



Required to start 1 September 2021

TEACHERS OF GEOGRAPHY

Post 1: Fixed term (Maternity Cover), Full time

To start 1 September 2021 to March 2022 (or return of the current post holder if earlier)

Post 2: Permanent, Part time (with an FTE of 0.6087, equivalent to teaching 14 hours per week)

To start 1 September 2021

We are seeking to appoint enthusiastic, experienced and well organised teachers to contribute to the teaching of Geography at A Level.

The BHASVIC Corporation has adopted the conditions of service and salary scales applicable to sixth form colleges. The current full-time salary range for qualified teachers is £25,260 to £41,226 per annum (depending upon experience).

All teachers at BHASVIC automatically become members of the Teachers' Pension Scheme (TPS). The TPS is a contributory scheme administered by Teachers' Pensions on behalf of the government. As a member of the TPS you will pay between 7.4% and 9.6% of your gross salary (from 1 April 2020) and your employer pays a further 23.68%. Once you have started your job at BHASVIC you have the option to opt out of the teachers' pension scheme. If you wish to opt out you must do so within three months of your start date in order to receive a refund of your contributions. For further information please visit www.teacherspensions.co.uk.

BHASVIC is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Our vetting procedures for prospective employees are in line with the guidelines provided by the Department for Children Schools and Families. Further information can be found on <http://www.education.gov.uk/childrenandyoungpeople/safeguardingchildren>

The Humanities Department

The Humanities department offers well established courses in Geography, Modern History, Early Modern History, Classical Civilisation and History of Art. We are well resourced, occupying a suite of rooms for the majority of our teaching, with an extensive departmental library and an expanding range of online resources accessible through the college VLE and Microsoft Teams.

Geography is a proven and popular subject at BHASVIC with over 300 students currently following the EdExcel specification for the new Linear A Level. The course currently focuses on Coasts, Globalisation, Tectonics and Regenerating Places in the first year. Second year students undertake the NEA Independent Study, and look at Migration, Identity and Sovereignty, Water and Water Insecurity, Carbon and Energy security and Superpowers. There are currently one full-time and three part-time members of staff teaching on the course.

Geography has a long tradition of strong exam results and high levels of retention. We are committed to inclusive learning. All groups are mixed ability, some taught by a single teacher and others shared between two teachers. We are keen to extend our existing departmental strategies concerning formative assessment, flipped and active learning, and differentiation. There is a strong team ethos and much planning and resourcing is carried out collectively. Above all we aim to engender enthusiasm for the study of the world, both in its own right and in its contribution to the development of motivated, reflective and independent-minded young people

The department has a strong ethos for encouraging student enthusiasm. A wide variety of trips and lectures after college are normally offered to students. It is expected that the new members of the team will continue to develop the provision on offer, and work with us to adapt our provision to these unusual times.



HOW TO APPLY

For details of how to submit your application, please visit our website
<https://www.bhasvic.ac.uk/the-college/working-for-us/current-vacancies>

Please complete Parts 1 and 2 of the job application which can be found on our website. Part 1 will be separated and only Part 2 (Application form, Personal statement & Cover letter) will be used in the shortlisting process. Please note that it is College policy to shortlist applicants on the basis of a completed application form, letter and accompanying statement. CVs submitted alone without a completed application form and statement will not be considered.

Please use only your initials for all the documents in PART 2, including your personal statement and cover letter, submitted to the shortlisting panel. Please use 3 initials by entering the first letter of your first name, middle name and surname. If you do not have a middle name use 'Z' between the first letter of your name and surname (i.e. LZO for Linda Owen).

The personal statement should outline how you meet each of the criteria in the person specification. Use the criteria as heading when writing your statement. Where applicable, give examples of situations when you have used the skills and attributes detailed. Is it very important that your application is in the format requested. Candidates will be short-listed on the person specification criteria alone.

Please clearly state in your covering letter which post(s) you are applying for.

The deadline for receipt of applications is **9am on Thursday 13 May 2021**

Interviews will take place on **Thursday 27 May 2021**

For applicants who are invited to interview there will be ample opportunity to learn more about our provision and needs through discussions with staff.

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(May 2021)



JOB DESCRIPTION - TEACHER

Post title: Teacher of Geography

Responsible to: Head of Department

Specific duties

Teaching

- plan, prepare and deliver an agreed teaching commitment
- set and mark student work, including coursework
- assess, record and report on progress and attainment of students

Guidance and support of students

- promote the progress and well-being of individuals and groups of students
- provide educational and careers guidance and advice to students, keeping relevant records
- communicate and consult with parents (and other external agencies)
- attend meetings as required to fulfil above duties

Assessment and reports

- provide/contribute to oral and written assessments, reports and references

Appraisal and staff development

- participate in the College's formal appraisal/ performance management arrangements
- review your professional practice and participate in further training for professional development

Discipline, health & safety

- maintain good order and discipline for students both on-site and in supervised off-site activity
- secure student safeguarding (both on and off premises)

Staff meetings

- participate in meetings at the College for curriculum, administration or guidance purpose

Cover

- supervise, and so far as practicable, teach any students whose teacher is not available to teach them (following contractual guidelines outlined in the Red Book)

Public examinations

- prepare students for public examinations, including any relevant internal assessment and moderation

Administration

- participate in all relevant administration and organisational tasks
- register student attendance
- fulfil any other reasonable duties as designated by the Principal



Below is the full statement from the Red Book:

Cover

- *Supervise, and so far as practicable, teach any students whose teacher is not available to teach them with the proviso that no teacher shall be required to provide such cover:*
 - (a) after the teacher who is absent or otherwise not available has been so for three or more consecutive working days;*
 - (b) or where the fact that the teacher would be absent or otherwise not available for a period exceeding three consecutive working days was known to the college for two or more working days before the absence commenced unless,*
 - (i) she/he is a teacher employed wholly or mainly for the purpose of providing such cover ('a supply teacher')*
 - (ii) or the college has exhausted all reasonable means of providing a supply teacher to provide cover without success,*
 - (iii) or she/he is a full-time teacher at the college but has been assigned by the Principal in the timetable to teach or carry out other specified duties (except cover) for less than 75 per cent of those hours in the week during which students are taught at college.*



PERSON SPECIFICATION – TEACHER OF GEOGRAPHY

Essential criteria

Qualifications

1. Qualified at degree level in Geography or a related subject and in possession of an appropriate teaching qualification (eg PGCE with QTS or QTLS)

Knowledge

2. Up-to-date subject knowledge at an appropriate level and a firm understanding of how students learn.
3. A good understanding of what constitutes effective Learning Assessment and Teaching strategies.

Experience¹

4. Recent experience of teaching Geography at advanced level and of addressing the needs of students both inside and outside the classroom.
5. Experience of supporting students in their writing of coursework, and experience of marking coursework.
6. Experience of pastoral/guidance work with 16-19 year old students.

Skills

7. Ability to deliver a high standard of learning, assessment and teaching.
8. The ability to evaluate, reflect and continue to improve.
9. Excellent interpersonal skills with the ability to work effectively and positively with students, colleagues and parents.
10. Understanding of and responsibility for promoting high standards of literacy, numeracy and ICT skills.

Personal Qualities

11. Maintain high standards of behaviour which show regard for the ethos, policies and practices of BHASVIC, and be able to act within the contractual frameworks which set out their professional duties and responsibilities having regard to the SFCA teaching standards.
12. An understanding of statutory safeguarding responsibilities.
13. A commitment to equality, diversity and inclusivity.

Desirable criteria

14. Commitment to offering students enrichment opportunities.

¹ The experience expected of an NQT applicant is that which might reasonably be gained on a PGCE or equivalent course