RENDCOMB COLLEGE
NURSERY • JUNIOR • SENIOR

Head of Geography – Job Description

Please also refer to separate Head of Department Job Description

Deadline for applications: Friday, 22nd September 2023
Interview date: Thursday, 28th September 2023
Line Manager: Deputy Head Academic
Hours: Full Time, permanent contract
Start Date: January 2024 (or April 2024 for the right candidate)

To apply, please click the "quick apply" button on the job advert on TES and complete the application form.

Any queries, please contact Hannah Thompson on HMPA@rendcombcollege.org.uk
If you are unavailable at any particular time on the interview date, please send a separate email to Hannah, once you have applied.

The Role

Rendcomb College requires an enthusiastic and dynamic Head of Geography for January 2024 or April 2024. The successful applicant will be able to deliver the curriculum from year 7 to A level and to be part of a busy and highly successful department.

The Person

A capacity both to engage and challenge students of all abilities is essential, alongside proven leadership skills to ensure that the department is managed and developed effectively. The successful applicant will be committed to providing high-quality, effective, student-centred learning and will be innovative and reflective, with a genuine interest in young people and how they learn. All full time members of staff are expected to play an active role in the life of a busy school. An ability to support the school in another area such as academic enrichment, activities or on the pastoral side of School life would also be advantageous. All full time teachers have a tutor group and are responsible for monitoring their pupils' academic progress. All Staff attend Open Days, Taster Days and other College events as well as training and INSET days and are expected to engage with their own Continued Professional Development.

All applicants who are short-listed for the post will be expected to conduct a 30 minute class as part of the assessment process.

The Department

The Geography department is thriving at Rendcomb College. Our results are impressive, especially our value added making strong numbers at both GCSE and A level.

The Department consists of three experienced staff in addition to the HOD and is well resourced with two classrooms, various teaching and learning materials and IT equipment. The school operates a BYOD device for pupils meaning that there are plentiful opportunities to enhance teaching through IT. Pupils enjoy extensive fieldwork opportunities, especially as the school is lucky to boast its own lake, river and extensive woodland and deer park; all of which is regularly used. In addition to this, each year group has at least one day off-site each year with senior pupils completing residential trips.

In recent years we have offered a number of overseas field trips and including visits to Iceland, Morocco, and Everest Base Camp in Nepal and Patagonia in South America. It is hoped that the new HoD will be keen to re-establish these overseas trips.

Person Specification

Geography Teacher			
	Essential	Desirable	Method of Assessment
Qualifications	• A degree in Geography or related subject	• Teaching qualification	Review of applicant's certificates
Skills	• Strong planning and organisation skills • Highly effective teacher • Desire to improve personal and departmental standards • Ability to show innovative teaching strategies to engage students • Effective communication skills with a proven ability to build a positive and collaborative rapport with pupils, parents and staff alike • Excellent presentation skills. • IT and administrative skills	• Understanding of using data to assist with individual target setting	Contents of the Application Form Interview Observed lesson Professional references
Knowledge	• High standard of subject knowledge and a genuine enthusiasm for the subject • Effective communication skills with a proven ability to build a positive and collaborative rapport with pupils, parents and staff alike • IT and administrative skills	• Broad understanding of educational issues, and teaching and learning strategies	Contents of the Application Form Interview Observed lesson Professional references
Personal competencies and qualities	• Motivation to work with young people in the classroom • Willingness to play an active role in the general life of a boarding school • Excellent presentation skills • An appreciation of the aims and ethos of Rendcomb College • Ability to make and implement decisions despite challenge	• Ability to maintain a consistent and fair approach to classroom discipline • Ability to form and maintain appropriate relationships with • young people	Contents of the Application Form Interview Observed lesson Professional references

Experience	• Excellent practitioner and advocate of modern teaching and learning methods including the use of ICT and mobile technology	• Experience of an Independent School • Experience of delivering high quality teaching and learning. • Record of ensuring high levels of pupil achievement and/or improved value added.	Contents of the Application Form Interview Observed lesson Professional references

Teaching and Learning

- Demonstrate significant knowledge and understanding of their subjects/curriculum areas;
- Demonstrate an extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subjects/curriculum areas they teach, including those related to public examinations and qualifications;
- Work to ensure that all pupils achieve their academic potential and personal development in and out of the classroom;
- Plan and deliver well-organised, challenging and inspiring lessons;
- Demonstrate an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies;
- Be flexible, creative and adept at designing learning within lessons and across lessons that is effective and consistently well-matched to learning objectives and the needs of learners.

Marking and assessment

- Demonstrate effective assessment, monitoring and recording strategies, set challenging learning objectives and monitor learners' progress and levels of attainment;
- Provide pupils and parents/guardians with timely, accurate and constructive feedback on progress and areas for development.

Other

- Contribute significantly, where appropriate, to implementing departmental and workplace policies and practice;
- Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback;
- Promote collaboration and work effectively as a team member;
- Support enrichment and outreach programmes for the department.

Our Mission

Our mission is to develop **thoughtful**, **adventurous** and **ambitious** life-long learners with the confidence, character and skills to succeed in the ever-changing world after school. Our pupils have the freedom to experience, explore and enquire about the world around them. We aim to encourage independence and inclusivity in a safe, caring community and magnificent natural environment.

Our Values

Thoughtful –Rendcombians test the status quo and are encouraged to employ **critical thinking**.

They are kind and **empathetic** towards all people, and are proud to celebrate their differences and individual traits. Through service, they connect to others, enabling individual and societal change for good.

Adventurous - Rendcombians are **courageous**.
They embrace the adventure of school life, challenging themselves to broaden their experiences, and are brave in standing up for what is right. They enjoy being **creative** in their approach, seeking new ways to solve problems, and continually learn from trying.

Ambitious - Rendcombians are actively **curious** about the world around them and love to learn.
They aspire to succeed through **perseverance**, whilst not being afraid to make mistakes.
They seek to be the best version of themselves they can be.

The School

Rendcomb College is a successful co-educational HMC day and boarding school in the Cotswolds and this is a wonderful opportunity for a dynamic and inspirational candidate to join the College at an exciting time of change. We were shortlisted for 2 awards at the TES Independent School Awards 2021, namely the prestigious Boarding School of the Year award and also the Community Initiative of the Year award. Last year the College was inspected by the Independent Schools Inspectorate and achieved 'excellent' in both pupils' personal development and pupils' academic development and achievement.

Rendcomb College was founded in 1920 by Frederick Noel Hamilton Wills, whose family have maintained an active part of the school including significant financial endowment and governance. We maintain a vision and ethos that remains true to Wills' original values of providing an inclusive and broad-ranging education for our pupils. Rendcomb has evolved, developed and grown over the years and is now a thriving co-educational day and boarding School for 3-18 year olds totalling some 400 pupils.

The College owns some 200 acres of land including the Deer Park and the "Wilderness" which is home to our Forest School and an integral part of our Outdoor Education provision in the Junior School. The College's ten acres of pitches benefit from far-reaching and astounding views. An open air swimming pool lies next to the College buildings. The school boasts four new hard surface tennis courts, gym, all weather astro-turf and sports hall; all of these facilities are used by Junior and Senior School pupils. Recent whole college developments include a state of the art Performing Arts Centre at the heart of the campus, new 6th Form Centre and Junior Day and Boarding House.

All staff are expected to

- Develop and maintain professional, productive relationships with all members of staff within the School.
- Commit to professional development through participation in the School's CPD events and training appropriate to the job role.
- Comply with and promote the School's Safeguarding (including Prevent), Data Protection and Health and Safety policies and procedures and to undertake training as and when necessary.
- Work towards and support the school vision and ethos.
- Support and contribute to the school's responsibility for safeguarding pupils.
- Work within the school's health and safety policy to ensure a safe working environment for staff, students and visitors.
- Be aware and support equality, diversity and inclusivity and demonstrate these principles in all aspects of work.

- Undertake any other reasonable duties required that are related to the job from time to time.

All staff attend Open Days, Taster Days and other College events as well as training and INSET days and are expected to engage with their own Continued Professional Development. Teaching staff are expected to be at College on Saturday from 9am to 12.30pm for approximately 50% of the year, and three Sundays throughout the year, to support the boarding programme.

Boarding duties in the evening may be available and are separately remunerated.

Variation to this Job Description

This is a description of the job as it is at present, and is current at the date of issue. The job description will be renewed and updated as necessary to ensure that appropriate revisions are incorporated, and that it relates to the job to be performed. This process would be conducted through consultation. You are expected to participate fully in the College's programme of Professional Development and Review (PDR).

Disclosure

Rendcomb College is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). *Rendcomb College is an equal opportunities employer*