



EGGBUCKLAND
COMMUNITY COLLEGE
Everyone can



Recruitment

Teacher of Geography

Everyone can... Be exceptional.

Dear Candidate

I am delighted that you are interested in applying for the role of Teacher of Geography at Eggbuckland Community College.

Eggbuckland is a wonderfully caring and positive College who put students at the centre of everything we do. We have extremely high expectations of our students and pride ourselves in our 'Everyone Can' ethos. We firmly believe that every student deserves a great education, regardless of their starting point and are committed to enabling all students to flourish academically and develop into exceptional young people.

At Eggbuckland, we have extremely strong systems and routines, coupled with excellent pastoral care; this enables our students to thrive. In lessons, students are encouraged to develop a love of learning, to think for themselves and to work hard so they maximise their full potential. As part of Westcountry Schools Trust, we work collaboratively within our family of schools to ensure that all students and staff have to best possible experiences and opportunities. I look forward to reading your application.

Yours faithfully

Heather Lilley



Heather Lilley
Principal



Our Mission, Vision and Values

Our Mission

At Eggbuckland, we will foster:

A climate where *effort* prevails, above all else;

A curriculum which inspires *curiosity*: accessible and ambitious for all;

A community where *difference* is celebrated and *character* is shaped.

Our Vision

To be recognised as a great school where students receive a great education, regardless of their starting point.

Graduates of Eggbuckland will have the power to understand themselves and the world around them and have the confidence to realise their ambitions; they will be exceptional.

Our Values



Tenacity

"I have a goal and work hard to achieve it"

"I seek challenges to improve myself"

"I view setbacks as an opportunity for learning"



Integrity

"I am strong and stand up for what is right"

"I am honest"

"I am guided by strong moral principles"



Compassion

"I allow the voice of others to be heard"

"I accept people for who they are"

"I relish opportunities to improve the fortune of others"



Knowledge

"I am committed to instilling knowledge to my long term memory"

"I value the link between knowledge and increasing my learning and life chances"

"I utilise all opportunities to increase my wider knowledge"



From the Trust

Welcome to Westcountry Schools Trust (WeST); a tight-knit family of schools based around natural geographical proximity in the South West.

Initially formed as a small multi academy trust of only two schools in 2011, the Trust has experienced several iterations of growth and change.

In essence, WeST as we recognise it today, was launched in September 2017 with the ambition of delivering exceptional education for 2-19 years olds with the additional ability to provide postgraduate study through The WeST Training Institute (WTI).

The WeST family now extends to 31 schools of which 8 are secondary and 23 primary. All 23 primary schools naturally transition children into a WeST secondary school, an area of work we wish to further strengthen as our work matures.

WeST holds a firm belief in giving each child every opportunity to learn and succeed in all that they do.

Whilst we are a family of schools who share common values and beliefs, all our schools are unique and hold their own identity. We believe that by working collectively, sharing what works well and jointly developing best practice, we are stronger together and can provide the very best education for our children in our geographical area.

We have a pride in our schools, staff and children, and thrive on the constant challenge to do better. All our children are our collective responsibility.



Nat Parnell

Chief Executive Officer

Westcountry Schools Trust

Trust Vision, Mission and Values

While all our schools retain their own identity, we are a united family who share a common Vision, Mission, and Values. We believe that by working collectively, we are stronger and can provide the very best education for our children.



Vision

Every child achieving in a great school



Mission

Empowering children to impact positively on society



Values

Collaboration, Aspiration,
Integrity, Compassion



Respect

We value diversity, listen to our
communities, and treat every
individual with dignity



WESTCOUNTRY
SCHOOLS TRUST



**WESTCOUNTRY SCHOOLS TRUST
JOB DESCRIPTION**

Job Title:	Teacher of Geography
Location:	Across the Trust (based at Eggbuckland Community College currently)
Grade/Salary:	MPR/UPR
Hours:	1.0 FTE
Reports to:	Head of Department for Humanities
Key relationships:	Teachers of Geography

Introduction

The Geography Department is looking to appoint an enthusiastic, passionate geographer who will play an active role in the department's continued growth and evolution.

This job description outlines the purpose and key tasks required to indicate the level of responsibility. It is not a comprehensive or exclusive list and duties duties/ specific tasks may be varied from time to time, which do not change the general character of the job or the level of responsibility entailed. This will allow flexibility for the College to respond to changing priorities and also support and enhance individual professional development. Terms and conditions for staff employed on teaching contracts are detailed in the current School Teachers' Pay and Conditions document.

Purpose

To carry out the duties of a teacher as set out in the most recent School Teachers' Pay and Conditions Document. Your goal is to be an effective teacher and tutor who both challenges and supports every student, inspiring them to do their best and achieve their full potential by:

- Developing trust and confidence in your students
- Building commitment in learning amongst your students
- Engaging and motivating students to develop analytical geographical thinking
- Monitor student progress and take adaptive action to improve the quality of your students' learning

The Department

The geography department aim to help our students to be passionate about the world they live in by becoming ACE geographers. We want them to be Analytical about the impact humans have on our planet by being able to interpret data sources and make predictions for the future. Critical about how humans manage the world in which they live, questioning what is happening and why it is happening. Finally they are empowered to make decisions and to have a positive impact on their world. At Key Stage 3 we follow a curriculum that has been designed collaboratively with the other geography departments in the WEST family of schools. This opens students minds to the world.

At Key Stage 4 we follow the AQA specification as this inspires students to understand global systems at a variety of scales.

Key Tasks

You will be responsible for teaching Geography from Year 7 to 13.

The postholder will also teach all aspects of GCSE.

Work with the Head of Department to further enhance the geography curriculum

Duties and Responsibilities

1. At all times demonstrate and uphold WeST's core values, ensuring that behaviour, actions and decisions align with the principles that guide our work.
2. Maintain a thorough and up-to-date knowledge of the teaching of your subject(s) and take account of wider curriculum developments, which are relevant to your work.
3. Plan lessons and sequences of lessons to meet students' individual learning needs
4. Use a range of appropriate strategies and follow College policies for teaching and behaviour management.
5. Assess, monitor and record the progress of students in your teaching giving them constructive feedback, targets and advice; and report their progress to, and discuss their progress with, their parents/carers.
6. Do all you can to ensure that, as a result of your teaching, your students achieve well relative to their prior attainment, making progress as good as or better than similar students nationally
7. Within the framework of the College's PDR and CPD policies, take responsibility for your own professional development and use the outcomes to improve your teaching and your students' learning.
8. Make an active contribution to the aspirations and plans of your curriculum and year team.
9. To act in accordance with, and actively promote, all Trust policies, including Safeguarding, Health and Safety and Equality & Diversity.
10. To participate in Continuing Professional Development (CPD relevant to the role and to engage in Performance Development Reviews (PDRs).
11. Preparing and contributing to Trust wide development by sharing best practice and delivering/receiving professional feedback.
12. To retain confidentiality and maintain data and/or files in accordance with Trust policies for data governance, as appropriate for the role.

Strategic Direction

- Support the development of an ambitious curriculum that ensures all students receive the very best that has been thought, said, and created.
- Work effectively with colleagues to ensure that the enactment of this continues to be excellent.
- Assist in the development of the curriculum as a progression model through short, medium, and long-term strategic planning.
- Engage fully in reviewing the curriculum and how it is effectively delivered in the classroom.

Learning and Teaching: implementing the curriculum

- Contribute to the professional dialogue around optimising Teaching and Learning at Egguckland.
- Ensure our pedagogy and practice is research informed and serves to effectively operationalise the curriculum in an engaging and motivating way.
- Help to develop systems for assessing individual pupil's progress in line with College policy.
- Regularly aid in the review of curriculum plans and how they are enacted in the classroom to ensure that

all pupils can make good progress, relative to their starting points.

- Engage in the evaluation of the quality of teaching and standards of achievement, setting targets for improvement and monitoring progress towards these targets.

Resource Management

Secure and allocate resources to support effective learning and teaching within the subject area.

Monitor and control the use of resources.

This job description provides a general reflection of the main duties and responsibilities of the post at the date of production. You may be expected to take on other reasonable activities deemed to be within the character of the post to assist in efficient service delivery. The duties may change over time as requirements and circumstances evolve without changing the general character of the post or level of responsibility.

Signed:

Date:

Signed:

Date:

Principal

PERSON SPECIFICATION

E = Essential, D = Desirable

Method of Assessment	Essential or Desirable	Application Form	Interview (or other selection activity)
The table indicates the possible method/s by which the skills/knowledge/level of competence in each area will be assessed.			
QUALIFICATIONS:			
A relevant degree	E	✓	✓
Qualified Teacher Status	E	✓	✓
Evidence of current professional development	E	✓	✓
EXPERIENCE:			
Good understanding of the geography curriculum	E	✓	✓
Familiarity with current educational initiatives and development and their impact at local level	E	✓	✓
Ability to deliver high quality teaching and learning across the age and ability range	E	✓	✓
Awareness of the importance of effective strategies to manage behaviour and support high levels of attainment throughout the school	E	✓	✓
SKILLS AND ABILITIES:			
An obvious and infectious passion for learning and in particular, supporting students to meet their individual needs within your subject area	E	✓	✓
Self-critical, awareness of own strengths and development targets, and professional development requirements	E	✓	✓
Inspire trust and confidence in students and colleagues	E	✓	✓
Strong organisational skills and the ability to consistently meet deadlines	E	✓	✓
Ability to work independently and be a team player	E	✓	✓
Ability to relate effectively to students, colleagues and parents	E	✓	✓
Confident and competent in the use of ICT to enhance learning, monitor progress and communication with others	E	✓	✓

Be a role model, promoting both the College's and the Trust's values	E	✓	✓
PERSONAL QUALITIES			
Professional, enterprising, personal impact	E	✓	✓
Outgoing, warm personality, approachable, inclusive	E	✓	✓
Positive, adaptable	E	✓	✓
Energetic, enthusiastic	E	✓	✓
Self-motivated, self-confident	E	✓	✓
Calm under pressure, emotionally intelligent	E	✓	✓
Sensitivity, fairness, tact, discretion	E	✓	✓
Reliable, committed	E	✓	✓

Method of Assessment	Essential or Desirable	Application Form	Interview (or other selection activity)
The table indicates the possible method/s by which the skills/knowledge/level of competence in each area will be assessed.			
VALUES-BASED BEHAVIOURS - It is important to us that your values align with ours:			
Collaboration			
We are "Stronger Together," sharing expertise across the trust to lift every school	X		X
Aspiration:			
We refuse to accept that geography or disadvantage dictates destiny	X		X
Integrity:			
We act ethically, transparently, and with financial propriety	X		X
Compassion			
We recognise need and act with positive intention to support wellbeing	X		X
Respect			
We value diversity, listen to our communities, and treat every individual with dignity.	X		X

Additional Information

Westcountry Schools Trust is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be carried out, references will be sought and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies.

Equal Opportunities

In fulfilling its aims and objectives, Westcountry Schools Trust actively seeks to achieve equality of opportunity and treatment for all members of the school community.

We will continuously strive to ensure that everyone is treated with respect and dignity. Each person in our school will be given fair and equal opportunities to develop their full potential regardless of their gender, ethnicity, cultural and religious background, sexuality, disability or special educational needs and ability. The school works actively to promote equality and foster positive attitudes. WeST is committed to combatting all forms of discrimination by implementing positive policies and practices in compliance with the Equality Act 2010.

Procedures

All appointments are subject to pre-employment checks. That means:

- We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. A copy of our Child Protection Policy & Safeguarding Policy is available at:
<https://www.westst.org.uk/attachments/download.asp?file=2101&type=pdf>
- Your identity will be confirmed by sight of original, official documents such as a Birth Certificate, Passport etc. in line with the Asylum and Immigration Act 1996
- Original documents relating to all the qualifications you have listed on your application form must be supplied
- Your employment history will be thoroughly examined and clarification will be sought where there are gaps or other discrepancies arising from information provided either by you as the candidate or your referee
- References will be used to check dates of employment and your relevant experience. A minimum of two written references will be taken up and these references will be requested before the interview. References should cover the last 3-5 years' work history, as a minimum
- An online search of shortlisted candidates will be conducted in accordance with Part Three 'Safer Recruitment' of Keeping Children Safe in Education statutory guidance.
- The identity of referees and information relating to disclosures will be verified
- You will be required to provide details of any relevant unspent or spent convictions in accordance with the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986
- An enhanced Disclosure and Barring Service (DBS) check will be requested. This check will be cross referenced against the Protection of Vulnerable Adults list (PoVA), the Protection of Children Act (PoCA) list and List 99. These lists contain details of people deemed unsuitable to work with children or vulnerable adults. Please note that it is an offence to apply, offer or accept to do any work with children (paid or unpaid) if disqualified from working with children. Applicants will be challenged where inconsistencies exist. Please be aware that a firm offer of appointment will only be made after receipt and verification of all satisfactory checks. Westcountry Schools Trust will carry out these checks and should you fail these checks, our offer of employment will be withdrawn.
- For information of how we use your data please click on this link — [Westcountry Schools Trust Recruitment information](#).

