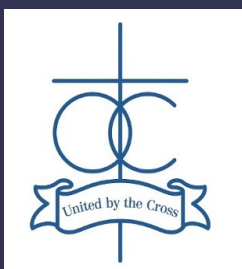


Oaklands Catholic School and Sixth Form College

APPLICATION PACK FOR GEOGRAPHY TEACHER

SEPTEMBER 2025



**Edith
Stein**
Catholic
Academy
Trust

CONTENTS



3	Teacher of Geography General Information
4	The Role
5	Our Journey
6	Pastoral Care
7	Person Specification
8	Working For Us
9	Staff Profiles
10	Application Process
11	And Finally

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TEACHER OF GEOGRAPHY



Teacher of Geography

Permanent, Full time

**September 2025
MPS**

**Applications from ECTs
warmly welcomed**

This opportunity is one that I hope will capture your enthusiasm and I would like to thank you for your interest in this post. On our website you will find our vision and strategy for the school. The Geography Department is key to fulfilling this and we are excited about bringing new colleagues into an established and supportive team.

The ability to offer other humanity subjects would be advantageous but not essential

For ECTs in their first year, we will provide additional support.

In this pack I have tried to ensure that you know something about Oaklands and our Geography Department whilst at the same time making clear that the Governors are

looking for an **outstanding teacher** who can demonstrate **exceptional classroom practice** in the teaching of Geography. You may be required to teach up to **A Level**.

Towards the end of this pack you will find the application information needed to complete the Application Form, which is issued by the Governors.

If you are a Catholic you will understand the distinctiveness of Catholic schools such as Oaklands and this will be attractive to you. **You do not have to be a Catholic to work at Oaklands;** the Governors welcome applications from candidates of differing faith backgrounds or none, who can be supportive of the school ethos.

At Key Stage 3, all students take Geography and at Key Stage 4, Geography is popular with approximately half of the cohort choosing the subject. Healthy groups exist at A Level.

The Geography Department is mostly located in a suite of well equipped rooms with its own staff work space. Field work is a regular component of the Geography curriculum with local, national and international trips. The department regularly runs a trip to Iceland.

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THE ROLE



The Geography Department at Oaklands aims to give students an understanding of the world around them, its environments, places near and far, and the processes that create and affect them. Our curriculum aims to give a broad coverage of the major disciplines within the subject, with a strong emphasis on developing geographical knowledge. It is our intent that the principles of Catholic social teaching are intertwined across our Geography curriculum. When devising our curriculum, we try to create balance between breadth of coverage and depth of study. We strive to give students the content (substantive geographical knowledge) and the knowledge of relationships that allow students to understand the connections between ideas (disciplinary knowledge) so they have the full geographical understanding.

More information about our curriculum can be found by following [this link](#).

Staff are committed to being at the leading edge of teaching and learning, providing a first class experience for Oaklands students. For staff, a friendly and supportive environment helps ensure that classroom activities are of the highest quality.

Teaching at Oaklands is informed by a strong culture founded on the knowledge of the student.

In addition to the delivery of Geography, the successful candidate must have relevant and up-to-date knowledge in relation to working with and protecting children and young people. All staff at Oaklands are expected to display a commitment to the protection and safeguarding of children and young people.

I hope this information is useful. However, if there is any further way in which I can be of assistance, please do not hesitate to contact me at the school.

Matthew Quinn
Headteacher

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OUR JOURNEY



Oaklands is a Catholic Academy taking in boys and girls from 11-18, which has been established by the Diocese of Portsmouth for the education of Catholic children who live within the designated parish catchment area allocated to the school. In addition, Oaklands also takes in a number of children from other Christian denominations whose parents have specifically requested a Catholic education at the School, provided that they satisfy the criteria laid down in the Governors' Admissions Policy.

Oaklands has over 1,300 students on roll, including a Sixth Form College of 220 students. It is a well established comprehensive school, which is well supported by parents and highly respected in the community. Oaklands offers a full range of GCSE, and A Level courses. Students at all levels are provided with challenge and support as appropriate. The school's success is rooted in a strong academic tradition.

Oaklands was one of the first Catholic Academies in the country, converting as a single Catholic Academy Trust in 2011. Corpus Christi Primary School joined the Trust in 2021.

The school is part of a soft federation; working closely with other local schools, which provides an opportunity to share expertise and resources.

We are also part of the wider Edith Stein Partnership working closely with other local Catholic schools across primary and secondary phases.

The school will provide you with significant opportunities to help you develop your career so that you can eventually move on and up from the role of Classroom Teacher.

We are on an exciting and imaginative journey; creativity is at the heart of the school's approach, resulting in innovative approaches to:

- teaching and learning – encouraging questioning, reflection and challenge
- literacy and numeracy – using all subjects to develop these core skills
- curriculum design – establishing a common approach to assessment
- use of data – supporting individual progress and personalising learning
- growing school of leaders – developing leadership at all levels
- School Improvement – empowering staff to take responsibility for areas of change

The school stands within attractive and extensive grounds including woodlands and playing fields. Well-equipped specialist facilities are provided for all areas of the curriculum and in recent years the school has undergone major refurbishment.

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PASTORAL CARE



The aims of the school emphasise the importance of each student as an individual and the need to focus on and promote the spiritual, moral, intellectual, physical, social, personal and cultural development of each person entrusted to our care. To this end, the community endeavour to create a Christ-centred learning community whose primary aim is to ignite a passion for faith and learning.

At Oaklands we recognise that students have special and different gifts, we aim to develop them in a climate where they can be shared and personal achievement can be maximised, where difference is not just tolerated but celebrated. Students need to work within an environment where they can develop their unique God given gifts and feel lovable, loved, capable and valued members of the community. This occurs within a warm and caring safe and open environment in which all children can grow in confidence and trust, and achieve their true all round potential.

The successful pastoral system at Oaklands is built on the strong partnership between the school, home and parish enabling each student to flourish. We believe that parents have a key role to play in the education of their child. The Year Head and Form Tutors, through the pastoral curriculum at Oaklands,

emphasise with students the importance of self-discipline and responsibility and also the importance of care, concern and respect for each other.

The school also recognises its responsibility to foster a Christian atmosphere, to equip the young students in its care to face the adult world with confidence and to play a responsible part in a society which is rapidly changing and holds a variety of different standards. This confidence is shaped through a deep understanding of the relationship between faith and culture. Students are encouraged to further their faith journey. To this end Religious Education, Form and Year Assemblies, Year Masses and Liturgical services, full School Masses, Residential Experiences and Community Service are all important aspects in the life of the school.

The Chapel is a focal point the school's spiritual life. Oaklands is also fortunate enough to have a full-time Chaplain.

At Oaklands extra-curricular activities are an essential part of a young person's development and all students are encouraged to profit from the wide range of activities on offer. Whatever their talents and abilities, there are opportunities to succeed.

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PERSON SPECIFICATION



We are seeking to appoint an enthusiastic and inspirational Teacher of Geography with a clear vision to continue the success of the Department in the school and to help pupils to develop their skills and knowledge in Geography to the highest possible level within and beyond the curriculum.

PERSON SPECIFICATION

Essential:

- Qualified Teacher Status (or ECT starting September 2025)
- A good degree appropriate for teaching Geography
- Recent participation in a range of relevant in-service school related training
- Be able to contribute to the distinctive nature of the school
- Outstanding subject skill and knowledge
- Good classroom management
- Excellent communication, organisation and listening skills
- Has up to date knowledge of relevant legislation and guidance in relation to working with, and the protection and safeguarding of children and young people
- Effective contemporary teaching and learning strategies for Geography

- Excellent communication and interpersonal skills
- Stamina and resilience and ability to work under pressure
- Committed to personal development
- Confidence

The following would be desirable:

- Catholic
- Ability to teach across a range of other subjects
- Experience in a mixed comprehensive setting
- Understanding of national developments in post-16 settings

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WORKING FOR US



Ten Reasons why we think you might want this role at Oaklands

- Your teaching has already had a positive impact on students at KS3, KS4 or KS5
- You believe in working with a comprehensive mix of children to give them the best possible chance of success in life and are excited by the chance to work with an experienced team
- You are attracted to working in a school that can provide opportunities up to KS5
- You value young people and see them as unique, precious and unrepeatable
- You can see the value of a close professional dialogue with colleagues which can challenge and support you
- You like the idea of talking with colleagues about teaching and learning
- You are motivated by the thought of being a member of a team that delivers some of the best results in Hampshire for a comprehensive school
- You know that you are good at building lasting professional relationships with students and understand that this is part of the foundation for successful learning
- You want to use this position as a stepping stone to career advancement
- You can offer something to the extra-curricular life of the school

Four reasons why you might not want to come and work for us (please look at the last page)

- The match of your skills and experiences to our needs is not a good fit
- You are anxious about coming into a Catholic school (don't be)
- You have not taught in a school from KS3 – KS5
- You feel you might not be ready to work in a high performing school

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STAFF PROFILES

Maths Teacher Jodie Beauvoisin



My teaching journey started with my first phase of training at Oaklands. I was so drawn in by the school that I decided to come back and take a position in the Maths Department here which I started in 2019.

The thing that most made we want to teach at Oaklands is the sense of community. Every member of staff here is supportive of each other and supportiveness is the most valuable trait you can ask for as an NQT. This culture of support and treating everyone with kindness extends to the students who are polite and respectful to each other and their teachers and in return, staff do everything they can to look after them when they are in need. I attribute this culture to the Catholic ethos of the school instilling a framework of morals where community is the heart.

In 2022, I was awarded a TLR for developing the Maths contribution to STEM Learning across the school and for the last two years I have led a Mathematics Experience Residential Trip to Disneyland Paris.

I look forward to continuing my teaching career at Oaklands, hopefully taking on more responsibilities in the future, and learning new ways to make young people excited about Maths and learning.

Megan Campbell RE Teacher and ECT mentor

I am a Teacher of Religious Education (RE) at Oaklands, and joined the team in September 2017. I am a former student of Oaklands and I left the Sixth Form here with good A-levels and went straight to Chichester University to study Theology and Religious Studies. I remained at Chichester to complete my PGCE (Post Graduate Certificate in Education) and then I landed an interview here!

I had a few jobs before starting Teaching, including working in a Michelin Star restaurant, a café and retail. I also worked some summers at Goodwood. I have been a continuous volunteer at my church in the youth and children's ministries.

A few years ago, I gained the position of Assistant Head of Year ; I support the Head of Year with a range of pastoral and administration matters to support the progress of our Year 8 students. Oaklands is a distinctive school; it treats students, as young people with unique gifts and talents. We recognise they have individual needs and we work hard to support them to be the best possible version of themselves.

The first year in teaching is challenging , but I received fantastic support from my mentor and the Department; I constantly worked towards the finish line. Everybody here is treated equally and is given the same respect, whether you are a Teacher, Learning Support Assistant or a Cleaner – we are all one body! Teaching is a definitely a vocation and I think if it's the career for you Oaklands will definitely bring you through it!



English Teacher Maddy Woods



I started working at Oaklands as an NQT English teacher in 2019, and I feel extremely fortunate to work here.

After completing a degree in English Literature at the University of Southampton, I immediately went on to complete a School Direct PGCE, knowing straight away that teaching was the career path I wanted to follow.

As an English teacher at Oaklands, I am surrounded by a superb department of intelligent, dedicated professionals with an infectious enthusiasm for our subject and the way it is taught. I also have the privilege of teaching English Literature A Level—which has always been an ambition of mine—so I feel pleased to have been afforded this opportunity so soon into my career.

In 2023, I was appointed as Key Stage 3 Co-ordinator in English and was awarded a TLR.

Of course, the main highlight of teaching at Oaklands has to be the wonderful students I get to work with each day. Despite the inevitable challenges and hurdles that come with teaching (as with any career!), the students always provide me with a reason to smile or laugh at the end of each day. This, along with the supportive staff community, means that coming to work always feels enjoyable. I

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APPLICATION PROCESS

A completed CES application form can be downloaded from the school website:

[Vacancies - Oaklands Catholic School and Sixth Form College](#)

Completed applications should be sent by email to:
s.mann@oaklandscatholicschool.org

or by post (marked 'Application' in the top left hand corner) to:

Mrs Sarah Mann
PA to the Headteacher
Oaklands Catholic School
Stakes Hill Road
Waterlooville
Hampshire
PO7 7BW

Please note that on Page 11 of the application form you are required to complete a supporting statement. Incomplete applications will not be accepted.

Closing date:

Wednesday 14th May 2025, 12.00noon

Interviews:

Week beginning 19th May 2025

The candidate application form asks for three references. Normally one of these referees should be your current or most recent employer. Please see the details in the application form. We reserve the right to take up references with your previous employer.

In addition to asking your referee questions related to your suitability for the position we will make enquires into the following:

- Disciplinary procedures in relation to allegations of inappropriate conduct with children, including any in which the penalty is 'time expired' (that is where a warning could no longer be taken into account in any new disciplinary hearing for example)
- Whether the applicant has been the subject of any safeguarding concerns
- The outcome of any enquiry or disciplinary procedure
- If the candidate is not currently working with children but has done so in the past, his or her previous employer with children will be asked about those issues.

In accordance with safeguarding guidance the school will not consider 'Open References' from a candidate.

As part of the interview process all candidates will be required to:

- Teach a lesson
- Talk to students
- Participate in a number of panel interviews

Preparation work in advance of the lesson will be required, and details will be provided prior to interview.

Early applications are welcome - the interview process may be staged and some interviews held in advance of the closing date if there is a large number of applicants for the role.

In accordance with Keeping Children Safe in Education 2024, section 221, in our shortlisting process, we carry out an online search as part of our due diligence on shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which the school or college might want to explore with the applicant at interview.

Please visit our school website for more information about Oaklands and other recruitment documentation:

www.oaklandscatholicschool.org

- Supplementary Forms (to be given in at interview stage)
- Recruitment and Monitoring Form
- Rehabilitation of Offenders Act 1974 Disclosure Form
- Teacher staff expectations for basic established and upper pay bands
- Exam Results Annual report and financial statements
- Governor strategy
- Oaklands Catholic School Main Prospectus
- Information on Appointment of Teachers in Catholic Schools
- CES Teacher Contract
- Equality Act 2010

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AND FINALLY



What about those FOUR reasons why this role might not be for you!

The match of your skills and experiences to our needs is not a good fit

Come and visit us, read the pack, phone Matthew Quinn, Headteacher, and find out if the match is better than you think. The school is interested in appointing colleagues who have the capacity to grow and develop into the role.

You are anxious about coming into a Catholic school (don't be)

Again come and visit us, experience our community and talk to staff about their experience. The majority of staff at Oaklands are not Catholic.

You have not taught in a school from KS3 –KS5

If you are not ready for this then we still want to hear from you. Most of our best staff had no Sixth Form experience before coming to Oaklands but with training and development, over time they gained the experience.

You feel you might not be ready to work in a high performing school

If you are still reading, then you probably are.

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