



0.6 FTE KS5 Maternity Geography Teacher

START DATE: As soon as possible

AimAspireAchieve



Dear Applicant

Teacher of Geography

Thank you for expressing an interest in the post of Teacher of Geography at Lavington School. This is a part-time maternity cover post (c.0.6 FTE) to start asap. This is a high achieving academy that is imaginative and creative in its approach to teaching and learning. Staff training, development opportunities and career progression are key to our success. We benefit from a wonderful rural setting, surrounded by beautiful and historic countryside. The majority of our students live in nearby villages, and thrive in our supportive, positive, nurturing, environment, achieving academic excellence for all.

We are fully committed to providing high quality education for children whatever their age. We are at an exciting phase in our development. In April 2019 we formed Equa Multi Academy Trust with five local rural primary schools to provide an all through education system. In addition, we are in our second year of delivering sixth form education, as a satellite of Devizes School. The sixth form is expanding, with an increase in numbers and wider range of courses offered at this site. The position will involve a small amount of KS5 delivery at the Devizes School site.

Please submit applications as soon as possible and we will be in contact regarding interviews as soon as possible.

Further information about the school can be found on the school website. **Please note we do not accept CVs.**

I look forward to receiving your application.

Ralph Plummer
Head of School



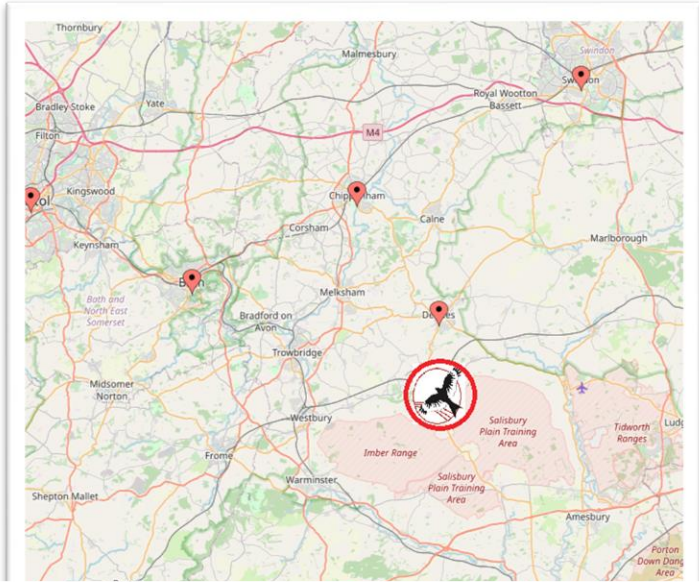
You can send your application to:
a.matthews@lavington.wilts.sch.uk

If you would like to visit the school or if you have any other queries, please email **Anna Matthews** at
[**a.matthews@lavington.wilts.sch.uk**](mailto:a.matthews@lavington.wilts.sch.uk)

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an enhanced DBS check.

Lavington School

Lavington School is situated on the western edge of the village of Market Lavington about six miles south of Devizes, it is in the heart of the rural Wiltshire countryside. It is a mixed comprehensive school and currently has just over 800 students on roll, aged 11 to 18 years. Numbers have grown over the years, and we are likely to remain over-subscribed. In 2018 we opened our sixth form, as a satellite centre of Devizes School.



The school is commutable from:

- **Devizes - 5.8 miles**
- **Chippenham - 16.8 miles**
- **Salisbury - 19 miles**
- **Swindon - 25 miles**
- **Bristol - 45 miles**
- **Bath - 24 miles**



The school enjoys a very good reputation within the community and throughout the county and continues to demonstrate the highest standards of achievement. Much of this success is due to the active partnership of home, school and community, which allows a happy working atmosphere to prevail, where hard work and good behaviour is the expectation. Our students are happy and well-motivated and respectful. They are nurtured through superb individual care, a culture of high aspirations, an extensive leadership and enrichment programme and recognition of their unique talents.

Typically, over 80 % of students gain standard passes or above in English and maths at GCSE, with 60% gaining strong passes in both. In 2019 the P8 score of 0.39, placing us in the top three schools in Wiltshire, a standing which has been sustained in all measures over a 5 year period. Over 35% of all grades are in the 7-9 range, demonstrating the challenge and support we provide for our able students. We were inspected in November 2018 and judged as outstanding for behaviour and for leadership, and good for achievement and teaching. Our disadvantaged learners perform the highest of all schools in county.

We have high commitment to professional development and training. Our staff benefit from high quality CPD, from within Lavington and across both Equa MAT and the West Wilts Alliance, providing a comprehensive package of training, professional development and career progression. Our staff are encouraged and supported to develop their own knowledge and skills to ensure all students, in all classes and in all subjects make the best possible progress.

Our Vision and Our Values

We believe that every child should be happy, healthy, safe and achieve more than they thought possible; at school and beyond.

At Lavington School we pride ourselves on providing a secure, stable, and well-ordered environment based on high educational standards, genuine care and concern for individuals. We work with all students, whatever their ability, to help them achieve their potential. We aim for students to leave Lavington School as aspirational, confident young people who are ready to take on new challenges and to hold a lifelong love of learning. Our students will have resilience and resourcefulness and the wisdom to treat others with respect and courtesy and this forms the foundations of our ethos

We are proud of our achievements at Lavington but there is always more we can do. By working together, we can shape a positive and successful future for our young people.

Well-being

We ensure our students have the knowledge and confidence to make positive, safe and aspirational decisions about their lives whilst at school and for their futures.

Learning

We ensure that our students are active and independent learners, who strive to achieve their best in every learning situation and will do so throughout their lives.

Skills

We ensure that our student are highly literate and numerate, able to apply their skills and knowledge to new and different situations and to achieve well in school and beyond.

Progress

We ensure that students fulfil their potential and are full prepared and qualified to leave school and embark on their next stage of life.

Our Values

At the heart of this success are the core values that all teaching staff, support staff and the schools community's believes are important:

- Excellent teaching by experienced, specialist teachers
- Individual care through an excellent pastoral system

Job description

Line Manager: Subject Leader

Teacher responsibilities:

- Plan for the learning needs of all students in assigned groups
- Create a positive learning environment
- Use a wide repertoire of teaching and learning strategies that will stimulate learning
- Prepare lessons which meet the learning needs of students
- Assess formatively and summatively, recording and reporting on progress, monitoring progress against targets, giving advice for improvement
- To contribute towards preparation of schemes of learning
- Actively contribute to liaison events
- Follow guidance on implementation of other strategies eg. Literacy, ICT, Citizenship
- Contribute and respond to departmental plans
- Continue with professional learning, formalised through performance management

Team membership: Humanities Faculty

Tutor responsibilities:

- Oversee general welfare and social behaviour of students, liaising with Pastoral Leaders and other appropriate staff over individual students
- Promote positive attitudes and behaviour within the school and wider community to support students in contributing to the school and wider community e.g. Tutor group representatives and charity work
- Monitor academic progress of students within tutor group, identifying Underachievement and supporting students to address this
- Contact parents when necessary and attend tutor evenings
- Record any relevant information for student files
- Deliver the PSHE and Citizenship Schemes of Learning
- Ensure registers are completed in the morning and afternoon sessions
- Check lateness, absences and notes, passing information to Student Receptionist
- Check students' uniform, equipment and planners, supporting whole school expectations

This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out above. This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All staff are expected to follow the code of conduct and to adhere to whole school policies

"This post is exempt from the Rehabilitation of Offenders Act 1974 and as such all applicants who are appointed to this post will be subject to an Enhanced DBS check before the appointment is confirmed. This check will include details of cautions, reprimands or warnings, as well as convictions and non-conviction information. Once provisionally appointed, the successful applicant may also be required to apply for an Enhanced Disclosure at predetermined intervals during the course of their employment whilst in this post."

Note: Lavington School is designated a no smoking workplace. There is an expectation that staff maintain a professional dress code and that ID badges will be worn and will be on show.



Curriculum

KS3

Students follow a broad, balanced course which provides a meaningful context for developing the key transferable skills of literacy, numeracy, ICT, problem solving, team work, thinking skills, decision making, problem challenge and empower all young people to become active global citizens.

Term	Year 7	Year 8	Year 9
Term 1	What is geography?	Rivers	Our Raging Planet
Term 2	Our Diverse Society	Coping with Floods	Russia
Term 3	Weather	Energy	Rich and Poor
Term 4	Climate	Fantastic Places	Is Trade Fair
Term 5	Africa	China	The Coastal Landscape
Term 6	The Urban Landscape	Threatened Ecosystems	India

KS4

At GCSE students follow the AQA syllabus.

Case studies from the United Kingdom, higher income countries, newly emerging economies and lower income countries are explored. Topics of study include climate change, poverty, development, power and the challenge of sustainable resource use. Students will also be encouraged to understand their role in society by considering different viewpoints, values and attitudes.

KS5

At A Level we follow the Edexcel syllabus with the following areas of study.

Area of Study 1: Dynamic Landscapes

- Tectonic processes, hazards and management
- Coastal landscapes, change and management

Area of Study 2: Dynamic Places

- Globalisation - causes and impacts
- Diverse places

Area of Study 3: Physical systems & sustainability

- The water cycle and water insecurity
- The carbon cycle and energy security

Area of Study 4: Human systems & Geopolitics

- Superpowers
 - Global development and connection
- including Health, Human Rights and Intervention.

Personal Specification

Competency	Expectations	Behaviours & Abilities
Teaching & Learning	<ul style="list-style-type: none"> • good knowledge and understanding of a range of teaching and learning strategies and a thirst to become an outstanding teacher • adaptation of skills to personalise learning • knowledge of contemporary pedagogy • a good subject knowledge 	<ul style="list-style-type: none"> • actively uses a wide range of strategies in their teaching and passes and shares best practice with others • lesson plans show clear differentiation, taking in to consideration the varying needs of students • works collaboratively towards the school's priorities and those of partner schools • a willingness to develop a good working knowledge of all areas of the curriculum through a wide range of CPD activities
Professional Skills and Judgement	<ul style="list-style-type: none"> • teaching skills which result in learners achieving well compared to prior attainment • creativity and adeptness at designing lesson sequences • a reflective practitioner who is willing and open to trying new teaching and learning strategies 	<ul style="list-style-type: none"> • considered a good classroom practitioner • utilises ICT appropriately and encourages other staff to apply varying ICT resources in to their teaching • carries out evidence based research and feeds back to colleagues
Student Progress	<ul style="list-style-type: none"> • excellent ability to assess and evaluate student progress • the ability to analyse student progress and to accurately report this following school procedures • understands principles and practices of monitoring and evaluation 	<ul style="list-style-type: none"> • seeks ways in which to raise student progress in their subject areas • provides feedback to students, parents and colleagues on progress which is accurate, constructive and aimed at challenging students to achieve more than they thought possible • consistently reviews and evaluates progress, monitoring progress in a timely manner to allow appropriate
Working With Others	<ul style="list-style-type: none"> • understanding of how to contribute to departmental and whole school initiatives • engaging proactively with CPD , including collaborative working 	<ul style="list-style-type: none"> • engages in coaching activities to share best practice and striving for self-improvement • shows clear leadership skills when delivering activities • works effectively with colleagues at all levels of the School and colleagues in partnership schools
Enrichment	<ul style="list-style-type: none"> • to contribute toward faculty enrichment activities 	<ul style="list-style-type: none"> • follow health and safety procedures • to contribute to a positive culture

Commitment to safeguarding

Lavington School fully recognises its responsibility to safeguard and promote the welfare of student and young people and is committed to ensuring that its students have the opportunity to thrive within a safe learning and working environment. The school expects all staff and volunteers to share this commitment. Our Safeguarding Policy, which applies to all staff, governors and volunteers working in the school, has five main elements:

1. ensuring we practise safer recruitment in checking the suitability of staff and volunteers to work with students
2. raising awareness of child protection issues and equipping students with the skills needed to keep them safe
3. implementing procedures for identifying and reporting cases, or suspected cases, of abuse
4. supporting students who have been abused in accordance with his/her agreed child protection plan
5. establishing a safe environment in which students can learn and develop

Staff at Lavington School are aware of how they share in the school's responsibility to safeguard and promote the welfare of student and young people. The school's adopted 'Professional Code of Conduct' establishes expectations in relation to conduct towards students and all staff are issued with strict guidelines on what are considered to be safer working practices which must be observed at all times. Were any member of staff to have a concern that the school's code of conduct or expected safer working practices were not being followed and a student or students were as a result at risk, then they would be expected, and supported, to raise the concern under the school's adopted "whistleblowing policy and procedure".

The school also operates within other policies relating to safeguarding, child protection and the welfare of students. The following policies are available upon request:

- safeguarding policy
- whistleblowing policy

To ensure that safer practice in recruitment is reflected at every stage of the recruitment process the school operates within a Safer Recruitment Policy. Members of the school staff and governing body have attended and passed training on Safer Recruitment. All successful applicants will be subject to an enhanced DBS disclosure and references will be checked. All employees of the school will receive compulsory child protection training.



In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- motivation to work with children and young people
- ability to form and maintain appropriate relationships and personal boundaries with children and young people
- emotional resilience in working with challenging behaviours
- attitudes to use of authority and maintaining discipline.

