

TEACHER OF GEOGRAPHY

Salary – MPS1 (£31,650) to UPS3 (£49,084)

Commencing – September 2025

Can you captivate students with your enthusiasm for the world around us? Do you inspire creative and critical thinking in your lessons?

The Role

Watling Academy is seeking an enthusiastic Geography Teacher to inspire students to have a love for our planet and an understanding of its complexities. As a Geography Teacher at Watling Academy, you will:

- **Deliver captivating lessons** on diverse environments and ecosystems, promoting a love of learning.
- **Engage students in discussions on global issues** like climate change and sustainability, empowering them to think critically and responsibly about their impact.
- **Lead fieldwork expeditions and practical investigations** to develop practical skills and hands-on understanding of geographical concepts.
- **Cultivate essential analytical skills**, including data interpretation, graphical analysis, and cartographic techniques, equipping students to make informed, evidence-based conclusions about real-world geographic issues.
- **Be a key part of our supportive team**, collaborating with colleagues to deliver an engaging and enriching curriculum that meets the needs of every student.

About Watling Academy

Watling Academy is an Ofsted ‘Outstanding’ secondary school situated on the western edge of Milton Keynes, encompassing the Whitehouse and Fairfields developments. Opening in September 2020, our school is a new and vibrant learning community for students aged 11-18. We are excited to open the Watling Academy Sixth Form to our first cohort of Year 12 students from September 2025, which will provide further educational opportunities. Our core values of **Respect, Responsibility and Kindness** embody the ‘Watling Way’ and are integral to the way we interact, learn and grow together as a community.

For more information about our school, please explore our website: www.watling.academy

Learn more about why you should join us by downloading the attached Watling Academy Recruitment Pack

About The Denbigh Alliance

The Denbigh Alliance Trust is driven by our mission of **Care, Education and Opportunity**. We prioritise **care** by ensuring that no student or staff member ever feels anonymous. Everyone is recognised, valued and supported, creating a strong sense of belonging within our community. Our commitment to **education** is reflected in our proven track record of academic success, consistently outperforming both Milton Keynes and national averages. We offer **opportunity** through supportive and dynamic learning environments, where every student can thrive and be well-prepared for future success in higher education or employment. For staff, we offer extensive opportunities for professional development and progression within our growing network of schools, empowering you to advance your career within a united, forward-thinking Trust.

As a Maths Hub, Computing Hub and SCITT, we are recognised as leaders in raising educational standards both within our Trust and in the schools we support. We are proud to appoint motivated, highly qualified staff who thrive in a culture where collaboration and the spirit of partnership are central to everything we do.

How to Apply

Due to our commitment to safer recruitment practices, we can only accept applications through My New Term. Please do not submit CVs. To apply, visit: <https://mynewterm.com/jobs/147860/EDV-2024-WA-59802>

The Denbigh Alliance is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants.

E-mail: hr@thedenbighalliance.org.uk

Headteacher: Mrs Helen Fry

Closing date for applications: 28th November 2024, 9am



WATLING ACADEMY RECRUITMENT PACK

2024/25

ABOUT WATLING ACADEMY



Watling Academy is a thriving secondary school situated on the western edge of Milton Keynes, encompassing the Whitehouse and Fairfields developments. Opening in September 2020, our school is a new and vibrant learning community for students aged 11-18. We are excited to open the Watling Academy Sixth Form to our first cohort of Year 12 students from September 2025, which will provide further educational opportunities for our students.

The Trust's mission - to provide the highest standards of **Education, Care and Opportunity** for all its students is underpinned by the 'Watling Way', exemplifying our core values of:



RESPECT



RESPONSIBILITY



KINDNESS

These values are not just words; they are integral to the way we interact, learn and grow together as a community. They are embedded in every aspect of school life - within lessons, during extracurricular activities, in social settings and in how we engage with others.

Our broad and balanced curriculum has been carefully designed to meet the diverse needs of our students, preparing them for future success both academically and personally. We are committed to encouraging our students to respect and care for the environment, giving them empowering knowledge to actively contribute to their communities and address sustainability challenges.

At Watling Academy, we believe in nurturing well-rounded individuals who are prepared to make a positive impact on their community and wider world.





WELCOME FROM THE HEADTEACHER

Applying to a new school is the beginning of an exciting journey and we are thrilled that you are considering Watling Academy.

Watling Academy is a school community that puts students at the heart of what we do; we are committed to achieving individual successes for all students, alongside supporting their personal and social development. Our core values of *Respect, Responsibility and Kindness* underpin life at Watling Academy and our most recent Ofsted report highlighted that “students live and breathe these values every day”.

As we enter our fifth year since opening, we continue to grow and develop, with our first cohort of Year 11 students preparing for their GCSE this summer. This is a significant milestone for our school, which is coupled with excitement for the opening of our Sixth Form in September 2025. These developments present incredible opportunities for our staff to play a pivotal role in shaping the future of our school community.

The curriculum at Watling Academy has been carefully created by our staff to meet the needs of our school and wider community. Alongside the subject content, it is designed to encompass three key themes:

- Understanding the development of Milton Keynes
- The importance of STEM within our community and wider world.
- Tackling sustainability challenges we face across the globe.

Every member of our staff team is crucial to the success of our school community, bringing our values and curriculum to life. We are looking for individuals who are passionate about helping students to exceed their aspirations and who are ready to create an environment where students are able to learn.

We pride ourselves on offering a supporting and collaborative professional environment. As the school continues to grow, there will be opportunities for career progression and we are committed to supporting you on your journey to surpass your own professional goals.

I would encourage you to explore our website at www.watlingacademy.net for further information about our school.

Helen Fry
Headteacher

STAFF TESTIMONIALS



Head of Year & History Teacher

Working at Watling Academy is a rewarding experience. By being part of the Watling team, you'll feel empowered and valued as a member of staff, and there are plenty of opportunities to leave your own stamp on the school community and develop as an individual. Perhaps the most refreshing part of working at Watling Academy is being led by a Senior Leadership Team that is generous and approachable and offers endless support to all staff.

Family Liaison & Engagement Lead

Watling Academy has allowed and empowered me to use my initiative and professionalism as I support and guide not only students, but also their families. I feel exceptionally blessed and privileged to work with such fantastic colleagues. No matter how challenging and hectic the days are, as a team, we always support one another!

Deputy Operations Manager

Watling Academy is a supportive and friendly environment to work. The school cares about their staff and has various schemes to support wellbeing. SLT are approachable and always willing to support and help you if needed. The Wellbeing Team offer a staff buddy system which is a great opportunity to get to know colleagues from different areas of the school along with birthday buddies and afterschool sports activities for staff, which gets very competitive!

STAFF TESTIMONIALS



Head of Year, Computing & Social Care Teacher & House Champion

Working at Watling Academy has been a transformative experience for me. Starting my career in primary education, the transition to secondary education at Watling has been both challenging and fulfilling. In just two years, I've grown from an ECT to Head of Year, thanks to the school's open & supportive culture, combined with a wealth of resources and the encouragement of my colleagues. I am proud to contribute to the growth of both the school and its students and look forward to continuing this journey.

Deputy SENDCo & History Teacher

What I love most about working at Watling Academy is the people. Everyone is so friendly and helpful. I never have a day when someone doesn't ask me how I am or thank me for something I have done. It makes for a really lovely working environment! I started as an ECT and in 4 years I have been given so many opportunities, that I don't think I would have been offered in many other schools.

Reading Champion

Working at Watling Academy offers an opportunity to join a team of committed individuals who genuinely care about every member of their school community. I felt instantly welcomed into an environment where open communication is encouraged and with a leadership team who are approachable and visible throughout the school. There are many initiatives to actively promote staff wellbeing, maintaining a network of support as the school has grown, and where staff take the time to check in on each other, no matter how busy their own days may be.

ABOUT OUR MULTI-ACADEMY TRUST

The Denbigh Alliance Multi-Academy Trust consists of six schools in Milton Keynes; 2 secondaries and 4 primaries. We deliver a Maths Hub, a Computing Hub, a SCITT and we are a delivery partner for Early Career Framework.

The aim of the Trust is to provide the best possible education to students between the ages of 3 to 19. We want to grow as a Trust in a measured way and work with schools where we can make a significant difference to the progress and attainment of students.

Our Central Team is committed to delivering an exceptional service with our schools so that each school can have an increased focus on teaching and learning. We have a Scheme of Delegation that empowers schools to meet the needs of the students in their care.



OUR TRUST MISSION AND VALUES

CARE

We are a big organisation with a small feel and offer individualised care to our students.



EDUCATION

We aim to achieve outstanding outcomes for all students, regardless of ability or background.

OPPORTUNITY

We have a responsibility to enrich, broaden and deepen students' learning by providing valuable experiences inside and outside the classroom.



OUR TRUST VISION

In the Denbigh Alliance schools we harness ambition by delivering excellence and enriching the lives of all children within the Trust. Each of our schools has its own distinctive character and is at the heart of their local community.

WHY WORK FOR THE DENBIGH ALLIANCE?



PAY

Our salaries are nationally benchmarked and aligned to STPCD and NJC scales, with annual cost of living increases and performance based pay rises.



PENSION

All teachers are entitled to receive the Teachers' Pension, while associate staff are automatically enrolled in the Local Government Pension Scheme.



LEARNING & DEVELOPMENT

We pride ourselves on prioritising staff development with support from experienced leaders and partnerships with the SCITT, Maths Hub, Computing Hub and Early Careers Framework.



MENTAL HEALTH

From Day 1, all staff will have access to an Employee Assistance Program (EAP) and on-site support from HR and trained mental health first aiders. Our policies are designed to support you through various life stages, including flexible working arrangements and menopause support.



PHYSICAL HEALTH

Our Cycle to Work scheme promotes healthy and sustainable commuting options. We also give all staff the option to have a free flu jab annually.



LIFE OUTSIDE WORK

We understand the importance of work-life balance and have policies in place to support it. That's also why all staff have an additional leave entitlement so they don't miss out on important personal events like weddings and graduations.

LIFE IN MILTON KEYNES

Established just over 50 years ago, Milton Keynes is a diverse, welcoming and expanding place. Beautiful open spaces sit alongside popular leisure attractions, there's lots on offer culturally, and our friendly neighbourhoods feature high quality community facilities with easy ways to get around on foot and by bike as well as by car.

Milton Keynes is 40 minutes from London, 30 minutes from London Luton Airport and a stop on the West Coast Mainline, connecting Scotland and the North West with the capital.

We're known to be a 'smart city', leading the way in projects like autonomous vehicles and robot deliveries, and we have a strong economy with plenty of highly skilled jobs. We also have a great deal of unexpected history with rural villages and busy towns like Bletchley (home of The Codebreakers).

Facilities include a large shopping centre (over 190 stores), a 1400 seat theatre, a municipal art gallery, two multiplex cinemas, an ecumenical central church, a 400 seat concert hall, a teaching hospital, a 30,500 seat football stadium, an indoor ski-slope and a 65,000 capacity open-air concert venue. Seven railway stations serve the Milton Keynes urban area (one inter-city). The Open University is based here and there is a small campus of the University of Bedfordshire.

Most major sports are represented at amateur level; Red Bull Racing (Formula One), MK Dons (association football) and Milton Keynes Lightning (ice hockey) are its professional sports teams.





Recruitment Statement

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1.0 Our commitment

- 1.1 The Denbigh Alliance (“the Trust”) is committed to providing the best possible care and education to its students and to safeguarding and promoting the welfare of children and young people. The Trust expects all staff and volunteers to share in this commitment. The Denbigh Alliance has adopted recruitment and selection procedures and other human resources management processes that help to deter, reject or identify people who are unsuitable to work with, children and/or young people.
- 1.2 The Trust is committed to attracting, selecting and retaining employees who will successfully and positively contribute to providing a valuable service. A motivated and committed workforce with appropriate knowledge, skills, experience and ability to do the job is critical to the Trust’s performance and fundamental to the delivery of a high-quality service.

2.0 Principles

- 2.1 The aims of the Trust’s recruitment process are as follows:-
 - 2.1.1 to ensure that the safeguarding and welfare of children and young people occurs at each stage of the process;
 - 2.1.2 to ensure that the best possible employees are recruited on the basis of their merits, abilities and suitability for the position;
 - 2.1.3 to ensure that all job applicants are considered equitably and consistently;
 - 2.1.4 to ensure that no job applicant is treated unfairly on any grounds including race, colour, nationality, ethnic or national origin, religion or religious belief, sex or sexual orientation, marital status, disability or age; and
 - 2.1.5 to ensure compliance with all relevant recommendations and guidance including the recommendations of the DfES in “Safeguarding Children and Safer Recruitment in Education” and ‘Keeping Children Safe in Education’ (2018) (Part Three).

3.0 Safer Recruitment Practice

- 3.1 The Trust’s policy statement is as follows: “The Denbigh Alliance is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. An enhanced DBS check and online search is required for all successful applicants.”
- 3.2 Safer practice in recruitment means thinking about and including issues relating to Safeguarding and promoting the welfare of children at every stage of the process.
- 3.3 There are several elements to this process, including;-
 - 3.3.1 Obtaining comprehensive information from applicants, scrutinising the information and satisfactorily resolving any discrepancies or anomalies.
 - 3.3.2 Obtaining two independent professional references that answer specific questions to help assess an applicant’s suitability to work with children and follow up any concerns.

- 3.3.3 Holding a face-to-face interview that explores the candidate's suitability to work with children as well as his/her suitability for the post.
- 3.3.4 Checking previous employment history and experience.
- 3.3.5 Carrying out pre-employment checks including an enhanced criminal record check via the Disclosure and Barring Service (DBS) and online searches including social media checks.

4.0 Disclosure and Barring Service Check (DBS Disclosure)

- 4.1 It is a statutory requirement that all new appointments to the Trust's workforce will have an enhanced.
- 4.2 Disclosure and Barring Service check and they should have this prior to taking up the post.
- 4.3 All posts at the Denbigh Alliance are exempt from the provisions of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. However, spent and/or unspent convictions may not necessarily make you unsuitable for employment. The nature of the position and circumstances and background of any offences will be considered and a measured judgement made.

5.0 References

- 5.1 A minimum of two employment references will be sought, usually prior to interview. If the applicant is not currently working with children but has done so in the past, his/her previous employer whilst working with children should be contacted for a reference. These references must be received before any offer of employment is confirmed. On receipt of references, any discrepancies, anomalies or relevant issues will be clarified with the referee as part of the recruitment verification process.

6.0 Right to work in the UK

- 6.1 The Asylum and Immigration Act 1996 requires all employers in the UK to make basic document checks on every person they intend to employ to ensure that only those legally entitled to live and work in the UK are offered employment. It is a criminal offence to employ someone who has no right to work in the UK and by checking and copying basic documents employers can establish a defence.
- 6.2 Applicants will be expected to produce proof of their right to work in the UK at interview stage.

7.0 Equal Opportunities

- 7.1 The Trust is committed to providing equality of opportunity for all and ensuring that all stages of recruitment and selection are fair. Recruitment and selection procedures will be reviewed on a regular basis to ensure that applicants are not discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or religious belief, gender or sexual orientation, marital status, disability or age. The Trust's Equal Opportunities and Equality and Diversity Policy is the foundation for all its activities.

8.0 Online Search and Social Media Checks

- 8.1 In line with the 2022 KCSIE update the Trust will conduct online searches and social media checks prior to employment for all positions. This will comprise an internet browser search and searches on mainstream social media platforms such as: Facebook, Twitter, Instagram, YouTube and TikTok. These checks will span the previous five years or from when the candidate is 18 years old.
- 8.2 The purpose of this check is to identify any prejudiced or discriminatory ideologies.
- 8.3 If the candidate's social media account is private, no further action will be taken to obtain this detail.
- 8.4 In the event that any post containing prejudiced or discriminatory ideology is found, the candidate's application will be reviewed on a case-by-case basis by the Headteacher or Head of School in conjunction with the HR Manager and DSL.

9.0 Pre-employment checks

- 9.1 The Trust will ensure that the following pre-employment checks have been undertaken before employment begins:
 - 9.1.1 The receipt of at least two satisfactory references.
 - 9.1.2 Verification of the candidate's eligibility to work in the UK.
 - 9.1.3 An enhanced DBS Check which contains no disclosure of convictions.
 - 9.1.4 For candidates who have lived or worked abroad an overseas police check will be undertaken.
 - 9.1.5 Satisfactory online search and social media checks.
 - 9.1.6 Verification of the candidate's medical fitness.
 - 9.1.7 Verification of the qualifications (where relevant).
 - 9.1.8 Verification of professional status(where required)
 - 9.1.9 (For teaching posts) Verification of successful completion of statutory induction period and statutory prohibition checks.
- 9.2 In the event that any of the above checks have not been completed, permission will be sought from the Executive Headteacher prior to an individual starting employment with the Trust.