



Rise up,
take courage,
and do it.

Geography Curriculum Leader

Starting: 1st January 2027
Salary: MPR/UPR plus TLR 1B, £12,518 (3.5% pay award pending)
Contract: Permanent

The Governors of The Barlow RC High School are seeking an inspirational and ambitious Geography Curriculum Leader who is ready to make a real impact. This is an exciting opportunity for an exceptional Geography practitioner with the drive, creativity and strategic vision to take an already strong department to the next stage of its journey—building proudly on the excellent foundations already in place.

You will lead a passionate and experienced team of dedicated professionals who are committed to delivering outstanding learning experiences and ensuring every pupil fulfils their potential.

We are looking for someone who:

- Has proven experience of successful middle leadership.
- Is highly organised, proactive and ready to make a difference from day one.
- Is an outstanding classroom practitioner with a deep love of Geography.
- Can inspire and develop others through strong leadership and innovative practice.
- Thrives on leading whole-school initiatives and driving improvement.
- Can motivate, challenge and engage both pupils and staff.
- Contributes positively to school life and the wider community.
- Has a strong track record of excellent outcomes and the ambition to secure success for every learner.
- Please note this is not suitable for ECTs.

In return, we offer:

- A talented, hardworking team of colleagues who are passionate about teaching and learning.
- A comprehensive, purposeful CPD programme tailored to support your professional growth and leadership development.
- 25% PPA for all Curriculum Leaders, ensuring you have the time needed to excel.
- A behaviour culture built on high expectations and a centralised system that supports staff.
- A commitment to reducing unnecessary workload and supporting staff wellbeing.
- A friendly, inclusive and highly supportive environment where you can thrive and continue to grow as a leader.

If you would like a conversation with a member of the team then please contact us at hr@thebarlowrchigh.co.uk

Closing date: Friday 2nd October 2026

Interview: Week Beginning 5th October 2026

If you are interested, please complete and return an application form hr@thebarlowrchigh.co.uk

About our School



The Barlow is a highly successful, mixed, 11-16 Catholic comprehensive school. In July 2024, **Ofsted** judged our school to be 'Good' in all categories. In May 2025, our school was judged 'Outstanding' in all categories in the **Catholic Schools Inspection**. Our examination results are strong; above national average in most subject areas. We are a diverse and inclusive community, with high standards of pupil behaviour and a calm and purposeful learning environment.

Our school is committed to safeguarding and protecting the wellbeing of children and young people, and expects all staff to share their commitment. An enhanced DBS and social media screening are required for all successful applicants.

Our school is passionate about diversity and treat everyone equally, without compromise. We are committed to providing equality and fairness throughout our recruitment and employment practices and not discriminating on any grounds.



The Barlow RC High School
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M20 6BX
www.thebarlowrchigh.co.uk



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TheBarlowRC



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Geography Curriculum Leader

JOB DESCRIPTION

Department	Geography
Directly Reporting to	A member of the Senior Leadership Team.
Liaising with	Head/Leadership Team, Curriculum Leaders, and relevant staff with cross-school responsibilities, Relevant support staff, LA representatives, External agencies, Parents.
Disclosure Level	Enhanced
General Duties	
Carry out “the duties of a school teacher” as set out in the Conditions of Service for School Teachers in England and Wales. To do other reasonable tasks as laid down in the School Teacher Pay & Conditions document and as required from time to time at the discretion of the Headteacher. The Barlow is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. This post is subject to an enhanced criminal records check.	
1. Overall Responsibilities	
1.1	Contributing proactively to strategic school improvement alongside Curriculum Leaders and Senior Leaders.
1.2	Helping to develop, communicate, implement, monitor and evaluate whole school and curriculum area policies and reporting back to the Assistant Headteacher.
1.3	To raise standards of pupil achievement by developing and monitoring whole school and subject strategies as defined by the CDP and SDP.
1.4	To work with colleagues to formulate aims, objectives and strategic plans relevant to the needs of pupils and the strategic direction of the department and curriculum area.
2. Leadership of a Team of Teachers, in accordance with School Policy by:	
2.1	Advising and guiding, inducting and mentoring members of the subject team as appropriate.
2.2	Monitoring the work of members of the team to ensure high quality of teaching and learning and to develop and enhance their teaching practice.
2.3	Attending meetings and training and reporting back from all areas of consultation via the Assistant Headteacher.
2.4	Encouraging members of the team to keep abreast of developments in their subject areas.
2.5	Assisting in the professional development of members of the team and take a leading role in the appraisal systems of the school.
2.6	Chairing subject meetings, raising agendas and arranging distribution of minutes.
2.7	Ensuring clear lines of communication with all members of the team to promote teamwork, to motivate staff to ensure effective working relations and act as a positive role model.

3. Accountability	
3.1	To ensure regular progress updates to Senior Leadership Team in area of responsibility.
3.2	To assist with whole school provision of CPD as required.
3.3	To participate in arrangements for further training and professional development linked to Geography Education.
3.4	To contribute to the planning for school improvement through Geography knowledge and skills linked to Teaching and Learning.
4. Responsibility Structure	
4.1	Ensuring the successful completion of delegated tasks and responsibilities.
4.2	To oversee the work of trainee teacher programmes within the curriculum area.
5. Curriculum	
5.1	To lead curriculum development and initiatives at national, regional and local levels.
5.2	Responsibility for leading curriculum planning, syllabus selection, incorporating “whole-school” policies and contributing to relevant units or components of other subjects, syllabuses or cross curricular programmes of study as may be required.
6. Assessment, Examinations, Reporting and Evaluation	
6.1	Leading assessment procedures within the subject area in accordance with department and school policy.
6.2	Advising the Assistant Headteacher on subject’s examination policy and both internal/external assessment procedures, as appropriate.
6.3	Ensuring the effective administration, smooth running of external exams and ensuring exam board requirements are met by liaison with Assistant Headteacher and Examination Officer.
6.4	Providing information to the Assistant Headteacher and/or the Headteacher, parents and colleagues about the work of the subject and pupils’ progress in accordance with school policy.
6.5	Interpretation of examination analysis, subsequent action planning and establishing the process for target setting and monitoring progress towards targets set.
7. Organising Learning	
7.1	Allocating pupils to teaching groups in liaison with members of the team according to school/department policy.
7.2	Liaising with the Assistant Headteacher on the construction of the timetable.
7.3	Responsibility for the management of conduct and behaviour of pupils within the curriculum area and supporting colleagues within the team to ensure learning is maximised.
7.4	Ensuring Cover Supervisors and supply staff are supported in providing appropriate learning opportunities when staff are absent.
7.5	Monitor and evaluate provision of SEN support and liaising with SENDCO.
7.6	Monitor and evaluate the provision and progress of Pupil Premium pupils.
7.7	Monitor and evaluate the arrangements, objectives and outcomes of educational visits.
8. Resources	
8.1	Controlling subject expenditure and budgetary planning.

8.2	Overseeing the usage, storage and security of equipment, materials and other resources and ensuring the learning environment and facilities support learning.
8.3	Preparing bids for capitation or other funding opportunities.
8.4	Devising systems for maintenance of inventories and stock records according to school policy.
9. Health and Safety Act	
9.1	To ensure the Health and Safety policies and practices, including Risk Assessment, throughout the curriculum area are in line with school policy and updated when necessary.
9.2	Having delegated responsibility for the implementation of the Act and reporting any issues and recording concerns via subject meeting minutes.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

Geography Curriculum Leader

PERSON SPECIFICATION

Criteria for Appointment (Person Specification)

Source Key:	A = Application Form, I = Interview, R = References, CC = Checking Certificates		
[A] Experience, Training & Qualifications	Essential	Desirable	Source
Qualified Teacher Status.	*		A/CC
Degree or Equivalent.	*		A/I
Post Graduate level qualification or recognised alternative	*		A/I/R
Evidence of continuing professional development.	*		A/I/CC
[B] Knowledge Skills & Experience	Essential	Desirable	Source
Experience of a Leadership Role.	*		A/I/R
Experience in developing and implementing substantive initiatives.	*		A/I
Experience of raising standards of teaching and learning in self and others.	*		A/I/R
Excellent organisation/ administrative skills.	*		A/I/R
Excellent decision-making skills.	*		A/I
Excellent classroom practitioner who has been involved in curriculum development.	*		A/I/R
Knowledge of learning and teaching innovation.	*		A/I
Knowledge and understanding of strategies for raising standards and securing positive progress outcomes.	*		A/I
Skills in removing barriers to learning.	*		A/I
Awareness of development of new technologies to assist student learning.	*		A/I
[C] Personal Qualities	Essential	Desirable	Source
Ability to communicate clearly with excellent interpersonal skills.	*		A/I/R
Setting high standards, expectations and inspiring others to achieve them.	*		A/I
Promote a culture of high achievement.	*		A/I
Ability to develop and maintain good working relationships with all members of the school community.	*		A/I/R
Ability to manage, motivate and develop staff.	*		A/I/R
[D] Interest & Motivation	Essential	Desirable	Source

Committed to the raising of standards for all.	*		A/I
Have a commitment to equal opportunities.	*		A/I
Have ability and enthusiasm to promote the school's vision, values and achievements to the local and wider community.	*		A/I
A commitment to personal development and progression.	*		A/I
Be fully supportive of the school's Catholic ethos.	*		A/I