



**United Learning**  
The best in everyone™

**Briefing Pack for Applicants**

**Teacher of Geography**

**June 2026**

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## Section 1 - Post Advertisement



<b>Job Title:</b>	Teacher of Geography
<b>Location:</b>	Barnsley Academy, Farm Rd, Barnsley S70 3DL
<b>Salary:</b>	Competitive United Learning Teachers Pay Range; £36,400 - £53,040
<b>Hours of Work:</b>	Permanent, Full-time
<b>Start Date:</b>	September 2026

### About the School:

Barnsley Academy are looking to appoint a determined, ambitious, and inspiring Teacher of Geography to complement the existing department, to teach across Key Stages 3 and 4. This post would suit someone who cares passionately about raising the life chances of students from a range of backgrounds and who is looking to make a significant impact on the lives and education of the children they teach.

The most recent Ofsted report (January 2025) highlights that “the school is a welcoming and vibrant place”, “is aspirational for what pupils can achieve”, and “has high expectations for pupils’ behaviour.” Inspectors noted that “Leaders know the school well”, “ensure that staff have the support and training that they need”, and that “staff feel supported by the school.” Barnsley Academy is a UNICEF Gold Rights Respecting school, reflecting our commitment to achieving equity for all students, leading to the best possible personal and academic outcomes.

Please watch our Welcome Video to find out how our values of Ambition, Determination and Respect underpin everything that staff and students do here at Barnsley Academy: [Barnsley Academy > Video](#)

The academy is part of United Learning, a national group of schools and academies. Barnsley Academy is an 11-16 secondary. As part of United Learning our aim is to bring out ‘the Best in Everyone’ and we continuously strive to ensure that students and staff have every opportunity to succeed, with their potential developed to the utmost.

United Learning is one of the largest and most successful Trusts in the country who offers unrivalled Continuing Professional Development (CPD) and training, including opportunities for nationwide networking.

### We are looking for:

- An ‘outstanding’ teacher with strong leadership qualities who can evidence significant progress and attainment from their students over a protracted period of time.
- Someone who shares our moral purpose of ensuring that all of our young people receive the best education possible in a supportive environment from people who care about them.
- Someone who is resilient, dynamic and passionate about improving the life chances of all children in our community but also displays humility and a reflective approach to improvement.

### What we can offer you:

- Highly competitive pay.
- Excellent facilities and resources in a respectful working environment.
- Access to an outstanding professional development programme.
- Polite, respectful and dedicated students who want to learn and fulfil their potential.

- Colleagues who are supportive, friendly and who are committed to each other’s professional development.
- A chance to become part of one of the largest groups of schools in the country with opportunities to work collaboratively with colleagues in schools within the Yorkshire cluster and across United Learning.
- Excellent employee benefits which include a highly sought-after pension scheme with high employer contributions, a paid personal leave day each year, and a generous staff discount scheme.
- Three extra INSET days for planning per year.
- Access to a free and confidential Employee Assistance Programme (EAP) and Health Cash Plan.
- We are open to requests for flexible or part-time working; and we encourage open and regular conversations about work-life balance.

If you possess these qualities and share the academy’s vision, then we will be delighted to hear from you. Please refer to the Job Description and Person Specification for further information.

**How to Apply:**

To apply, please click the ‘Apply Now’ button at the top of the advert on our website using the following link to our vacancies page: [Barnsley Academy > About Us > Vacancies](#) and complete our online application form. Please note that CVs are not accepted.

**Closing Date, Shortlisting and Interviews:**

The following gives an indication of the planned timescales for the appointment process (*shortlisting and interview dates may be subject to change*):

<b>Application Closing Date</b>	By midnight on Monday 15 <sup>th</sup> June 2026
<b>Shortlisting</b>	Tuesday 16 <sup>th</sup> June 2026
<b>Interviews</b>	Thursday 18 <sup>th</sup> June 2026

**If you would like to discuss this exciting opportunity, please contact [hr@unitedlearningyorks.org.uk](mailto:hr@unitedlearningyorks.org.uk)**

**United Learning**

United Learning is committed to safeguarding and promoting the welfare of all children and young people and expects all staff and volunteers to share this commitment. Employees will, in accordance with statutory guidance, be subject to a comprehensive checking process including references from current and previous employers, health check, right to work in the UK, an Enhanced Disclosure and Baring Check from the DBS Service and a further check against the appropriate barred list. Shortlisted candidates will be subject to an online check.

## Section 2 – United Learning

Barnsley Academy is part of United Learning which is a large and growing group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our Subject Specialists, Group-wide Intranet, our own curriculum and online learning portal all help us share knowledge and resource, which supports simplifying work processes and managing workloads for an improved work-life balance.

As a Group we can reward our staff better, we provide good career opportunities, better pay, employee benefits and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing. Our academies each have at least eight INSET/training days per year (with three of those solely dedicated to planning) and an ongoing group-wide wellbeing programme. It is an ethos we call ‘the Best in Everyone’.

We are working hard to become a more diverse organisation, which is key to our commitment to bringing out ‘the Best in Everyone’. We welcome applications from everyone committed to this ethos and would particularly welcome applications from black and minority ethnic candidates who are currently under-represented in the Group as a whole. We always appoint on merit. We are open to discussing flexible working options.

<https://unitedlearning.org.uk/>

## Section 3 – Letter from the Regional Director

Dear Candidate

Thank you very much for your interest in the role within the Yorkshire United Learning Cluster. The cluster itself is a close-knit group of four Secondary Academies: Barnsley Academy, Fir Vale Academy, Sheffield Park Academy and Sheffield Springs Academy, who work alongside a number of local Primary Academies; all from within the United Learning Trust.

The cluster is well-established and has excellent support from locally based cluster central services. These cover Business Management, HR, IT and Site/Estate Facilities. They are led by an Executive Business Manager. This provides our Academies with excellent trained advice and support in these areas; this benefits the leadership and wider staff of every Academy.

United Learning Trust is a national organisation serving Primary and Secondary Academies, all-through Academies and Independent Schools. Our ethos is, “the Best in Everyone”. This is a useful phrase that sums up the work and focus of the organisation. Every decision taken is done with this aim in mind: for staff, for students and for the community. The Trust values of Respect, Determination and Ambition are driven through the Character Programme, which each Academy has carefully interpreted in their own way. The Trust attributes of Creativity, Confidence and Enthusiasm are demonstrated at every level.

United Learning, and Academies within the Yorkshire Cluster, demonstrate a strong commitment to staff CPD and staff wellbeing. If you join our schools you will be inducted, supported and developed in a deliberate way from before you even take up post. Our status as an Academy Trust enables highly competitive rates of pay progression and our employee schemes, such as Perkbox, are an attractive feature of employment.

Above everything, we put young people first and seek to recruit adults who share this view. We work with students, parents and families to provide a structured, supportive experience that enables them to achieve as well as they possibly can and become excellent scholars and rounded individuals. We insist on classrooms and corridors that are respectful, orderly places where everyone is expected to display positive and mature attitudes.

Applying for a new job is a huge investment of time and emotional energy. The recruitment decision has to be right for employee and employer. I would encourage you to seek out any information you need in order to make the important decision to apply and we welcome visits to our schools in advance of applications wherever this might be helpful.

I do wish you the very best with your application and thank you again for considering us.

Best wishes,

Laura Moore  
Regional Director  
United Learning

## Section 4 – Letter from the Principal



Dear Candidate

Thank you very much for your interest in joining Barnsley Academy. I am extremely proud to call myself Principal of this wonderful school and to lead such a dedicated and highly skilled staff team.

Barnsley Academy is a thriving, inclusive secondary school at the heart of our local community. As part of United Learning, we are committed to delivering an education with character—one that nurtures academic excellence, personal development, and a strong sense of belonging. We serve a diverse student population and are proud of our inclusive ethos, high expectations, and relentless focus on ensuring every child achieves their full potential.

Barnsley Academy is a place where professional growth is supported, and every member of our team plays a vital role in shaping the future of our students and our school. Our staff are passionate, collaborative, and deeply committed to making a difference.

We are an outward-facing school, learning from outstanding schools both within the group and beyond. We are unapologetic about our high standards and unashamedly ambitious for all of our students and we are on a journey to becoming a great school with excellence as standard. As part of this journey, we have created a culture that is warm and strict, disciplined and joyful, and ensures disruption-free classrooms, so that teachers can teach and students can develop both their knowledge and character.

In addition, we are committed to staff wellbeing and have a wide-reaching wellbeing programme in place. We listen to the views of our staff team and strive to make Barnsley Academy a brilliant place to work for all, ensuring workload is considered and carefully balanced to ensure staff have the greatest possible positive impact on the young people of our school.

### **Location**

Our academy is located close to Barnsley town centre, with excellent connections to wider transport networks. The M1 motorway is just minutes away, whilst strong rail links are in place with connections to cities like Sheffield, Leeds and Huddersfield.

If you are aligned with our mission and values, we very much look forward to hearing from you and would be delighted to welcome you for a visit should you wish to have a look round before applying for the post.

Good luck with your application and thank you again for considering Barnsley Academy as the next stage in your career.

Best wishes,  
Stephen Pitcher  
Principal  
Barnsley Academy

## Section 5 – Job Description

### Job Description

<b>Post title</b>	Teacher of Geography
<b>Salary</b>	Competitive United Learning Teachers Pay Range; £35,000 - £51,000
<b>Responsible to</b>	Head of Department
<b>Responsible for</b>	The post-holder does not have any direct line management responsibility.
<b>Role purpose</b>	To provide an innovative and stimulating education for all students and ensure all are given the opportunity to reach their full potential.
<b>Relevant qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Degree or equivalent academic qualifications</li> </ul>

**The postholder must, at all times, carry out their duties and responsibilities within the spirit of United Learning Trust and academy policies and procedures, and within the legislative framework applicable to academies.**

### Role Summary

The post-holder will provide an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the curriculum area in accordance with the aims of the academy and curricular policies, monitor and support the overall progress and development of students as a teacher and tutor. They will facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential, contribute to raising standards of student attainment and outcomes.

The post-holder will share and support the academy and United Learning's ethos and culture toward providing and monitoring opportunities for personal and academic growth and support the Head of Department and deputise when and where appropriate.

### Key Responsibilities

#### Main duties

This serves as guidance only and is not definitive.

- To be responsible to the Head of Department for the:
  - Achievement of the highest possible academic standards in relation to each child's ability.
  - Teaching of Geography within the academy.
  - Drawing up of schemes of work which are relevant to ability and in harmony with aims of the academy.

- The assessment, record-keeping and reporting to parents/carers.
- Preparation, setting and marking of appropriate homework.
- Promotion and encouragement of extra-curricular activities.
- Display of student's work within the Department and around the academy.

The post-holder will:

- Support and encourage the academy's ethos.
- Contribute toward the Geography subject area.
- Keep abreast of developments in the subject area.
- Supervise the use of support staff relevant to the class.
- Implement and maintain the academy's policy on discipline and behaviour.
- Assist at academy functions and other duties that may develop from carrying out the responsibilities of the post including a supervisory role.
- Perform such teaching duties as may be assigned in the timetable.
- Ensure the Teacher Standards are met at all times.

### **Teaching**

- Plan and teach lessons and sequences of lessons to the classes you are assigned to teach within the context of the academy's plans, curriculum and schemes of work in order to achieve target levels of student attainment, progress and outcomes.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned students.
- Set and mark work to be carried out by students in the academy and elsewhere.

### **Whole school organisation, strategy and development**

- Contribute to the development, implementation and evaluation of the academy's policies, practices and procedures in such a way as to support the values and vision.
- Work with others on curriculum and/or student development to secure co-ordinated outcomes.

### **Health and Safety and discipline**

- Promote the safety and wellbeing of students in accordance with the academy's Child Protection and other relevant policies.
- Maintain good order and discipline among students in accordance with the behaviour policy.

## **General**

- Develop excellent working relationships with colleagues internally, centrally and externally.
- Be an effective and flexible member of the team.
- Ensure any documentation produced is to a high standard and is in line with the in-house style.
- Participate in training and other learning activities as required.
- Participate in the Performance Management process.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- To represent the academy at events as appropriate.
- To support and promote the academy and United Learning's ethos, playing a part in strengthening relationships between academies in the cluster and between the academy and central office.

- To be aware of, and comply with, United Learning’s policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- To actively participate in continuous professional development and act as a positive role model for the academy and Trust.
- The above duties are not exhaustive, and the post-holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Principal and Human Resources.
- This job description will be kept under review and may be amended via consultation with the individual, Principal and Human Resources as required. Trade Union representatives will be welcomed in any such discussions.

## Information

This post may require the post-holder to have a degree of flexibility and willingness to work outside of normal working hours.

The information contained above is to help staff understand and appreciate the work content of their post and the role they are to play in the organisation. However, it should be noted that whilst every effort has been made to outline all the duties and responsibilities of the post, a document such as this does not permit

every item to be specified in detail. Broad headings have therefore been used in which case all the usual associated duties are included in this job description.

This job description will be reviewed annually as part of the performance management process and may be subject to amendment or modification at any time after consultation with the post-holder.

Elements of this job description and changes to it may be negotiated at the request of either the post-holder or the incumbent of the post.

I accept my job description and job title as detailed above.

<b>Name (print)</b>	
<b>Sign</b>	
<b>Date</b>	

## Section 6 – Person Specification

Person Specification			
<b>Post title</b>	Teacher of Geography		
<b>Salary</b>	Teachers' Pay Scale		
<b>Education and Qualifications</b>		<b>Essential</b>	<b>Desirable</b>
Qualified Teacher Status (QTS).		X	
Degree or equivalent academic qualifications.		X	
Evidence of further/higher study.		X	
Ability to teach the subject area at KS3, KS4		X	
<b>Experience</b>		<b>Essential</b>	<b>Desirable</b>
Raising student achievement.		X	
Good teaching at secondary level.		X	
Inspiring staff and students and establishing successful relationships.		X	
The ability and experience to develop a vision and put this into practice.		X	
Establishing and maintaining high standards and expectations.		X	
Appropriate professional development (particularly linked to raising achievement).		X	
<b>Knowledge and Skills</b>		<b>Essential</b>	<b>Desirable</b>
Evidence of a commitment to continuing professional development.		X	
Willingness to actively participate in professional learning.		X	
Willingness to stay abreast of national developments in education and contribute to developing resources and pedagogy to reflect the changing landscape.		X	
Ability to plan and teach engaging, motivating lessons with clear objectives and student learning outcomes matched to departmental schemes of work.		X	
Ability to teach to Advanced Level, although experience of this is not essential.		X	
Ability to effectively deploy a range of teaching and learning styles to suit the nature of the course content and the ability and attainments of students.		X	
Capacity to manage the learning environment and student behaviour in a manner, which is conducive to productive learning for all students.		X	
Ability to assess student achievements against course objectives and provide outstanding feedback, which enables students to maximise their talents and abilities.		X	
Ability to keep excellent administrative and student achievement records.		X	
Ability to relate well to students, staff and parents in a professional manner.		X	
Ability to use ICT as an integral part of teaching and learning programmes.		X	
<b>Teamwork</b>		<b>Essential</b>	<b>Desirable</b>
Recognises the contribution and achievement of colleagues.		X	
Keeps colleagues, stakeholders and/or customers informed of progress.		X	
Treats others fairly, openly and consistently.		X	
Expresses disagreement or challenges views calmly, constructively and tactfully.		X	
Supports and co-operates with colleagues.		X	
<b>Personal Attributes</b>		<b>Essential</b>	<b>Desirable</b>

Maintains confidentiality and discretion	X	
Able to make connection between their work and the benefits to students.	X	
Good written and verbal communication skills.	X	
Ability to prioritise and manage workload while maintaining a flexible response to urgent requests.	X	
Good interpersonal skills and ability to work with staff and stakeholders at all levels.	X	
Organised and good attention to detail.	X	
High expectations of self.	X	
The ability to act on advice and be open to coaching.	X	
A commitment to extra-curricular activities.	X	
A continued interest in developments in teaching and learning.	X	
The ability to motivate others.	X	
The ability to establish effective working relationships with individuals, groups and organisations.	X	
The ability to remain calm and diffuse situations.	X	
The demonstration of a concern for excellence in one's professional work and the achievement of students.	X	
A commitment to support the school's aims, vision and ethos.	X	
Adaptability and resilience, with the ability to cope with periods of work pressure with good humour and a sense of proportion.	X	
Energy and commitment to professional responsibilities and to the betterment of all students.	X	
A willingness to contribute to the wider life of the school.	X	

## **Section 7 – The Appointment Process**

These notes are intended to guide you when making an application.

### **The Application Form**

The application form is accessible via the 'Apply' link on the job advertisement. Please complete the application form neatly, fully and accurately, including exact dates. You are requested to submit a concise application. CVs are not accepted.

### **Education and Training**

State your qualifications and any training you have undertaken relevant to the post.

### **Present Appointment**

Make it clear what your present post is, which establishment you work in and who your employer is.

### **Previous Appointment**

When completing this section, it is important that you offer a continuous record, or an explanation of any gaps to allow full account to be taken of your experience, for example, child raising, voluntary work.

### **Referees**

Suitable referees are people who have direct, recent experience of your work and who are in responsible positions. Reference will be taken if the candidate is successfully short-listed for interview. We may need to contact them at short notice so please be specific with regard to contact addresses including e-mail and telephone numbers.

### **The Supporting Statement**

The supporting statement is regarded as a very important part of your application. You should make statements that demonstrate how your qualifications and experience match the post.

### **Arrangements for Interview**

Shortlisted applicants will be contacted as soon as possible after the closing date. Referees are contacted prior to the interview stage for teaching and support staff posts. We would ask that all shortlisted applicants read the safeguarding information on the school website/s prior to attending the interview.

### **The Interview**

Candidates will be invited to interview at the school during which time they will have the opportunity to meet staff and students and see the school at work.

### **Feedback**

Feedback is offered to those candidates who are shortlisted, interviewed and not recommended for appointment. It is hoped that this information will help you with future applications.

## Section 8 – Visitors/Contacts for Barnsley Academy



**Barnsley Academy**

The best in everyone™

Part of United Learning

Barnsley Academy  
Farm Road  
Kendray  
Barnsley  
South Yorkshire  
S70 3DL

Website: [www.barnsley-academy.org](http://www.barnsley-academy.org)

Email: [enquiries@barnsley-academy.org](mailto:enquiries@barnsley-academy.org)

Telephone: 01226 284606

Barnsley Academy is an 11-16 secondary and is Ofsted rated 'Good'. As part of United Learning our aim is to bring out 'the Best in Everyone' and we continuously strive to ensure that students and staff have every opportunity to succeed, with their potential developed to the utmost.