



Candidate brief for the position of  
**Teacher of Geography- Fixed Term**

**Bancroft's**  
Independent Co-educational Day School 7-18

# Bancroft's

Independent Co-educational Day School 7-18



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## 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.



## Key Responsibilities

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



## **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 trips and other co-curricular activities in relation to the department
- Giving appropriate guidance to pupils who wish to study the subject at further levels
- 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 Work 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.
- 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 the Head.

## Safeguarding

Bancroft's is committed to safeguarding and promoting the welfare of children and young people and expects all staff, contractors, Governors and volunteers to share this commitment.

Successful candidates are required to undergo child protection screening appropriate to the role, including checks with past employers and the Disclosure and Barring Service (DBS).



## The Person

**The ideal candidate will demonstrate the following:**

### Essential Criteria

- A good degree in Geography or a related subject



- A passion for Geography and teaching
- A commitment to improve teaching and learning, and continued professional development
- Enthusiasm, confidence and diligence
- The ability to develop and maintain good relationships with students and colleagues
- A good understanding and awareness of Safeguarding procedures
- Be reliable, punctual, diligent and well-organised
- Be IT literate to support teaching and learning

## Desirable Criteria

- QTS/PGCE
- Prior teaching experience of Key Stage 3, 4 & 5
- Experience of teaching high ability students
- Practical and creative



## The Department

The Geography Department consists of six full time members of staff, many of whom have additional responsibilities around the school. The ethos is academic but a dynamic and warm collegiate atmosphere actively supports collaboration. All members contribute to the production and sharing of resources, along with wider participation in departmental activities. The department occupies a suite of four specialist rooms on the top floor of the main school building. All classrooms are equipped with ICT facilities including interactive whiteboards. The department has its own dedicated ICT suite.



Geography is studied by all students in Years 7-9. The department continues to develop diverse and contemporary schemes of work that address many of the issues facing the world in the twenty first century including Changing Places, Climate Change, Resource Management 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. Local fieldwork is offered for all years and the use of GIS is being integrated into the curriculum.

Geography is a hugely popular subject at GCSE. Typically, about half to three quarters of the year group opt in year 9. The department follows the AQA Specification and recent results have been truly impressive, with around 70% gaining an 8 or 9 since the first exams in 2018. The syllabus offers a broad range of topics. The students begin the syllabus in Year 9, covering Natural Hazards, Resources and Coasts. In Year 10 they undertake Economic Change, Ecosystems and Rivers, in addition to fieldwork. In Year 11 they look at Urban Issues and Challenges, Climate Change, skills and issue evaluation. They undertake fieldwork in both Year 10 and 11.

Geography is a popular option at A-level following the Cambridge International A-level specification. The 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 lower years. In year 12 students cover Atmosphere and Weather, Hydrology and Tectonics on the physical side and Population, Migration and Settlement on the human side. There is a 4-day residential fieldwork trip to investigate these topics in the real world. In year 13 they undertake Hazardous Environments and Tropical Environments on the physical side and Global Interdependence and Environmental Management on the human side. Again results at A-level are strong with around 60% of students gaining an A/A\* since the first exams in 2018. Geography has been a popular choice for undergraduate study in recent years with many of our students gaining places at Oxbridge and other leading Russell Group universities.



Co-curricular activities and enrichment are also a key part of the department. Fieldwork is an integral part of Geography and all years are catered for with both compulsory and optional trips. The department has also run overseas trips to destinations such as Iceland, Sicily and Ecuador in the past. The Fieldwork programme is currently under development and there would be plenty of opportunity for the right candidate to get involved with developing and leading future trips. There is also an active GeogSoc run by A-level geographers who arrange weekly activities for all year groups as well as one off events (such as a recent school wide debate on Veganism) and publishing a termly GeoJournal.

The department are therefore looking for someone who not only enjoys engaging pupils at a high level, but is prepared to work closely with colleagues to help refine the GCSE and A level courses and also develop our enrichment and co-curricular opportunities for pupils.



## 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 has a selective 5 or 6 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.

Due to the continuing Covid-19 pandemic, students were unable to sit their GCSE and A Level examination in June 2021. Instead they received Teacher Assessed Grades which were awarded after a rigorous review of various evidence including tests and coursework.

82.2% of all GCSEs at Bancroft's in 2021 were awarded the top grades of 9 or 8; 99.1% achieved either grades 9/8/7 with 99.8% graded as a 5 or better.

In common with the pattern across the country, the number of top A Level grades which were awarded to Bancroft's pupils increased. Bancroft's pupils achieved 63.9% at A\*; 98.1% of exams were awarded grades A\* - B.

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





## Working at Bancroft's

The successful applicant will receive an attractive salary package according to experience and expertise. Benefits include free school lunch and refreshments during the day, private medical insurance, pension (TPS) and concessionary fees for children attending the school (dependent upon academic assessment). We have a generous CPD budget and staff are encouraged to look for opportunities to develop their skills and expertise either to further their career or to support their enjoyment of their role. We have a Staff Wellbeing Group, and an active Senior Common Room who organise a range of social events. Staff have access to various sporting facilities such as the gym and the swimming pool at allocated times. We also have a staff group working on Diversity and Inclusion and are founding members of the Schools' Inclusion Alliance.

## How to apply

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

Bancroft's School is an Equal Opportunities employer and 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.

