



FRAMWELLGATE  
SCHOOL DURHAM

# CURRICULUM LEADER GEOGRAPHY

**Salary** – MPS/UPS plus TLR 2c

**Permanent**

**Full Time**

**Start Date** – September 2025

**CANDIDATE INFORMATION PACK**

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# CURRICULUM LEADER FOR GEOGRAPHY

MPS/UPS plus TLR 2c  
Permanent, Full time  
Required from Sept 2025

Due to the successful promotion of our current post holder, we wish to appoint a curriculum leader for geography who has a real passion and enthusiasm for leading this aspect of the curriculum, inspiring both students and staff alike.

We offer an environment where our teachers are respected and trusted as professionals. We allow teachers autonomy in the decisions they make for the students in their classrooms, supported by a culture of teacher development and training. Collective endeavour is how we ensure the greatest experience for our students. Teachers in our school immediately become part of strong departmental teams with regular collaborative planning where subject experts have the opportunity to develop pedagogy and curriculum together. We strongly believe that autonomy and collaboration allow our staff to achieve true professional joy.

Curriculum leaders are considered a vital part of the leadership of the school and meet regularly as a group to ensure the collective endeavour in raising standards and achievement for our young people and providing the best school experience to them.

We are a truly inclusive school and for us social justice and providing all of our students with the knowledge and skills to allow them to have a voice and achieve their goals is really important; the most for those that need the most. This is echoed throughout our school with a real commitment to the wellbeing and success of our staff and students. If you think this aligns with your values, then we would love to hear from you.

Michael Wright

## CONTACT

Queries and applications should be submitted to Executive Assistant, Fiona Thompson at [Thompson.f@framdurham.com](mailto:Thompson.f@framdurham.com)

## KEY DATES

The closing date for applications is: **Tuesday 18<sup>th</sup> March at 9.00am**

Shortlisting will take place soon after

Interviews are scheduled to take place: Tuesday 25<sup>th</sup> March

Framwellgate School Durham is committed to the safeguarding of children and young people. An enhanced disclosure from the DBS and barred list check will be required for this post, together with completion of a pre-employment health questionnaire.

The Excel Academy Partnership  
at Framwellgate School Durham  
Newton Drive  
Durham  
DH1 5BQ





# ABOUT FRAMWELLGATE SCHOOL DURHAM

Thank you for considering joining us as Framwellgate School Durham.

The school website is an excellent starting point if you wish to know what life is like here and we would urge everyone to look at this to help them decide if our school is right for you. We're also really keen that people visit the school before applying for any post here so they can have a good sense of our values and ethos and how you can contribute to that.

The school ethos is based on the idea of excellence, inclusivity and all our students being known and valued. It's important to us and our commitment to social justice that these aren't simply words, but what we ask all members of our community to model and practically demonstrate during their time here. If these values speak to you then this could be the school for you.





# AIMS AND ETHOS

We want three things for all our students:

1. To be known
2. To be valued
3. To achieve excellence

## EXCELLENCE, INCLUSIVITY AND RELATIONSHIPS

All of our students deserve to know, experience and develop **excellence**. Subject expert teachers delivering with passion and engagement allow all our students to learn and achieve, developing the habits they need to be a success.

We are an inclusive school and we recognise that some students will join us and face barriers on their path to excellence. That's why we always focus on how best to support these students, we offer '**The most for those that need the most.**' This commitment to inclusivity and social justice is at the heart of our community.

To ensure we can do these things every one of our students is **known and valued**, with each success celebrated and each difficulty recognised. This is a community school and every child should feel safe and able to be who they truly are so that they can develop in confidence into young adults ready to do anything they put their minds to.



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# OUR CURRICULUM

We are rightly proud of our curriculum in terms of both its scope and its ambition.

As a true community and comprehensive school, we want all the children we serve to experience success and also be supported to achieve their maximum potential regardless of what that it is – it's not the grades students get while here that defines them but the destinations they unlock and we're proud of our ability to help every student reach the right destination for them. To enable this we recruit subject specialists, passionate about their chosen areas, to share their love for their subject with others. All our staff should still be excited about learning new things themselves and this habit will build the culture of excellence we strive for.

## PASTORAL CARE AND SUPPORT



Pastoral care, and the strong relationships between staff and students, is a key strength of the school and is shown in the compassion and respect that all members of our community routinely show to each other. This is a fully inclusive school and we're proud of this fact. All students are placed in tutor groups and remain with their tutor group and their tutor as they move from Year 7 to 11. The tutor is the first port of call for all students and will build up a rapport unique to each child over their time here so that every student feels valued and known. Each year group also benefits from the support of a non-teaching Pastoral Manager, as well as access to other specialists such as our Emotional Wellbeing Worker. This allows students to receive the support they need so they can focus on their education.

Our personal development offer is rich and detailed and aims to ensure that every child leaves not only ready to be a success in life but knows what active choices they can make. The school has a rich extra-curricular and super-curricular offer to help build character in students and we encourage all our staff to help grow this further by running clubs or societies that are close to their personal passions. From the French book club to girls' football, 6th Form reading buddies to Vex Robotics, Climbing to the Broadening Horizons Award, there's something for all students to enrich themselves with.

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# LEADERSHIP, STAFF WELLBEING & DEVELOPMENT

The leadership of the school is committed to trusting in the professionalism of all its staff. We offer a high level of autonomy so that curriculum areas and individual teachers are trusted to determine what they believe is the best, most enriching and challenging curriculum for our students as well as constantly reflecting on the best pedagogical approach to deliver on that ambition. We promote the fact that this should all be a **collective endeavour** and that it's teams working together that achieve the best results. In return the leadership of the school will look to ensure that we all maintain a calm and orderly environment, that teachers can teach and that the training in school is designed to maximise professional development and help in the maintenance of our high standards.

At a leadership level we are all committed to the values of ethical leadership and to applying this to every aspect of school life. Every member of the school community should feel able to speak to anyone else on a professional level and that their concern or question will be listened to, acknowledged and acted upon. As a consequence of this approach, morale amongst the staff is high as we encourage them to seek **professional joy** and value working here. The school will benefit from a new build due to open in 2027, but the heart of any school is not its bricks and mortar but the people who work there, something we recognise and celebrate.

## LIVING IN THE NORTH EAST

Living in the North East is an attractive proposition. Many of our staff live within our catchment area and house prices in the region mean that it is ideal both for those seeking to establish themselves on the property ladder, or for families in need of more space.

As well as the historic city of Durham with its rich cultural heritage and thriving social scene, the surrounding area offers much in the way of natural beauty for people to enjoy, whether walking in the Wear Valley, going north to the Borders, south to the North York Moors, surfing in the North Sea or spending time in the other local cities of Newcastle or Sunderland.

Well served by transport links, the school is close to both Durham train station, a key stop on the East Coast Mainline, and the A1 (M), allowing easy access to Newcastle, York and London.

Durham is an amazing place to both live and work and we're confident you'll feel the same.



# THE DEPARTMENT

The Geography Department consists of four specialist geography teachers and has four geography classrooms, all with smart boards and visualisers and all are well resourced. Within the department there is a large geography office, with PCs and a library of geography books. Geography is one of the most popular GCSE options and we have over 100 students in Y11 and 130 students in Y10 with healthy class sizes of 9 and 14 in Years 13 and 12. Geography has a successful history of excellent exam results at both GCSE and A level; in 2023 the GCSE SPI was 0.05 and this improved to 0.35 in 2024. In 2023 the A level residual was 1.75 and this rose to 3.75 in 2024.

Each year, the Geography Department organises an international trip during Enrichment Week (the penultimate week of the summer term). For the last few years this trip has been to Naples in Italy and has involved a large number of both Y9 and Y12 students. In addition, we have an annual residential for Y8 students to Patterdale Hall in the Lake District. Within the department there are numerous visits and cultural opportunities to develop our students, such as outside speakers and work with local universities.

If you would like to learn more about our geography curriculum then you can look at the curriculum overview on our website as well as visiting the Geography Department's own twitter page @FramGeography.





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# JOB DESCRIPTION: CURRICULUM LEADER

**To carry out the responsibilities of a subject teacher as outlined in the Teachers' Standards and career stage expectations, and all responsibilities of the school in relation to the health and safety/safeguarding of students and staff. In addition, the following responsibilities apply to a curriculum leader:**

## **Lead, develop and enhance the quality of teaching and learning**

- Lead the department towards consistently high quality of teaching and student outcomes
- Co-ordinate CPD needs and activities (including Monday CPT time);
- Maintain and develop expertise and share this with others;
- Act as a role model of good classroom practice
- Ensure that all staff are aware of the inclusion needs of all students and groups and make provision for this in planning;
- Identify and promote effective and innovative teaching strategies;
- Plan and implement strategies for development/improvement;
- Participate in the recruitment and appointment of staff;
- Deploy staff effectively within the constraints allowed;
- Lead the induction of new staff;
- Ensure that student teachers are supported effectively;
- Act as appraiser for identified teachers.

## **Impact on educational progress beyond own students**

- Drive forward whole school and department change
- Set high expectations which inspire, motivate and challenge all students in the department
- Meet achievement targets and monitor progress against these targets
- Lead the department in planning, teaching, feedback and assessment and monitor the quality of each;
- Monitor standards of behaviour and ensure school policies are followed;
- Lead department self-evaluation strategies and contribute to the school SEF where required
- Plan and implement strategies for improvement and delegate effectively.

## **Lead and manage curriculum development in a department**

- Ensure that the curriculum and exam board specifications are mapped out effectively across each key stage
- Ensure that assessment practices are adequate, lead to improvements in student progress, and inform planning
- Plan and implement strategies for improvement and evaluate their impact
- Build effective liaison with feeder primary schools
- Build effective links with other partners (particularly higher education institutions, subject associations and other local networks) and the local community
- Report to the Headteacher/SLT on student performance, department planning and self-evaluation
- Contribute to CL briefings and other middle-leader activities

*This generic job description may be accompanied by an annual, negotiated plan indicating the priorities and outcomes sought and based on the priorities of the school.*

# PERSON SPECIFICATION:

## CURRICULUM LEADER OF GEOGRAPHY

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CATEGORY	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"><li>Degree in geography or similar</li><li>DfE recognised teaching qualification such as a PGCE or equivalent.</li></ul>	
EXPERIENCE	<ul style="list-style-type: none"><li>Recent and relevant experience of teaching geography at secondary level up to 16.</li><li>Experience of curriculum leadership either as a CL, Deputy CL, key-stage co-ordinator, or Head of Subject</li><li>Demonstrable success in current role</li></ul>	<ul style="list-style-type: none"><li>Recent and relevant experience of teaching geography at post-16 level.</li><li>Recent professional qualification (NPQ, M.Ed)</li></ul>
SKILLS	<ul style="list-style-type: none"><li>Ability to inspire, motivate and challenge students</li><li>Ability to plan and teach well-structured lessons which achieve outcomes which are at least good and are often outstanding</li><li>Ability to meet targets for the students in your assigned classes</li><li>Ability to lead a team of teaching colleagues in your department to prepare, resource and teach their subject</li><li>Ability to communicate effectively with students, parents/carers and colleagues, showing respect for others and professionalism at all times</li><li>Ability to lead and adapt teaching to respond to the strengths and needs of all students</li></ul>	
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"><li>Contribute to the wider life of the school</li><li>An able and dynamic leader who is willing to contribute positively and imaginatively to this successful department, demonstrating humour, energy and resilience. We are looking for</li></ul>	

	<p>someone to act as a role model and mentor to other teachers</p> <ul style="list-style-type: none"><li>• Willingness to contribute regularly to our extensive extra-curricular activities programme</li></ul>	
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# THE APPLICATION PROCESS

If you have any queries prior to submitting an application please contact Fiona Thompson, Executive Assistant at [Thompson.f@framdurham.com](mailto:Thompson.f@framdurham.com).

Please complete the application form available from our website.

## GUIDANCE ON COMPLETING THE APPLICATION FORM:

Candidates are requested to complete the application form in full. Section B requires you to set out thorough evidence of how you meet the criteria included in the person specification. This will be used in the shortlisting process. This section should be no more than 1,000 words.

## LETTER OF APPLICATION:

In addition to the application form and evidence described above, you will need to submit a letter of application. In this letter you should explain how your experience as a teacher prepares you for this role, the skills and qualities you believe you can bring to the job, what you can offer FSD, and why you are excited to be applying to our school. The letter should be no more than 1,500 words or two sides of A4.

Please try to ensure that section B of the form, and your letter contain different information.

Please note, we will not consider applications which do NOT have:

- A completed application form
- A completed Section B
- A separate letter of application (containing different information to that included under Section B)

Your completed application form should be emailed 'in confidence' to [Thompson.f@framdurham.com](mailto:Thompson.f@framdurham.com) by **9.00am on Tuesday 18<sup>th</sup> March**. All applications will be acknowledged by email. Please DO NOT upload your application to the website on which this post is advertised and please note that we do not accept CVs.

## KEY DATES

The closing date for applications is: Tuesday 18<sup>th</sup> March at 9.00am

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Interviews are scheduled to take place on: Tuesday 25<sup>th</sup> March.





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