



# Samuel Whitbread Academy Application Pack

Teacher of Geography





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# INTRODUCTION

Welcome to Samuel Whitbread Academy and the Bedfordshire Schools Trust. Thank you for expressing an interest in our current vacancy.

We have collated this application pack to provide you with all the information you should need to enable you to apply for this role.

However, if you would like any further information or would like to make a visit to our academy, please contact:

**Elle Rees-Rinaldi**

**HR Assistant**

**[erees-rinaldi@bestacademies.org.uk](mailto:erees-rinaldi@bestacademies.org.uk)**

**Tel: 01462 629900**

**Samuel Whitbread Academy**

Shefford Road, Clifton, Shefford, Bedfordshire SG17 5QS

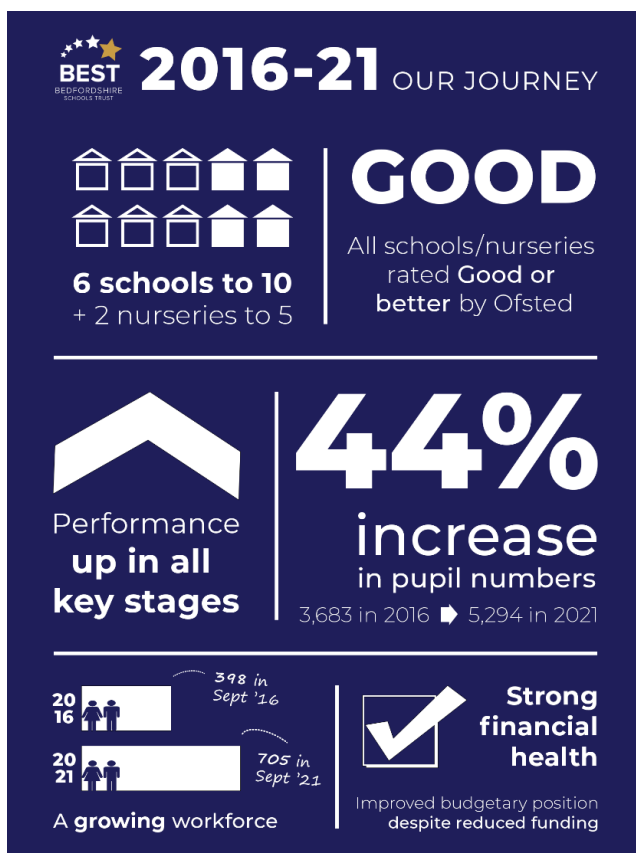
[www.samuelwhitbread.org.uk](http://www.samuelwhitbread.org.uk)



# ABOUT BEST

The Bedfordshire Schools Trust (BEST) is a multi-academy trust providing exceptional education across our community of 10 schools and five nurseries.

Since forming in 2016, we have grown significantly into one of the largest single employers in Central Bedfordshire. We now educate more than 5,000 children across the area, from nursery age to advanced level study.



*This infographic charting the journey of our trust was originally created for our **5 Years of BEST** commemorative brochure which was produced in September 2021 – a digital version is available to read on our website*

It is our aim to grow the BEST in everyone, and everything we do is driven by our values. We will:

- Always put children first
- Collaborate to support and compete to challenge
- Provide community-based provision
- Have the courage to be compassionate



Our aims can only be achieved if we recruit, retain and develop the highest quality workforce – and we want those we employ to be valued in the workplace.

As a single employer, we are able to offer all our staff a fantastic range of benefits, including an excellent working environment, opportunities for career development and training, and discounts and deals that will help save you money.

Full details can be found in our BEST People staff benefits brochure, available for download from our MyNewTerm careers page, or on our website at **[www.bestacademies.org.uk/jobs](http://www.bestacademies.org.uk/jobs)**

The first five years of BEST has been a real success story – and we are looking forward to an exciting future, too.

A primary-secondary model of education is being established to replace the current three-tier system in Central Bedfordshire, more schools are looking to join us as we seek to grow further, and performance across all key stages continues to improve.



# ABOUT SAMUEL WHITBREAD ACADEMY

Samuel Whitbread Academy is a large, rural upper school with approximately 1,700 students including a Sixth Form approaching 450 students. The school is situated on the outskirts of the town of Shefford, in Bedfordshire, and has all the variety and energy of a fully comprehensive secondary school. In September 2025, we will transition from an Upper School to a Secondary School. You will be joining us at a very exciting time.

In our most recent Ofsted report (October 2017), we were judged as Good by inspectors. We are committed to continuing our journey to reach Outstanding and are constantly striving to develop our practice and raise outcomes.

The size of the Academy and membership of BEST means that opportunities available to staff are incredibly varied and wide-ranging. We have a growing reputation for developing an exciting and innovative culture of research within the Academy and believe high quality CPD for staff and a focus on workload and wellbeing results in confident, compassionate and happy staff who strive to do their BEST.

The Geography Department consists of seven members, some of whom also hold other positions of responsibility across the Academy. With 600 students being taught Geography at GCSE, all staff are expected to teach at this level. In Year 9 students have three hours of Geography each fortnightly cycle. At A Level, Geography currently has over 100 students. As much as possible Teachers have sole ownership of their own classes and all members of the team support with enrichment activities and extra-curricular opportunities.

The Department has worked hard to embed a new curriculum for GCSE and A Level. We believe that the high number of students who opt to study Geography at Samuel Whitbread Academy is due to the passion for teaching, expertise and the enriching work they are given to study. Our aim is to create a positive ethos within all students so that they can achieve their true potential and, at the same time, enable both subjects to thrive.

We have five dedicated classrooms within the Departments. All are fitted with projectors/whiteboards and one classroom is fully equipped with computers that run the Google Chrome platform.



We are seeking candidates with a passion for teaching and learning and who want to make a difference. If you would like to visit Samuel Whitbread Academy and see the Geography Department during a normal teaching day, please do not hesitate to contact us through the details provided above on page 3 of this application pack.



# HOW TO APPLY

We use an application form, rather than asking for CVs, for most vacancies. This ensures all applicants present their information in the same standardised format and tell us only what we need to know.

Apply online via the MyNewTerm website at **[www.mynewterm.com](http://www.mynewterm.com)** before the closing date.

**Closing date:** Midnight, Sunday 16<sup>th</sup> October 2022

**Interview date:** Wednesday 19<sup>th</sup> October 2022

BEST is an equal opportunities employer and we are committed to encouraging equality, diversity and inclusion among our workforce.

We are committed to safeguarding and promoting the welfare of children. All offers of employment will be subject to satisfactory pre-employment checks and references, including enhanced Disclosure and Barring Service (DBS) clearance.

Strictly no agencies.

**We look forward to receiving your application.**





# JOB DESCRIPTION

Job Title	Teacher of Geography
Based at	Samuel Whitbread Academy
Salary/Grade Range	MPS / UPS
Responsible to	Head of the Geography Department
Liaising with	Principal, Senior Leadership Team, teaching/support staff, LEA representatives, external agencies and parents.

## Purpose of Role

- To provide a full learning experience and support for students.
- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and to support a designated curriculum area as appropriate.
- To monitor and support the overall progress and development of students as a Teacher and Tutor.
- To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.
- To contribute to raising standards of student attainment.
- To share and support each Academy's responsibility to provide and monitor opportunities for spiritual, personal and academic growth.

## Duties and Responsibilities

- To assist in the development of resources, schemes of learning, assessment policies and teaching strategies.
- To contribute to the Geography Department's improvement plan and its implementation.
- To plan and prepare courses and lessons.
- To use data on pupil performance to inform target setting, lesson planning and to identify underachieving students.
- Implement targeted intervention and monitor the progress.
- To support the BEST and Academy's monitoring procedures.
- To support the review of teaching strategies and programmes of work.
- To attend all Department and staff meetings.
- Coordinating and managing work as a Form Tutor.



- Contribute to the review, development and management of curriculum and assessment functions, including the Academy Improvement Plan and working towards individual Academy and BEST aims.
- Improve and monitor the effectiveness of the BEST and Academy's assessment policy.
- Ensure all pupil and student data is held centrally and is used effectively.
- Provide the Data and Exams team and other staff with relevant information about teaching and tutor groups, to help their planning and ensure all staff have high expectations of pupils and students.
- Review teaching methods and programmes of work including schemes of learning.
- Participate in arrangements for training and continuing professional development.
- Contribute to the review, development and management of curriculum and assessment functions, including the School Improvement Plan and working towards individual Academy and BEST aims.
- Ensure the role of the Form Tutor is carried out, as stated within the staff handbook.

### Specific Duties

- To undertake a designated programme of teaching in Geography.
- To ensure a high-quality learning experience for all students that will stimulate learning appropriate to pupil and student needs.
- Monitoring the objectives and tasks identified within the Department Development Plan.
- Liaising with colleagues in lower, middle and upper schools to ensure a smooth transfer of information.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- Write reports and providing data for parents to inform them about pupils' and students' progress.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- Interpreting comparative data regarding pupil and student performance and using this to differentiate and assess.
- Take responsibility for professional development, keeping abreast of subject developments and reviews, locally and nationally.
- To prepare and update subject materials.
- Contribute to the whole Academy and BEST ethos, with due regard to wider professional effectiveness.
- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student in school and elsewhere in accordance with the Department assessment policy.
- To ensure that ICT, Literacy, Numeracy are reflected in the teaching/learning experience of students.



- To maintain discipline in accordance within BEST and individual Academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.

*Please note, while every effort has been made to explain the duties and responsibilities of the post, each individual task undertaken may not be identified.*

*Employees will be expected to comply with any reasonable request from the BEST Principals to undertake work of a similar level that is not specified in this job description.*



# PERSON SPECIFICATION

Job Title: Teacher of Geography

Attributes	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> <li>Relevant Degree</li> <li>Teaching Qualification</li> <li>Evidence of Continual Professional Development.</li> </ul>	<ul style="list-style-type: none"> <li>Master's Degree in relevant subject</li> </ul>
Professional Experience	<ul style="list-style-type: none"> <li>Successful teaching at KS3, KS4 and/or KS5</li> <li>Understanding and application of strategies to raise standards across the ability range through effective teaching and learning</li> <li>Sensitivity to the learning needs of all pupils</li> <li>Demonstrate understanding of using comparative data, together with information about pupil's prior attainment to establish benchmarks and set targets for improvement</li> <li>Identify usage of current good practice in assessment techniques and the monitoring of pupil progress across all key stages.</li> </ul>	<ul style="list-style-type: none"> <li>Experience teaching A-Level Geography</li> </ul>
Professional Knowledge, Skills and Understanding	<ul style="list-style-type: none"> <li>Demonstrate application of information and communication technology for development of learning and teaching in the subject</li> <li>Ability to inspire, enthuse and motivate pupils and staff</li> <li>Excellent classroom management to encourage positive behaviour</li> <li>Demonstrate creative problem solving and good communication skills</li> <li>Ability to work collaboratively or on own initiative</li> <li>Time management skills and a capacity for hard work and an ability to priorities effectively with good administrative skills</li> <li>The ability to think creatively and imaginatively to anticipate and solve problems and identify opportunities.</li> </ul>	
Personal Qualities	<ul style="list-style-type: none"> <li>Enthusiasm and drive to achieve excellence in all aspects of their work</li> <li>Organised and self-motivated</li> </ul>	<ul style="list-style-type: none"> <li>Willingness to be involved in extracurricular projects</li> </ul>



	<ul style="list-style-type: none"> <li>• Reliable and trustworthy</li> <li>• An ability to work effectively and to be innovative in problem solving</li> <li>• Evidence of additional CPD/Extra-curricular qualifications or training.</li> </ul>	
<b>Physical</b>	<ul style="list-style-type: none"> <li>• Ability to perform all the physical duties and responsibilities of the post.</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Willingness to be flexible</li> <li>• Willingness to undertake further training</li> <li>• A commitment to equality principles and practices</li> <li>• Willingness to undertake risk assessment training</li> <li>• Willingness to take part in residential trips and visits</li> <li>• Knowledge of relevant safeguarding / child protection legislation and best practice</li> <li>• Value and respect the views and needs of children and young people</li> <li>• Appropriate DBS clearance (before the post is taken up)</li> </ul>	

We are committed to the safeguarding and promotion of children's welfare and offers of employment are subject to DBS clearance

