



**#BETTER TOGETHER**





## **WELCOME TO UFFCULME ACADEMY TRUST**

I hope that this recruitment pack will give you an idea of Uffculme Academy Trust, what we stand for and what it might be like to work with us.

We have a simple and compelling vision for education. We believe that our schools should sit at the heart of our communities; that there are no limits to what our children and young people can achieve; and that they should be great places to work and learn.

We are incredibly proud of our Trust and the schools within it. Strong partnerships, collaboration and generosity are the bonds which underpin our collective mission to provide great education for all children no matter what their starting point or their background.

I have been associated with Uffculme Academy Trust for more than 10 years, and I have no doubt that it is a very special organisation. Having moved from Headteacher to Executive Head to CEO, I know first-hand how a strong ethos, ambitious culture and compassionate environment drive success. We are lucky enough to employ brilliant people who share our vision, many of whom have started careers with us and stayed to progress these careers. We want people to join us who believe that whatever their role, they can make a difference to the life chances of students. We are totally committed therefore to helping all our staff thrive and fulfil their professional ambitions.

We are looking for an individual who shares the same vision and values - if you believe that you have the skills, drive and vision to help us achieve our aims we would be delighted to receive your application.



We look forward to receiving your application.

**LORRAINE HEATH, OBE**

**CHIEF EXECUTIVE OFFICER**



## **WELCOME TO UFFCULME SCHOOL**

Dear Applicant,

Thank you for your interest in the post of Teacher of Geography. This is an exciting opportunity for us to recruit an ambitious teacher to join our existing highly successful team.

We are looking to appoint an enthusiastic professional who can demonstrate a high level of motivation and commitment. You will have the ability to inspire and enthuse young people and deliver outstanding learning experiences. The successful candidate must have strong subject knowledge and be able to teach all aspects of the Geography curriculum, delivering outstanding lessons at Key Stage 3 and 4 (including GCSE Geography). The post is ideally suited to an ECT or RQT, however more experienced teachers will also be considered.

Uffculme is a happy and friendly school with high ambitions for every student. We are fully inclusive but are relentless in our determination that every child should fulfil their potential. Our reputation and outcomes speak for themselves, and although we are regularly the top performing comprehensive school in the region, we refuse to be complacent. We want to be the best school we possibly can be and are always looking for ways in which we can develop and improve.

Geography is an important part of our curriculum. In recent years, students studying GCSE Geography have consistently achieved well above national expectations, often a whole grade above the national expectations for their respective ability levels – something we are committed to maintaining and further improving on.



We are also determined to keep enrichment at the heart of what we do and a full contribution to the school's extensive extra-curricular programme will be expected.

In return we can offer you support from an excellent team of colleagues where morale is high, and there are fantastic facilities with young people who genuinely want to learn.

If you decide to take your application further, please complete the application form and support it with a letter of application which relates your training, experience and philosophy to this post. The closing date for receipt of applications is **Monday 3<sup>rd</sup> October at 9.30am.**

We are committed to safeguarding and promoting the welfare of children and all candidates are expected to share this commitment. This post is subject to a satisfactory enhanced DBS check.

A handwritten signature in black ink that reads 'A Blackburn' with a long, sweeping underline.

Alan Blackburn, Headteacher



Uffculme School is a popular, high performing Academy located on the beautiful Devon/Somerset border with easy motorway access to the regional centres of Taunton and Exeter.

The February 2014 Ofsted inspection classed the Academy as 'Outstanding'. We are a fully comprehensive school and committed to inclusion. In 2019 (the last year when league tables were issued) our Progress 8 score was +0.7, with disadvantaged pupils achieving +0.47; maintaining our track record as being one of the highest performing non-selective schools in the country. Consequently, we have received many national awards and accolades over recent times in recognition of the quality of the education provided here at Uffculme.

Whilst our examination results speak for themselves, they don't tell the whole story. They are based on a culture of high expectations; exceptional levels of student participation and active involvement in the life of the school; and great relationships between staff and students.

We make no apologies for wanting it all as a school; happy staff, happy students, outstanding results, amazing opportunities, and a culture which rewards and values success in all its forms.



## **THE OPPORTUNITY**

### **Teacher of Geography**

Required from January 2023

Full time; fixed term to August 2024 in the first instance

MS or UPS, depending on experience

### **Core purpose of class teacher**

- To secure high levels of expectation and attainment, and promote high levels of participation in both the formal and informal curriculum of the school.

**See the Job Description for a full breakdown of the role and responsibilities.**

**The closing date is 9.30am Monday 3<sup>rd</sup> October 2022 with interviews likely to take place week commencing 10<sup>th</sup> October 2022.**



Post	Class Teacher
Grade	MS or UPS, depending on experience.
Responsible to	Head of Department

**Duties**

- The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document and those described on the job description of the 'Class Teacher'. It may be modified by the head teacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

**Core purpose of class teacher**

- To secure high levels of expectation and attainment, and promote high levels of participation in both the formal and informal curriculum of the school.

**Professional Practice**

- Demonstrate and promote the positive values, attitudes and behaviour that are expected from the whole learning community
- In line with performance management, identify and take responsibility for managing their own professional development in line with the school's improvement priorities and own objectives.
- Demonstrate good and up-to-date subject and curriculum knowledge
- Contribute positively to the safeguarding and wellbeing of all pupils in the school
- Make a positive contribution to the continued development of all teams of which you are a member and their positive profile across the school

**Teaching and learning**

- Design learning experiences that inspire and motivate all young people to succeed across the ability range
- Make a positive contribution to the development of essential skills for learning e.g. literacy and numeracy
- Promote good progress and outcomes for all pupils



- Accurately assess the learning and progress of students and make effective use of this information
- Record pupils' progress and achievements systematically in line with the policy of the school
- Track progress of individual pupils to identify those who are exceeding expectations, or who are underachieving, reporting to the head of department
- Effectively manage pupil behaviour in line with school policies
- Ensure that all pupils are aware of their current progress and the next steps for their continued development
- Create an effective and stimulating environment for teaching and learning and manage resources effectively and efficiently
- Ensure that there is a safe working and learning environment in which risks are properly assessed.

#### **Pastoral Responsibilities**

- Manage the registration and administration of a tutor group as required
- Deliver a tutorial session in line with plans produced by the Head of Personal Development, Head of Year and Pastoral Team
- Take responsibility for the academic and personal development of your tutor group (or one to which you are attached)
- Liaise with parents and staff to ensure students' success and wellbeing at school
- Prepare and lead formal departmental meetings in line with school calendar
- Ensure that the headteacher, senior managers and governors are well informed about subject policies, plans and priorities

#### **If on the Upper Pay Scale**

- Actively contribute to the professional development of colleagues
- Make a significant contribution to the development and implementation of whole school policies and practice
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#### **Additional tasks:**

- Any other reasonable tasks at the discretion of the Headteacher



**Safeguarding**

- Attend all safeguarding training as directed.
- Follow Trust procedures and report any concerns to the relevant DSL

**Data Protection**

- Ensure that legislation and Trust policies and procedures relating to confidentiality and data protection are adhered to.

**Special Factors**

This role may involve some traveling between schools within the Trust (and new ones that may join in the future). The reimbursement of travel costs to schools, other than the location of your normal working location, will be as per the Trust's travel policy.

The post-holder will support the achievement of the Trust's objectives by working proactively with colleagues on projects or activities outside their direct area of responsibility, as required.

The post-holder is expected to familiarise themselves with and adhere to all relevant Trust and School based Policies and Procedures including Health and Safety and Data Protection requirements and to be aware of and assume the appropriate level of responsibility for safeguarding and promoting the welfare of children and to report any concerns in accordance with the Trust's safeguarding policies.

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.

*This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed.*

*The Trust seeks to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.*



## PERSON SPECIFICATION – Teacher of Geography

Criteria		Essential/ Desirable
Qualifications and Experience	Good hon's degree (2:2 or higher)	E
	QTS status	E
	Good A level results (or relevant level 3 qualification)	E
	Evidence of ability to deliver outstanding lessons (through formal lesson observation)	E
	Evidence of ability to deliver outstanding pupil outcomes (examination results)	E
	High level of subject knowledge and enthusiasm for subject	E
	Ability to teach GCSE Geography	E
Skills and Knowledge	Excellent interpersonal skills	E
	Ability to inspire and enthuse young people	E
	A genuine love of teaching and rapport with children	E
	Excellent relationships with colleagues	E
	Excellent ICT skills	E
	Planning, organisation and time management skills	E
	Willingness to contribute to the tutorial programme	E



	Evidence of a willingness to contribute to extra-curricular programme	E
	Commitment to further professional development and learning	D
	Evidence of contributing to development of departmental schemes of work	D
Personal Qualities	A sense of humour	E
	Infectious enthusiasm and relentless positivity	E
	Creativity, imagination and ideas	E
	Flexibility	E



## **About Us**

Uffculme Academy Trust is a unique partnership of schools working as a multi academy trust (MAT) across Devon and Somerset.

Our mission is to deliver excellent education from the ages of 2-18 so that children and young people fulfil their potential, lead safe happy lives and make a positive contribution to society.

The Trust is creating and supporting a network of exceptional schools where:

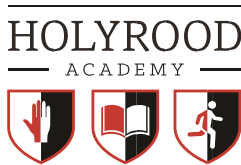
- each school within the Trust sits at the heart of its community,
- aspirations and expectations are high, and achievable, for everyone,
- the culture is joyful and children and staff enjoy coming to work and learn.

We are supportive of learning and development, encouraging our staff to broaden their skills and knowledge through CPD.

If you are looking to work in a fast-paced environment, share our values and can help us to make Uffculme Academy Trust an even greater place to work and learn, then we would love to hear from you.



**AXE VALLEY ACADEMY** is an 11-16 school, with 590 students, based in Axminster, Devon – a beautiful market town based in East Devon. With its quaint villages and unspoilt countryside, and just a few miles inland from the Jurassic Coast World Heritage Site, Axminster is the perfect place to live and work, with the best of Devon and Dorset on its doorstep.



**HOLYROOD ACADEMY** is an 11-18 Academy in Somerset with approximately 1330 students on roll including around 150 in the sixth form. It is situated in the centre of the market town of Chard and it is the only secondary school in the town. We are therefore fully comprehensive and committed to providing an excellent education in the service of our whole community.



**NEROCHE PRIMARY SCHOOL** is truly an exceptional place of learning – it is a single form of entry school with one class for each year group. We have over 210 pupils from Reception to Year 6 as well as over 40 children on role in our preschool setting.



**UFFCULME PRIMARY SCHOOL** is a single form of entry school with one class for each year group, with over 220 pupils from Reception to Year 6. We place great emphasis on knowing children as individuals and identifying their individual needs. We provide a safe and happy environment in which all children can reach their full potential.



**UFFCULME SCHOOL** was the founding school of the Uffculme Academy Trust and exemplifies our key values. A truly outstanding 11-16 school with approximately 1060 students on roll, based between Taunton and Exeter, near the rolling Blackdown Hills and close to the M5 motorway.



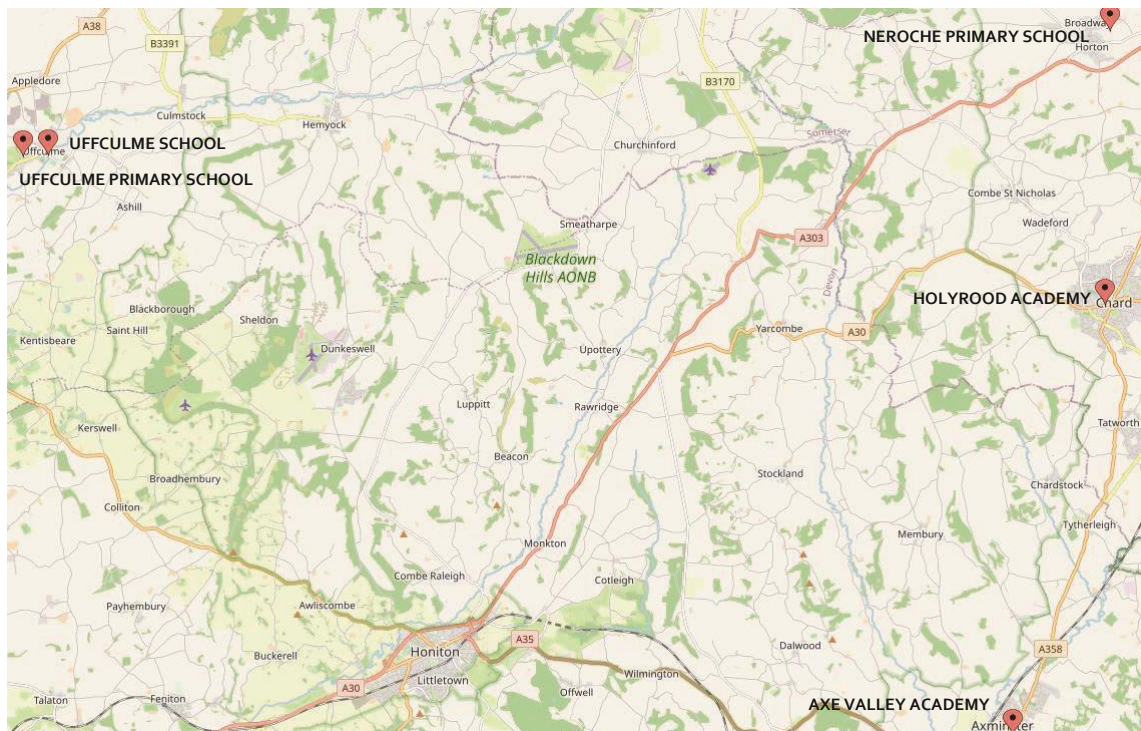
**WEST COUNTRY TRAINING ALLIANCE** demonstrates the value the Trust places on developing our staff and growing our own talent. WCTSA are a strategic partner of the South West Institute for Teaching and provide high-quality continuous professional development, Initial Teacher Training (ITT) and support for school improvement. WCTSA is based at Uffculme School, which acts as the lead school for our School Direct ITT programme.



## LOCATIONS

All our schools are situated in the beautiful countryside of Devon and South Somerset, within easy commuting distance of Exeter to the west and Bristol to the North, being close to some of the most beautiful coastlines of Devon and Dorset.

Our schools' varied locations allow our staff to access not only beautiful beaches, but also some of the best areas for walking, biking and other outdoor activities; yet the cities of Exeter, Bristol and Bath are close by.



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Chapel Hill. Uffculme, Devon, EX15 3AG | 01884 842900 | [admin@uffculmetrust.org](mailto:admin@uffculmetrust.org) | [www.uffculmetrust.org](http://www.uffculmetrust.org)

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