



Part-time Teacher of
Geography (fixed term)
Candidate Information

Welcome to Oakham School

The world is experiencing a significantly increasing rate of change. Technological innovation and changing patterns of work and communication mean that those entering education today will require new skills and aptitudes to succeed. Many of these extend beyond those taught in individual subjects and an exceptional education must emphasis inter-disciplinary abilities.

At Oakham we are anticipating and responding to these new realities across all facets of the School so that current and future generations of our students can thrive in their adult life and contribute to the communities in which they live.

In order to achieve this vision, we have developed six key strategic objectives. They guide our thinking and planning as we prepare our students to be successful, active, and lifelong learners, equipped with the skills and habits of mind to thrive in the twenty-first century.



A handwritten signature in black ink that reads "Neil Gorman".

Professor Neil Gorman

Chair of Trustees

Our Strategic Objectives:

1. To adapt the Oakham curriculum to foster greater inter-disciplinary learning and the application of knowledge, and to consolidate the skills and habits necessary for success in the twenty-first century.
2. To ensure that pastoral care afforded to both pupils and staff effectively supports the school's long-term values and addresses evolving needs, whilst supporting the personal and educational development of our students throughout their time at Oakham.
3. To collaborate actively with external parties – both within and outside the field of education – to establish Oakham as a recognised hub of educational excellence, innovation and good practice, initially through the establishment of an Oakham Group.
4. To communicate the School's evolving educational provision as effectively as possible to current and prospective stakeholders – pupils, parents and staff.
5. To enable access to the school curriculum to those who could not otherwise afford to come here, and to look to share expertise and resources to extend the public benefit we provide.
6. To secure our ability to invest in the School's educational and pastoral provision, in line with our strategic vision, and to improve the School's infrastructure in ways that support those aims.



Message from the Headmaster, Mr Henry Price

Thank you for considering this role of Teacher of Geography (Maternity Cover) at Oakham School. We are seeking to recruit to a part- time (0.48FTE) role.

Oakham offers many opportunities for enthusiastic practitioners who are keen to use their personal strengths and interests to enhance the learning experience of the students in their care both in and out of the classroom.

We welcome applications from experienced teachers, NQTs and Geography graduates looking to pursue a career in teaching.

If you have any questions, or would like an informal discussion, please do get in contact via Mrs Claire Betts on 01572 758804.

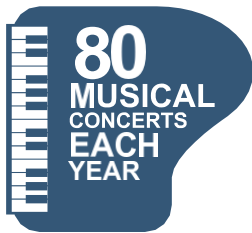
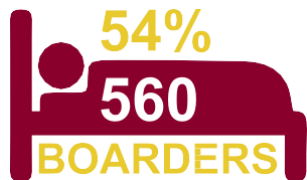
We look forward to receiving your application.

H.W.F. Price

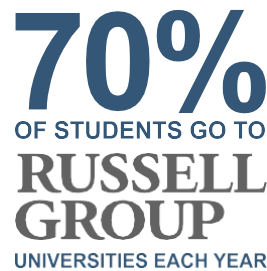
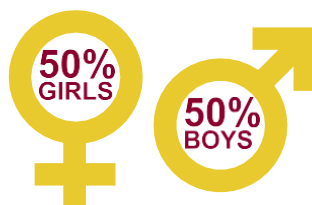
LOWER
SCHOOL
10-13

MIDDLE
SCHOOL
13-16

UPPER
SCHOOL
16+



7:1 PUPIL
TEACHER
RATIO



AT 16+
A-LEVELS
IB DIPLOMA
PRE-U
& BTEC

26
GCSE
SUBJECTS

250
PUPILS
TAKE PART IN



OVER
125
ACTIVITIES
90 TRIPS
AND 50
FUND-RAISING
EVENTS
EACH YEAR



About Oakham

Oakham School was founded by Archdeacon Johnson in 1584 and is now one of the largest co-educational Boarding and Day Schools in the country. It has 1,050 pupils ranging in age from 10 - 18 years, of whom 50% are boarders, accommodated in 10 Boarding Houses and 6 Day Houses.

Learning at Oakham

All pupils at Oakham have the opportunity to learn where their strengths and passions lie and to explore the opportunities ahead of them. The School offers the choice of IB Diploma and A- levels, supplemented by the Pre-U, for Sixth Form pupils, and GCSEs and IGCSEs in the Middle School. Pupils are taught how to learn for themselves so that they will be equipped with the tools for being successful citizens in 2030.

Oakham's excellent teaching and highly motivated pupils deliver consistently impressive results.

There are 26 subjects on offer at A-level, including Business, Classical Civilisation, Economics, PE and Politics, and the School has offered the IB Diploma since 2000.

In 2019, at GCSE level, 52% of all examinations were awarded A* or A. The A-level results were equally impressive, with 38% of all exams awarded A*/A. Pupils achieved an average IB Diploma point score of 35.4, with 25% of pupils gaining 40 points or more.

Oakhamians move on to a wide range of excellent university destinations both across the UK and overseas.

Pupils also benefit from exceptional learning resources: well-equipped classrooms, a university-standard library, state-of-the-art Science and Design Technology facilities, 40 acres of outstanding

sports pitches and a theatre and art gallery. The newly built Faculty of Social Sciences and proposed extensions to the Music and Drama facilities reflect Oakham's ongoing commitment to providing the very best learning environment for students.

Life at Oakham

Oakham is a caring community where pupils learn how to be independent, thoughtful and responsible young adults who are ready to take on the challenges of life beyond School.

The comprehensive structure of pastoral care, at the heart of which is the supportive House system, is designed to provide support tailored to the age of pupils at every stage of their Oakham journey.

In the Lower School, pupils join one of the four Lower School Houses that are situated on the separate Jerwoods campus. At 13, pupils join one of ten Middle School Houses in the heart of the School. In Form 7, their final year, girls move to Round House and boys to School House, where they experience a more university-oriented lifestyle. Every pupil at Oakham, whether boarding or day, belongs to a House, with an even split of eight girls' Houses and eight boys' Houses. Each House has a distinctive personality and there is a healthy level of enjoyable competition between them; playing for 'House Pride' and showing 'House Spirit' are familiar mantras that all pupils use.

Each pupil also has his or her own tutor, who works closely with Housemasters/Housemistresses and parents to help their tutees fulfil personal goals, develop strategies to manage their busy lives and feel both academically and socially stimulated. Small tutorial groups and regular tutorial meetings enable tutors to get to know their tutees very well. Tutors organise informal activities with their tutor groups to strengthen further the tutor-tutee relationship.

Timetable

The School runs seven days a week during term time, with lessons on a Saturday morning, sporting fixtures in the afternoon and a busy programme of weekend activities. A full-time teacher is expected to teach 22 periods of 50 minutes per week, as well as contributing to the wider life of the School through their tutorial and activity commitments.

Teaching resources

Oakham's teaching and learning facilities are excellent with all academic departments housed within their own departmental areas. Nearly all teachers have their own classrooms, which are equipped with interactive whiteboards and we have recently invested in our ICT resources to provide every teacher with their own Microsoft Surface Pro computer. Our well-resourced library offers 2,400 square metres over two floors of subject specialist support.

Continued professional development

There is a generous professional development budget, and we encourage staff to undertake research and training that will both develop them and enhance the School's educational provision.

Our Teaching and Learning team, led by our Deputy Head (Academic), work with staff from across the Common Room to provide models of excellent classroom practice and share great teaching methods via our T&L blog and a programme of regular 'TeachMeet' seminars.

Oakham provides an induction programme for all new staff, as well as full support for NQTs. We have also recently introduced a new Review process, to help our teachers evaluate their achievements in a user-friendly way and to set meaningful and achievable targets.

Newly Qualified Teachers

The School is fully accredited to participate in the ISTip NQT Induction Programme in order to provide qualified teacher status (QTS) at the conclusion of a newly qualified teacher's first year at Oakham.

Applicants without formal teaching qualifications or experience

We will consider applicants without formal teaching qualifications or experience. Oakham School has a long record of training and developing teachers and many highly successful teachers started with no formal teaching qualifications. For applicants without a teaching qualification we are looking for a high level of subject knowledge, enthusiasm, good communication skills, patience, an empathy with young people and a desire to get involved in the extra-curricular life of the school.



Teacher of Geography



The Geography Department

Our busy, innovative department focuses on active teaching and learning of which a practical, enquiry based approach is adopted. Our aim is for pupils to be geographers, rather than discover the subject second hand. To fulfil this target we have been active in developing our own syllabuses and taking advantage of the opportunities presented both at IGCSE, A Level and at IB DP.

Geography has a firm place within the whole school curriculum. The majority of pupils follow Geography to IGCSE. Take up beyond GCSE is also very high, with 130 students currently studying Geography in the Upper School.

Courses and Classes

In the Lower School (Forms 1 and 2), pupils follow internally developed syllabi based on the IB MYP. Here the aim is to develop an enthusiasm for geography, fostering practical skills and developing a 'sense of place'.

In the Middle School (Forms 3, 4, 5) there are normally seven sets in each year group. Form 3 classes have two periods and one prep per week; in Forms 4 and 5 each class has three lessons and two preps per week. Presently we study the CIE IGCSE syllabus. Field trips take place in each of these year groups. We also run foreign trips for middle school geographers. Recent trips have included Switzerland and Iceland.

In the Upper School (Forms 6 and 7) there are currently five sets studying A level Geography in the sixth form, the majority of which carry on to the seventh form. There are two sets in each IB DP year. The A Level syllabus we study is CIE A Level. Each A Level class has six periods per week, while each IB class has five periods per week. Field courses are run in February to Cranedale, North Yorkshire for the sixth form students. There are numerous other field days and study visits for each year group. Recent trips abroad have included the USA, Italy and Morocco.

Examination results

Results at IGCSE, IB and A2 have been consistently good. For the last five years, the department averages have been as follows: A Level 77% (A*-B), IB 78% (7/6) and IGCSE 70% (9-7). Last year the department gained 16 A* at A Level.

University

For each of the past five years, around ten pupils have gone on to study geography or something geography related at university. The department has also had recent success with Oxbridge applications.

Staff

The department team consist of eight geographers.

Classrooms

Lessons for Form 1 occur in the Lower School block; otherwise, Geography teaching is centralised in the New Merton building. Here we have eight dedicated Geography classrooms. There is also a large departmental office and separate resource room.

The Role

We are seeking to appoint an academically well-qualified, part-time Geography teacher to provide Maternity Cover (13 periods per week over 3 days) in our hugely successful and collaborative Geography department. The person appointed should have high professional standards, enthusiasm, energy, and a clear sense of teamwork. Key qualities also include demonstrable subject and classroom competence, combined with a flair for inspiring our pupils. Strong administrative and organisational skills are vital in such a busy department, and the ability to work flexibly and take initiative within the team will be important.

We are constantly committed to enhancing our approach to Geography, and would welcome a new colleague with innovative ideas to share. Confidence in the use of ICT in the classroom is vital and the role is likely to offer opportunities for teaching across the entire age range from 10-18. Applications from newly qualified and unqualified teachers are welcome.

Responsibilities

Academic (under the direction of the Head of Geography)

- Contribute to the teaching of the department as set out in the timetable;
- Prepare lessons taking account of the pupils' abilities within each teaching group/set;
- Identify, encourage and help to realise each pupil's academic potential;
- Employ good subject knowledge, become fully acquainted with the appropriate specifications and schemes of work and carry out the requirements thereof;
- Be a good ambassador for the subject;
- Attend departmental meetings, subject meetings and INSET courses as appropriate;
- Take a proportional share of responsibilities for departmental activities (e.g. trips, societies, lectures) and new initiatives (such as ICT);
- Manage the classroom environment in a way conducive to successful learning and the maintenance of good pupil discipline, making use of sanctions and rewards in line with school policies;
- Check the attendance of, and keep necessary academic records for groups taught and apply the School's assessment framework;
- Maintain an up-to-date knowledge of pupils with special needs by becoming fully familiar with the relevant IEPs;
- Set and mark a proportional share of the internal examinations, mark coursework, write reports and PR grades according to School Policy;
- Set and mark work regularly for all pupils, in accordance with departmental guidelines;
- As appropriate, be aware of all departmental and school health and safety requirements including relevant risk assessments.

Other academic responsibilities

- To attend Parent/Teacher meetings;
- When occasion demands, to communicate politely, helpfully and effectively with parents and guardians;
- To cover staff absence when asked by the Head of Department or Deputy Head;
- To attend staff meetings, In-Service Training and a limited number of whole school events as identified by the Headmaster;
- To participate in the School's scheme of staff appraisal and engage in CPD and Mutual Observation.

Pastoral

- To work as a tutor in either the Lower, Middle or Upper School;
- To fulfil the duties and expectations of a tutor as published in the Staff Handbook.

Extra-curricular

- To participate in the school's total curriculum programme. In general, this means assisting on a minimum of 2 afternoons or equivalent per week on average, as agreed with the Headmaster or the Deputy Head (Pastoral and Co-Curricular);
- Participate fully in the school's Service Weekend programme as agreed with the Headmaster, Deputy Head or Second Deputy.

General

- Contribute to the collective work of the teaching staff in providing daily duty teams as per the Deputy Head (Pastoral and Co-Curricular)'s schedule. Some teachers may not take part in duties owing to alternative work at duty times in Houses etc. – these staff are identified by the Deputy Head (Pastoral and Co-Curricular);
- Contribute to the collective work of the teaching staff in providing supervisors for weekly detentions;
- Take a proportional share of examination invigilation;
- Exercise a duty of care to promote the safeguarding and wellbeing of pupils and contribute to the maintenance of a safe and secure school environment;
- Behave at all times with an awareness of the ambassadorial role that teaching at Oakham entails. Participate as appropriate in whole school marketing events, such as open days and activities days.

Person Specification

Criteria	Essential	Desirable
Knowledge and Understanding	<ul style="list-style-type: none"> • Excellent subject knowledge. • Up-to-date knowledge of appropriate teaching resources and examination specifications. • Clear understanding of the importance of effective safeguarding. 	
Experience	<ul style="list-style-type: none"> • Experience of intervention processes to raise achievement. 	<ul style="list-style-type: none"> • Experience of teaching Geography to examination requirements. • Experience of leading academic extra-curricular activities.
Skills	<ul style="list-style-type: none"> • Excellent communication, presentation and influencing skills with the presence to engage and empower staff and pupils. • The ability to create a positive and motivating learning experience for pupils. • Excellent planning and organisation skills, with the ability to identify, prioritise and respond to issues with flexible and effective solutions. • Excellent ICT skills to enhance and support Teaching and Learning. • The ability to prioritise own time, work under pressure and to deadlines. • The ability to contribute actively to the department's development. 	
Personal Attributes	<ul style="list-style-type: none"> • Build and maintain effective relationships with staff, students and parents. • Holding and promoting a positive attitude. • Promote a caring community ethos of the School and its teamwork approach. • An inspirational, committed and highly effective classroom practitioner who is dedicated to achieving the best pupil outcomes. 	<ul style="list-style-type: none"> • Collaborate and network with other professionals within and beyond the School.
Qualifications	<ul style="list-style-type: none"> • Geography Degree or equivalent. 	<ul style="list-style-type: none"> • Qualified Teacher Status. • Relevant Post Graduate degree.

Life in Oakham and Rutland



Normanton Church

Oakham is a thriving market town with a population of around 11,000. Rutland is the UK's smallest county and is a beautiful part of the country – a hidden jewel set within rolling countryside traditionally used for hunting. Rutland Water with its many tourist attractions is on our doorstep and the surrounding villages are full of quintessentially History charm.

Oakham's excellent road and rail links mean that London (1 ½ hours), Birmingham (1 ½ hours) and Cambridge (1 hour) are all within easy reach, whilst locals are spoilt for choice between Leicester (30 minutes), Peterborough (30 minutes) and Nottingham (50 minutes) for their nearest cities to visit.

The town has a twice-weekly open air market, a monthly farmer's market, and a wide range of specialist shops, which include a number of family owned businesses of which two are butchers, one is a baker, and two are delicatessens.

Oakham's 12th century castle benefited recently from extensive refurbishment thanks to a £2.1 Million Heritage Lottery Fund Grant and now offers a varied programme of events in addition to its improved facilities.

The town's other attractions include the Rutland County Museum, many places to eat and drink serving locally sourced food and Oakham's famous Grainstore beer, and several highly popular local sports clubs (rugby, football, cricket, tennis) not to mention the town's leisure centre.

Oakham is well served by primary schools – four state and one independent. At secondary level there is a highly regarded 11–16 community college and a sixth form academy that Oakham School helped to establish.

The town is currently undergoing a period of significant expansion with several substantial new housing developments under construction. For full details of current house prices go to www.rightmove.co.uk.



Application and Interviews

Making an application

Candidates who wish to apply for this post should send an application form and CV along with a covering letter addressed to Henry Price, Headmaster to:

Mrs Claire Betts
HR Manager
Oakham School
15 Station Road
Oakham
Rutland
LE15 6QT

Either by post to the address above or email:
recruitment@oakham.rutland.sch.uk

The closing date for applications is 9.00am on 30 September 2021.

Under current legislation, we are required to advise applicants that this appointment will be subject to a satisfactory Enhanced Disclosure with the Disclosure & Barring Service. Details of any criminal record (spent or unspent, due to exemption from the Rehabilitation of Offenders Act 1974) must be disclosed at interview. Only relevant convictions and other information will be taken into account so disclosure need not necessarily be a bar to obtaining a position at Oakham School.

Information

Contract, Salary and Professional Development

This is a fixed term, part-time contract for 13 lessons per week (0.48FTE) to provide Maternity Cover from January to July 2022.

Oakham operates its own competitive salary structure, and the school is keen to recruit and retain high quality staff. There is a generous professional development budget, and staff are encouraged to undertake research and training that will both develop them and enhance the school's educational provision.

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