



Abbeyfield
School

RECRUITMENT PACK

2025



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School



Welcome

I am delighted that you are considering a career at Abbeyfield School. Our school is a dynamic and thriving community, dedicated to fostering the development of young people. At Abbeyfield, we uphold a vision focused on nurturing students' personal skills and qualities, ensuring they are well-prepared for their future lives as successful, responsible adults.

People have always been at the core of the Abbeyfield educational experience, and I am more convinced than ever that prioritising the development of our staff is essential. We are committed to the continuous professional development of our team, offering dedicated support to ensure that our staff can thrive in their roles. For our students to reach their full potential and make a positive impact, they must be taught by individuals who reflect these values. Our focus on recruiting and professionally developing a diverse range of outstanding staff is key to providing our pupils with strong role models.

Our teaching team is eager to build upon Abbeyfield's growing reputation for excellence. We are a school that is dedicated to delivering an ambitious, broad, and balanced curriculum through high-quality, evidence-informed teaching. Our academic results at both GCSE and A Level remain strong, with student progress consistently above average.

These are exciting times for Abbeyfield. The town of Chippenham is experiencing significant housing development, and our growing reputation has resulted in an increase in pupil enrolment. Consequently, we are set to embark on a three-phase building project that will expand the school by 50%.

As one of only four maintained secondary schools in Wiltshire, Abbeyfield has also begun the process of joining an academy trust. From September 2025, we will become part of The Athelstan Trust, one of the leading educational trusts in the South West.

We warmly invite all those who wish to be part of this exciting new chapter to apply.

We trust that this recruitment pack will provide you with a valuable insight into our unique and supportive community, and I look forward to welcoming successful applicants to Abbeyfield in the near future.

Mr Nick Norgrove,
Headteacher

Welcome to the Humanities Department

Mathematics Team

Matt Bryant	Head of Humanities
Lidia Farquharson	KS3 Humanities Co-ordinator & Lead for Sociology
Selina Jones	Teacher of Geography, KS5 Geography Co-ordinator & Head of Sixth Form
Rebekah Ahmet	Teacher of Geography, KS3 Geography Co-ordinator & Raising Standard Leader for Yr10
Emily Foster	Teacher of Geography & KS4 Geography Co-ordinator
Ian Chilcott	Teacher of History, KS4 History Co-ordinator & Raising Standard Leader for Yr11
John Warrington	Lead for Religious Studies
Michaela Hyne	Teacher of Religious Studies & Raising Standard Leader for Yr8
Nicola Harrison	Lead for Psychology

The Humanities department are creative and imaginative and are one of the leading areas in the school. At KS4 students can study Geography, History or Religious Studies and the number of students studying our courses at GCSE are consistently strong. At KS5 we also deliver Sociology and Psychology, both of which are also popular subjects. The team has a massive range of experience across the five subjects we deliver, and we are seeking someone to both add too this and enhance it. There would be an expectation to teach KS3 Humanities subjects and not just Geography. The successful applicant will be well supported both within the Humanities team and the wider whole school and the school prides itself on the well-being of staff and teacher development.

The department offers a range of enrichment activities for students across all abilities and key stages, and we work closely as a team to ensure we provide the best opportunities and learning environment for all our students. We pride ourselves on being a dynamic and innovative department, which seeks to promote and develop students' understanding of the world in which they live. The department puts teaching and learning at the core of everything we do. We strive to develop inquisitive, interested and enthusiastic young people who have an ability think synoptically, ask questions, and to be resilient and independent learners.

The department has been stable for a number a year's which reflects how well staff work and how happy staff feel within the department.

Accommodation and facilities:

The department is accommodated in a suite of five rooms, each having a computer, and projector. It also has a small IT room offering 15 computers. Interactive white boards are available in 2 of the rooms.

What happens in the Humanities Department?

- GCSEs are offered in Geography, History and Religious Studies.
- GCEs are offered in Geography, History, Philosophy, Sociology and Psychology
- Residential Field work activities are offered in Y10 and Y13 Geography
- Excellent links are also held with local external agencies and other schools

Come and visit us:

For an informal chat or to see the Department at work, please contact Matthew Bryant on 01249 464500 or email mjb@abbeyfield.wilts.sch.uk



Teacher of Geography

Job Title: Teacher of Geography

Job Purpose: To provide high quality teaching and support to all assigned groups in order to promote effective learning and high levels of achievement.

Accountable to: Head of Department

LINE MANAGER TO: As appropriate

KEY ACCOUNTABILITIES

These are set out in the Teachers' Standards.

KEY ACCOUNTABILITIES FOR TEACHING AND LEARNING

- To ensure all students achieve at or above their expected progress levels.
- To promote a positive attitude to learning.
- To undertake the role of tutor including monitoring all aspects of tutees' learning, attendance and development, and maintaining close liaison with parents and the pastoral team.
- To contribute to the overall development of the school.
- To implement school policies.
- To develop a stimulating learning environment.

Curriculum:

- To work with all staff to develop the curriculum to meet the needs of all students including their moral, spiritual, cultural, social, intellectual and physical development.
- To ensure that appropriate student tests and assessments are undertaken and to disseminate the results to other staff.
- To use data to track student progress, identify underachievement and undertake appropriate action
- To liaise with other staff as appropriate.

Staff Development

- To undertake appropriate training
- To disseminate information and training to other staff as appropriate
- To participate in performance management arrangements as required.
- To support the aims and values of the school and to ensure students meet the school's expectations as set out in codes of conduct and uniform regulations
- To liaise with parents regarding student needs and progress
- To liaise with outside agencies as appropriate
- To support extra-curricular activities and school events as appropriate

Scope for impact

This post offers the opportunity to contribute to the development of a very successful learning area. The post-holder will have the opportunity to work closely with the Head of Department to help shape the policies, working practices and curriculum in order to promote excellence and achievement for all now and in the future.

General

This job description only contains the main accountabilities relating to this post and does not describe in detail all the tasks required to carry them out. All staff are expected to be flexible to ensure the most effective organisation and delivery of learning.

General tasks are varied from time to time, to take into account the changing nature of the school and the demands made upon it. Such changes are a normal part of the post and, as such, do not constitute a change to the general job description.

This job description should be read in conjunction with the latest School Teachers' Review Board Reports and Pay and Conditions documents.

Specific Tasks and Targets

These are negotiated and reviewed annually.

This post is subject to the current provisions of the School Teachers' Pay and Conditions document.

All staff have a responsibility for their own health and safety and for that of others who may be affected by their acts or omissions. Staff are required to adhere to all health & safety regulations, guidance and procedures at all times. We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS clearance will be required.

Teacher of Geography Person Specification

Essential	Desirable
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QUALIFICATIONS

Qualified Teacher Status	
Good Honours Degree or equivalent	

PROFESSIONAL EXPERIENCE AND KNOWLEDGE

Understanding of effective teaching and learning and how to promote them	Evidence of success with a wide range of abilities
Experience in a mixed comprehensive school (teaching practice acceptable)	Experience of teaching KS4 & 5
ICT literate	Experience teaching KS3 Humanities subjects

PERSONAL QUALITIES

Team player	Good sense of humour
Capacity for hard work	Enthusiasm for subject area
Ability to inspire children to achieve beyond their own expectations	
Flexible, open minded, approachable	
Innovative and creative	
Appropriate personal presentation	
Organised approach	
Ability to meet tight deadlines	

OTHER FACTORS

Personal belief in the value of education and the comprehensive system in particular	Willingness to assist in the organisation of and participate in trips and visits
Commitment to the school's vision and ethos	
High standards and expectations	
Good communication skills	
Positive towards personal development	





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Why work at Abbeyfield?

Here's what our staff say:

"For me when I joined as an ECT1 I was really nervous about coming in - were people going to treat me differently because I was an ECT? That was the furthest thing from the truth. Every single person at Abbeyfield made an effort with me and has gotten to know me and I felt instantly at ease. I enjoy coming to work everyday knowing that I could say hi to anyone and they would respond and have a chat with me and they genuinely care."

"Abbeyfield School is a place where staff are encouraged to grow and reach their potential. It provides opportunities to take on new challenges and responsibilities in a supportive environment, free from judgment or fear of failure. Every idea is valued, offering different perspectives to explore. It's a thriving community and an exceptional workplace"

"I like working here because everyone is so easy to get along with. Its lovely and inclusive, Line Managers/SLT are understanding and approachable, good lifelong friendships have been made here. Students are lovely and there is a calm vibe around the school. There are regular opportunities for progression and enhancing skills. I have never once thought I really don't want to go to work today!"

"It's the people. We get along well in the Humanities department, share similar values and collaborate well. I like seeing them outside of work! The pastoral staff are dedicated and hardworking, supporting students and each other when things are difficult. I can recount numerous times someone has dropped what they are doing to make time for me when needed. I feel valued for the job that I do, and appreciate the understanding afforded when I need time off for my own illness, my children's, or anything relating to family. Career wise I feel that I've been supported to progress, either through help given preparing for interviews elsewhere or the opportunities afforded me here.

And then there's the kids. They're ok. And I think that says a lot!"

"Having only started last week, I have found both the staff and students welcoming, friendly, and helpful. I have felt part of the team from the off."

Benefits:

We are incredibly proud of the culture of success and inclusivity for both our students and staff. We put the wellbeing of our staff at the heart of all decision making and development. Just some of the benefits of working at Abbeyfield:

- A modern building and facilities
- Unlimited use of our fitness suite
- On site support for mental wellbeing
- A CPD programme that supports your growth
- A caring and supporting staff body
- An inclusive and student centred culture



Character Development - The Abbeyfield Learner

At Abbeyfield we believe strongly in supporting our students to become the best version of themselves.

"Good character is not formed in a week or a month. It is created little by little, day by day. Protracted and patient effort is needed to develop good character.

- Herculitus - Greek Philosopher.

'The Three R's' are three key characteristics that we encourage all Abbeyfield students to develop and demonstrate on a daily basis: Responsibility, Respect and Resilience.



RESPONSIBILITY

How pupils approach their life and learning.

RESPECT

How pupils treat themselves, others and the school environment.

RESILIENCE

How pupils cope with what life throws at them.

The Abbeyfield Learner programme ensures pupils have the relevant skills and attributes to be effective learners for their future aspirations. Pupils are rewarded for demonstrating these key characteristics in all aspects of school life. These range from tutor lessons and include extra curricular beyond the school day.

"Character development is as much a part of our curriculum as the academic subject." - Abbeyfield Learner.



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How to apply

We primarily use E-Teach to advertise our vacancies, but they can also be found on our new website: **www.abbeyfield.wilts.sch.uk/vacancies**

If you would like more information or to arrange a tour, please contact us on **01249 464500**.

We look forward to meeting you and welcoming you to our fantastic school.





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