The Knights Templar School

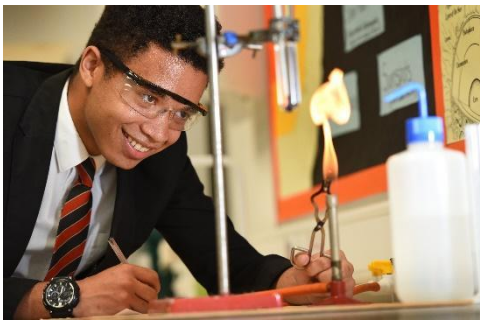
Teacher of Geography

Application Pack 2026

This is a vibrant and successful school at the heart of the community with high expectations and a reputation for academic excellence.

Central to everything we do is the school's motto 'Courage and Courtesy'. We recognise the importance of developing and providing all our students with the courage, confidence and communication skills they require to flourish and succeed, but also to promote traditional values of courtesy, respect and good discipline.

An Introduction to the School



'Pupils are happy, feel safe and are safe. They are kind to one another. Pupils want to succeed, they work hard in lessons and enjoy their subjects, they learn and achieve well.' (OFSTED 2023)

The Knights Templar School is both a successful and happy school. Students' results are good and behaviour is excellent. The school is highly regarded locally, being regularly oversubscribed. We receive in the region of 600 applications for 210 Year 7 places each year.

Students of all abilities achieve well and make good progress. Young people have an excellent attitude to learning. They enjoy school and want to succeed. Outcomes at GCSE and A level are consistently good and results are above national and local averages, with over 70% of students achieving English and Maths at grade 4+, over 50% at 5+. The school achieves consistently positive progress 8 scores.

The school has a large and strong Sixth Form. Most students progress on to University degree courses, including places at Russell Group universities and Oxbridge.

'Staff have good subject knowledge and are appropriately trained to deliver the curriculum effectively. 'Staff have high expectations of pupils' behaviour and manage behaviour well. As a result, the school is a calm and orderly environment. (OFSTED 2023)

The Knights Templar School offers a very broad range of opportunity beyond the classroom, with nearly 100 extra-curricular clubs running every week. There are a wide range of school sports teams in all years with traditional house matches and an annual sports day.

The House System is strong and senior students lead and run a number of house events every year. Some 250 students learn a musical instrument and there are many school concerts. Drama is also very strong with regular school productions.

'Many pupils enjoy the activities available during the school day, at lunchtime and afterschool. Such opportunities are a strong feature of the school. (OFSTED 2023)*'*

The Duke of Edinburgh Award Scheme is particularly vibrant with 200 young people participating at Bronze, Silver or Gold level. We run a wide range of trips and visits both curriculum-based and of a wider educational nature. Staff are very generous with their time in supporting this wide range of activities.

Staff at Knights Templar "go the extra mile". They give their time, effort and commitment to ensure high standards in the classroom and in the wider life of the school.

The school has high expectations of its staff as well as its pupils. We provide a disciplined, caring, fair and moral environment in which individuality is encouraged and equality of opportunity promoted, in order to allow students to develop personally and socially. There is a mutual respect and good relationships between students and also between staff and students, with the students being given responsibility and feeling valued whilst knowing that support and advice will always be available when needed. Pastoral care is a strength of the school, students learn to treat others with respect.

'Pupils…say that the school values of 'courage and courtesy' are a part of their everyday school life.' (OFSTED 2023)

The school's name often provokes interest. The Knights Templar developed the town of Baldock in the Middle Ages. The school has been an all-ability mixed comprehensive school for over 40 years. In 2011, the school became an academy retaining its status as a community comprehensive school, serving the needs of Baldock and the surrounding villages that form our catchment area. Whilst some of the buildings are certainly showing their age, we have been proactive in the development of our school. We have an excellent modern Sports Centre with a floodlit all-weather pitch. A new purpose-built Sixth Form teaching block opened in 2016, this has been fully integrated together with our new Science and Arts and Design Centre.

We pride ourselves on giving our students a well-rounded education that prepares them for their future. We know students flourish if they lead rich and varied lives and are immensely proud of our exciting and wide ranging curricular and extra-curricular provision. The school is open to children of all abilities and backgrounds and our outstanding pastoral care ensures that every student receives the nurturing, support and guidance they need. As a central part of our community, we are proud of our excellent relationships with primary schools, local residents, businesses and other organisations. These links provide students with a sense of cohesion within this community and enables them to be active citizens.

This is a great school, staffed with passionate, inspirational teachers, and is a special place for children to learn. If you would like to know more about the school or indeed if you would like to visit us during the day, please do not hesitate to contact us; we will be delighted to hear from you.

COURAGE & COURTESY

Sue Welch
Chair of Trustees

Edward Hutchings
Headteacher

A 'Great school'

A great school is;

- a school that knows its strengths and communicates these clearly, builds on them and holds fast to them.
- A school that questions its existing systems and constructively challenges what it does.
- A school that keeps it simple and that has clear coherent approaches that are consistently applied.

We are a reflective and self-confident school with teaching and learning at our core. We will continually strive for improvement and will always take opportunities to build the confidence of our students and to provide genuine leadership opportunities.

Induction and Teaching and Learning

Purposeful learning is at the heart of everything we do. Our dedicated and hardworking teaching staff ensure that students are engaged, challenged and able to succeed within a culture that values both tradition and innovation. We encourage a range of approaches to teaching that ensures that students have a rich and varied learning experience.

It is important that teachers have time to reflect, share ideas and develop their own practice. We have a structured programme of Continued Professional Development which provides opportunities for colleagues to work collaboratively and reflect upon the impact of research-based strategies on their own teaching. This is supplemented by external courses and trainers. We are committed to reflective, considered practice and to embed new innovative practice.

The school became an academy in April 2011. The trustees work to ensure that teachers' pay and conditions are in line with national standards. Induction, training and continuing professional development have a very high priority in the school. All staff have an induction programme on joining the school.

Safeguarding

Safeguarding at The Knights Templar School takes precedence over any other activity. It's vitally important to us that students feel safe in school so they can learn and thrive. As part of the recruitment process, we will ask about safeguarding students and obviously questions about candidates' suitability to act as tutor. References will be sought and an enhanced criminal records check will be undertaken for this position.

Staff

The Knights Templar School currently employs 98 teaching staff and 72 support staff, many of whom have positively contributed to the school for a number of years. Many of the staff have children who are currently at the school or have passed through our school system. There are also members of staff who are past students.

Community

The Priority Area for the School consists of Baldock, and surrounding villages. We are fortunate to have good relationships with the primary schools in the area with teachers and students from The Knights Templar

School regularly running events for our primary partners. Our primary schools will often visit for a variety of activities in PE, music, drama, dance, maths and science to name but a few.

The Geography Department

We are looking for an enthusiastic and well-qualified teacher of Geography to lead a thriving and successful department. The successful applicant will have the opportunity to teach to all levels and abilities, and will be joining a committed and well-resourced department. We would expect them to be experienced at teaching the subject to A-level standard, competent in a variety of teaching and learning strategies, and to contribute to the continued development of the department.

Geography is a very strong department within the school with four specialist teachers. It is a well-resourced department, with subject-designated classrooms, all with projectors, interactive smartboards and graphic visualisers. There are a substantial and varied supply of contemporary textbooks, fieldwork equipment and other resources. There is a strong culture of collaboration in the department where lesson resources and ideas are shared freely. The department subscribe to a range of online resources for KS3, KS4 and KS5 such as the online Kerboodle textbook and Geographical magazine.

Key Stage 3 Geography
Key Stage 3 students all study Geography as a discreet subject in mixed ability groupings and have three hours a fortnight.

The department prides themselves on the cohesion of the curriculum and there are strong themes running throughout it. Below you will find an overview of the topics studied throughout Key Stages 3 to 5.

Key Stage 4 Geography
Geography is consistently a very popular subject at Key Stage 4. At present there are approximately 100 students per year taking GCSE Geography; usually having four classes in years 10 and 11. There has been a consistent improvement in geography results, with the GCSE cohorts consistently achieving positive Value-Added scores in recent years.

Geographers are studying the OCR B GCSE specification and use the Oxford University Press GCSE Geography textbook. There are full class sets of the textbook in every classroom.

The topics studied in this syllabus include:

Paper 1: Our Natural World	• UK Physical Landscapes- Rivers and Coasts • Global Hazards • Sustaining Ecosystems • Physical Geography fieldwork
Paper 2: People and Society	• Urban Futures • Resource Reliance • Dynamic Development • Human Geography fieldwork
Paper 3: Geographical Applications	

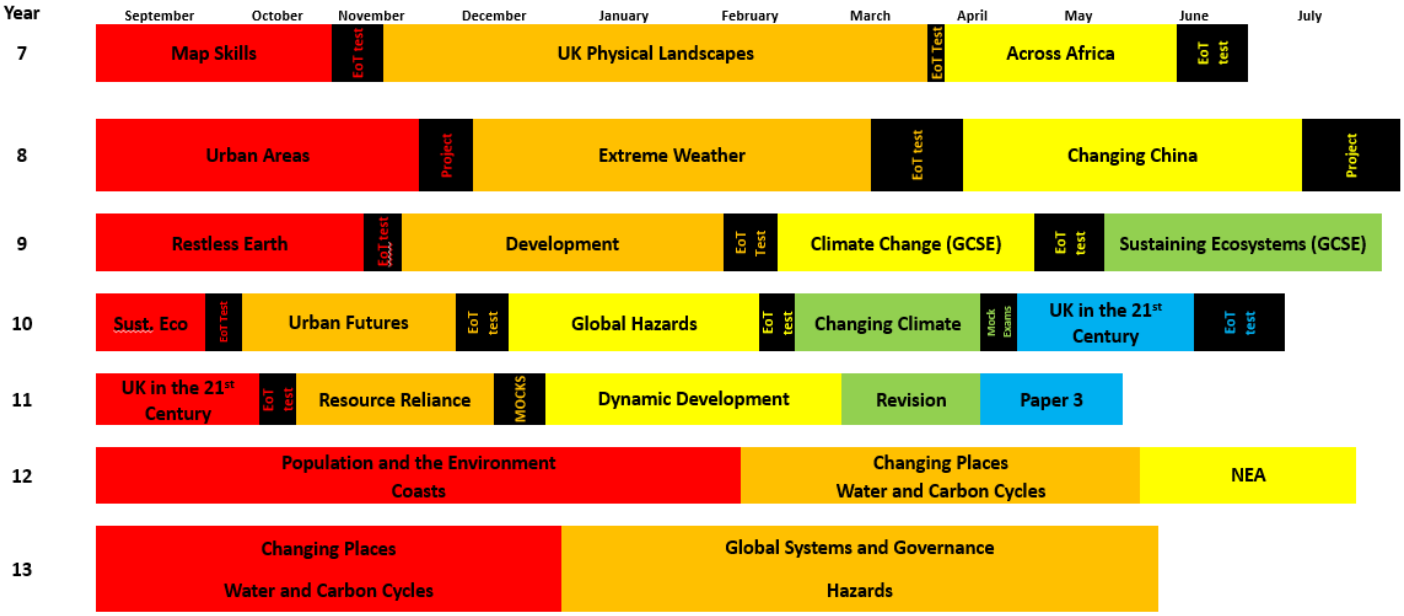
Key Stage 5 Geography
Geography is similarly popular in the 6th Form, with two classes in both year 12 and year 13. In total there are 45 students on A-Level courses. A-Level students receive 8 hours of Geography per fortnight in addition to two further hours of supported study.

Key Stage 5 AQA A-level specification is followed. Oxford University Press AQA Geography textbooks are used.

The topics studied in this syllabus include:

Paper 1: Physical Geography	• Water and Carbon Cycles • Hazards • Coastal Landscapes
Paper 2: Human Geography	• Changing Places • Global Systems and Governance • Population and the Environment
Non-Examined Assessment	Our year 13 students will have completed their NEAs by the end of the Autumn term 2024 and year 12 students are due to complete their NEA fieldwork in Southwold at the end of May with the Geography Fieldwork Academy.

There is consistently a high success rate in exams and consequently many students regularly go on to study Geography at university. Past students have succeeded in gaining places to study at Oxbridge.



Fieldwork

There is a strong tradition of developing innovative fieldwork in the Geography department. Fieldwork is incorporated into every academic year which ranges in scale from investigating the place character of Baldock in Year 8 using fieldwork apps such as GeogIT to GCSE fieldtrips to Iceland and Switzerland or A-level fieldtrips to Italy. Fieldwork has a strong emphasis in all new specifications yet budget cuts make fieldwork increasingly challenging to plan, we would hope for an applicant with fresh and inspirational ideas. Our compulsory GCSE fieldwork takes place in Hunstanton where students study the effectiveness of coastal management and the impacts of tourism on the town. Compulsory A-level fieldwork is completed through the Southwold Geography Fieldwork Academy.

Extra-curricular opportunities

The department offers an impressive range of extra-curricular activities. Below is an overview of these opportunities:

- Geographical Association's photo competition
- Royal Geographical Society's 'Young Geographer of the Year' competition
- Geogglebox Club
- 'Green Knights' which is a lunchtime club striving to reduce the school's environmental impact

Teacher of Geography - Job Description

Reports To: **Head of Geography**

Purpose of the Job:

- To prepare and teach appropriate lessons in accordance with the policies of the school and the department using appropriate resources

Key Responsibilities:

- To encourage students to achieve the highest standards of work possible
- To set and mark students' work regularly and in accordance with the department's and school's policy; to record marks, monitor progress and write reports as required.
- To participate in the arrangements for preparing and assessing students' work for examinations.
- To co-operate in developing appropriate departmental teaching materials and to contribute to the development of new courses.
- To review from time-to-time methods of teaching and schemes of learning, and to participate in arrangements for further training and professional development.
- To participate in the agreed performance management process.
- To share in the pastoral responsibility for students in their teaching groups and where appropriate liaise with the Form Tutors and Year Leaders.
- To maintain good order and discipline among students and to always safeguard their health and safety when they are the responsibility of the school.
- To ensure that the learning environment for their lessons is neat and well organised.
- To share in supervisory and general duties during the working day.
- To cover classes for absent colleagues in accordance with the school's policy.
- To attend staff and departmental meetings.
- To undertake professional development as appropriate.
- To undertake any designated Form Tutor responsibilities.
- To attend assemblies.
- To attend Parent/Carer Consultation Evenings and to communicate with parents/carers when appropriate.

Review of Duties:

- The specific duties attached to any teacher are subject to annual review and may, after discussion with the teacher, be changed.

Teacher of Geography - Person Specification

Qualifications:

Essential:

- Graduate of Geography with a good degree
- Qualified Teacher Status
- Evidence of continuing professional development

Desirable:

- The ability to teach A-level Geography to an excellent standard.

Professional Experience:

Essential:

- Ability to teach Geography to KS3, KS4 and KS5.
- Committed to comprehensive education and the entitlement of all students to succeed
- Passionate about your subject
- An excellent classroom practitioner
- Enthusiastic and able to make teaching and learning in Geography interesting and enjoyable
- An up-to-date knowledge of recent trends in the teaching of Geography
- A well-organised, efficient team worker
- To be able to get the best out of students at all levels of ability
- Good knowledge of and confidence in the use of student performance data to be able to get the best out of students at all levels of ability
- Excited by opportunities to learn from colleagues, and to share your expertise with them
- Committed to your own professional development
- Committed to the important role of Form Tutor
- ICT literate, making appropriate use of IT as a teaching and management tool
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Personal Qualities:

Essential:

- Willingness to commit fully to extra-curricular life of the Geography department
- Willingness to actively support and contribute to the school's ethos
- Well-organised and efficient
- A good team player
- Excellent communication and interpersonal skills
- Approachable and flexible
- An excellent record of personal attendance, punctuality and health
- High personal standards – dress, conduct and presentation
- Willingness to go 'the extra mile'

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

How to apply

Please apply using the 'Quick Apply' button on the TES advert.

Please note that an online search may be carried out as part of the due diligence on shortlisted candidates.

Further notes for applicants

Visits

If you wish to visit the school, you will be made welcome, though this is not a requirement at this stage. Please telephone to make an appointment; your chances of getting the post will not be affected by whether or not you make such a visit. Those invited for interview will, of course, be given plenty of chance to see the school.

Moving house

If you would need to move nearer, consider investigating property prices before deciding whether to apply: information is readily available via the web. The school may be able to support with advice and information regarding relocation. You might also be interested to look at the website of North Hertfordshire District Council (www.north-herts.gov.uk).

The Knights Templar

The school is named to commemorate the connection between Baldock and this ancient Order, which founded the town in the twelfth century. Readers of *The DaVinci Code* and similar works may be disappointed to find that we have no other connection with Templar organisations!