

**Teacher of Geography – Maternity Cover**

**From September 2018**

The School

In addition to being a registered charity, Bethany is a co-educational, independent boarding and day school for pupils aged 11-18 years. There are 329 pupils in the School, including 110 boarding pupils.  The majority of pupils remain in the School until they are eighteen and most proceed to University.  There are 110 pupils in the Sixth Form and the A Level pass rate in 2017 was 98%.  The 2017 GCSE pass rates was 86% at A\*- C grade.

Bethany enjoys an ever-growing reputation, both locally and further afield, for the quality of its teaching and pastoral care. As a result, pupil numbers are very buoyant. The School is in the middle of a major programme of building development including the construction of an indoor swimming pool, an extension to the sixth form building as well as a dedicated fitness building all of which were completed last academic year.

The School is a Christian foundation with a strong community life. All members of staff are expected to be in agreement with the Christian values and to attend Chapel with the pupils. The School is well known for its high level of pastoral care for pupils. In addition, it enjoys an international reputation for the education of dyslexic pupils. Class sizes are small, rarely reaching more than eighteen pupils, and considerably less in the Sixth Form.

The School is set in beautiful Kent countryside and the 60-acre campus is spacious and attractive. It lies in the hamlet of Curtisden Green, mid-way between Goudhurst and Marden. Central London is less than an hour’s journey from Marden Station, as are Dover and the Channel Tunnel. For a small school, the high standard of sporting success and the extensive games programme are made possible by the expertise and commitment of the teaching staff outside normal lesson time. The Duke of Edinburgh’s Award Scheme also enjoys remarkable success, as do the Performing Arts. We have a hugely successful pupil/teacher/exchange programme with a senior school in Taiwan.

The School is forward thinking in all aspects of teaching, learning and curriculum and has recently created a renewed 10-year vision, Bethany 2026, for its education provision.

Bethany 2026 is a school, which is:

* Providing an innovative education relevant to the 21st century;
* Encouraging the virtue of learning in young people delivering 21st century learning habits;
* Living our Christian values through excellent pastoral care.
* A flourishing school investing in the future.

Furthermore, the School has a unique philosophy of learning centred on developing excellent learning habits in its pupils in order to instil in them the ‘Virtue of Learning’. All teaching staff are members of one of five Professional Learning Communities, each one encompassing a different area of teaching and learning, which the school is focused on developing, with the aim of encouraging all teachers to complete their own action-based research. The curriculum was further enhanced in September 2015 with the introduction of Mandarin, GCSE Dance and A Level Economics. Last academic year, we introduced an up-to-date computing course including coding to Key Stage 3 providing pupils for the opportunity to study Computing at GCSE and eventually A level. In addition, all full-time staff are provided with a laptop computer and more than 90% of pupils have their own laptops, including all of the pupils in Years 9 and above. Every Year 7 pupil was given an Apple iPad in September 2013 and their curriculum was adapted accordingly. This has been repeated annually since, which means that every pupil in Years 7 & 8 currently uses an iPad to enhance his or her learning.

**General Salary and Conditions**

The Bethany teaching salary scale is similar to, but above, the previously used State National Scale with management points added according to experience and responsibilities. Enhanced UPS1, UPS2, and UPS3 payments are available to all full-time staff of suitable experience. Full UPS1 is paid once teachers reach the modern equivalent of M4, and those on formerly used salary points M1-M3 receive 50% of this sum on top of their salary. Salaries are, therefore, especially favourable for those in their early years of teaching. The School participates in the Teachers’ Superannuation Scheme.

The post is subject to the completion of a confidential medical questionnaire and the self-certification of medical fitness together with the normal DBS checks. Subject to entrance tests and places being available, children of full time Bethany staff may be educated at the School at 50% of the day fee rate.

In September 2016 Bethany School also introduced Benenden Health Care to its employees. Benenden Health Care is a not-for profit health organisation which was set up over 100 years ago to help reduce the NHS waiting times. It offers its members local consultations and tests, physio and rehab as well as psychological support and financial support if anyone is suffering from a life-changing condition

**Application**

An application form can be obtained from our website under About Bethany or by contacting the Human Resources Manager (recruitment@bethanyschool.org.uk). The closing date for applications is 12 noon on Thursday 15 March 2018. Due to the volume of applications we receive it is impossible to inform all applicants if they have been short listed:  therefore if you have not heard from us within 14 days of the closing date you can assume that you have not been successful.

**TEACHER OF GEOGRAPHY (mATERNITY COVER)**

**February 2018**

**The Staff**

The Department currently consists of two full time teachers. There are two large well-equipped classrooms and a Sixth Form study room shared with the Business Studies Department. The Department receives a generous budgetary allowance and there is a good INSED budget; all staff are encouraged to take advantage of opportunities to continue their professional development.

**The Post**

This position has arisen due to a member of the department taking maternity leave from February. We therefore seek an enthusiastic and dynamic teacher to build upon and develop the achievements of this outstanding department. The successful applicant will have the opportunity to share the teaching of groups through the full ability range from Year 7 to GCSE and A Level. Opportunities available include assisting with developing a new project based KS3 curriculum that supports the innovative use of ICT as well as designing a new modern and engaging fieldwork programme. We are looking for someone who can inspire pupils and contribute creative curriculum development ideas. The willingness to share experience and work together is a great strength of the department and has been fundamental in its success within the Bethany community.

**The Department**

Geography is currently a very popular GCSE option choice with 70% of Year 10 pupils choosing to study it this year. GCSE attainment is well above the national average with 80% of pupils attaining grades A\*- C in 2017, of these 35% were at grades A\* - A. At A Level 100% of our pupils attained grades A\*- C last year, with 75% attaining A\*- A. We follow the new AQA (9-1) syllabus at GCSE and the new Edexcel specification at A Level which will be examined for the first time in 2018.

The department is situated in a purpose built teaching block in the centre of the campus. The two teaching rooms are extremely well equipped with ICT and audio-visual equipment, and the department itself is very well resourced. A wide range of resources is found across the two classrooms, and electronic resources shared through an online folder. Textbook resources are modern and ample; no pupils share textbooks and exam classes are allocated specific books to support the courses followed. At GCSE and A Level there is an extensive library of materials to support core texts. Additionally, electronic resources including DVDs, offer a plethora of resources from which to plan stimulating lessons. Additionally, there is a staff library of geographical texts and magazines, and the department subscribes to a number of online journals as well as being a member of the RGS, to further support professional development.

In 2011, 2013 and 2015 the department ran residential fieldtrips to Iceland. During the last 3 years A Level fieldwork has been conducted in Margate, Reculver, Yalding and Hastings. GCSE fieldtrips have studied quality of life in Maidstone, coastal processes at Reculver and river processes in Epping Forest. The local area including the School site is frequently used for fieldwork. This year, a new overnight residential trip is planned for GCSE and A Level groups to Flatford Mill in Suffolk. We are seeking to develop further opportunities for fieldwork across the year groups.

The department has exploited ICT in its teaching and administration with laptop computers being used in virtually every lesson from Year 9 upwards. Year 7 and year 8 use iPads. ICT is integral to the teaching of geography at Bethany and learning is facilitated by a vast collection of well organised electronic folders which are shared with pupils via the school’s VLE and between colleagues via a shared OneDrive folder. Staff use ICT in their teaching, planning, administration, assessment and recording of pupil progress.

Throughout the department there is an emphasis on high quality teaching and learning. Pupil tasks are devised to be differentiated according to ability and preferred learning style. We use a wide range of teaching approaches including use of pupil whiteboards, map work, fieldwork, role play, discussion, model making to help make the subject come alive. Throughout our work, the quality of the learning environment is paramount and set at the highest possible standard.

**Responsibilities**

The responsibilities of a Teacher in Geography are many and varied. However, some of the key ones include the following: -

* Delivering the Geography curriculum throughout the school, supporting with the revising and developing of new schemes of work.
* Ensuring that there is effective target setting in lessons so that all pupils are able to achieve their full potential.
* Ensure that the teaching is sympathetic to the needs of all pupils including the gifted and talented and those requiring learning support and in line with the school’s ethos and policies.
* Have a passion for and a good knowledge of current developments in pedagogy and practice, including an engagement in action based research.
* Teaching pupils across the age and ability range, following schemes of work and maintaining the highest standards possible.
* Keeping abreast of wider developments in the subject and exam curricula through attendance at courses and conferences.
* The maintenance of individual pupils’ records for pupils; the regular assessment of pupils to assess their progress and setting of pupil performance targets.
* Developing pupils’ literacy, numeracy and IT skills as appropriate.
* Liaising with the Pastoral Team in order to gather and report relevant and meaningful information about pupils.
* Liaising with parents at formal meetings and also informally as required, alongside completed termly grades cards and reports.
* Participating positively in the school’s Staff Review scheme and using the process to develop your personal and professional effectiveness.
* Liaising with other subjects where joint interests arise.
* Using/maintaining School electronic communication systems (VLE, ISAMS)
* Liaise with the Dyslexia and Learning Support department effectively to ensure that the experience of pupils who require additional assistance is fit for purpose.
* Using accommodation including display areas to create an effective and stimulating learning environment.
* Attending whole school meetings, Inset days and staff development workshop sessions, as appropriate.

**Role of a Teacher at Bethany**

* To set high expectations which inspires motivate and challenge pupils;
* To promote the virtue of learning through the encouragement and practising of learning habits for pupils in lessons;
* To use data to promote good progress and outcomes for pupils;
* To plan and teach well-structured lessons;
* To adapt teaching through differentiation to respond to the strengths and weaknesses of all pupils;
* To use the school’s assessment policy to make accurate and productive use of assessment;
* To use the school’s behaviour policy to manage behaviour effectively to ensure a good and safe learning environment;
* To fulfil wider professional responsibilities including tutoring, duties, staff meetings, Saturday activities and school events;
* To take an active role in managing personal professional development including contributing effectively to a Professional Learning Community.

**The Candidate Profile**

This full time post represents an extremely attractive opportunity to contribute to a successful Department set in a warm and friendly community. The post holder will have excellent teaching skills, enthusiasm and an innovative approach.

The successful candidate is likely to possess the following:

* A passion for Geography, with a dynamic and positive outlook.
* A Geography graduate, who ideally holds qualified teacher status
* Able to teach Geography at all Key Stages including Physical and Human Geography at A level.
* A strong classroom practitioner, who has experience teaching pupils throughout the ability range.
* Able to prepare and deliver lessons using a range of teaching strategies, to provide stimulating, challenging and a varied learning experience for pupils.
* A commitment to developing the skills of all pupils and to raise their confidence.
* Preparing pupils for undergraduate studies.
* Confident in using ICT to support teaching and learning.
* Excellent classroom management.
* Able to work as a member of a team, within the Geography department and wider School
* Able to develop good relations with staff, pupils, and parents.
* An outlook which is positive, receptive, responsive, proactive, open and wholly pupil centred.
* Very good organisational skills.
* A willingness to play a full part in the life of a busy and vibrant school.
* Ambition to develop professionally.

The successful applicant will undertake such other duties and responsibilities of an equivalent nature, as may be determined and negotiated by the Headmaster from time to time.