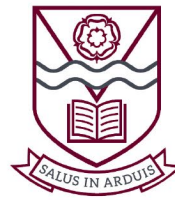


Post: Teacher of Geography

Date of Issue: January 2024



**Wellingborough
School**

Founded 1595



The School

Wellingborough is a School that is keenly aware of its history and traditions, but not held back by them. Founded in 1595, it has always sought to make bold and timely decisions in order to ensure that the pupils are able to flourish and thrive, and that the nature of the School supports this aim.

The School moved to its current site in 1881 to support its growth, but leaving the town centre did not reduce the importance it places on its links with the local community. Our pupils and staff lead and support a number of initiatives, engaging with other schools, businesses and charities in Wellingborough and the surrounding area.

Girls were first taught here just over 50 years ago, and the School became fully co-educational in 1979. Girls now make up more than 40% of the pupil body. We welcomed pupils below the age of 8 for the first time in 1990 with the introduction of a Pre-Prep in a purpose-built facility, just a few years before converting to a day school at the turn of the century.

Each of these changes has strengthened the School's ability to maintain its appeal to a diverse range of pupils, a feature which is part of its core and attracts families from across five counties. Academic achievement is important but we focus on adding value and look to accept every child who we believe will be happy in our environment.

We are extremely proud of our pastoral care, and believe that we are far ahead of most schools with regard to pupil welfare. Our Club system in the Prep School and the Senior School House structure, the dedicated team of three counsellors in our Wellbeing Department, frequent and regular liaison between colleagues: all of these play a part in ensuring that each individual pupil's needs are met.

We know that our pupils will need much more than exam results when they leave us, and we put an emphasis on developing softer skills through a breadth of co-curricular opportunities. Sport, Music, Drama, CCF and the Duke of Edinburgh Award are big players, but there are so many other ways in which the pupils build confidence, leadership, flexibility, resilience and the ability to know what they want to do with their lives.

Wellingborough is a wonderful school. It has a warm, relaxed feel with a sense of partnership between pupils, staff and parents. There is a constant buzz created by a determined, purposeful desire to support each other and to fulfil the pupils' ambitions. The School is never still, as everyone in our community tries to get the most out of the opportunities that are provided. We look forward to welcoming someone new to join our quest to do the best for every child.

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The Role

Start Date: April 2024

Disclosure Level: Enhanced

Reporting to: Head of Geography

Hours: Full time

Salary: As per Wellingborough School Teachers' Pay Scale

Principal responsibilities

The Teacher of Geography will offer many skills and qualities to the Department and to the wider School. However, above all else, they will:

- Have a passion for Geography and a detailed and thorough subject specific knowledge and understanding, as well as a commitment to keeping abreast of new subject developments and debates.
- Prepare and deliver sequences of lessons to meet the collective and individual needs of all pupils.
- Liaise with relevant colleagues to support pupils' learning and ensure specific learning needs are met, including Learning Development staff.
- Maintain full and up to date knowledge of exam specifications being taught.
- Facilitate and encourage a learning experience that helps realise each pupil's academic potential.
- Assess pupils' achievements and progress, keeping accurate records and inputting data to meet deadlines in accordance with arrangements set out by the School.
- Ensure that all classroom resources required are available and well maintained, and help maintain departmental electronic resources on Firefly.
- Play an active role in the development of departmental curriculum plans and schemes of work, as required by the Head of Department.
- Ensure that pupils are given homework published on Firefly according to the homework schedule and monitor the standard of the work.
- Ensure that pupils receive regular and timely feedback, including written marking, that advises in a positive manner how work can be improved, in line with the departmental marking policy and the school Marking and Feedback Policy.
- Ensure that pupils are comprehensively prepared for examinations, both internal and external.
- Monitor and report to parents on the progress of pupils in the allocated set in line with the published schedule, including Parents' Evenings and written reports.
- Reinforce consistently high expectations in order to create a positive learning environment. Uphold the School Code of Conduct for pupils and follow all policies relating to reward and conduct, including the timely recording of such matters on the MIS and escalating to relevant colleagues.
- Attend and contribute to Senior School Geography Department meetings.

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- Participate fully in continuing professional development, including an ongoing commitment to evaluate and develop personal teaching practice.
- Implement whole school and departmental Learning and Teaching initiatives within lessons taught.
- Take a proportionate share of responsibility for departmental activities including academic clinics, co-curricular clubs, outreach work, trips and activities where appropriate.
- Set and follow up appropriate cover work for students when absent.
- Cover lessons for other teaching staff when requested.
- Support absent students in catching up missed work, including the timely provision of work on Firefly and using Teams to allow students to access lessons remotely where possible.
- Be aware of and follow all departmental and school health and safety requirements including relevant risk assessments
- Positively promote Geography to the wider school community, being an ambassador for the subject
- Support the aims of the School, contributing to its development and participating in efforts for it to achieve its vision.
- Carry out other duties and responsibilities as may be reasonably allocated by the Line Manager or members of the Senior Leadership Team.

Requirements of all staff:

- Pastoral care of pupils (including, where required, leading a tutor group), appropriate and proactive regard for Safeguarding and protocols designed to support the welfare of pupils.
- Full engagement with professional development and appraisal.
- Participation in events and activities as per the Core Expectations for Senior School staff.
- Proper and professional regard for the ethics, policies and practices of the School in which they teach and maintain high standards in their own attendance and punctuality.

Revision of Job Description:

There will be a periodic review to ensure that the principal duties have remained as stated above or that any changes have been made in agreement with the incumbent.

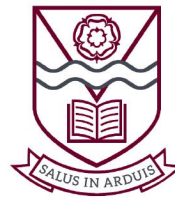
The duties of the post could vary from time to time as a result of new legislation, changes in technology or policy changes in which case appropriate training may be given to enable the post holder to undertake this new/varied work.

Benefits

Working at Wellingborough School is hugely rewarding, albeit demanding and busy! Wellingborough School is a nice place to work. The School community is welcoming; there is mutual respect between pupils and staff; parents are engaged and supportive. These are some of the cultural reasons to want to work at Wellingborough School, but there are a range of other benefits.

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The School has recently reviewed its appraisal system so that all staff can benefit from professional development, both internal and external. Staff input into INSET is encouraged, and the School is a member of the East Midlands Group of independent schools, which provides opportunities for collaboration and discussion. All new staff profit from an induction programme that is tailored to their individual needs. There is free onsite car parking and use of the School's sports facilities. All staff have lunch and refreshments provided.

Northamptonshire and the surrounding area is a nice place to live, with a significant amount of countryside. Road links are excellent, enabling travel in all directions, and the area is served by two railway lines into London. St Pancras is only 45 minutes by train from Wellingborough, and Euston is under an hour from Northampton and Milton Keynes.

Pension

The School currently operates a pension scheme with Aviva Pension Trust for Independent Schools (APTIS). The School shall initially pay a sum equivalent to 5% of your basic salary into the pension scheme, subject to contribution by you of at least 5%. The School will also pay a further 15% of your basic salary which you may choose to receive either as pension contribution (for a total of 20% employer contribution), or as additional salary. The School also provides death-in-service benefits, income protection cover, and critical illness cover.

The Process

The application form should be returned together with a covering letter in which the applicant should explain what he/she can offer to the post. Applications by e-mail are welcome. CVs are not required. Please send them for the attention of Lulu Corrigan, HR Manager, to recruitment@wellingboroughschool.org by 9am, 23rd January 2024.

Interviews will take place on 30th January 2024.

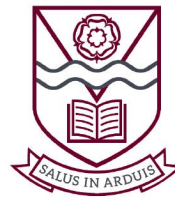
The School reserves the right to make an appointment before the closing date.

Safeguarding

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

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Person Specification

Wellingborough School

Teacher of Geography

Competence	Essential	Desirable
<u>Qualifications</u>		
<ul style="list-style-type: none">Honours degree.	Yes	
<ul style="list-style-type: none">Honours degree with a high Geography content.	Yes	
<ul style="list-style-type: none">Teaching qualification (PGCE or equivalent).		Yes
<u>Skills & Experience</u>		
<ul style="list-style-type: none">Ability and willingness to teach Geography at GCSE.	Yes	
<ul style="list-style-type: none">Ability and willingness to teach Geography at A level.	Yes	
<ul style="list-style-type: none">Good ICT skills and the desire to continue to develop the appropriate use of ICT for teaching and learning.		Yes
<ul style="list-style-type: none">Ability and willingness to contribute to the School's extracurricular programme.		Yes
<ul style="list-style-type: none">Ability and willingness to contribute to the School's pastoral programme.	Yes	
<u>Personal Qualities</u>		
<ul style="list-style-type: none">An interest in and enthusiasm for Geography.	Yes	
<ul style="list-style-type: none">Self-motivation.	Yes	
<ul style="list-style-type: none">A willingness to continue to develop as a professional.	Yes	
<ul style="list-style-type: none">Strong organisation, administrative and time-management skills.	Yes	
<ul style="list-style-type: none">Flexibility and adaptability.	Yes	
<ul style="list-style-type: none">The ability to think laterally.		Yes
<ul style="list-style-type: none">A sense of humour.	Yes	
<ul style="list-style-type: none">Able to demonstrate suitable characteristic necessary when working with children	Yes	