Leaders within Humanities broken down into RE, History and Geography. Over the past five years the numbers of students taking one of the humanities at GCSE has increased and now many students are opting to take two or more GCSEs within humanities. The development of the curriculum and quality of teaching and learning has led to improving outcomes in all three disciplines. The enjoyment of learning and progression in Humanities is evident in its increasing popularity. This has led to the school increasing the number of permanent staff in our Humanities Team.

Current Staff

Assistant Headteacher/ Humanities SLT Link & Teacher of Geography - Mr Andy Applin

Acting Academic Leader for Humanities & Teacher of RE - Mrs Alison Strevens

Academic Leader for Humanities / Subject Leader History - Mrs Jenny Bruins (Maternity Leave)

Subject Leader Religious Studies -

Miss Eleanor Assinder

Teacher of RE -

Miss Shannon McMahon

Subject Leader History -

Mrs Joanna Watson

Teacher of History -

Miss Emma Kinch

Teacher of History -

Mr James Harrison

(Fixed term maternity cover)

Teacher of History & SENDCo. -

Miss Catherine Mourant

Subject Leader Geography -

Vacancy

Head of Year 10 &

Teacher of Geography -

Mrs Alison Taggart

Teacher of Geography -

Miss Sam McNamara

Teacher of Geography -

Mrs Meryl McArthur

Teacher of Geography -

Vacancy



ACCOMMODATION & RESOURCES

Our Building And Facilities

The School consists of eight main buildings around the central administration block (Winchester). The facilities include a Library, Information Technology Suites, a Media suite, eight Science Laboratories, a Beacon Arts Centre which has excellent Drama facilities, Art Studios, and Music rooms, a Gymnasium and Sports Hall, Design and Technology Workshops, Learning Support and Hearing Resource Base. For outdoor sports and athletics there is an extensive area of grass as well as hard playing surfaces. The Sports Hall is used for Whole School Assemblies and also affords facilities for a wide variety of sporting activities. The Library is available for use by students at all times of the school day and is equipped with all the latest technology. Students may book in to use any facilities not otherwise in use, to assist their work. In addition, all these resources, including the computers, are available for use at certain times after school for a variety of other activities.

In April 2004 we opened an on-site day nursery, Henry's Kindergarten. This benefits the local community as well as having places reserved for Henry Beaufort staff. With the support of the Football Association, an Artificial Grass Pitch with floodlight facilities was built for school and community use.

Continuous Professional Development

The school prides itself on the opportunities it creates for staff development. All staff receive an annual review as part of performance management and training needs are identified from the objectives set for each member of staff.

Training can take the form of external courses, or in-house, in-service training. The school's aim is to develop and promote the use of its own expertise in developing staff, thereby offering further opportunities for professional development through the training of others. We also participate in the Learn Alliance training programmes from NQT to Middle Leadership courses. Subject Leader network meetings take place each term and involve subject leaders from schools within the local area. We work closely with The Westgate School undertaking a number of joint initiatives. This includes a very successful Aspiring to Senior Leadership course.

All new staff receive a weekly meeting from key colleagues in the school across the first term. This supports our new colleagues to become familiar with our routines and ethos.

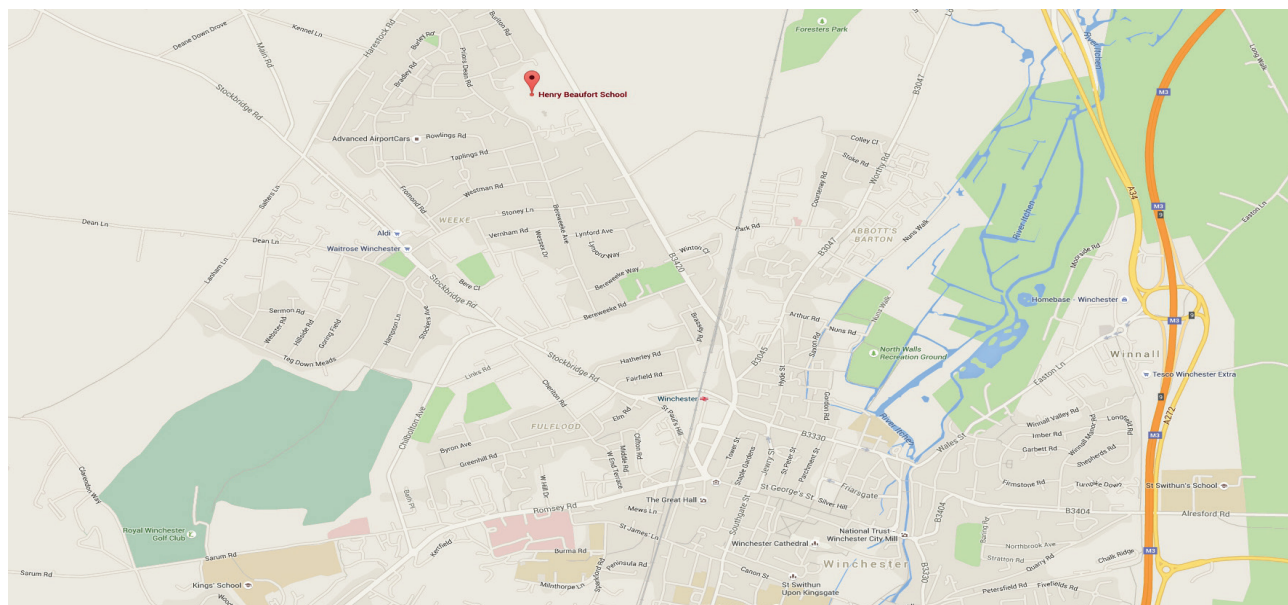
Equal Opportunities

It is acknowledged that Hampshire County Council is an Equal Opportunities employer. The school will do its utmost to meet this requirement. In pursuing this policy in support of the aims of the school, we recognise that:

- diversity amongst staff should be viewed positively
- in all staff appointments, the best candidate should be appointed, in line with The Equality Act 2010.



HOW TO FIND THE SCHOOL



The Henry Beaufort School is situated to the north of the city of Winchester, set in extensive grounds off Priors Dean Road. There are good road and rail links with the M3 running close to the city and Winchester's main rail station being on the Waterloo line is only an hour from London.

Hampshire Local Authority – Information

Staff in Hampshire schools feel part of something larger than themselves and their individual schools. There is a buzz of professional people talking to each other about their jobs. They show their passion for what they do.

Working in a school in Hampshire will be the first step to you experiencing a strong supportive network of a family of schools working with one aim in mind, embedded in the Children & Young People Plan, that each and every child really does matter.

When you work for Hampshire, you can expect:

- support from experienced and knowledgeable educationalists via Hampshire Inspection and Advisory Service (HIAS)
- networks and supportive links for NQTs, subject specialists and SENCOs
- curriculum centres stocked with resources to assist with subject planning and knowledge
- a vast range of professional learning programmes and resources for each stage of your career, via Hampshire Teaching and Leadership College (HTLC) – these can focus on evolving your teaching practice, developing your skills to enable you to step into a leadership role and supportive courses for SEND students
- working in partnership with Teaching Schools and Initial Teacher Training providers
- great wider professional support services for leaders to help leaders with issues
- a supportive approach to collaboration and partnership working instead of being isolated, regardless of your school status
- Local Authority support for schools working together to provide opportunities for you to have wider experiences working in different schools or across more than one school

Further information on Children's and other services provided by Hampshire County Council can be found on the Hampshire website: www.hants.gov.uk



JOB DESCRIPTION

Subject Leader of Geography

Reports to: Academic Leader of Humanities

Key Responsibilities of a Subject Leader:

This list is not meant to provide a narrow definition of specific responsibilities but to serve as guidance and should be seen as enabling rather than restrictive:

- To take responsibility for a subject and manage the day to day administration of the five year curriculum
- To lead and manage all aspects of the subject including oversight and writing of SOW and the delivery of challenging lessons that stimulate students and allow them to succeed
- Ensure hb² techniques are explicit in all schemes of work and used by teachers. Give training to new teachers as required
- To ensure that students' work is marked regularly in line with school Marking policy and that students receive formative feedback from all teachers within the team
- To keep accurate up-to-date records of student progress in order to inform teaching and target setting and ensure this is being done by all members of the team
- To ensure that data drops are completed on time and used to inform subject reports
- Take a lead role in all subject related assessment matters including ensuring the effective use of data to support learning and intervention strategies
- To ensure high standards of teaching and learning and monitor, evaluate and develop the quality of teaching and learning through the use of lesson observations and learning walks
- To contribute to meetings as appropriate to subject area and ensure that action points are recorded and followed up
- To work closely with your Academic Leader to ensure all students meet or exceed expected levels of progress
- In conjunction with all teaching staff within the team, be accountable for the standards and achievement of students' results
- To contribute to the annual team improvement-plan and monitor its progress
- To contribute to the review and development of the team self-evaluation form
- To participate in the performance management process for the team using data to set realistic objectives for teachers in line with the school's Performance Management Policy and to undertake reviews
- To be a role model for the team
- To complete all other reasonable tasks as directed by the Headteacher or Line Manager

Notes regarding TLR award:

Any role involving a TLR must include a significant responsibility that is not required of all classroom teachers and that:

- (a) Is focused on teaching and learning;
- (b) Requires the exercise of a teacher's professional skills and judgement;
- (c) Requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum;
- (d) Has an impact on the educational progress of students other than the teacher's assigned classes or groups of students; and
- (e) Involves leading, developing and enhancing the teaching practice of other staff.

This TLR will carry 2 additional non contact times per fortnight.



JOB DESCRIPTION CONTINUED

All teachers should be able to demonstrate:

- A passionate commitment to and a thorough knowledge of their subject
- Excellent classroom practice with the proven quality relationships
- A willingness to contribute to whole school development

Key Responsibilities of All Teaching Posts

- To prepare, develop and deliver appropriate schemes of work, which provide challenging lessons that stimulate students and allow them to succeed
- To teach across the full age and ability range
- To encourage effective learning through the use of a variety of teaching methods, which motivates students of all abilities
- To demonstrate the ability to use a range of teaching strategies to maximise student progress
- To ensure that students' work is marked regularly and that they receive formative feedback in line with the school Marking Policy
- To keep accurate up-to-date records of student progress and use data to inform teaching, target setting and intervention strategies
- To set Home Learning in accordance with the school Home Learning policy and ensure that appropriate feedback is given
- To provide information to parents about the achievements and progress of their child as required through parents' evening and reports
- To follow the advice and training provided by the Additional Learning Team to ensure the adoption of appropriate strategies with students with Additional Learning Needs, ensuring these students make progress in line with their peers
- To be responsible for a positive learning environment and high standards of students work in student handbooks and exercise books following the school guidelines
- To contribute to the wider curriculum through involvement in extra-curricular activities
- To attend and contribute in all appropriate meetings
- To take on the role of a tutor within the team and be responsible for the academic and pastoral well-being of a tutor group
- To uphold the highest standards of professionalism, this includes ensuring that school issues are not discussed on social network sites
- All teachers are expected to uphold the school's policies in respect to Safeguarding and Child Protection ensuring the safety and well-being of all learners
- To take an active interest in their own personal development and keep professional skills up-to-date
- To complete all other reasonable tasks as directed by the Headteacher or Line Manager



APPLICATIONS

Applications should be made to the Headteacher. To apply please complete an application form, available from our website <https://www.beaufort.hants.sch.uk/workwithus> and return to recruitment@staff.beaufort.hants.sch.uk.

Schedule of appointment

Closing date for applications

Wednesday 28th April 2021 (Midday)

Interviews

Wednesday 5th May 2021

Return Address

The Headteacher
The Henry Beaufort School
Priors Dean
Harestock
Winchester
Hampshire
SO22 6JJ

or email applications to: recruitment@staff.beaufort.hants.sch.uk

If you wish to make an informal enquiry, please contact Andy Applin, Assistant Headteacher, by email, andy.applin@staff.beaufort.hant.sch.uk

The Henry Beaufort School is committed to safeguarding children
All successful candidates will be subject to a Disclosure and Barring Service check (formerly known as a Criminal Records Bureau check) along with other relevant pre-employment checks.

