



# Sidcot School

## Job Description and Person Specification

### Teacher of Geography (Fixed Term, Part Time, approx. 25 to 50%, negotiable.)

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#### Sidcot School

Sidcot School is a friendly, high achieving co-ed, day and boarding, independent school (3 to 18) set in 150 acres of glorious North Somerset countryside just south of Bristol. It is a place where children learn to be insatiably curious about the world and develop the confidence to live adventurous and purposeful lives.

Sidcot dates from 1699, when it was established as a Quaker School. In 1808 it opened its doors to non-Quakers whilst remaining under Quaker auspices. The school offers full boarding facilities as well as very good day scholar facilities. Fewer than half the total enrolment of over 550 students are boarders, with a majority being in the older age ranges. Sidcot is a mixed ability school with a skew towards the upper end of the ability range. Sidcot has been growing over the last few years and student examination results have been excellent at both GCSE and A level. A typical class size is about 15 to 18. Sidcot School is an International Baccalaureate World School and we have been successfully teaching the IB Diploma alongside A levels since September 2007.

The school is housed in an interesting range of buildings near Winscombe, North Somerset, the oldest of which date from about 1838. The facilities include a modern Junior School, a well-stocked library, specialist areas such as a science block, Health Centre, Riding Stables, and a Sports Centre with indoor swimming pool. A large purpose built Arts Centre is our latest completed project.

At Sidcot education means a lot more than preparing children to take tests. That is why we don't ask our students to take Common Entrance. As an independent school we operate outside of the constraints and doctrine of government educational policy. We can explore more progressive forms of teaching to equip our students with relevant and meaningful skills for life. We offer the option of the IB, as we believe students should have access to a broad programme of study throughout their school lives.

Teaching at Sidcot means joining a group of like-minded professionals who value the school as a place where they can truly help children develop and grow.

For further information on the school, please visit our website at [www.sidcot.org.uk](http://www.sidcot.org.uk)

#### The Humanities Faculty

The Humanities Faculty consists of the Geography, History and Business Departments and the subject REP. The Geography department is housed in adjacent rooms in the main teaching area of the school. Both rooms have interactive whiteboards, a computer and large whiteboard maps (UK, Europe and the World). The department is well resourced with access to Geofile, Geoactives and the Geography Review back catalogue. GIS is being integrated into the curriculum with AEGIS, Esri Schools and Digimap. The Firefly VLE is being populated with digital media using the departments two MP3 recorders, digital camera and GoPro. Finally the department is a member of the Royal Geographical Society and the Geographical Association.

## **The Post**

We are seeking to appoint a Part Time Teacher of Geography (approx. 25% to 50%, negotiable) from September 2017 through to July 2018. The ability to teach across the full age range of the Senior School will be an advantage, though applications are welcome from teachers of all levels of experience. Currently CIE IGCSE Geography is taught at Key Stage 4, the AQA is taught at A Level and the IB Diploma Geography syllabus is also taught. Assisting with field trip opportunities for all geography students is a key part of the role. Please indicate your FTE% preference in your covering letter.

## **General Duties**

A general contribution to the work of the rest of the school across the ability and age range is expected. This includes attendance at school functions and parents' consultations. There is considerable emphasis on extra-curricular and co-curricular activities at Sidcot, and some day, evening and weekend duties are required from all main professional grade teachers. All teaching staff are expected to offer at least one extra/co-curricular club, society or Wednesday afternoon activity (the PASS programme), and to undertake some evening duties. Teaching staff also share in weekend duties and activities (currently the equivalent of around 40 hours per year for full time staff, including a contribution to 'Sidcot Saturday' morning activities on some Saturday mornings during the year). Main professional grade teachers will have a tutorial group and a share of cover arrangements for absent colleagues. These duties are included in the Sidcot salary scale and they are carried out pro rata by part time staff.

## **Remuneration**

Remuneration is at the appropriate point on the Sidcot main scale points 1 to 6 (£23,546 to £34,000), UPS 1/2 (£36,760/£38,088) The children of staff may be educated in Sidcot Junior School and Sidcot School at reduced rates, subject to satisfying our standard Admissions criteria.

## **General**

This is an excellent opportunity for someone who wishes to join a thriving boarding and day school, in one of the most attractive regions of England. Sympathy with the aims and principles of the Religious Society of Friends (Quakers) is essential. We welcome teachers and students of all faiths or none.

The successful candidate will be asked to apply for Disclosure at Enhanced level. Further information about the Disclosure service can be found at [www.gov.uk/disclosure-barring-service-check](http://www.gov.uk/disclosure-barring-service-check) or by contacting the Disclosure and Barring Service (DBS) on 0870 9090811.

The postholder's responsibility for promoting and safeguarding the welfare of children and young persons for whom he or she is responsible, or with whom he or she comes into contact will be to adhere to and ensure compliance with the school's Child Protection Policy at all times. If in the course of carrying out the duties of the post the postholder becomes aware of any actual or potential risks to the safety or welfare of children in the school, he or she must report any concerns to the School's Child Protection Officer or to the Headmaster.

## Application

A fully completed application form and a supporting letter addressed to the Headmaster should be emailed to [jobs@sidcot.org.uk](mailto:jobs@sidcot.org.uk). The closing date for receipt of applications is **Thursday 22 June 2017 at 1200**. Shortlisted candidates will be contacted shortly after this date and we hope to be able to conduct interviews in the week beginning 26 June 2017.

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### Teacher of Geography (Fixed Term, Part Time, approx. 25 to 50%, negotiable.)

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

<b>Job Title:</b>	Teacher of Geography
<b>Summary of the role:</b>	This is a Teaching appointment.
<b>Reporting to:</b>	Head of Geography & Head of Humanities Faculty
<b>Line management responsibility for</b>	Nil
<b>Main duties and responsibilities:</b>	<ul style="list-style-type: none"><li>• Promoting and safeguarding the welfare of children and young persons for who you are responsible and with whom you come into contact.</li><li>• Identify and adopt the most effective teaching approaches for students of Geography;</li><li>• Work with colleagues to promote the stretch and challenge of all students, including the most able;</li><li>• Effective teaching and Learning;</li><li>• Keep records, of student progress, attainment and effort as required, including the marking of set work, writing of Reports for managers, parents and attending parental consultation events;</li><li>• Take an active and positive role in the wider life of this day and boarding school, including pastoral care of students, and contribution to duty teams, including some evening and weekend working;</li><li>• Providing extra-curricular opportunities throughout the School to allow students to gain self-improvement at all ability levels;</li></ul>

**You may also be required to undertake such other comparable duties as the Head requires from time to time.**

## Person Specification

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

	Essential	Desirable	Method of assessment
	These are qualities without which the Applicant could not be appointed	These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	
<b>Qualifications</b>	<p><i>The professional, technical or academic qualifications that the Applicant <b>must have</b> to undertake the role or the training that they <b>must have</b> received</i></p> <ul style="list-style-type: none"> <li>• Graduate in a relevant discipline (or equivalent experience)</li> <li>• Qualified Teacher Status (or equivalent qualification/experience)</li> <li>• Additional qualifications appropriate to this role;</li> </ul>	<p><i>The professional, technical or academic qualifications that the Applicant <b>would ideally have</b> to undertake the role or the training that <b>they should ideally have</b> received</i></p> <ul style="list-style-type: none"> <li>• Graduate in a relevant discipline</li> <li>• Qualified Teacher Status</li> <li>• Other professional qualifications as relevant to the post</li> </ul>	<p>Production of the Applicant's certificates</p> <p>Discussion at interview</p> <p>Independent verification of qualifications</p>
<b>Experience</b>	<p><i>The categories of work or organisations, types of achievements and activities that would be likely <b>to predict</b> success in the role</i></p> <ul style="list-style-type: none"> <li>• Teaching experience, either in post or during training</li> </ul>	<p><i>The categories of work or organisations, types of achievements and activities that would be likely <b>to contribute to</b> success in the role</i></p> <ul style="list-style-type: none"> <li>• Experience of Pastoral Care of students</li> <li>• Experience of leading students in Extra-curricular activities</li> <li>• We are always interested in candidates who can offer teaching in other subjects outside their specialist area.</li> </ul>	<p>Contents of the application form</p> <p>Interview</p> <p>Professional references</p>

<b>Skills</b>	<p><i>The skills <b>required</b> by the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> <li>• Excellent teaching skills</li> <li>• Able to work well in a team</li> <li>• Highly organised and motivated</li> <li>• Willing to engage fully in the extra-curricular life of the School</li> <li>• Good motivator and able to generate enthusiasm for their subject area</li> <li>• Able and willing to meet deadlines and targets set by managers</li> <li>• Good IT Skills</li> </ul>	<p><i>The skills that would <b>enable</b> the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> <li>• Excellent leadership skills</li> <li>• Extra-curricular interests and a willingness to share them</li> <li>• Experience of learning platforms (preferably firefly &amp; GIS) would be advantages</li> </ul>	<p>Contents of the application form</p> <p>Interview</p> <p>Professional references</p>
<b>Knowledge</b>	<p><i>The knowledge <b>required</b> by the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> <li>• Excellent subject knowledge</li> <li>• Knowledge of effective teaching strategies and pedagogy eg. AfL</li> </ul>	<p><i>The knowledge that would <b>enable</b> the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> <li>• Other relevant training, for example in safeguarding, careers education, etc</li> </ul>	<p>Contents of the application form</p> <p>Interview</p> <p>Professional references</p>

<p><b>Personal competencies and qualities</b></p>	<p><i>The personal qualities that the Applicant <b>requires</b> to perform effectively in the role and to ensure that the Applicant safeguards and promotes the welfare of children and young people</i></p> <ul style="list-style-type: none"> <li>• Motivation to work with children and young people</li> <li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li> <li>• Supportive of the Quaker ethos and principles</li> <li>• Emotional resilience in working with challenging behaviours</li> <li>• Positive attitude to use of authority and maintaining discipline</li> </ul>	<p><i>The personal qualities that would <b>assist</b> the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> <li>• Good sense of humour</li> </ul>	<p>Contents of the application form</p> <p>Interview</p> <p>Professional references</p>
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