

Bishop Justus CE School

[www.bishopjustus.bromley.sch.uk](http://www.bishopjustus.bromley.sch.uk)

# Application Pack

Subject Leader of Geography

Required: September 2026





# Subject Leader of Geography

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Bishop Justus is seeking to appoint an exceptional and inspiring Subject Leader of Geography to join our ambitious and dedicated team. This is an exciting opportunity to drive excellence in geography, fostering a strong knowledge of place and a curiosity about the physical and human processes that shape our world.

We are looking for an enthusiastic, adaptable leader with strong subject knowledge and a commitment to high-quality teaching and learning. Whether experienced or an ambitious teacher ready for the next step, you will bring clarity, vision and a relentless focus on securing strong outcomes through a knowledge-led curriculum across Key Stages 3–5.

The successful candidate will build strong relationships, communicate with precision and lead with both warmth and high expectations. You will cultivate a culture of geographical scholarship, where students think deeply, engage critically with issues such as environment and sustainability, and develop a secure understanding of the world.

At Bishop Justus, we are uncompromising in our pursuit of high academic standards and believe every student deserves an exceptional education.

## **Our ideal candidate will:**

- Be an excellent teacher of Geography.
- Be an experienced leader.
- Have experience teaching across KS3 to KS5.
- Have a love of the subject and desire and ability to convey this to students
- Be enthusiastic, energetic and be able to lead innovation within a team.
- Possess effective communication skills and be emotionally intelligent.
- Be committed to extra-curricular activities including lunch time activities.
- Be committed to continuing professional learning.
- Have integrity, optimism and a good sense of humour.
- Hold a good honours degree along with qualified teacher status.

## **In return, we offer:**

- A happy community committed to the professional development of all colleagues.
- A distinctive local context ensuring we place inclusivity at the heart of all we do.
- A skilled and experienced team of teachers and other professionals.
- A motivated leadership team leading rapid improvement to the students' life chances.
- A school in which the students are enthusiastic, engaging and thoughtful.

We would be pleased to welcome you for an informal visit prior to application.

*We are committed to safeguarding the young people in our care and we expect all our staff to share this commitment. The successful applicant will be required to undergo an enhanced DBS check.*

*As an employee of the Aquinas Church of England Education Trust, you are required to have regard to the character of the Trust and its foundation and to undertake not to do anything in any way contrary to the interests of the foundation.*



## THE APPLICATION PROCESS AND TIMETABLE

### CLOSING DATE

You are invited to submit an application form, available with this pack, along with a personal statement outlining your suitability for the role against the person specification and job description.

- **Closing date for applications:** 15<sup>th</sup> April 2026 - noon

### SHORT LISTING

The candidates selected for interview will be informed after short listing and full details of the interview programme will be provided. If you have not heard anything from us after the interview date below, please assume your application has not been successful.

### INTERVIEWS

Candidates will be invited for interview.

- **Interviews:** 27<sup>th</sup> April 2026

### APPOINTMENT

All candidates will be contacted following interview.

- **Appointment to commence:** September 2026

### APPLYING

Please send your application, outlining your suitability for the role against the enclosed person specification and job description, by email to [hrdept@bishopjustus.bromley.sch.uk](mailto:hrdept@bishopjustus.bromley.sch.uk).

Please note a signed copy of your application form will be required prior to interview.

Shortlisted candidates will be asked to bring appropriate identification with them to interview. For the purpose of DBS clearance, only copies of the successful applicant's identification will be retained.

All candidates should provide two references. Permission should be sought prior to including any referee on your application form. Shortlisted candidates will have their references taken up before any interview.

**Bishop Justus is committed to safeguarding the young people in our care and we expect all our staff to share this commitment. The successful applicant will be required to undergo an enhanced DBS check. As an employee of the Aquinas Church of England Education Trust, you are required to have regard to the character of the Trust and its foundation and to undertake not to do anything in any way contrary to the interests of the foundation.**



## JOB DESCRIPTION

### DETAILS

<b>Job Title:</b>	Subject Leader of Geography
<b>Grade:</b>	MPS/UPS + TLR 2Ci (£8,137.00 p.a.)
<b>Hours:</b>	Full Time, Permanent
<b>Accountable to:</b>	Deputy Headteacher: Curriculum/Faculty Leader

### THE ROLE

To provide outstanding teaching and learning and leadership of Geography to secure high attainment of students. To collaborate effectively with colleagues to design and deliver an engaging curriculum.

### CURRICULUM

- Plan and prepare lessons and resource materials that lead to an appropriately differentiated curriculum to meet the needs of all students.
- Ensure that department POS is followed and that work is planned well in advance of delivery.
- Ensure that the progress and achievements of each student is monitored and recorded. Overseeing details of individual and group assessments with reports, references being provided as necessary to agreed deadlines.
- Take account of students' prior levels of attainment and use them to set future targets.
- Set and monitor homework assignments regularly in accordance with school policy.
- Monitor and assess student achievement in accord with school policy.
- Ensure that students are entered for appropriate examinations consistent with their achievements to date and their potential.
- Prepare constructive and developmental reports for parents, attending relevant parents' evenings and meeting parents at other times necessary for ensuring maximum student achievement.
- Maintain data files (e.g. mark books and registers) to a high standard making them available for regular review by curriculum/subject leaders.
- Differentiate work to meet individual needs and to promote equal opportunities.
- Set appropriate and challenging work for all pupils.
- Identify and work appropriately with 'special educational needs' students and 'gifted and talented' students.
- Communicate effectively with form tutors, Year Coordinators, parents, department heads and senior staff as appropriate, in order to maximise the opportunities for effective learning to take place.
- Set work when required for absent pupils.
- Establish a purposeful working atmosphere during all learning activities.



## STUDENTS

- Ensure the safety and welfare of the students is accorded top priority in the planning and delivery of each lesson.
- Ensure that any sanctions imposed are in accordance with school policy.
- Ensure that each lesson begins and ends punctually and that students are properly supervised at all times.
- Maintain good discipline by following the school's pupil disciplinary policies and procedures.
- Ensure that students' work is marked, corrected and returned promptly. Provide constructive comments and feedback as appropriate, promoting high standards of content and presentation in accordance with appropriate departmental criteria.
- Monitor any concerns with student achievement and take the appropriate action.

## STAFF

- Work in line with whole staff and departmental policies.
- Support ECT work in the department or year team as appropriate.
- Welcome, support and encourage new members of the department/year team.
- Share new ideas and suggestions, reflect on good practice and be involved in lesson/task observation to improve professional practice.
- Produce evaluation reports of all inset attended.
- Participate in departmental reviews, work with external consultants to develop departmental practice.

## RESOURCES

- Create and maintain a classroom that is a pleasant, tidy and well organised working environment.
- Promote the use of display of students work and use display as a means of encouraging students, celebrating success and raising levels of achievement.
- Ensure that books, equipment and other resources are properly cared for and that their use is effectively controlled and efficiently organised.
- Take care of equipment and furniture with any damage or defects to fabric or equipment are reported to the site team, as appropriate.

## OTHER DUTIES

- Attend staff meetings, scheduled inset activities and workshops as published.
- Work in support of whole school, departmental and year group development plans.
- Support whole school activities that benefits the whole community (e.g. concerts, open evenings, sports events etc.)
- Take time to read notices, keep to deadlines and carry out duties to the best of your ability.

## ROLE OF A FORM TUTOR

- Monitor absences, lateness and uniform and maintain accurate details of attendance in accordance with school policy.
- Monitor student planners on a regular basis.
- Ensure that tutorial and worship programmes are planned, recorded and are in accordance with the programme of study provided by the Learning Director/School Chaplain.
- Complete individual reports for parents and maintain regular contact.
- Promote students' achievements using praise and rewards effectively in line with school policy.
- Maintain effective communication with students and their parents, and with subject teachers, Learning Directors, Assistant Head, and senior staff as necessary.
- Assist Learning Directors and Assistant Head in the organisation of year activities and events.



- Ensure that students new to the school are properly inducted.

**In addition to the role of a classroom teacher, key responsibilities for the Subject Leader of Geography include:**

#### TEACHING AND LEARNING

- Ensuring that statutory requirements of the national curriculum are met.
- Ensuring that all examination criteria are met across Key Stages 4 and 5.
- Ensuring that programmes of study which match provision to student needs are planned, implemented, reviewed and revised.
- Promoting highest quality of learning and teaching across all Key Stages, ensuring that **Geography** is the dominant language of the classroom.
- Ensuring standards of literacy are monitored and supported throughout the school.

#### STUDENT ACHIEVEMENT

- Allocating students to teaching groups, monitoring students' progress especially via regular assessment and taking such action which may be necessary.
- Planning appropriate intervention strategies for students to raise achievement.
- Promoting highest attainments in public examinations.
- Analysing assessments and examination results, comparing them with school norms, benchmark norms and national statistics.

#### STAFF EFFECTIVENESS

- Appraising staff performance.
- Advising as to priorities for continuous professional development ensuring members of staff keep abreast of recent developments in the subject.
- Promoting the training of current, trainee and beginner teachers.
- Providing creative and visionary leadership to build an effective departmental team.

#### POLICY AND PLANNING

- Working to a Faculty Improvement Plan which takes account of the school's plans and priorities.
- Dealing effectively with all routine departmental organisation and administrative matters.
- Ensuring that departmental records and handbook are properly kept and updated when necessary.
- Liaising and working collaboratively with other area heads and with external agents.
- Working productively and co-operatively with the line manager.

#### FINANCE AND RESOURCES

- Managing departmental capitation in line with the action plan and good value for money.
- Deploying resources effectively and equitably.
- Ensuring that the working environment is safe, suitable, attractive and well cared for.

#### FLOURISHING PEOPLE AND PROFESSIONAL DEVELOPMENT

Once your probation period is completed successfully, you will transfer to the Aquinas Trust "Flourishing people CPLD cycle." This will involve:



- Self-evaluation
- Development goal setting
- Termly check in's

Along with this work you will, with the support of your appraiser, you have the opportunity to “Research, Train and have a go” – this would be a project that you can complete about an area of education you are interested in.

This job description has been compiled in accordance with School Teachers Pay and Conditions of Employment.

***At Bishop Justus School staff are expected to work in line with the school's Ethos.***

Responsibilities are likely to change over time, and you will be expected to perform duties of a similar nature such as the Headteacher may reasonably require.



PERSON SPECIFICATION

SUBJECT LEADER OF GEOGRAPHY

[a] TRAINING AND QUALIFICATIONS	Essential or Desirable
Qualified Teacher Status	E
Degree or equivalent	E
Commitment to professional learning activities	E

[b] LEADERSHIP COMPETENCIES	Essential or Desirable
Have high expectations of themselves and their students	E
Hold positive values and attitudes, and adopt high standards of behaviour in their professional role	E
Have commitment to ensure every student achieves their full educational potential	E
Use student data to inform progress and attainment	E
Have a commitment to progress and enthusiasm for learning	E
Have diligence, drive and focus to boost standards	E
Have high quality organisational and communication skills	E
Have a commitment to collaboration and co-operative working	E
Demonstrate exemplary professional and personal standards in all their actions	E
Be able to establish fair, respectful, trusting, supportive and constructive relationships with students	E
Have the ability to inform, advise and guide students to ensure progression	E
Know how to make effective personalised provision for those they teach, including those who have SEN, disabilities, or English as an additional language	E

[c] EXPERIENCE OF TEACHING	Essential or Desirable
In a secondary school	D
As a highly effective practitioner	E

[d] PROFESSIONAL KNOWLEDGE AND UNDERSTANDING	Essential or Desirable
Excellent, secure knowledge of their subject and related pedagogy	E
Good, up-to-date working knowledge of a range of teaching, learning and behaviour management strategies	E
Skills in literacy, numeracy and ICT to support their teaching and wider professional activities	E
A range of approaches to assessment, including the importance of formative assessment	E



Assessment requirements and arrangements for the subjects they teach, including public exams and qualifications	D
How to make effective personalised provision for those they teach	E
Up-to-date safeguarding procedures, and the ability to identify and support students as	D

<b>[e] PERSONAL AND PROFESSIONAL QUALITIES AND ATTRIBUTES</b>	<b>Essential or Desirable</b>
Inspire, challenge and motivate colleagues and students towards a shared vision	E
Teach challenging and well organised lessons across the age and ability range	E
Promote and maintain effective relationships	D
Prioritise, plan and organise self and others	E
Think creatively in order to anticipate and solve problems	D
Listen to and reflect positively on feedback	D
Demonstrate an ability to communicate to a range of audiences	D
Willing to be flexible to meet the needs of the college	E
Lead assemblies or collective worship	D

<b>[f] CONFIDENTIAL REFERENCES AND REPORTS</b>	<b>Essential or Desirable</b>
A positive recommendation from current Headteacher or employer	E
A supportive reference from one other source	E
Enhanced DBS check undertaken and acceptable to the Headteacher	E