



Bancroft's School

Woodford Green • Essex • IG8 0RF

www.bancrofts.org



Candidate brief for the position of
Teacher of Geography

To commence in September 2017 or January 2018



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BACKGROUND

The School

Bancroft's School was founded by the Drapers' Company in 1737 on the Mile End Road as a day-school for local boys from a diverse range of backgrounds; the School has come a long way geographically and institutionally since then but remains committed to pupils from a wide range of backgrounds and has a long tradition of excellence.

We are now a co-educational independent day school for around 1200 pupils from 7 to 18 and an unashamedly aspirational school, devoted to scholarship and intellectual inquiry. We aim to provide an atmosphere in which each child can flourish and we believe that children succeed when they take full advantage of the huge range of different opportunities we provide – whether immersed in academic research, being out on the sports fields, taking part in charitable activities, acting on the stage, playing music and attending some of our numerous clubs and societies, our pupils challenge themselves and learn by taking part wholeheartedly in school life.

We have the highest expectations for every child in the school and we support, encourage and nurture each individual; we want our pupils to enjoy life to the full, make enduring friendships and grow up in a friendly, safe but challenging environment.

At Bancroft's we continually strive to ensure that all our pupils leave here with the confidence, self-awareness and knowledge to thrive in the world beyond, as well as taking with them an awareness of others and an abiding curiosity about the world.





Bancroft's School

Bancroft's has a selective five form entry at 11+, with just under half the pupils coming from the Preparatory School. The school uses its own entrance exam and admits boys and girls in equal proportions. There is a further small entry at 16+, and most pupils stay into the Sixth Form.

Public examination results are very strong and place Bancroft's among the top co-educational schools in the country. We are delighted to report that 90% of all A-level exams taken by Bancroftians were graded A*, A or B, and 67.4% A* or A compared with the national level of 25.8%. 32.6% of all A-levels sat achieved the top grade of A*, again significantly higher than the national average which has been around 8% over the past years.

Almost all of the Sixth Form go on to Higher Education, with the majority to top Russell Group universities and between 10-15 to Oxford and Cambridge.



Bancroft's is a forward-looking, modern school; a centre of excellence for the twenty-first century.





The Geography Department

The geography department consists of seven full time members of staff with five devoted entirely to geography. The department occupies a suite of three specialist rooms on the top floor of the main school building. All classrooms are equipped with ICT facilities including interactive whiteboards.

Geography is studied by all students in years 7-9. The department continues to develop diverse and contemporary schemes of work that addresses many of the issues that face the world in the twenty first century including water scarcity, climate change, extreme weather and globalisation. The department places great emphasis on independent learning and has sought to develop teaching styles and methods that allow for individual and group ownership of the work. The new junior geography club has proved popular this year with around twenty students participating in weekly activities that are aimed at enriching and enthusing our youngest members about the world around them. Local fieldwork is offered for all years.

Geography is a hugely popular subject at GCSE. Typically, about three quarters of the year group opt in year 9. The department follows the AQA A Specification and recent results have been truly impressive, with more than 80% gaining an A* in 2016. The syllabus offers a broad range of topics. The students begin the syllabus in year 9, covering the living world and the challenge of natural hazards. In year 10 they study the changing economic world and the physical landscape in the UK. In year 11, they look at urban issues and challenges and the challenge of resource management.

Geography is popular option at A level following the Eduqas specification. Legacy results here have also been very strong with pleasing numbers of A* grades and many continuing on to pursue geography degrees. Geography has been a popular Oxbridge subject in recent years with many of our students gaining places. The A level course offers a broad yet contemporary look at the challenges that face the planet with many topics building on the foundations that were covered in the junior school. Fieldwork involves a residential fieldtrip to Devon, during which key areas of the course are consolidated, alongside the significant skills component.

Fieldwork is an integral part of the geography department and nearly all years are catered for. During Easter last year, approximately 30 students travelled to Sicily where activities included an ascent of Mount Etna and a trip to the lava fountains of Stromboli. In the summer another forty students ventured to Iceland, with many of our most well-travelled students describing this as the best trip of their lives. Highlights included a hike on the Solheimajokull glacier and a hike through Landmannalaugar, a National Park that is only accessible during the summer months.





THE ROLE

We are looking for an enthusiastic and motivated candidate to join our team in a thriving Geography Department. The successful candidate will be able to demonstrate sound subject knowledge, high academic standards and an ability to enthuse pupils of all ages. Lessons designed to challenge pupil thinking and develop independent study skills are central to teaching at Bancroft's and a willingness to contribute to resources in this area is essential.





RESPONSIBILITIES

- To deliver subject curriculum to pupils
- To inspire pupils to develop a passion for learning



Reporting Structure:

Assistant Head
(Academic)

Head of
Geography

Teacher of
Geography





Responsibilities/Accountabilities:

- Teaching pupils through the School at Key Stages 3, 4 and 5, including examined groups at GCSE and A level.
- Marking, assessment and grading within the department, always setting the highest standards of personal organisation and administration.
- Assisting in the preparation of the departmental handbook.
- Attending regular meetings of the department, both formal and informal, to discuss policy, teaching methods, approaches to the subject and the sharing of common problems and concerns.
- Adhering to departmental policies and to meet School deadlines insofar as it applies to the department.
- Where required, assisting in the induction of new staff into the department.
- Attending an annual review with SMT / Head of Department.



Responsibilities in relation to the pupils and to what is taught:

- Keeping abreast of developments in the subject, maintaining contacts with professional associations.
- Participating in discussion, within the department, on the development of appropriate syllabuses and schemes of work at all levels.
- Developing new teaching and learning resources and sharing them with pupils and colleagues.
- Ensuring pupils are properly prepared for exams and entered for exams and overseeing course work.
- Participating in the setting and marking of internal exams and determining appropriate grade boundaries thereafter.
- Assisting with co-ordinating the organisation of expeditions and other co-curricular activities in relation to the department.
- Giving appropriate guidance to pupils who wish to study the subject at further levels.





- Assisting with the organisation of geography trips and supervising students during such trips.
- Maintaining the image of the subject as an interesting and valuable one. Keeping learning environments stimulating and interesting.

Responsibilities in relation to the School:

- Carrying out School policy, including the School safety policy, in the context of the department.
- Contributing to the co-curricular life of the school.
- Communicating departmental matters to the Head of Department, discussing examination results and raising issues of concern.
- Setting and marking entrance exams and interviewing where necessary.
- Supporting the use of ICT within the department.
- Presenting the department at Open Days etc. as the need arises and in prospectuses.
- Ensuring that the facilities used by the department, including equipment and teaching areas, are maintained in an appropriate condition.

Additional Information:

- This job description is not an exhaustive list of all responsibilities or duties but reflects the major core of the role.
- The organisation reserves the right to alter the content of this job description after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility.
- In the event of a major incident or disaster, you may be required to provide assistance, in whatever capacity necessary and participate in any training to ensure the School is fully prepared for such events.
- Bancroft's School is committed to providing the best possible care and education to its pupils and to safeguarding and promoting the welfare of children and young people. The School expects all staff, contractors, Governors and volunteers to share this commitment.
- To demonstrate a commitment to improving and developing the organisation's processes and facilities.
- To carry out such duties that may be reasonably required by your line manager





THE PERSON

The ideal candidate will meet these requirements:

	Essential	Desirable	Method of Assessment
Education and Qualifications: <i>(Minimum qualifications needed, relevant experience may be a substitute)</i>	<ul style="list-style-type: none"> • Good degree in Geography or a related subject 	<ul style="list-style-type: none"> • QTS/PGCE 	<ul style="list-style-type: none"> • Application Form
Experience: <i>(Types of experience needed)</i>		<ul style="list-style-type: none"> • Prior teaching experience of Key Stage 3, 4 & 5 • High ability pupils exposure • 2nd subject teaching • Oxbridge Teaching 	<ul style="list-style-type: none"> • Application form • Interview • Previous experience
Skills & Abilities: <i>(Written/oral communication, dealing with public, team working skills, etc.)</i>	<ul style="list-style-type: none"> • Confident • Diligent • Cooperative • Team worker 	<ul style="list-style-type: none"> • Practical • IT literate • Enthusiastic • Creative 	<ul style="list-style-type: none"> • Application form • Interview • Previous experience • Observed Lesson
Knowledge:	<ul style="list-style-type: none"> • Safeguarding 		<ul style="list-style-type: none"> • Application form • Interview • Previous experience • Observed Lesson





REMUNERATION

The successful applicant will receive an attractive salary package according to experience and expertise. Benefits include private medical insurance, pension, and concessionary fees for children attending the school (dependent upon academic assessment).

HOW TO APPLY

An application form is available to download from the School website at <http://www.bancrofts.org/about-us/employment-opportunities/> or email [or recruitment@bancrofts.org](mailto:recruitment@bancrofts.org)

Applications must be received by midday, Wednesday 3 May 2017

Interviews will take place in the week commencing Monday 8 May.

Bancroft's School is committed to safeguarding and promoting the welfare of children and applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

