



Teacher of Humanities



Teacher of Humanities RECRUITMENT INFORMATION PACK

CONTENTS

- 1 Welcome from Steve Hillier, SAST CEO
- 2 Application Process
- 3 Person Specification
- 4 Advertisement
- 5 Useful Information about SAST
- 6 School Information
- 7 About Sherborne and Wincanton

**More information about the Sherborne Area Schools' Partnership (SAST)
is available at www.sast.org.uk.**

November 2019

Dear Applicant,

Thank you for your interest in the post of Teacher of Humanities in the Trust at SAST.

This is a permanent, full-time post, preferably commencing on 01 January 2020 however, a later summer term start is negotiable for the right candidate. 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.

SAST is a strong and ambitious Trust of both primary and secondary schools with a national Teaching School seeking to ensure an excellent and sustainable 0-19 education for children within our community across West and North Dorset as well as South Somerset.

The Sherborne Area Schools' Trust was established with seven schools serving the West and North Dorset area as well as students from South Somerset. Currently there are almost 2700 students and we employ over 450 staff. There is real strength in coming together with a collective responsibility for all of the children's development and progress between 0-19 years. SAST has large town primary schools with over 300 children, smaller village primary schools and nursery provision. There is a large 11-18 secondary school with a Sixth Form of over 400 students. There is a mix of formerly maintained and Church of England schools - both voluntary controlled and voluntary-aided in the Diocese of Salisbury. We believe in preserving Schools in their local community.

At the heart of SAST is the desire to work in partnership, to collaborate with others and to be outward facing for the benefit of children and staff. The schools have extensive links beyond the immediate area and are keen to extend these further. The Gryphon School was designated as a National Teaching School and National Support School in the summer of 2017 and leads the North Dorset Teaching School Alliance of which SAST will be at the heart.

The Wincanton and Sherborne area is one of the best places to live in Britain. There are easy road and direct rail links to London, Bath, Bristol, Exeter and the glorious Somerset and Dorset coast and countryside. It is a great area in which to live, offering something for everyone.

We are seeking to appoint an ambitious, creative and inspiring teacher with energy, enthusiasm and a love of Humanities. This is a SAST wide position working across our Secondary provision, initially to be based at King Arthur's School, Wincanton.

The successful candidate will:

- Have a passion for all aspects of Humanities
- have excellent communication skills and have the ability to embrace and contribute to the vision of the Department and the Trust
- be able to build relationships quickly
- show respect to others and be able to embrace the ethos and values of the Trust
- be positive, optimistic, caring, kind and approachable
- be willing to be immersed in the life of a busy and successful Trust
- 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

We are looking for someone with high expectations, a love of learning, able to inspire and also laugh and enjoy the challenges of this role. You need to be a team player, you will go the extra mile to support students and want to continually develop and pick up the best ideas from around the world in education. In return, you will join a Trust that is full of activity, opportunity and optimism. You will be strongly supported by the Head of Department and SLT in your work developing Humanities provision in conjunction with teams in our schools.

There is further information on the SAST websites. If you would like to visit the Trust or discuss any aspect of the post please contact Bella Byrne in the first instance. You are very welcome to visit us in advance of an application or to contact us to find out more.

On behalf of the Trustees of SAST, staff and students we look forward to seeing your application and meeting you.

Very best wishes,



Steve Hillier
CEO



THE APPLICATION PROCESS

We look forward to receiving your application by **9.00 am on Monday 25th November 2019**. You are asked to provide the following:

- A completed SAST 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; Catherine Watson, SAST Head of HR, St Aldhelm's House, Bristol Road, Sherborne, Dorset DT9 4EQ or by email to: catherine.watson@sast.org.uk

You are warmly encouraged to visit our school prior to application, please do not hesitate to contact Bella Byrne who will be happy to arrange this. Our CEO, Steve Hillier is also available to have an informal discussion with interested applicants about the role. Please contact his assistant Bella Byrne on 01935 811066 or at Bella.Byrne@sast.org.uk.

Shortlisting is planned for after the closing deadline on the afternoon of the 25th November 2019.

SAST has an absolute commitment to safeguarding and promoting the welfare of children. The Trust follows the national and Somerset 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 for 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.

SAST is committed to equal opportunities and positively encourages applications from all sections of the community.

SAST Person Specification

Teacher of Humanities

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
- 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 SAST 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 Advert

Teacher of Humanities (Geography specialist)

Sherborne Area Schools' Trust

Start date : January 2020- however post Easter start is negotiable

Closing Date: 9.00 am on Monday 25th November 2019

Salary: MPS/UPS

Contract: Permanent-Full-time

We are looking to appoint an ambitious and inspiring Teacher of Humanities (ideally a Geography specialist) with energy and enthusiasm and a real passion for their subject who will join a team of Humanities specialists across the Trust's schools. This is a wonderful opportunity to join a school within a Trust with great potential, some real strengths and the ability and desire to develop further.

The successful candidate will:

- have a passion for Humanities
- have excellent communication skills 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 trust
- be positive, optimistic, caring, kind and approachable
- be willing to be immersed in the life of a busy 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

Our values and ethos focuses on developing a love of learning, high achievement both personally and academically which comes from the tremendous work of all our staff and the great achievements of our children.

This role will be challenging, yet immensely rewarding. Working within our Trust, you will be supported by an experienced leadership team, strong governance and a committed staff. We will also offer an excellent package:

- a competitive salary + recruitment allowance
- high-quality CPD opportunities
- work collaboratively with Trust colleagues, sharing best practice and specialisms
- possible relocation expenses
- a strong sense of shared moral purpose and a real opportunity to transform the lives of young people

You are warmly encouraged to visit our Trust prior to application, please do not hesitate to contact Bella Byrne who will be happy to arrange this. Our CEO, Steve Hillier is available to have an informal discussion with interested applicants about the role. Please contact his assistant Bella Byrne on 01935 811066 or at Bella.Byrne@sast.org.uk

For a recruitment pack and online application form, please visit the trust website: www.sast.org.uk

Closing Date: 9.00 am on Monday 25th November 2019

SAST has an absolute commitment to safeguarding and promoting the welfare of children. The successful applicant will be required to undertake an enhanced criminal record check via the DBS. The Trust values the diversity of our workforce and welcomes applications from all sectors of the community.

USEFUL INFORMATION

Sherborne Area Schools' Trust (SAST) Information

SAST is a multi-academy trust, formed in June 2017, of seven schools serving the West and North Dorset area as well as students from South Somerset. Currently there are almost 2700 students and we employ over 450 staff. SAST has large town primary schools with over 300 children, smaller village primary schools and nursery provision. There is a large 11-18 secondary school with a Sixth Form of over 400 students. There is a mix of formerly maintained and Church of England schools - both voluntary controlled and voluntary-aided in the Diocese of Salisbury. We believe in preserving Schools in their local community. Six new schools are expected to join the Trust during the academic year.

Our Schools

A key principle of the SAST is that member schools maintain their own character, such as church and community status.

All schools in the multi-academy trust are equal partners and are committed to the principles of collaboration, sharing expertise and resources to enable all partner schools to deliver excellent education for all young people in their care.

At the heart of SAST is the desire to work in partnership, to collaborate with others and to be outward facing for the benefit of children and staff. The schools have extensive links beyond the immediate area and are keen to extend these further. The Gryphon School was designated as a National Teaching School and National Support School in the summer of 2017 and leads the North Dorset Teaching School Alliance.

SAST works by providing opportunities to share and improve - to develop further our provision as well as supporting the quality of leadership and management. This includes sharing best practice, being creative in maintaining a broad and diverse curriculum, ensuring the care and support is in place for children and families and enabling further staff and teacher development. We also work together on meeting the challenges of funding and the opportunities for financial efficiency, determining for ourselves which services and providers we will use to provide outstanding provision for our children. There is real strength in coming together with a collective responsibility for all of the children's development and progress between 0-19 years.

What we value – our ethos

Partnership and Collaboration

Our schools support each other, by sharing expertise and resources, to ensure improvement.

Pursuit of Excellence

We provide a high quality education to enable all students and staff to aspire, thrive and succeed.

Holistic Lifelong Learning

We promote the personal development of every child and a love of lifelong learning for our students and staff.

Equality and Distinctiveness

We celebrate the individuality of each school and all in it. We are proud to be at the heart of our local communities.

Our Team

All schools within SAST are equal partners. The Headteachers, senior staff, middle leaders, teachers and non-teaching staff all make a significant contribution to their own schools and more widely.

SAST has Members and Trustees who have been appointed on the basis of their skills, expertise and experience. The Chair of the Trustees is Nigel Rees, who is a National Leader of Governance. He has over 30 years' experience as a Chair of Governors.

The CEO is Steve Hillier, who is a National Leader of Education. He has been teaching for 30 years, a senior leader for 20 years including 10 years as Headteacher. Our Head of School improvement is Steve Smith, a current HMI OFSTED inspector.

The Head of Finance is Chris Vigar, the Head of HR is Catherine Watson and Head of IT Services is Neil Burroughs. Alongside financial, HR and IT support SAST is also developing central support for school improvement, estate management and compliance.

Organisation - How we work

All our schools are successful. They are performing at a good or outstanding level. Of course we recognise that we need to continually improve and evolve. The priority is to enable every School to continue to provide an excellent education for all our students while protecting the School's role at the heart of its community, along with our unique qualities and strengths.

There is a balance as to the responsibilities delegated to Schools and those that are the responsibility of SAST. The focus is to continually evaluate, improve and develop through strong, effective and accountable leadership at all levels. The aim is to establish clear, simple and effective accountability including slim and streamlined governance.

Partnerships

We believe that the new North Dorset Teaching School Alliance will complement the work of the Trust and fill the gap in provision in this area. There have been longstanding links and partnerships with the Schools of Blandford, Gillingham, Sturminster Newton and Shaftesbury.

35 Schools put their name to the application including 8 secondary and 27 primary Schools; 21 are Church of England Schools, both state and independent, a mix of maintained and academy schools along with the Mid-Somerset SCITT, Bath Spa University, the University of Exeter; Dorset LA and the Diocese of Salisbury.

Partnership and collaboration is a core feature of all our Schools – a genuine desire to be outward facing, to use the best ideas from across the world. The Schools have always worked closely together and across Dorset and Somerset. In addition there has been membership of the South West Academies Group, the Jubilee Group, the Princes' Teaching Institute, Pixl, the North Dorset Partnership, Sherborne independent schools and the JCTSA as a northern hub

Across the existing SAST Schools there is considerable expertise of a real diversity of size, setting and foundation. There is deep knowledge and professional expertise of running an academy school with all that this entails.

SAST Benefits

As part of the Sherborne Area Schools Trust, we can offer you a range of benefits including:

- High quality CPD opportunities
- A network of experienced senior and middle leaders to provide support for inspirational teaching and learning
- Membership to the Teachers' Pension Scheme
- Employee Assistance Programme and subsidised access to the Gryphon and Wincanton Sports Centres
- On-site nursery provision at some of our academies
- Cycle to work scheme



King Arthurs School

King Arthur's School is a fantastic small secondary school at the heart of a rural Somerset community serving the town of Wincanton and surrounding area. The school joined the Sherborne Area Schools' Trust in April 2019 and work closely with The Gryphon School in Sherborne to continue its pursuit for tangible and rapid improvement. When you visit the school you will notice the:

- Friendly and welcoming atmosphere
- Students are well-behaved, comfortable and safe
- The range of experiences and opportunities
- Hard working, committed and caring staff
- Beautiful location and space for learning
- Strong local community

The school is on the Somerset/Dorset border located close to Sherborne and its surrounding area. It is one of the best places to live in Britain, with Sherborne itself being described as 'one of the most drop-dead-gorgeous towns in the country' and having the feel of 'a small cathedral city'. It is a centre of excellence for education. There are easy road and direct rail links to London, Bath, Bristol, Exeter and the glorious Dorset coast and countryside. It is a great area in which to live, offering something for everyone.

Our students are overwhelmingly positive, co-operative and well-behaved – indeed they are a joy to teach!

Humanities results are very good. At KS4, our progress placed us as the joint 2nd highest achieving school in Somerset. As a Humanities team, our overall progress was 0.5 in 2018, with Geography achieving the highest progress score across all Somerset schools.



THE GRYPHON SCHOOL



The Gryphon School attracts students from around North and West Dorset as well as South Somerset. The School became an academy on 1 August 2012. We are a Church of England School, but as the secondary school for all children, our religious character is highly inclusive, embracing those of all faiths and of no faith. Students thrive and succeed in a positive, caring and respectful atmosphere.

Our special culture and ethos focus on high achievement both personally and academically. This comes from the tremendous work of all our staff and of our students. We strive to be outstanding in all respects – this includes continually improving the opportunities for the students, the ways of learning and the facilities.

The Gryphon gains high results for its students at both GCSE and A Level. Our large Sixth Form of 450 students is exceptional. We have an excellent record of success in university entrance, including places at Oxford, Cambridge and other Russell Group universities, as well as for training places and apprenticeships.



We are looking for an enthusiastic Teacher of Humanities at any stage in their career. The successful candidate will be well supported within the department. The majority of your teaching will be geography, but an ability to teach history and on occasion, RE will be required.

Information about Sherborne, Wincanton and surrounding areas

Sherborne

Sherborne is one of the most beautiful towns in England. It has an abundance of medieval buildings, a majestic Abbey, world famous schools, a picturesque alms-house and two castles. In March 2014, The Sunday Times described it as 'one of the most drop-dead gorgeous towns in the country and having the feel of 'a small cathedral city'. This is boosted, it says, by the quality of its schools, both private and public. It is ideally located on the Dorset and Somerset border and has excellent transport links enabling the town to flourish. Later that month, The Times listed it as one of the best places to live in the countryside.

There is a direct rail line to London, and Bath, Salisbury and Exeter and the spectacular Dorset coastline are within easy reach. It is a wonderful area in which to live and it has attracted many newcomers and families from across the country to settle in and around the area.

Sherborne is renowned as a town which is a centre of educational excellence. The links with the other schools in Sherborne are good - there is a genuine partnership and desire to share expertise and opportunities.



Wincanton

Wincanton is a small market town situated on the extreme southeast of Somerset almost on the borders of Dorset and Wiltshire. This part of Somerset is a countryside of diversified and unspoilt scenery which ranges from the lush pastures of the Blackmore Vale, through orchards and richly wooded combs to the hills with panoramic views over Somerset and adjacent counties.

Wincanton lies 15 miles north east of Yeovil, 12 miles north- west of Shaftesbury, 17 miles south west of Warminster and 34 miles east of the county town of Taunton. London is 111 miles by road. Situated on the main A303 London to Penzance trunk road, Wincanton enjoys excellent road links and is in an enviable position for exploring this attractive corner of rural England.

For the active, the countryside around Wincanton is perfect for exploring on foot, bicycle or horseback. Within easy reach of Wincanton are numerous places of interest easily and quickly accessible including an Iron Age hill fort at South Cadbury - reputedly King Arthur's Camelot, Haynes International Motor Museum at Sparkford, the Fleet Air Arm Museum at Yeovilton and Longleat. Sherborne and Glastonbury are half an hour away. Wincanton's famous racecourse stages numerous race meetings - including a full National Hunt programme.



High Street, Wincanton

Support in Relocating

Every year we have new staff joining the trust. Many staff live in Sherborne or the surrounding villages. House prices are a little lower in Yeovil and other Dorset towns like Dorchester, Shaftesbury and Gillingham. Some staff comfortably travel from Somerset or Devon and we are easily accessible from Bath, Taunton and Bournemouth. We would be very happy to provide informal guidance about available accommodation; some new staff like to share, and staff often share transport.