



Farnham
Heath End School



TEACHER OF GEOGRAPHY



#RoadToGreatTogether



Candidate Letter

Thank you for your interest in this role at Farnham Heath End School.

This post is an exciting opportunity to join our successful and popular school, which was recently judged as 'Good' by Ofsted, who cited our 'inclusive and aspirational culture', our 'polite and respectful pupils' and described our school as 'welcoming and happy'.

Farnham Heath End School is an 11-16 community school of 1100 students, serving the area of Farnham and Aldershot which is part of the Weydon Multi Academy Trust (www.weydonmat.co.uk). You will be joining a highly committed and cohesive staff body, many of whom have enjoyed a long career with us because of the warm community, the sharp focus on professional learning and because of the opportunities for development and career progression that exist at the school.

Our staff provide fantastic enrichment opportunities which ensure our students can develop their performing, creative, sporting, debating and mathematical talents. We are committed to providing a holistic education which develops the whole child, as well as securing excellent outcomes which ensures they can take up the further education and apprenticeship opportunities at post-16 of their choice.

If you decide to apply for this position please complete the application form which you will find on the TES advertisement or on our website www.fhes.org.uk No CVs will be accepted, and we ask that you complete the statement of application within the form outlining:

- Your particular interest in **this** post at **this** school
- The experience, qualities and skills you would bring to this role
- Details of any relevant interests or activities

Please contact Julie Jay jjay@fhes.org.uk should you wish to arrange a visit to the school prior to making an application.

Your completed application form should be emailed to Julie Jay jjay@fhes.org.uk by 9am on 12 March 2025. We are very grateful for your time and effort in putting together an application.

My very best wishes



Stuart Maginnis

Principal



Welcome to the Geography Department

The Geography department at FHES is an enthusiastic and friendly department within a school that is driven to achieve the highest standards of teaching and is supportive of its staff and students alike. The department is currently made up of three specialist teachers with a range of experiences and backgrounds.

As the team has a variety of strengths, we pool ideas and collaborate on schemes of learning and share lots of centrally planned resources; no teacher is expected to plan their day of teaching from scratch. However, developing schemes of learning that are truly collaborative in the manner in which they are planned would be an area of focus for the new leader of geography.

We are also a team keen to improve on classroom and teaching practice. By collaborating on lessons, it frees up time for teachers to focus on excellent delivery, great explanations, and responsive teaching. This helps to maintain consistency, but also reduces staff workload. In addition to this, the department has weekly subject planning and development sessions, where the team co-plan the curriculum and its implementation. At KS4 we follow the Edexcel B Geography GCSE specification.

FHES has a strong commitment to research-informed teaching and learning and the Geography department is committed to using strategies with a strong research base to ensure we give all our students the very best chance of success. Every classroom has a visualiser for live modelling or feedback, we regularly train students to use etymology to help them remember and use key tier 3 vocabulary, and all our lessons have knowledge retrieval built in to enable success and build on existing schema.

Currently our department has been focussing on how to make the best use of modelling and scaffolding of tasks under the visualiser to allow for all students to access tasks and to support cognitive load. We are also focusing on providing high-quality live and whole-class feedback. Again, this is proven to both reduce workload while also increasing the accuracy of the results.

The Geography department at FHES is a fantastic place to work and we look forward to welcoming someone who shares our passion for the subject and our drive for student success.

Miss Verity Bell

Head of Geography

vbell@fhes.org.uk



Job Description

Teaching and Learning

- Carry out the duties of a school teacher as set out in the current school teachers' pay and Conditions document.
- Teach specialist subject within the age range 11 - 16 and, if necessary, other subjects
- Commensurate with your expertise.
- Use research-informed teaching and learning strategies to enable students of all abilities and Backgrounds to make optimum progress.
- Demonstrate passion for your subject.
- Have a strong willingness to collaborate within the department and across other mat schools.
- Secure a good standard of student behaviour in the classroom by establishing high expectations
- Based on strong, positive relationships with young people.
- Have an understanding of the 'best bets' in the classroom with regards to research-informed practice.
- Have a commitment to inclusive teaching that allows all students to thrive and make progress.
- Use formative and summative assessment to inform planning and responsive teaching.
- Understand the purpose of spaced retrieval practice and how to manage students' cognitive load.
- Provide regular feedback, as and when appropriate.
- Marking and analysing summative assessment performance. Professional
- Attend scheduled department subject planning and development sessions and tutor meetings
- Attend parents' consultation meetings as directed
- Participate in the school's performance management process
- Participate in instructional coaching programme for all 1-5-year teachers. 6 year + teachers to
- Work through the professional development curriculum.
- Attend the in-service training programmes organised by the multi academy trust.
- Implement school policies
- Take responsibility for your own professional development.

Form Tutor

- Support the well-being of all members of the tutor group.
- Attend year group meetings as directed.
- Maintain an accurate register of student attendance, including lateness, in accordance with school guidance.
- Teach PSHE as part of the pastoral programme for form time.



Person Specification

Qualifications	Essential	Desirable
Has qualified teacher status with a degree qualification	*	
Evidence of Continuing Professional Development.	*	
Evidence of further education		*
Professional Knowledge, Skills and Understanding	Essential	Desirable
Commitment to safeguarding and promoting the welfare of young people	*	
Teach Key Stage 3 and Key Stage 4	*	
A willingness to engage in evidence-informed Geography pedagogy	*	
Ability to take initiative, lead, motivate, inspire and support students to achieve excellence	*	
Excellent interpersonal and group skills	*	
Able to ensure that technologies are used effectively to improve learning	*	
A range of strategies for creating a positive climate for learning	*	
Excellent organisational and planning skills	*	
Evidence of good/outstanding classroom practice with a proven record or exam success	*	
A sound knowledge and understanding of current curriculum developments	*	
Ability to undertake self-evaluation and plan and execute improvements	*	
The ability to plan lessons and sequences of lessons with clear objectives to ensure progression for all students	*	
Have the capacity to manage own work pressure	*	
Experience:	Essential	Desirable
An understanding of the use of assessment to inform planning	*	
Some experience of understanding and interpreting data to identify and act upon underachievement and underperformance.	*	
Recent experience of teaching the subject to all Key Stages	*	
Promotion of the subject across the curriculum		*



OTHER DUTIES

- Play a full part in the life of the school community.
- Support the school in meeting its vision and ethos.
- Play an active role in the protection and safeguarding of children.
- To actively promote school policy.
- To continue your personal development
- To undertake any other duty as specified by the school.
- Foster good working relationships with all stakeholders as well as the wider community in order to promote the academy in an effective and positive manner.

GENERAL RESPONSIBILITIES

- Teaching subject specialism
- School duty supervision
- Admin as required
- Any other operational requirements