



VACANCY  
INFORMATION  
PACK

TEACHER OF GEOGRAPHY  
SEPTEMBER 2021  
OR JANUARY 2022  
START



READING BLUE COAT



## INTRODUCTION

Reading Blue Coat is a leading independent day school of 785 pupils; 705 boys aged 11 – 18 and a further 80 girls in the co-educational sixth form.

The School was founded in 1646 by Richard Aldworth, a Master of The Skinners' Company and a Governor of Christ's Hospital. The School was established near St Mary's Minster Church in Reading and was originally known by its historic name of Aldworth's Hospital. In 1947, Reading Blue Coat School moved to the magnificent estate of Holme Park in the Berkshire village of Sonning, where it remains today.

The ethos of the School derives from its Christian foundation and traditions, fostering care and concern within the community and enabling all pupils to develop their full potential. The School aims to provide a stimulating and friendly atmosphere in which each pupil can realise his or her full intellectual, physical and creative potential. Pupils are encouraged to be self-reliant and adaptable, and the School intends that they will learn the basis of good citizenship, founded on honesty, fairness and understanding of the needs of others. The curriculum provides a balanced blend of academic and non-academic activities that combine to meet these objectives.

The most recent full ISI Inspection was in November 2019 from which we achieved the highest rating possible in all categories of the inspection.

The School employs in excess of 170 salaried staff, of whom about 50% are academic. Reflecting the character of our co-educational sixth form, nearly half of our academic staff are female.

## FACILITIES

Reading Blue Coat is located four miles from the centre of Reading, in the Thames-side village of Sonning. It is also three miles from Twyford, which will be located on Crossrail, with fast train service across London. Set in 46 acres of land for pupils to enjoy, the facilities are very well maintained and the School continues to invest in the site to add to an impressive infrastructure of buildings.

Nearing construction is the new Learning Innovation Centre. An impressive Grounds, Maintenance and Activities Centre opened in early 2020. Planning permission has been obtained for a new Performing Arts Centre, which we plan to open in 2022.

## ACADEMIC LIFE

The academic curriculum at Reading Blue Coat is based on the principle that all pupils should experience a broad and balanced range of basic subjects and skills. From Year 9 onwards, this range is gradually modified, by elements of choice, enabling both the interests and aptitudes of individual pupils to be reflected. Most lessons are taught initially in classes of mixed ability, although setting occurs in Mathematics in Year 7, in Languages in Year 8, and Science in Year 9. Geology is also a thriving subject, with a new Geology and Psychology Centre supporting the increased levels of interest. In Year 11, all pupils take qualifications in English, Maths and Science (all IGCSE) and a Modern Foreign Language. They also take three GCSEs from a broad range of eleven subjects. All pupils take a GCSE in Religious Studies (full course) in Year 10.



In the Sixth Form pupils can choose from a range of 24 subjects, including subjects most will not have studied before, such as Economics, Politics and Psychology. Enrichment opportunities in the Sixth Form include the Extended Project Qualification (EPQ), and a weekly schedule of visiting speakers. Reading Blue Coat always seeks to stretch and challenge pupils and the School's Learning Support Department ensures that pupils with specific learning needs are supported effectively. The School's Learning Research Group ensures a sustained focus on developing teachers and pedagogical enrichment.

2020 academic results were impressive; the A Level results were amongst Blue Coat's best with 78.2% achieving A\*-B and at GCSE 78.8% gaining A\*-A.

Virtually all Year 13 leavers proceed to degree courses at universities of which approximately 70% go to the Russell Group of universities. Each year a number of our students attain places at Oxbridge.

## PASTORAL

Pastoral care, focused on the individual, is at the heart of the School. Reading Blue Coat's pastoral structure is based around the tutorial system within the framework of four houses: Aldworth, Hall, Malthus and Rich.

All pupils are part of a tutor group that is overseen by a member of staff who is responsible for their well-being and for personally overseeing the development of their character and intellectual curiosity. The School prides itself on mutual respect, tolerance and courtesy and all activities seek to re-enforce these values. The house system enables pupils to take part in activities that foster the development of these ideals through a variety of opportunities that include music, sport, drama and public speaking.

## SPORT

Reading Blue Coat has an enviable reputation, both locally and nationally, for the high quality of its sporting teams. Sport plays a key role in developing every pupil's potential whilst embodying the principles of Respect, Belief, Commitment and Sportsmanship (teamRBCS). Sports are coached to a very high level while providing for, and encouraging those, for whom participation rather than excellence is important.

Major sports are athletics, cricket, football, netball, rowing and rugby. The School competes well at local, regional and even national level. Other sports include climbing, cross country, golf, hockey, tennis, swimming and touch rugby.

Although the emphasis is very much on participation, the school also has much success and currently holds several county titles in rugby, football, netball and cricket. We have recent national competition winners in rowing and cross country running, and cricketers, rugby players and netballers who have been selected to international age group teams and gone on to play professionally.



### DRAMA AND THE ARTS

Reading Blue Coat has a reputation for drama performances of the highest quality, with an extensive programme of performances throughout the year. The main expressions of artistic undertakings at the School are music, drama, public speaking and painting. Pupils' endeavours in the arts are highly successful and widely acclaimed, including internationally. Music is at the heart of the School; all boys are auditioned for the choir and many learn a musical instrument. The breadth and depth of musical and dramatic talent at the School is evident in the wide range of plays, concerts, "Swing into Summertime" (an outdoor festival of the arts), and other eclectic events that take place throughout the year.

### CO-CURRICULAR

Co-curricular activities are designed to enable pupils to develop practical and social skills such as leadership, enterprise and communication. As part of the extensive co-curricular programme, Reading Blue Coat offers a number of exciting options from which pupils can choose for their weekly activities session. Activities offered include Combined Cadet Force (all services), Duke of Edinburgh Award Scheme, Young Enterprise, Film Club, Archery, Scuba Diving, Creative Writing and Journalism.



### COMMUNITY

Reading Blue Coat pupils are encouraged to be aware of their place in the wider world and to show consideration for all those with whom they come into contact. These principles are based on the ideas handed down by Richard Aldworth who founded the School in 1646.

In recent years the School has greatly enhanced its links with the wider community under what is now called the Aldworth Partnership, an umbrella term for all that might traditionally be considered 'public benefit'. One example is the Sports Leaders programme, through which pupils go into primary schools in Sonning, Caversham and Maidenhead to coach a number of sports.

Reading Blue Coat's Primary Schools Placement programme also gives pupils the opportunity to assist with tuition in Maths, English and languages in local primary schools. Through the Community Service programme, pupils also help out in residential care homes and assist in local charity shops, while an environmental group undertakes projects in and around Sonning.

Internationally, Reading Blue Coat has a partnership with Ankwanda School in Ghana, which our pupils visit biennially and have helped to build a number of buildings. We also have a strong relationship with the charity Brass for Africa, and our pupils support their work amongst disadvantaged children and young people in Uganda through music. As the Aldworth Partnership continues to grow, the long term aim is that all Blue Coat pupils have the opportunity to be involved in transformative service projects in the local and wider community at some point in their school career.


  
 Further information is available on the School's website at [www.rbc.org.uk](http://www.rbc.org.uk)
  
  
**SEE ALSO THE GOOD SCHOOL GUIDE:**
  
<https://www.goodschoolsguide.co.uk/schools/102976/reading-blue-coat-school>
  
  
**AND MUDDY STILETTOS SCHOOLS REVIEW GUIDE:**
  
<https://berkshire.muddystilettos.co.uk/kids/school-reviews/reading-blue-coat-sonning/>



## THE GEOGRAPHY DEPARTMENT

The Geography department is located in purpose-built accommodation in the Richard Aldworth building. There are three full-sized classrooms located around a well-appointed department office. Every classroom is equipped with data projectors. The department has a reputation for excellence in teaching and learning and a record of examination success. During summer 2020, 58% of candidates achieved A or A\* at A Level, whilst 91% of students gained at least a grade 7 at IGCSE level.

All pupils in Years 7, 8 and 9 receive two Geography lessons per week. An exciting new programme of study has been developed. Topics include Fantastic Places, Who Do You Think You Are?, Impossible Places, The Geography of Conflict and Discovery Geography. These courses use a variety of innovative approaches to promote independent learning, develop extended writing and foster academic curiosity.

In Years 10 and 11 students follow the Pearson/Edexcel International GCSE course (IGCSE). This qualification is assessed through two terminal examinations. Whilst there is no controlled assessment, fieldwork is an essential part of the course. Currently the department organises its own excursions in both Years 10 and 11.

At A level the department follows the Cambridge International Examination syllabus. The subject is consistently popular. Currently the teaching is split with different staff delivering human topics, physical topics, and a special programme called Applied Geographical Thought. A residential trip to Iceland and New York City is the centre-piece of the A level fieldwork experience.

Currently 42 students study Geography in Year 12, whilst 23 are completing the Year 13 course.

A highly successful team, the five members of the Department are extremely well motivated and committed to giving pupils the confidence to succeed. Regular meetings enable us to support one another, share resources, and formulate department policy. All the team are expected to contribute to the working of the department and to provide extra support to students outside the classroom when required.

In addition to Geography the current post holder also teaches some Geology to Year 9 and Year 10 classes, and the ability of a candidate to offer this in support of the Geology Department will be advantageous.



For an informal telephone conversation about the role, contact Mr Mike Baker, Head of Geography, on **0118 944 1005** or email [mjb@rbcs.org.uk](mailto:mjb@rbcs.org.uk)

**LINE MANAGER**

Head of Geography

**DEPARTMENT**

Geography

**CONTRACT STATUS**

Permanent contract. Commencing 1 September 2021 or 1 January 2022.

**SALARY**

The School has its own salary scale. Starting salary will depend on the experience and qualifications of the successful candidate. Range according to experience from £26,015 to £45,810 per annum for full time employment.

The Governors review salary scales each year to ensure they remain competitive. The next review will be in September 2021. Annual salary is paid by bank transfer on the 25th of the month, or next working day thereafter, in 12 equal payments.

**DESCRIPTION OF THE POST:**

Efficiently execute such responsibilities as are assigned by the Headmaster or his assignee: this involves teaching duties and non-teaching duties as are reasonably expected with regard to the functions listed under Duties and Particular Duties. Be familiar with and implement all policies and procedures as are set out in the Staff Handbook and other School documentation.

**DUTIES:****General Professional Activities:**

- To contribute to the development of subject and pastoral teams.
- To put into practice the school policies, including the planning and delivery of the curriculum.
- To contribute to the School's co-curricular programme.
- To plan, prepare and deliver the curriculum in the subjects for which he/she is responsible, including the setting and marking of homework as appropriate.
- To take an active part in curriculum development.
- To accept a measure of administrative responsibility.
- To engage in such supervisory activities as may be reasonably required.
- To be responsible for a group of pupils (tutor group) in all aspects of their development.
- To manage a classroom and form registration room according to school policy.
- To undertake professional development as part of a continuous process of career progress.
- To assist in maintaining discipline throughout the school consistently according to the policy laid down.
- To provide supervisory duties as reasonably requested.
- To attend meetings, parents' evenings, open mornings, entrance examinations and other functions as appropriate.
- To meet all deadlines reasonably required.
- To ensure that personal behaviour, dress, appearance and time keeping is commensurate with the high standards expected of all members of the school community.

**MAIN ACTIVITIES ATTRIBUTABLE TO THE PARTICULAR DUTIES:****1. Pupil Organisation and Curriculum Delivery**

- To manage the teaching rooms and the pupils in such a way as to provide a suitable learning environment.
- To plan, prepare and deliver appropriate learning experiences making full use of the resources available. All such planning to be based on the agreed and published curriculum policies, schemes of work and other such papers that are provided from time to time.
- To prepare, arrange and lead educational visits as part of the overall planning for the area of learning as may be appropriate.
- To ensure that the work planned is suitably differentiated to meet the needs of all the pupils within the class, and to have high level expectations within the differentiation.
- To bring to the attention of the Headmaster's appointee pupils with perceived Learning Difficulties or Disabilities.
- To display pupils' work in the classroom and around the school clearly and effectively in such a way as to raise awareness and pupil esteem.
- To be prepared to use personal expertise on behalf of any pupil or group of pupils as may be reasonably expected.
- To correct pupils' school and homework in a reasonable time and in accordance with school policy. To prepare and administer tests/examinations and key stage assessments as appropriate.
- To maintain personal and official records of pupils' development and to write reports where appropriate.
- To inspect and initial Student Planners at least once a week.

**2. Professional Development**

- To attend staff and other meetings, as appropriate.
- To maintain personal professional development by attending such courses/seminars as may be available and appropriate including school-focused INSET.
- To be prepared to join appropriate curriculum working parties.
- To undertake professional self-assessment and appraisal.



### 3. Administration

- To maintain attendance registers
- To be present at least during the working day (8.30 a.m. - 4.20 p.m.) during term time (not including duties, co-curricular activities, parents' meetings, staff meetings, open mornings, entrance assessments as may be reasonably required) and to inform the School before 8.00 a.m. of unplanned absence.
- To undertake administrative duties as may be mutually agreed.
- To support home-school relationships and to liaise with parents as appropriate.
- To provide assistance in the smooth running of the school as may reasonably be expected.

### Additional Duties

- The post holder is responsible for promoting and safeguarding the welfare of pupils at the school.
- The post holder is responsible for using technical and operational knowledge to ensure a safe environment.

*Please note that this Job Description is not exhaustive and the employee may be expected to undertake additional duties if required.*





## TEACHER OF GEOGRAPHY

The person specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively. It is expected that the successful applicant will have and can demonstrate:

Knowledge and Experience	Essential	Desirable
Outstanding specialist subject knowledge.	✓	
Knowledge of the Edexcel IGCSE and the Cambridge International A Level specifications.		✓
Experience of teaching Geography to years 7 to 13.	✓	
Skills and Attributes	Essential	Desirable
Self-motivated and highly dedicated.	✓	
Demonstrates a real passion for teaching and the characteristics of outstanding teaching practice.	✓	
Able to inspire students in their subject.	✓	
Excellent communication skills with ability to establish rapport with students, parents and colleagues.	✓	
Effective in planning and prioritising work load.	✓	
A willingness to engage in the whole life of the School and an ability to offer skills in some part of the co-curricular programme of the School.	✓	
Commitment to the ethos of the School and its pastoral approach.	✓	
Qualifications	Essential	Desirable
A good Honours degree relevant to the teaching aspects of the role.	✓	
Applicants will preferably have qualified teacher status, although the School will accept applicants who are on an accredited programme working towards Qualified Teacher Status.		✓
A recognised teaching qualification, such as a PGCE.		✓
Full clean driving licence.		✓

### Closing date for applications: 09:00 on 11th May 2021.

Applications may be submitted by CV or School employment Application Form, which can be downloaded from our website "Vacancies" page [www.rbc.org.uk/vacancies](http://www.rbc.org.uk/vacancies)

This should be submitted with your letter of application, by email to [recruitment@rbc.org.uk](mailto:recruitment@rbc.org.uk) If you choose not to submit a completed Application form when you apply, you will be required to complete one if invited to attend an interview.

Contact for questions about the application process should be addressed to: Mr Ian King, HR Manager, Reading Blue Coat School, Holme Park, Sonning Lane, Sonning-on-Thames, RG4 6SU. Email [ijk@rbc.org.uk](mailto:ijk@rbc.org.uk)

For further information about the role, please contact Mr Mike Baker (Head Geography) at [mjb@rbc.org.uk](mailto:mjb@rbc.org.uk)



**PLACE OF WORK**

Reading Blue Coat School, Holme Park,  
Sonning Lane, Sonning on Thames,  
Berkshire, RG4 6SU.



**MEALS**

Lunch and refreshments are  
provided free by the School.



**SPORTS  
FACILITIES**

Free membership of the School  
Sports Centre with access  
to fully equipped gym and  
swimming pool.



**EMPLOYEE  
ASSISTANCE  
PROGRAMME**

Confidential independent support  
service available to staff when you  
most need it.



**WORKING HOURS**

From 08:30 to 16:20, Monday to Friday,  
with 60 minute meal break.  
Additional hours will be required for the delivery  
of co-curricular activities; school events; open  
evenings; parents' evenings; etc.



**PARKING**

Free Car parking is  
available on site.



**LEAVE  
ENTITLEMENT**

School holidays in accordance with the  
published School calendar



**CYCLE SCHEME**

Tax-free Cycle to Work Scheme  
is offered by salary sacrifice.



**PROFESSIONAL  
DEVELOPMENT**

Strong commitment to  
support professional  
development with a dedicated  
people development budget.



**PENSION**

Membership of the contributory  
Teachers Pension Scheme (employee  
contribution between 7.4% and  
11.7%, dependent on salary; employer  
contribution is 23.68%).

**DISCOUNTS**



Reduction in RBCS school  
fees for employees'  
children offered after  
6 months service.



50% reduction for all full  
time staff, pro-rated for  
part time staff.



Fees  
(from 1 September 2020)  
are £5,838 per term

Through the Blue Coat Benefit Hub you can access discounts, rewards and perks on thousands of the brands that you love to shop with including travel; motoring; electronics; clothing; education; entertainment; restaurants; health and wellness; beauty and spa; insurance; sports and outdoors.

## MEET THE STAFF

All staff, both teaching and support, form part of a qualified and experienced team, which functions at its best in being mutually supportive in a common goal: to provide the best possible education for all Blue Coat pupils.

Relationships between staff and pupils at Blue Coat are often remarked upon by visitors and parents for being warm, relaxed and mutually respectful.

Click on the link to find out more about some of our staff. Can you see yourself as part of the Blue Coat team?

[www.rbc.org.uk/the-school/meet-the-staff/](http://www.rbc.org.uk/the-school/meet-the-staff/)



## GETTING HERE

### BY CAR

We are located in the village of Sonning-on-Thames, just off the A4, between Reading and Twyford.

We are about 15 minutes' drive from Junction 10 of the M4 motorway. From there, take the Reading / Bracknell turnoff at Junction 10 on to the A329M to Reading. At the roundabout by the flyover take the third exit (A4) towards Maidenhead. Follow the dual carriageway over the next roundabout and up the hill. Over the railway bridge, turn left into Sonning Lane. The School is about ½ mile on the left.

### BY BUS

The School and village of Sonning is served by local bus services 128 and 129 (operated by Courtney) from Reading to Wokingham.

Also by service 850 (operated by Arriva Bus) from High Wycombe, Marlow,

Henley, Twyford to Reading. Alight at the junction of Sonning Lane and Bath Road, from where it is a short walk.

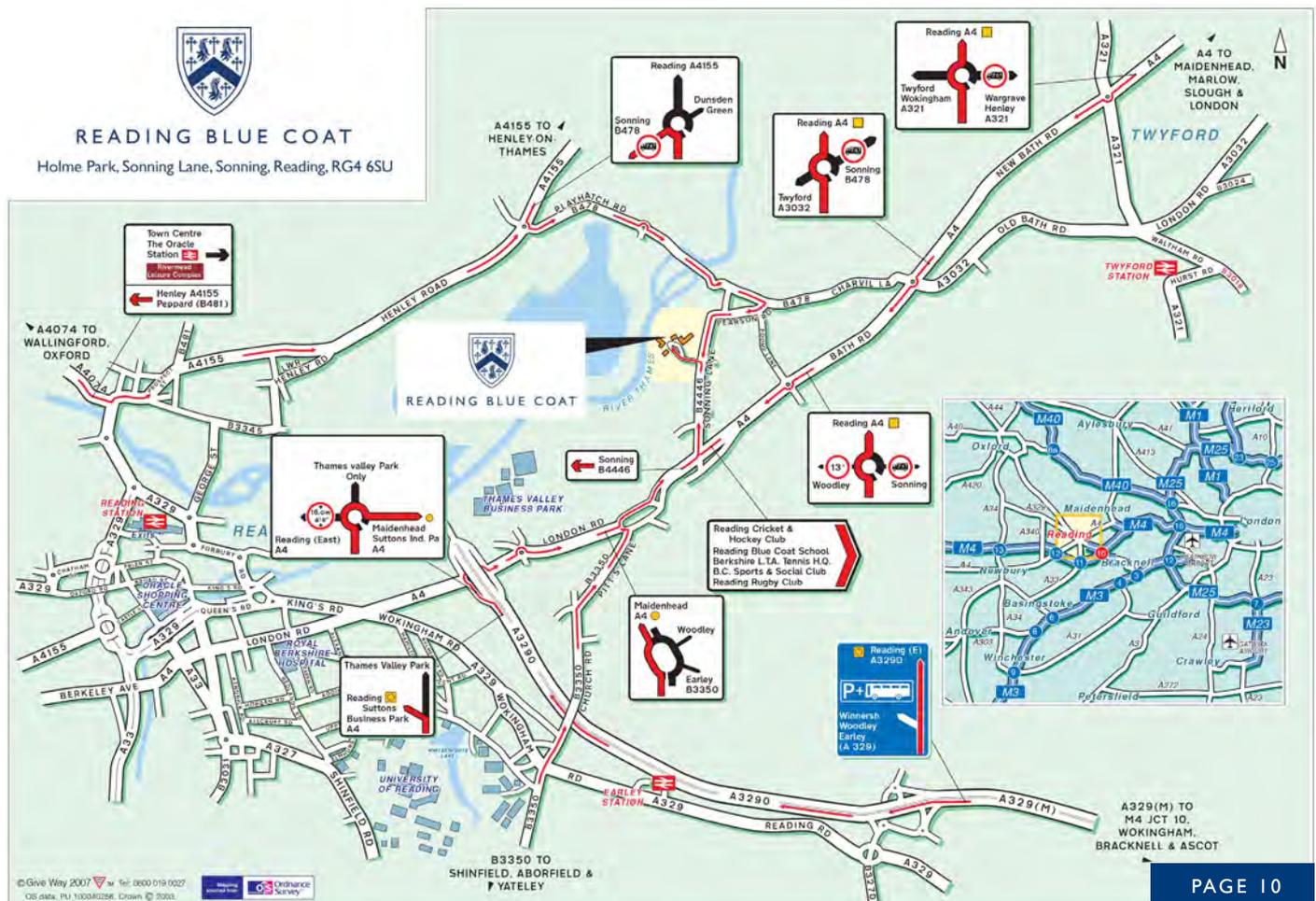
### BY TRAIN

Our nearest rail links are at Reading central station (mainline to London, Wales and the West), which is about 5 miles from the School (about 15 minutes by taxi).

We are also served by local stations at Twyford, which is about 3 miles away (about 10 minutes by taxi), and at Earley, which is about 4 miles away (about 15 minutes by taxi).



For information, call Reception: **0118 944 1005**



# ONE READING BLUE COAT

our community



Holme Park, Sonning Lane, Sonning-on-Thames, Berkshire RG4 6SU

Tel: 0118 944 1005 [rbcs.org.uk](http://rbcs.org.uk)