



# HEDDINGHAM SCHOOL AND SIXTH FORM

Candidate Information

**Teacher of Geography**

ACHIEVEMENT & EXCELLENCE



**HEDINGHAM SCHOOL  
AND SIXTH FORM**  
ACHIEVEMENT & EXCELLENCE

March 2026

**OFFICIAL SENSITIVE**

Dear Candidate

Thank you for your interest in this position.

Please find enclosed an Application Pack outlining the process you should follow. I appreciate the time and effort it takes to prepare and make an application and I thank you in advance. When writing your application, please address the job description and person specification enclosed and explain why you are now equipped to move into this role, specifically at Hedingham School.

Should you wish to discuss the role prior to making an application please contact Miss Liz Salmon, [hed.salmone@hedingham.essex.sch.uk](mailto:hed.salmone@hedingham.essex.sch.uk) Leader of Geography Learning Area.

I look forward to receiving your application.

Yours sincerely

Paul Finch  
Headteacher

**Headteacher • Paul Finch BSc (Hons) PGCE NPQH**

Yeldham Road • Sible Hedingham • Essex • CO9 3QH • Telephone 01787 460470

e-mail: [enquiries@hedingham.essex.sch.uk](mailto:enquiries@hedingham.essex.sch.uk) • Website: [www.hedingham.essex.sch.uk](http://www.hedingham.essex.sch.uk) • Registered Company No. 8330173



# Hedingham School and Sixth Form

## Context

Hedingham School and Sixth Form is an over-subscribed, independent Academy situated in an attractive village in North Essex (within easy reach of Braintree, Chelmsford, Colchester and South Suffolk). Our students are polite and engaged and love to learn and our parental body is highly supportive. As one student recently put it when speaking to an Ofsted inspector, “The school values shape us into adults.”

We are a school that values its history, maintaining traditional events and initiatives that are deep rooted in the local community whilst embracing new technologies. There has been recent central investment in the school building and an expansion of facilities including a new T Level block, Vocational Centre and Sixth Form Café.

Hedingham School provides a high-quality educational experience for all students and strives to ensure that each individual’s academic and personal development is fulfilled.

We offer a vibrant learning environment where students are encouraged to ‘think’ and explore strategies to grasp and apply knowledge.

The curriculum offered is purposeful and stimulating, allowing students to build a range of skills as they progress through school.

We want our students to be resilient and take on the challenges of the 21st century. We encourage them to approach school with confidence and participate fully in all aspects of school life.

At Hedingham School, our students support and care for each other and display high levels of respect for all members of the community. Hedingham School has a strong ‘culture’ which actively promotes equality of opportunity, allowing all students to pursue their ambitions.

We believe in building strong partnerships with parents, based on trust and confidence.

**Ofsted 2023**





#### MISSION STATEMENT

'Hedingham School seeks to create a challenging and stimulating learning environment that encourages high expectations for all learners. Students are prepared for life in the 21<sup>st</sup> century through a safe, caring and supportive environment. We strive to foster positive relationships with students and staff, offering mutual respect for all members of the community.'

#### OUR SCHOOL MOTTO IS:

**READY RESPECT SAFE**

#### VISION

*This vision is driven through our school curriculum. Our aim is to ensure that the curriculum delivers the following principles:*

To provide the **knowledge and skills** required to be successful learners

To create **resilient and independent** learners who are able to meet the challenges of the 21<sup>st</sup> century

To prepare learners for the **next step** in their education

To **broaden** their horizons through a rich and varied enrichment programme

To encourage learners to be **active citizens** who contribute positively to the community

## Why Work With Us?

### **We care about your well-being:**

At Hedingham School and Sixth Form, our teachers' well-being really matters. That's why our leadership team carefully consider the impact that every decision will have on staff workload (Ofsted – March 2023). We value the importance of our staff and recognise the direct impact that they have on shaping the futures of our students. As such, we continually try to forge an environment in which they can flourish and develop.

Twice a term, we also have well-being weeks, which clear the calendar and enable staff to indulge in yoga, badminton, art classes or whatever encourages them to unwind and interact with colleagues.

### **Opportunities for career progression:**

Staff are consistently offered opportunities to progress their career within the school as well as undertake whole school temporary projects as a stepping stone to wider responsibilities. Many of our staff that have taken on leadership roles in the school have progressed from within.

### **Training Opportunities:**

We have a strong commitment to continuous professional development, using both internal and external expertise, with currently more than 20 team members undertaking National Professional Qualifications supported by the school. Many of our staff are Lead Subject Mentors for the local ITT hub. We encourage staff to lead CPD with colleagues but offer remission time to plan and refine their training sessions on the recognition that one hours high quality delivery often requires 5 hours in the planning.

### **Be involved in our broad curriculum offer:**

As a teacher, often part of the enjoyment of working with children comes from experiences out of the classroom. We offer opportunities for staff to be involved in trips and visits including water sports trips, ski trips, theme park visits, New York, Duke of Edinburgh as well as more local visits that are built into subject curriculum offer as well as our wider personal development programme.

# Geography Learning Area

The department consists of four teachers of Geography. They work closely with the History department.

Students in KS3 are taught in broad ability bands. In Years 10 and 11 work is targeted according to individual needs. There is close collaboration between the staff within the department in producing resources to support this work which is delivered using schemes of work which are regularly renewed and evaluated. It is part of the department philosophy to challenge all students by developing activities and resources which suit their ability and stimulate them into achieving their potential. Each year's work is subdivided into teaching units which are regularly assessed to monitor student performance and which adopt an enquiring approach to learning.

All Year 10 students are encouraged to study either Geography or History and a significant number choose to study both.

At Key Stage 4 the department teaches Edexcel B. Geography is a very popular and successful option at GCSE with at least four classes in each year group.

The course is supported by fieldwork which includes a day trip to local venues including the Essex coast, which explores issues of coastal management as part of a major coursework item. We hope to re-introduce fieldwork opportunities at KS3.

The success enjoyed at GCSE is reflected at A Level, where the Edexcel course is taught.

Geography is a very popular option at 'A' Level and enjoys good results across the grade ranges. Most students are able to meet or exceed their target grade and achieve their best results in Geography as it is a subject they find stimulating and enjoyable. The course is supported by a range of fieldwork opportunities in the local area.

Geography is a strong department at Hedingham which is always exploring opportunities to consolidate and raise its achievement. Current work is focusing on the personalised learning agenda to enhance the learning experience in the classroom. Staff in the department are supplied with a laptop and rooms are equipped with digital projectors and screens.

## **Staffing**

### **Leader of Learning Area**

Miss Elizabeth Salmon

### **Teachers**

Mrs Stefanie Bayse

Miss Kimberly Harrison

Vacancy

## **JOB DESCRIPTION and PERSON SPECIFICATION**

**Teacher of Geography**

**Salary TMS**

**Effective Date September 2026**

### **Job Description**

The successful candidate should expect to perform the following responsibilities within the department:

- Teach across the age and ability range, including A level
- Assist in the evaluation and development of schemes of work together with the development of resources to reflect the dynamic nature of the subject
- Participate in and develop fieldwork activities across all key stages
- Employ appropriate teaching and learning strategies and evaluate the outcomes
- Maintain high standards of work, behaviour and achievement
- Monitor the progress of students in learning groups
- Assist in the recruitment of students for Key Stage 4 and Post-16 courses

### **Person Specification**

- Good honours graduate
- An ability to teach physical geography to A level would be an advantage
- Have a passion for learning and teaching within Geography.
- Strong classroom teacher, motivating, innovative and imaginative
- Clear view of the subject within the curriculum
- Understand the needs of students and how to remove learning barriers
- Have a proven track record of student achievement
- Awareness of recent developments within the subject
- Flexibility to cope with change
- Ability to work in a team
- ICT literate
- Willingness to contribute to extra-curricular activities including fieldwork
- Commitment to maintaining and raising standards of achievement for all students
- Ability to reflect upon and evaluate personal teaching practice
- Have excellent professional relationships with students
- Sense of humour