



WINCHESTER  
COLLEGE

# HEAD OF GEOGRAPHY

FOR SEPTEMBER 2020

APPLICANT INFORMATION

## ABOUT WINCHESTER COLLEGE

Winchester College is a boys' boarding school of 700 pupils aged 13 to 18 years. It was founded in 1382 and is one of the world's oldest and most prestigious schools. It is rich in ancient heritage, set beside the River Itchen on the edge of a National Park, within the beautiful and historic city of Winchester.

Academically, Winchester is among the very best boys' schools in the country and is sought after for its combination of superb teaching, pastoral care, sport and activities.

At all levels Winchester encourages pupils to look beyond the curriculum. Pupils currently in our sixth form ordinarily study three Cambridge Pre-U subjects alongside Div. Pre-U offers a rigorous academic qualification and an excellent preparation for university study. Div is our unique programme of general cultural studies. In these lessons, boys engage with a wide range of subjects, from English Literature to Ancient History to the History of Science.

From September 2020, pupils in Year 12 will be studying linear A-level courses. Pupils will ordinarily study three A-level subjects and an Extended Project Qualification (EPQ) alongside Div. Linear A-levels are complemented by the flexibility of the EPQ where boys are able to more deeply explore their cross-curricular research interests. The EPQ encourages pupils to develop first-class research skills, to synthesise information from variety of differing sources, and to become accustomed to the demands of independent study.

Music has been central to life at Winchester ever since its foundation, and the school is unique in having maintained its Choral Foundation to the present day. The Music Department is now one of the leading departments in the country, and offers outstanding opportunities to all.

Sport is a major part of Winchester life. There are many fixtures against other schools, and this year the school has begun the redevelopment of sports facilities to create a state-of-the-art complex that will allow all boys to enjoy and participate in a variety of sports, whilst simultaneously enabling the most talented and driven boys to train and compete at the highest level.

Much energy is also invested in the Combined Cadet Force, the Duke of Edinburgh Awards, Community Service, and in links with local primary and secondary maintained schools. This commitment provides boys with many opportunities to work for the benefit of others, inside and outside the classroom, developing the knowledge and skills, and the rights and responsibilities, which will enable them to grow into valuable and productive members of society.

Boys eat all meals in their boarding houses, talking with their housemaster, and interacting with friends, visitors and teachers. We believe that conversational ability, developed both inside and outside the community, equips boys to talk to anyone, about anything, in practically any situation.

This unparalleled combination attracts pupils from across the world, making Winchester a truly international community which celebrates every pupil's individuality, passions and potential.



*“Winchester is a place where you can make things happen”*







*“I came to Winchester after several years teaching at Oxford University: in some ways it wasn’t a huge change – the buildings here are just as historic and beautiful and the pupils are just as bright and stimulating”*

## THE GEOGRAPHY DEPARTMENT

The Department of Geography is a stimulating environment in which to teach. All of the current teachers (five at present count) are expert subject specialists and most have significant responsibilities within the wider school (there is a growing Housemaster presence in the department and a number of staff can also be found on the Itchen as leading lights of Winchester College Boat Club). All boys take Geography in Junior Part (year 9) and the subject has become increasingly popular at iGCSE over recent years with well over 50% of boys in Middle Part (year 10) opting to continue.

Strong examination results are undoubtedly a factor in the subject’s growing popularity but it is also a consequence of staff delivering highly-focused lessons where pupils feel well supported. Boys studying Geography at Winchester have the freedom to explore beyond the limited confines of the iGCSE syllabus and are encouraged to read widely around the subject. Much of the stimulus for doing so originates with the first-hand experience accrued by our teaching staff in areas ranging from the Geography of Crime to Glaciology. Current events are closely monitored by our boys and they are becoming socially, environmentally, economically and politically aware, quickly seeing themselves as global citizens.

Examination results are strong; in June 2019, 83% of pupils achieved a grade 7-9 in GCSE Geography. At Pre-U, over 50% of candidates achieved a grade D3-D1 (A-A\* equivalent). From September 2020 the department will be delivering the OCR A-level course to boys starting in the Lower Sixth.

We provide many opportunities for boys to get involved in the subject outside of the classroom; the department supports pupils in the running of the Geography Society and the newly formed Sustainability Society. The inaugural talk, given by Professor Peter Jackson (University of Sheffield) on the topic of food security, proved extremely popular.

We run annual trips for all year groups. Junior Part travel to the Jurassic Coast to study landforms and geology as well as try their hand at kayaking and coastering. Middle Part go to Barton on Sea to see a rapidly eroding coastline and experience the low energy environment of a saltmarsh by paddleboarding through it at Calshot Spit. Vth Book (Year 11) are taken to Chichester to carry out an investigation of the CBD and VI Book 2 (Year 12) travel to the Brecon Beacons on a three day excursion to develop their fieldwork skills and observe post-glacial landscapes.

## ROLE

To provide inspirational and visionary strategic leadership and management of the department to ensure high quality teaching, the effective use of resources and excellent standards of learning and achievement for all pupils whilst promoting the schools vision, aims and ethos.

### Principal Responsibilities

The Head of Geography organises and supervises the work of all those who teach and learn in the department. He or she will:

- ensure that all teaching and learning activities are fresh, interesting and challenging
- produce, share and encourage the generation of outstanding resources for Geography T&L and lead on the innovative use of IT in the department
- keep up to date with developments in the teaching, learning and examining of the subject by means of regular contact with peer schools
- be responsible for producing the department’s schemes of work
- monitor student progress to identify and, where appropriate, intervene to ensure the best possible outcomes for pupils
- be responsible to the Headmaster for the department’s public examination results
- keep up to date with higher education opportunities and trends in the subject, and direct the preparation of pupils for Oxbridge and other top universities
- ensure that the department engages in a wide range of extra-curricular activities (trips, lectures, exhibitions, competitions, outreach, etc.)

- be responsible for the efficient manning of the department, and work closely with senior management in the appointment of new members of the department
- play a prominent part in the induction and professional development of members of the department
- ensure that each member of the department undergoes Professional Review on an annual basis
- identify underperformance within the department and work closely with senior management in order to address it
- monitor and evaluate all aspects of the work of the department and respond appropriately to emerging issues
- be responsible for the Departmental Handbook
- hold regular departmental meetings and distribute minutes in a timely fashion
- be a role model in terms of the school's mission statement and core values

The Head of Geography will be highly enthusiastic about the subject and nurture the rich extracurricular dimension that it offers our pupils.

## Professional Development

The successful candidate will:

- show evidence of, and a continuing interest in, professional and personal development
- participate in the school's Professional Review system
- provide support and guidance to colleagues in the department for the maintenance of good order and discipline
- share best practice with the rest of the department.

## Qualifications

### Essential

- An excellent Geography degree
- The ability to teach to A-level and university entrance

## Person Specification

The successful candidate will have:

- the ability to inspire and motivate pupils
- the enthusiasm and confidence to lead and manage a team of able men and women
- excellent interpersonal skills
- emotional intelligence and the ability to empathise with both staff and pupils
- good time management skills, and superb organisation
- the ability to use initiative
- the resilience and stamina needed to deal with the demands of boarding school life
- a genuine enthusiasm to contribute to the wider life of the school, with the ability, skills and experience to contribute in some capacity to the school's extra-curricular activities



## **BENEFITS AND TERMS OF SERVICE**

### **Salary**

Winchester has its own generous salary scale, which is above the national scale. In addition to salary, the school allocates a Special Responsibility Allowance (SRA) to those with additional roles, ranging from running a sport to Head of Department or House.

### **Accommodation**

Nearly all our full time teaching staff live on site. The school owns a wide variety of high-quality staff accommodation all within a very short walking distance of both the campus and Winchester cathedral and city centre.

### **Induction and Continuous Training**

The school is fully committed to the induction and training of all staff. All staff are well supported when they arrive, with help and advice available from Heads of Department, Housemasters, and the Director of Studies, who has specific responsibility for overseeing the induction process.

All members of the Common Room are encouraged to subscribe to external CPD courses. In addition, we deliver a range of training, run by both our own staff and external providers, ranging from highly practical First Aid courses to seminars and learning lunches on many aspects of teaching and learning.

There is an annual cycle of appraisal offering the opportunity to reflect on professional practice and development opportunities.

For those new to teaching there is the opportunity to work towards a PGCE whilst working with us.

### **Private Health Care and Pension**

The successful applicant will be enrolled in the school's Corporate Health Scheme in accordance with the current rules of the Scheme. Membership of the Scheme does not extend to family members and is a taxable benefit in kind.

All academic members of staff will be included in the Government Teachers' Pension Scheme (unless a valid opt out form is completed). Particulars of the scheme are provided by the Teachers' Pension Scheme.

### **Probation, Notice Periods**

The first twenty-four months of employment will be a probationary period. Regular reviews with line managers take place over the probation period with the opportunity to discuss progress, identify any areas for action and ensure there is appropriate guidance and support in place to enable successful completion of the probationary period.

During the probationary period, the notice required by either party to terminate employment will be four weeks. Once employment is confirmed, the notice period will increase to one full term.

### **Disclosure Check**

As Winchester College is an educational establishment, a condition of employment will be that the successful candidate must consent to the school obtaining an Enhanced Level Disclosure check through the Disclosure and Barring Service. This will reveal all spent and unspent convictions, warnings, cautions and bind-overs. A policy on the recruitment of ex-offenders is available on the school's website.

The jobholder's responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact with, will be to adhere to and ensure compliance with the school's Child Protection and Safeguarding Policy at all times. If, in the course of carrying out the duties of the post, the teacher becomes aware of any actual or potential risks to the safety or welfare of children in the school, they must report any concerns to the school's Designated Safeguarding Lead or in his/her absence the Deputy Designated Safeguarding Lead.

## References and Other Pre-employment Checks

The appointment will be dependent on the receipt of a successful medical check and satisfactory references. The College will usually seek references from short listed candidates before interview and may approach previous employers for information to verify particular experience or qualifications. At least one referee must be the current or most recent employer. Where applicants are not currently working with children but have done so in the past, one referee must be the person by whom they were most recently employed when working with children.



## HOW TO APPLY

If you have any questions about this vacancy or the recruitment process, please email [recruitment@wincoll.ac.uk](mailto:recruitment@wincoll.ac.uk)

Closing date for applications: Sunday 2<sup>nd</sup> February 2020

The school reserves the right to appoint prior to the closing date.

## APPLY HERE

### DATA PROTECTION

Winchester College collects and processes relevant personal data as part of its everyday operations and is obliged to process it in accordance with the Data Protection Act 2018. The school is the Data Controller of this data under the Act and is registered with the Information Commissioner's Office; its registration number is Z5751669.

Any queries about this policy or how personal data is processed by the school should be referred to the Data Protection Liaison Officer.

