



The  
Gryphon  
School

# TEACHER OF GEOGRAPHY

**START DATE: SEPTEMBER 2023**



SCHOOLS ACHIEVING SUCCESS TOGETHER

**SAST**

SHERBORNE AREA SCHOOLS' TRUST

May 2023



Dear Applicant,

Thank you for expressing an interest in the post of Teacher of Geography at The Gryphon School.

Accompanying this letter is information about the School and the Department, which we hope, will provide you with everything you need to know to apply for the post.

This is a full-time, permanent post commencing in September 2023. Our new recruit will join a team of professional, experienced and able specialists, dedicated to continuing to provide the high level of teaching to which our students have become accustomed.

We are seeking to appoint an ambitious, creative, and inspiring teacher or ECT with energy, enthusiasm and a love of Geography and the natural world.

The successful candidate will:

- Have a passion for all aspects of Geography and the natural world
- have excellent communication skills and have the ability to embrace and contribute to the vision of the Department and school
- be able to build relationships quickly
- show respect to others and be able to embrace the ethos and values of the School
- be positive, optimistic, caring, kind and approachable
- be willing to be immersed in the life of a busy and successful school
- have the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning

The Gryphon is a wonderful place to work and has a special atmosphere and feel. It became a founder member of the Sherborne Area Schools' Trust (SAST) a multi-academy trust established in June 2017. The Good Schools Guide 2023 concludes that 'A big school with a small school feel is exactly right. No child goes unnoticed and teachers seem to be genuinely motivated to see pupils progress to the best of their ability. An impressive capacity to cater for extremely different academic needs in a nurturing environment. No wonder it's over-subscribed'.

We are an outward looking school with exceptional community links as well as strong relationships with other good and outstanding schools across the South West and nationally.

We are a comprehensive school serving a diverse community. Our high quality support staff make a real difference to our students. Teaching is often outstanding, and consistently at least good across all subjects and key stages. Teachers are provided with the resources to make lessons stimulating and practical and have excellent subject knowledge. They make sure students are very clear about what is demanded of them and how to improve. The School's very positive entry in the Good School Guide describes pastoral care and discipline as 'excellent'. Students are reflective, behave with great courtesy, and are heavily involved in working with staff to improve the school and the welfare of others.

The Gryphon gains high results for its students at both GCSE and A Level. Our large Sixth Form of 380 students is exceptional. We have an outstanding record of success in university entrance, including places at Oxford, Cambridge and other Russell Group universities, as well as for training places and apprenticeships.

Our 2022 GCSE exam results were, once again, excellent. 24 students achieved ten or more 7s, 8s and 9s with many staying on to attend The Gryphon Sixth Form.

Additionally, our A level results were excellent with 29 students receiving straight A and A\* results including three students heading off to Oxford and Cambridge, and three students going on to study medicine.

In May 2022 our inspection as a Church School (SIAMS) judged us to be Excellent. Our most recent Ofsted visit, in November 2017, was very positive and confirmed our status as a “good school”. Our focus, which reflects our Church School status, is that we should be a “10:10” school; where students and staff experience life in all of its fullness. So for us education is more than just exam results – we place great value on the personal development of each student. We aim for them to leave school as well-rounded young people with a strong sense of what is socially, morally and culturally acceptable, and to feel that they have a contribution to make to the wider community. Digital learning is important at The Gryphon School including the use of mobile technology; we want our young people to use technology responsibly and to enhance their learning.

In summary, we are a true team with a great sense of pride in what we collectively achieve and we embrace the challenge for achievement to be even higher. Our special culture and ethos focuses on enabling students to be the best that they can, both personally and academically, supported by the tremendous work and care of all our staff. We continue to strive to be outstanding in all aspects of school life.

We are looking for someone with high expectations, a love of their subject, the ability to inspire and also laugh whilst enjoying the challenges of this role. You need to be a team player with the inner determination to develop continually, picking up the best ideas from around the world in education. In return, you will join a Department that is full of activity, rewarding and friendly. We have a great record for supporting and developing all of our staff through our own training and links with NCSL providers.

You are very welcome to visit us in advance of an application or to contact us to find out more.

Very best wishes,

*N J Edwards*

Canon Nicki Edwards  
Headteacher

# THE ADVERT & APPLICATION PROCESS

We look forward to receiving your application by **9am, Monday 05<sup>th</sup> June 2023**

The interviews will be held as soon as possible after the closing date

**Salary:** Main Pay Range Teachers Pay – M1-M6

**Contract:** Permanent, full-time

We are seeking to appoint an ambitious, creative, and inspiring teacher or ECT with energy, enthusiasm and a love of geography and the natural world. This is a full-time, permanent post, commencing in September 2023. This is a wonderful opportunity to join a large, successful, and supportive team.

The successful candidate will:

- Have a passion for all aspects of geography and the natural world
- Have excellent communication skills and the ability to celebrate and promote high quality teaching and learning
- Have the ability to embrace and contribute to the vision of the Department and school
- Be able to build relationships quickly
- Have a positive approach
- Have a real interest in educational issues, approaches and alternatives from around the world • Be proactive and confident
- Use resources, intellect, creativity and innovation to be successful
- Have the ability to support, challenge and inspire our students, encouraging them to achieve the best they can through the promotion of outstanding teaching and learning
- Have the ability to be a team player who will go the extra mile to support students and who will enjoy the opportunities of this role

You are asked to provide the following:

- A completed application form
- A letter of application of no more than 2 sides of A4 detailing your experience and expertise

Completed applications should be returned by email to: [recruitment@sast.org.uk](mailto:recruitment@sast.org.uk)

Should you wish to arrange a visit to view the School, please do not hesitate to contact Caroline Rabbetts, Office Manager on [caroline.rabbetts@gryphon.dorset.sch.uk](mailto:caroline.rabbetts@gryphon.dorset.sch.uk) or at 01935 810101 who will be happy to arrange this.

*SAST will conduct online searches of shortlisted candidates. This will be part of safer recruitment check, and the search will purely be based on whether an individual is suitable to work with children. All aspects of social media and internet searches will be conducted. As care must be taken to avoid unconscious bias and any risk of discrimination, a person who will not be on the appointment panel will conduct the searches and will only share information if and when findings are relevant and of concern*

*The Gryphon School, part of the Sherborne Area Schools Trust, has an absolute commitment to safeguarding and promoting the welfare of children. The Trust and School follows the national and Somerset policies and procedures for child protection and security and the interview will include questions about safeguarding children. Current and/or previous employers will be contacted for references as part of*



*the verification process pre-appointment checks if the applicant is short listed. The successful applicant will be required to undertake an enhanced disclosure check with the Disclosure and Barring Service.*

*Sherborne Area Schools' Trust (SAST) recognises the benefit of having a diverse workforce and is committed to building a workforce which reflects diversity from the communities it serves. SAST values the contributions from all staff from a wide range of different backgrounds and actively seeks to promote an environment that is free from discrimination and harassment and at the same time supports fair promotion and cultural acceptance. Under the provision of the Equality Act 2010 SAST welcomes applications from everyone and operates a recruitment process which is fair and does not discriminate against or disadvantage anyone because of their age, disability, gender reassignment status, marriage or civil partnership status, pregnancy or maternity, race or nationality, religion or belief, sex or sexual orientation.*

*This role is UK- based and your right to work will need to be established as part of the appointment process.*

*(Internal ID Number: RAF195)*



# PERSON SPECIFICATION

## Teacher of Geography

### Inter-personal attributes

- Able to build relationships quickly, with humility and empathy, whilst showing respect to others - students, parents and colleagues - to get the best out of them
- Positive, optimistic, caring, kind and approachable
- Willing to be immersed in the life of a busy and successful school

### Communication and Interaction

- Communicate clearly and accurately both orally and in writing
- Able to listen and respond appropriately
- Flexible to adapt your style in different situations
- Strong and confident ICT skills for teaching and management
- Contribute as a great team player

### Planning and Organising

- Manage daily responsibilities and priorities
- Work efficiently and effectively to meet deadlines and deliver successfully
- Design, produce and share high quality learning schemes and resources

### Knowledge

- Good honours degree and/or relevant high level expertise
- A real interest in educational issues, approaches and alternatives from around the world
- Strongly support the ethos and culture of the school

### Leadership Skills

- Proactive and confident, yet humble and considered
- You can inspire and motivate others
- Make informed decisions on a daily basis
- Ensure high professional standards including student progress of all groups of students

### Problem Solving

- Enjoy facing new challenges
- Find, propose and lead solutions
- Use resources, intellect, creativity and innovation to be successful

### Resilience

- Hungry for a challenge
- Have patience and endless energy to persevere through the challenging moments
- Tenacious and versatile
- Maintain a positive mind-set

### Self-evaluation

- You are aware of strengths and weaknesses
- Strong desire to learn from others so that you can be even better
- Able to share and support others

We are interested in all these attributes for colleagues joining the Gryphon family but appreciate that some will be areas that you have a desire to develop and grow with our support once you are here. A sense of realism and humour are really important.

# GEOGRAPHY DEPARTMENT- USEFUL INFORMATION

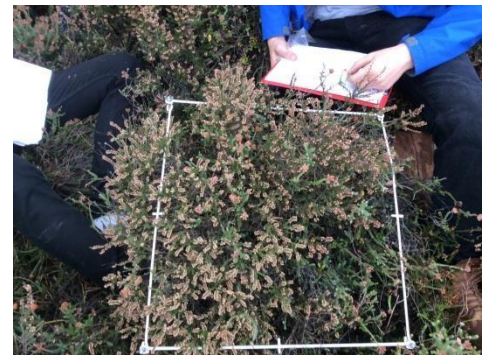
## Staff

- The Geography Department comprises four committed and enthusiastic subject specialist teachers
- The Department is characterised by a commitment to working collaboratively. Every lesson for each SoW is written and resourced and available on the shared drive. Each teacher personalises these centrally held resources for their individual classes
- A commitment to this collaborative style and a desire to share is an essential requirement of the successful candidate
- The staff are committed to the teaching of mixed ability classes



## The curriculum

- Students in Year 7 have 4 hours of Geography per fortnight and those in Year 8 and Year 9 three hours
- The KS3 SoW has been rewritten over the last year to reduce the content and place a greater emphasis on the development of key skills and literacy to prepare the students better for the challenge of the new GCSEs. This includes media literacy and understanding of 'fake' news; this is part of a whole school initiative.
- At KS4 we study the Edexcel A specification; students have 5 hours of Geography per fortnight. Fieldwork is an important part of the GCSE specification. We run a trip in year 10 to Chesil Beach to study coastal processes and in year 11 we run a trip to Bristol city centre to study regeneration.
- At KS5 students study the Edexcel specification. Students have 9 hours of Geography per fortnight shared between two teachers- with a physical/ human geography split. We have in the past conducted residential trips to study fieldwork skills, this year we will run 3 separate fieldwork days.
- The Department has a strong tradition of fieldwork and is committed to all years having a fieldwork experience. We have just taken the year 11 students to Chesil Beach to study coastal processes.
- The Department is proud of the diversity of lesson and learning opportunities it offers to students – the Department encourages students to develop their thinking skills, to make decisions, to plan investigations and fieldwork, to argue, to ask questions and share personal experiences. The students enjoy working collaboratively and paired activities, debate, discussions, presentations, role play and interactive games all characterise the lessons. The Geography classrooms are rarely silent.



## Successes

- Geography is a popular subject at GCSE and A level. There are 6 groups at GCSE and 2 groups in both Y12 and Year 13. A significant number of the A level students go on to study Geography or similar courses at university
- GCSE and A level results are consistently amongst the best in the school, in 2019 24% of Geography GCSE students achieved at 7-9 grade.
- The Department is recognised as a lead department in assessment

## Resources

- The Geography Department occupies 4 specialist classrooms all equipped with interactive whiteboards • The Department has a spacious office/workroom
- The Department is a member of The Royal Geographical Society, The Geographical Association and have achieved the Princes Trust Mark.
- E-learning is a priority and there is Wi-Fi across the site; iPads are used extensively and there is a Bring Your Own Device policy across the school, meaning that students are using the latest technology to make notes, interact in lessons and access revision resources.

At The Gryphon, a main scale teacher currently teaches 43 out of 50 one-hour periods over a two-week timetable, including five PPA periods.

If you would like to discuss this post, please do not hesitate to contact Nathan Woodville, Head of Geography, at the School, on 01935 813122.





# THE GRYPHON SCHOOL

## WHAT WE PROVIDE



### High Quality Professional Development

- INSET Programme with national speakers e.g. Sir John Jones, Simon Mayo
- Time is provided for learning and development in everyone's staffing allocation
- Middle leader training programme
- New staff induction programme
- 2<sup>nd</sup> year teacher programme
- Opportunities for sharing of best practice and expertise
- Encouragement of individual action research through appraisal
- Opportunities to mentor student teachers on ITT, Schools Direct, volunteers and other routes

### Support for Teaching

- Investment in resources, facilities and the environment
- Outstanding ICT infrastructure including Wi-Fi, resources
- Strong departmental support structure
- Free iPad for all teachers
- Timetabling ensures specialist teach in their subject areas and there are rarely any split classes
- Designated support for reprographics, trip management, student behavioural support, SEND needs etc
- Dedicated team of school cover supervisors

### Links with other schools

The Gryphon is outward looking and a lead member of various school development groups. This facilitates visits, exchanges, subject sharing, leadership support and enhanced student opportunities.

- Jubilee Group – eight schools across the SW from Devon to Wiltshire and Gloucestershire
- South West Academies Group – nine academy schools across Devon, Somerset and BANES
- North Dorset – five secondary schools, a Special school and a PRU
- Sherborne Schools Partnership of nine feeder primary schools with whom we have excellent cross-phase academic collaboration Y6-8 curriculum and transition.
- Since 2014-15 we have been part of the national PiXL group

### Supporting families

- Forget me Not Nursery on site
- Supportive to colleagues for time off during periods of family illness/crisis
- Supportive of requests where possible to attend graduations, family weddings, special family events, house moves

### Practicalities – little extra touches

- Generous allocation and pattern of INSET Days to support staff learning and development and wellbeing
- Quality free seated lunch provided on INSET Days
- Free on-site parking

### Strong Staff Community

- Very active, vibrant, Staff Social Committee who arrange an array of social events and activities across the year
- Large main staff room – and we hold weekly whole staff briefings
- Successful and very competitive staff sports teams playing other schools
- Amazing involvement in charity events, national days, productions, teams, public speaking, Duke of Edinburgh etc

# SHERBORNE AREA SCHOOLS' TRUST (SAST) INFORMATION



SAST is a multi-academy trust, formed in June 2017, of seven schools serving the West and North Dorset area as well as students from South Somerset. Currently, there are 17 schools with more than 5,000 students and over 850 members of staff. SAST has large town primary schools with over 300 children, smaller village primary schools and nursery provision. SAST also has 4 secondary schools including a state boarding school and Sixth Form and a large 11-18 secondary school with a Sixth Form of over 400 students. There is a mix of formerly maintained and Church of England schools - both voluntary controlled and voluntary-aided in the Diocese of Salisbury. We believe in preserving Schools in their local community.

## **Our Schools:**

A key principle of the SAST is that member schools maintain their own character, such as church and community status. All schools in the multi-academy trust are equal partners and are committed to the principles of collaboration, sharing expertise and resources to enable all partner schools to deliver excellent education for all young people in their care.

At the heart of SAST is the desire to work in partnership, to collaborate with others and to be outward facing for the benefit of children and staff. The schools have extensive links beyond the immediate area and are keen to extend these further.

SAST works by providing opportunities to share and improve - to develop further our provision as well as supporting the quality of leadership and management. This includes sharing best practice, being creative in maintaining a broad and diverse curriculum, ensuring the care and support is in place for children and families and enabling further staff and teacher development. We also work together on meeting the challenges of funding and the opportunities for financial efficiency, determining for ourselves which services and providers we will use to provide outstanding provision for our children. There is real strength in coming together with a collective responsibility for all the children's development and progress between 0-19 years.

## **What we value – our ethos:**

### **Partnership and Collaboration**

Our schools support each other, by sharing expertise and resources, to ensure improvement.

### **Pursuit of Excellence**

We provide a high-quality education to enable all students and staff to aspire, thrive and succeed.

### **Holistic Lifelong Learning**

We promote the personal development of every child and a love of lifelong learning for our students and staff.

### **Equality and Distinctiveness**

We celebrate the individuality of each school and all in it. We are proud to be at the heart of our local communities.

## **Organisation - How we work:**

All our schools are successful. Of course, we recognise that we need to continually improve and evolve. The priority is to enable every School to continue to provide an excellent education for all our students while protecting the school's role at the heart of its community, along with our unique qualities and strengths.

There is a balance as to the responsibilities delegated to Schools and those that are the responsibility of SAST. The focus is to continually evaluate, improve and develop through strong, effective, and accountable leadership at all levels. The aim is to establish clear, simple and effective accountability including slim and streamlined governance.

### **Partnerships:**

Partnership and collaboration are a core feature of all our Schools – a genuine desire to be outward-facing, to use the best ideas from across the world. The schools have always worked closely together and across Dorset and Somerset.

### **SAST Benefits:**

As part of the Sherborne Area Schools Trust, we can offer you a range of benefits including:

- High quality CPD opportunities
- Employee Assistance Programme
- On-site nursery provision at some of our academies
- Cycle to work scheme

