



ST GEORGE'S SCHOOL HARPENDEN

A non-denominational Christian day and boarding school



Application Pack for Geography Teacher



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About St George's School

St George's is a thriving, busy and heavily over-subscribed 11-18 all ability, co-educational school with 1370 pupils including 400 in the academic Sixth Form and approximately 118 boarders. There are over 98 well qualified and committed full-time and part-time teachers; the full complement of adults employed by the Governors is over 250.

The school is rated outstanding by Ofsted; and for the last six years we have continued to have success at both GCSE and A level. 92% of students in Year 11 have achieved 5 or more GCSE passes at grades 4 - 9. At A Level 96% of students achieve at least 3 A Levels and 100% at least 2 A Levels. Our Progress 8 measure is 0.78 and places us as ninth out of all non-selective schools in the country. We are proud of what our young people achieve both in and outside of the classroom.

We believe that our staff are the best asset that our school has. We appreciate the skills, knowledge and understanding that staff have of the craft of teaching, and other areas of expertise. We are always encouraging staff to **continue to develop** their own skill base and experience, as well as provide opportunities for the sharing of that knowledge with others. We consider ourselves to be a supportive and friendly environment.

As St George's is a **Christian Foundation School**, we ask our staff to support us in this endeavour, even if it is not their personal belief or faith. We consider that it is our duty to provide pupils with good role models, and to that end we request that staff have high personal standards in dress, manners and behaviour. Our **Chapel** is central to the life of our school, and as part of our teaching community you attend Chapel once a week with your House and tutees. Many of our staff choose to take an active part in chapel life, and we are grateful that many are willing to share their own experiences of faith and life with students. Part of our expectations of pupils, is for them to attend Sunday Chapel three times per term. Staff are very welcome to attend Sunday Chapel, but it is not part of our formal expectations for most staff.

The **Pastoral System** at St George's is centred around four **Houses**. These form a "school within a school" culture. Students are known by their house, are loyal to it, and are passionate about being a part of it. Staff are also appointed as tutors and have an extensive range of responsibilities attached to this position. Tutor groups are arranged on a partial vertical system with lower school tutor groups comprising pupils from year 7 and 8, middle school tutor bases, year 9, 10 and 11 and the Upper School tutor bases having a mix of year 12 and year 13 students.



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About St George's continued...

We encourage all staff to contribute to our **extra-curricular programme**. Our pupils are fun to be with, are grateful for the effort that staff put into extra-curricular delivery, and are supportive of it. Our strong behaviour ethos means that they are excellent companions of trips and are keen to learn from these educational and cultural activities. We are a busy school, with a great many things happening.



St George's is a **State Boarding School**, one of only 40 in the country. We currently host 118 boarders in our community from places as far afield as Hertfordshire, Spain and Nigeria. We ask all of our staff to take an interest in our Boarding community and to be involved whenever and where ever that is possible.

In November 2018 we were recognised as The Sunday Times Comprehensive School of the Year 2019. The accolade recognises not only our outstanding examination results but also our excellent pastoral care and our work on behalf of various charities within our community.

At St George's we often refer to ourselves as the "**St George's family**" or the "**St George's Community**". We consider that our "school" includes our parental body, and the many external agencies that we work with. We are grateful that we enjoy considerable support from our parents who provide valuable assistance. They raise much needed funds through the Cecil Grant Trust Fund, and provide entertainment and fun, as well as financial assistance through our active and engaging PSA. We also have a number of parental volunteers, who support the school in helping to run the school shop, provide assistance to the Chartered Librarian, coach sports and support our Science Technicians. In addition to this the school has an active Alumni Association.

I look forward to welcoming you to our school community.

Helen Barton MA
Headmistress





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St George's School Vision "Aim Higher"

"A school does not exist to send out men and women solely to play a part in life whereby they achieve a competence and honourable life of useful work, but it exists to send out for posterity and for their own generation, men and women who by their character shall leave the society in which they live, the better for their presence and hence the world much nearer the Kingdom."

Dr Watts

For over 100 years the vision for our school has not changed. We firmly believe that the principles and vision on which our school was founded are as fit for purpose today, as they have always been.

We seek to encourage all within our community to "Aim Higher"; through Personal development and leadership; Academic achievement; the exploring and expression of our Christian Faith and through "service beyond self".

This Vision is reflected in our Governors Aims that state that as a School we strive to:

- Providing a first class education which helps all of them to achieve their full potential.
- Encouraging respect for moral and spiritual values which reflect the Christian Foundation of the school.
- Helping all of them to grow into mature, self-disciplined citizens and caring members of society prepared for the challenges they will face.
- Having an environment which provides for equality of opportunity and promotes good relations between individuals within the school and in the wider community on the basis of mutual respect.





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The Humanities Department

The Humanities faculty is an important, popular and integral part of the academic life of St George's School. Our faculty is responsible for the delivery of Geography, History, Politics and RE across all the Key Stages. In total 19 members of staff are responsible for the delivery of these subjects. The faculty has a reputation for its popularity, excellent teaching and examination success.

Faculty Resources

The Humanities Faculty is extremely well-resourced, we are based in a large, relatively new block which houses 9 teaching rooms and our office with a further 3 teaching rooms close by. One of our classrooms has 32 desktop computers and in addition we have sets of Humanities iPads for use within lessons. All our students have access to course related text books and all four of the subjects are highly collegiate and well-planned lesson resources are available for all year groups.

Curriculum

At KS5, students sit three linear A Levels, many students within the school opt to study Geography, History, Politics or RE. In total across both years 12 and 13 we have 6 Geography classes, 4 History classes, 4 Politics classes and 2 RE classes. Geography, History and Politics deliver the AQA syllabus and RE delivers OCR.

At KS4 RE is a core subject, which all our students must study. The AQA course is delivered over 3 years with students studying both Christianity and Islam. Christianity is at the core of St George's and as a result we draw on a wide range of expert teaching from our Chaplain, school Chapel and also outside agencies such as STEP to support the delivery of the course. Geography and History are optional subjects at GCSE and students make their choices in year 9. Both courses are delivered over 2 years and are always popular amongst the students. Both subjects have 8 classes each across years 10 and 11. Geography delivers the AQA course and History delivers the iGCSE course.

At KS3 all students are taught Geography, History and RE. RE is delivered for one hour a week and Geography and History for three hours over our two week timetable with a wide range of topics taught.

Fieldwork Visits

We run a number of residential fieldwork courses every year and has done so for more than 25 years. The whole of Year 8 spends 5 days in Brittany, Year 10 spends 4 days in Snowdonia and Year 12 spends almost a week on the Land's End peninsula. Once every two years there is also a trip to Iceland for interested sixth formers during the October half term.

Communication

Department meetings are scheduled once a half term and an informal meeting for coffee is held once a week.



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About the role

We are looking for an exceptional and enthusiastic candidate to teach Geography, with the ability to teach across Key Stage 3, 4 and 5, on a permanent contract. You will have excellent classroom skills and a desire to teach across the age and ability range. Geography is a popular subject at St George's and recent exam results are superb. The successful candidate should be sympathetic to the needs of all children and be equally at home with weaker students as well as the brightest.

This post will suit newly qualified teachers, or those considering returning to the profession, who want to join a school offering very high academic standards within a supportive, traditional and disciplined environment.

As a non-denominational Christian Foundation, St George's expects high personal standards from its staff and all staff are expected to contribute to the extra-curricular life of the school and to support our Christian Foundation and Chapel, minded that these values drive the wonderful atmosphere of our school community.

The successful candidate will have the privilege of working with a dedicated staff, enthusiastic pupils, and supportive parents at an exciting stage in the school's development.

St George's School is committed to safeguarding the children and young people in its community and expects its staff to share that commitment. All postholders are subject to a satisfactory enhanced, with List Checks, Disclosure and Barring Service disclosure.





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Job Description: Subject Teacher (Geography)

Reports to: Director of Learning

Job Purpose

- To carry out the duties of a school teacher as set out in the current Pay & Conditions Document.
- To maintain and build upon the standards achieved in the award of QTS (Secondary) as set out by the Secretary of State.

Teaching and Learning

- To manage pupil learning through effective teaching in accordance with the department's schemes of work and policies.
- To ensure continuity, progression and cohesion in all teaching.
- To use a variety of methods and approaches (including differentiation) to match curricular objectives and the range of pupil needs, and to ensure equal opportunity for all pupils.
- To set homework regularly, (in accordance with the school's homework policy), to consolidate and extend learning and to encourage pupils to take responsibility for their own learning.
- To work with SEN staff and support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
- To work effectively as a member of the department team to improve the quality of teaching and learning.
- To set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement.
- To ensure positive management of behaviour in an environment of mutual respect, which allows pupils to feel safe and secure, and which promotes their self-esteem.

Monitoring, Assessment, Recording, Reporting and Accountability

- To be immediately responsible for the processes of identification, assessment, recording and reporting for the pupils in their charge.



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Job Description continued ...

- To contribute towards the implementation of IEP's as detailed in the current Code of Practice, particularly the planning and recording of appropriate actions and outcomes related to set targets.
- To assess pupils' work systematically and use the results to inform future planning, teaching and curricular development.
- To be familiar with statutory assessment and reporting procedures and to prepare and present informative, helpful and accurate reports to parents.
- Keep an accurate register of pupils for each lesson. Unexplained absences or patterns of absence should be reported immediately in accordance with the school policy.

Subject Knowledge and Understanding

- To have a thorough and up-to-date knowledge and understanding of the National Curriculum programmes of study, standards and specifications for examination courses.
- To keep up-to-date with research and developments in pedagogy and the subject area.

Professional Standards and Development

- To be a role model to pupils through personal presentation and professional conduct.
- To arrive in class, on or before the start of the lesson, and to begin and end lessons on time.
- In accordance with National Guidelines, to cover for absent colleagues as is reasonable, fair and equitable.
- To co-operate with the employer in all matters concerning Health and Safety, and specifically to take reasonable care of their own Health and Safety and that of other persons who may be affected by their acts or omissions at work.
- To be familiar with the school and department handbooks and support all the school's policies, particularly duty requirements.
- To establish effective working relationships with professional colleagues and associate staff.
- To strive for personal and professional development through active involvement in the school's appraisal system and performance management procedures.



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Job Description continued ...

- To maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay & Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
- To liaise effectively with parents/carers and with other agencies with responsibility for pupils' education and welfare.
- To undertake any reasonable task as directed by the Director of Learning.
- To be aware of the role of the Governing Body of the school and to support it in performing its duties.
- To follow school procedures in relation to first aid.
- To be familiar with and implement the relevant requirements of the current SEN Code of Practice.
- To consider the needs of all pupils within lessons (and to implement specialist advice), especially those who:
 - have SEN;
 - are gifted and talented;
 - are not yet fluent in English and/or
 - are from minority groups.
- To meet all the standards for Professional Practice, outcomes, relationships, development and conduct.
- Every subject teacher will be expected to have pastoral responsibilities, part of which is to attend Chapel with their tutor group.

Staff are encouraged to contribute to the wide variety of activities which take place within the school. Many of these activities are entirely voluntary but they do enrich the life of the school, assist the personal and professional development of staff and give students more opportunities to develop. Your contribution to these activities will be much appreciated.





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Important Information and How to Apply

Salary Information:	£25,543—£29,580
Contract::	Full-Time, Permanent Contract
Start Date:	1 September 2020
Closing Date :	09:00 am, Wednesday 11 December 2019
Interview Date:	Provisional date for interviews is 13 December 2019

Applications will be shortlisted throughout the process and we may interview and close the advert early if we are in a position to recruit a suitable candidate.

Completing the application form

Using the schools application form provided (CVs are not accepted), please complete all aspects of the form fully. Include your full work history, with no unexplained gaps, since leaving school education.

Personal Statement

When writing your responses ensure to evidence additional aspects such as training, qualifications, together with your background and experience within the personal statement.

Covering letter

You may also wish to include a covering letter , of no more than two sides of A4 paper and at a font size of no less than Arial size 11.

References

Please make sure your referees are aware of your application and that they are able to provide a swift turn round. Preferred referees are your last two employers and you should provide their official organisation email address for us to contact. One referee is likely to be your last Headteacher.

Please send your application to: recruitment@stgeorges.herts.sch.uk

St Georges School is committed to safeguarding and promoting the welfare of children and expects all staff and visitors to share this commitment. This post will require a Full Enhanced , with List Checks, Disclosure and Barring Service check (DBS)

