



# The Gryphon School

## TEACHER OF GEOGRAPHY SEPTEMBER 2022



The Gryphon School  
Bristol Road  
Sherborne  
Dorset  
DT9 4EQ



# The Gryphon School

## **TEACHER OF GEOGRAPHY RECRUITMENT INFORMATION PACK**

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June 2022

Dear Applicant,

Thank you for expressing an interest in the post of Teacher of Geography at The Gryphon School on a permanent basis. 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 permanent, full-time post, commencing on 01 September 2022. 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 an academy in August 2012 to sustain the quality of our outstanding provision and is a founder member of the Sherborne Area Schools' Trust (SAST) a multi-academy trust established in June 2017. Since September 2017 we have been designated as a teaching school and are very excited about the opportunities that this new status will bring. In a recent national publication, The Real Schools Guide, The Gryphon was rated as one of only two schools in Dorset as 5 star; based on attainment, teaching, attendance and outcomes. The Good Schools Guide concludes that we are a 'Super much sought-after school at the very centre of its community taking on the Sherborne independents. Truly a model of comprehensive education at its best – a place for all comers, which children and parents set their heart on, so it bulges at the seams'.

We are an outward looking school with excellent 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 'exceptional'. Students are reflective, behave with great courtesy, and are heavily involved in working with staff to improve the school and the welfare of others.

Our 2018 GCSE results were, once again, excellent against a national backdrop of tougher exams and significantly lower pass rates in many subjects. The percentage of exams awarded level 7 or above (equivalent to an A or above in previous years) has risen to over 25% against a national average of 21%, and the proportion of grades at level 4 and above is now 79% against a national average of 69.2%.

Additionally our A level results were excellent with 32% A\*-A, smashing the national average of 26.4%. The top A\* grades also outperformed the national average with The Gryphon achieving 9.4% compared to 8% nationally. 53 students received at least one A\* or A, with 4 students receiving 4A\*, 6 more receiving all A's, 6 achieving at least 2 A\*, and another 7 receiving all A\* or A's.

In May 2022 our inspection as a Church School (SIAMS) judged us to be Excellent. The inspection found that Teachers at all stages of their career feel well supported.

Our most recent Ofsted visit, in November 2017, was very positive and confirmed our status as a "good school". Our focus for this year, 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*

Nicki Edwards  
Headteacher





## THE APPLICATION PROCESS

We look forward to receiving your application **by 9am, Monday 27<sup>th</sup> June 2022**

Interview date: **As soon as possible after the closing date**

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 either by post, marked 'Confidential' to HR Admin Team, Shaftesbury School, Shaftesbury, Dorset, SP7 8ER or 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 01935 813122 who will also be happy to arrange this.

The Gryphon School, part of the Sherborne Area Schools Trust, has an absolute commitment to safeguarding and promoting the welfare of children. The School follows the national and Dorset 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 through 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.

The Gryphon School, part of the Sherborne Area Schools Trust, is committed to equal opportunities and positively encourages applications from all sections of the community.





# The Gryphon School

June 2022

## GEOGRAPHY DEPARTMENT – USEFUL INFORMATION

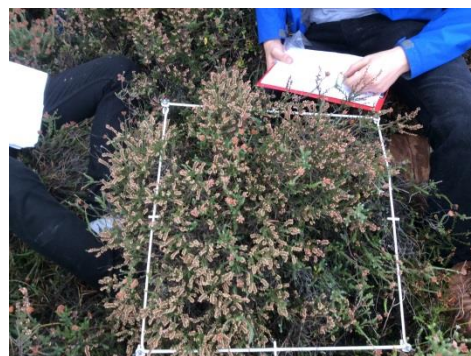
### Staff

- 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
- All teaching staff in the School are issued with an iPad
- 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 Sally Dutton, Head of Geography, at the School, on 01935 813122.



# **The Gryphon School 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.





# The Gryphon School

## **The Gryphon School – Support for Staff – 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.

- Member of the Sherborne Area School's Trust (SAST)
- North Dorset – five secondary schools, a Special school and a PRU
- Close links with local independent schools
- Teaching school status

### **Health and well-being**

- Our own specialist HR Manager and team
- Membership of Carefirst providing free welfare counselling, free Occupational Health consultations
- Support from the School Chaplain
- Dedicated INSET time for staff well-being
- Health & well-being focus in INSET sessions

### **Supporting families**

- Nursery on site
- Support for 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
- Generous business travel allowance
- 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 where we hold weekly whole staff briefings
- Successful and very competitive staff sports teams playing other schools
- Staff voice events
- Amazing involvement in charity events, national days, productions, teams, public speaking, Duke of Edinburgh etc



## TEACHER OF GEOGRAPHY

**Start Date:** 1 September 2022

**Closing Date:** 9am, Monday 27<sup>th</sup> June 2022

**Interviews:** As soon as possible after the closing date

**Salary:** Teachers' Pay Scales

**Contract:** Permanent

**Contact Details:** School Office on 01935 813122, website on [www.gryphon.dorset.sch.uk](http://www.gryphon.dorset.sch.uk) or e-mail [Gryphon.HR@gryphon.dorset.sch.uk](mailto:Gryphon.HR@gryphon.dorset.sch.uk)

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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

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