



Devonport High School for Girls

Opportunity - Nurture - Achieve



Information Pack

Teacher of Geography
(Full Time, Permanent)

Dear Applicant



Thank you for your interest in the position of a teacher of Geography at Devonport High School for Girls (DHSG). I am very proud to be the Head Teacher here in a school where the staff and I value each and every young person as an individual and support them on their journey into adulthood. At Devonport High School for Girls, our mission is to ensure that all of our students receive an exceptional educational experience, through a wealth of opportunities within a nurturing environment, leading to outstanding achievements. This is an exciting time to join our school on our continuing journey to fulfil our mission.

Our teachers, support staff and Trustees are all committed to the DHSG mission and strive

to ensure that it becomes a reality for our students. DHSG has a long tradition of excellence and was founded in 1908. We are proud of our history, but our main focus is looking to the future. We are a 21st century grammar school, whilst retaining the best academic traditions.

We are a highly successful and oversubscribed 11-18 selective grammar school and one of the country's highest performing state schools. Our students are absolutely fantastic and we value our staff here, and as such have sensible policies and systems in place.

In this applicant information pack, you will find a Job Description, and information on how to submit your application.

If you have the energy, skills and motivation to join us and make a difference, I would welcome an application from you. If you would like an informal conversation over the telephone or a visit to look around prior to applying, please get in touch.

Yours faithfully,

L. J. Sargeant
Head Teacher

The City

Plymouth is the largest city south west of Bristol, with a population of approximately 260,000. Located overlooking one of the world's finest natural harbours, it is a city with a proud history.

Recent years, have seen Plymouth develop further as a cultural as well as a commercial, industrial and tourist centre. The city is served by a very active Arts Centre, the Theatre Royal, Plymouth Pavilions and the Life Centre - one of the country's leading sporting venues. Plymouth is also home to the University of Plymouth and Plymouth Marjon University. There are regular ferry services to Roscoff, France and Santander, Spain. The Devon Expressway (A38) links Plymouth to the national motorway system and the intercity rail journey to London takes approximately three hours.

Plymouth has developed very strong twinning links with cities in Russia (Novorossiysk), Spain (San Sebastian), France (Brest), Poland (Gdynia) and Massachusetts, USA (Plymouth). There are also extensive educational links with many more towns and cities.

Click and open the hyperlink in the image to find out why Plymouth is such an attractive city.



The School

Devonport High School for Girls was established in 1908 and is situated on a lovely green site overlooking Plymouth's Central Park, approximately two miles from the city centre. It is an 11-18 selective girls' grammar school and became an Academy in April 2011.

There are approximately 960 students on roll, including around 225 in the Sixth Form. Students come from Plymouth and the surrounding counties of Devon and Cornwall.

The school is part of The Link Partnership (TLP) with four other schools in the city in order to extend curriculum provision for students in the Sixth Form.

As well as its strong international links, Devonport High School for Girls has gained a reputation for academic excellence, which helps launch its students on their chosen career paths. The work ethic in the school is very strong and staff are deeply committed to their teaching.

The school places a strong emphasis on developing the whole person and as part of this commitment organises a broad range of enriching extra-curricular opportunities and a comprehensive programme of field visits, with opportunities for students to travel abroad.

The staff of approximately 100 teaching and support staff (a mixture of full-time and part-time employees) are led by the Senior Leadership Team, which consists of the Head Teacher, Director of Finance and Resources, Deputy Head Teacher and four Assistant Head Teachers. From September 2026, this will also include six Associate Senior Leaders (SENDCO and five Heads of Faculty).

Why work at DHSG?

We Value Our Staff!

We value our staff and do this by having sensible policies and clear systems in place.

We do not expect staff to write endless feedback to students. We do not do WWW or EBI but let departments decide what is best for students. You will not be expected to attend pointless meetings. We value CPD time and to that extent have frequent department time.

We do not grade lessons or have formal observations. We have developmental drop ins which give immediate constructive feedback.

We value our future leaders, and we invest in the talent development of our staff. Access to internal leadership CPD, SLT secondments and other opportunities are in place for staff. Students are exceptionally well behaved here, so you will not waste time sorting out behaviour. You can just teach.

Do you want to work in a school...

- That has significantly improved results, year on year and the best in the city and region?
- Where the teacher is valued as the expert?
- That has an excellent student culture of respect, manners and hard work?
- That takes workload seriously? That has a clear workload charter, has a rational approach to marking? That restricts email use at weekends and during holidays and does not see 1265 as a target to meet?
- Free tea, coffee and milk for all staff.
- Regular socials organised by the social committee for staff.
- End of term food provided for staff (Bacon Rolls, End of Year BBQ).
- We have a 2 week half term in October/November and do not expect staff to be in for this. We do not make up the time elsewhere either, by having longer days or extra days in the summer term.
- Offer staff a free lunch for running a club?
- Can take PPA at home;
- That values its staff and has a strong approach to CPD?
- Allows departments autonomy over curriculum and planning?
- Offer time off in lieu for staff that give up time to run after school revision sessions?
- Where the staff are fully behind our ambition for excellence?
- That is values-driven, wanting the very best for the students?
- Where people feel valued, and morale is high across the school?

If the answers are yes to the above, then this school is for you.

The Geography Department

Introduction to the department

The geography department has a shared vision, and for students we seek to engender the following

- Knowledge and understanding of the planet Earth and its people.
- Lasting awareness of the world around us.
- Sensitivity and empathy towards all others.
- Tolerance and independent thinking.
- Preparedness for an active citizen's role in a changing world.

We have access to the School's well equipped ICT facilities and specialist geography software and web-based programs. The Geography team has a strong interest in fieldwork to support all key stages and is well resourced, providing students with a range of support materials to encourage and promote learning.

Staffing

There are currently 4 teachers of geography, and this is an additional post to cater for the expansion of the school over the coming years and popularity of geography as a subject.

We are particularly looking for a geographer with 'physical geography' as their area of expertise.

Teaching and the Curriculum

Geography is a popular subject, taught at Key Stages 3 (lower years), 4 (middle years) and 5 (upper years). Lower years runs over Years 7, 8 and 9. During Year 9, students have the option to choose geography and it remains a popular choice. For the upper years, again geography remains popular with 2 groups. We follow the AQA specification at both GCSE and A Level.

Students achieve exceptionally well in geography with many of our A Level geographers going on to study geography related courses at university, including Oxbridge.

More detailed information about the school can be found on the school website www.dhsg.co.uk

Job Description: Teacher of Geography

Job Title	Teacher of Geography
Responsible to	Head of Geography

A. Support the strategic direction and development of curriculum provision in the school – with the support of and under the direction of the Head of Department

- Contribute to a positive ethos in which all students have access to a broad, balanced and relevant curriculum.
- Analyse and interpret relevant school, local and national data relating to the classes taught and advise the Head of Department on the level of resources required to maximise achievement.
- Liaise with staff, parents, carers, external agencies and other schools to provide maximum support and ensure continuity of provision within the classes they teach.
- Consider the views of both students and parents/carers and to respond appropriately.

B. Learning and teaching

- Develop a classroom environment and teaching practice which secures effective learning across the breadth of the curriculum and provides a professional model, clearly demonstrating effective teaching, classroom organisation and high standards of achievement, behaviour and discipline.
- Take an active role in the identification of, and provision for, students with additional educational needs within the classes taught.
- Ensure lessons are differentiated to meet the needs of all students.
- Regular monitoring of the progress of students within the classes taught, which is then reflected in teaching plans.
- Regularly evaluate the effectiveness of your teaching and learning as part of the teacher appraisal process.
- Ensure setting of realistic and challenging expectations of students in the classes taught.
- Liaise effectively with staff, to ensure the successful transition of students through the school.
- Contribute fully to meetings, discussions and management systems necessary to co-ordinate the work of the school as a whole.

C. Relationships with staff

- Achieve constructive working relationships with all staff.
- Direct, organise and manage the work of support staff within the classes taught.
- Provide regular information to senior staff on student progress.

D. Effective deployment of staff and resources

- Maintain and develop class resources, co-ordinate their deployment and monitor their effectiveness in meeting teaching objectives.

E. General

- Promote equal opportunities within the school and to seek to ensure the implementation of the school's equal opportunities policy.
- Take on any additional responsibilities which might, from time to time, be determined.
- To support whole school activities, e.g. Speech day, Carol Concert.

- To engage actively in the Teacher Appraisal process.
- To undertake any other duty as specified by STPCD not mentioned in the above.
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.
- Employees will be expected to comply with any reasonable request from a leader to undertake work of a similar level that is not specified in this job description.
- 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 appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the Education Act 1997, the required standards for Qualified Teacher Status, other current educational legislation and the school's articles of government.

This Job Description may be amended, at any time, following discussions between the Head Teacher and member of staff, and will be reviewed annually.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an enhanced check by the Disclosure and Barring Service.

Person Specification: Teacher of Geography

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status (to teach in the UK) • Good Honours Degree or equivalent • Geography A Level 	<ul style="list-style-type: none"> • Degree-level Geography or related discipline, with physical geography modules/expertise
Experience	<ul style="list-style-type: none"> • Ability to teach Geography to A Level 	<ul style="list-style-type: none"> • Experience of teaching Geography to A Level
Knowledge, Understanding and Skills	<ul style="list-style-type: none"> • Thorough knowledge and understanding of current educational issues, including national policies, priorities and legislation • An understanding of the role as assessment and student tracking systems in raising standards • ICT competent 	<ul style="list-style-type: none"> • Thorough knowledge of course requirements for all relevant Key Stages
Classroom Management	<ul style="list-style-type: none"> • Evidence of good student management and discipline • Commitment to raising standards • Good organisational and planning skills 	
Personal	<ul style="list-style-type: none"> • An effective team player but able to think and work independently • Ability to motivate students and staff • Commitment to further professional development • Able to work under pressure and meet deadlines • Willingness to try new ideas and assess their effectiveness • High standard of professional self-presentation in dress, appearance, administration and behaviour 	<ul style="list-style-type: none"> • Willingness to contribute to the provision of extra-curricular activities

How to apply

All applications for employment should be made by completing the school's application form, which can then be submitted by post to the school address or by email to recruitment@dhsg.co.uk. The form can be downloaded from the 'Staff Vacancies' section of the website at www.dhsg.co.uk. Please note that CVs are not accepted.

Applications for this vacancy must be received by **9am on Wednesday 4 February 2026**. Interviews are expected to take place the week beginning **9 February 2026**.

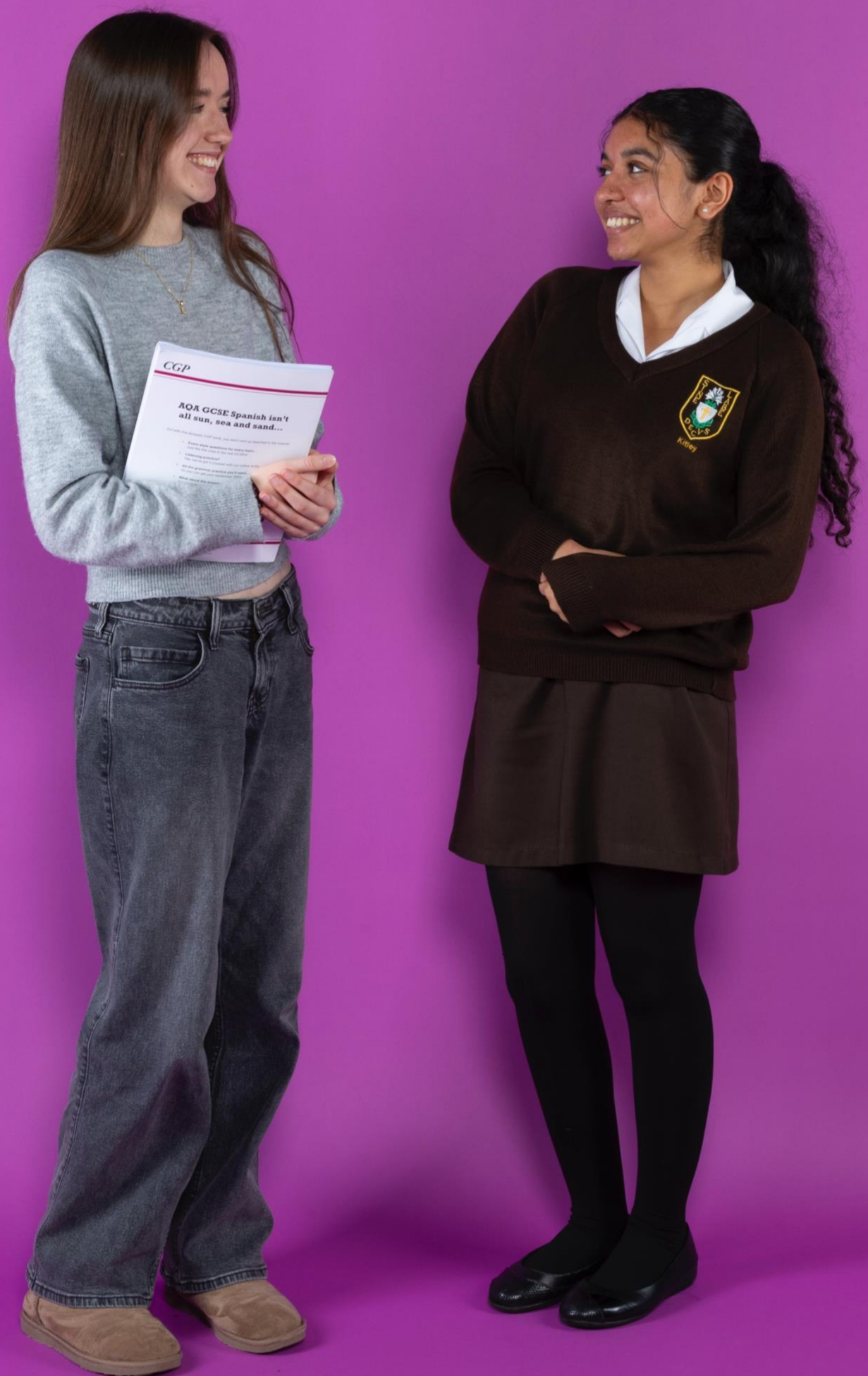
If you would like to visit the school or have an informal, confidential discussion about the role, please contact:

Mrs P Hockedy
Personnel Assistant
Devonport High School for Girls
Lyndhurst Road
Peverell
Plymouth
Devon
PL2 3DL

T: 01752 705024

E: recruitment@dhsg.co.uk





Devonport High School for Girls School Trust (established on 01 April 2011), known as Devonport High School for Girls, is an exempt charity. The trust is a company limited by guarantee and registered in England. Company No: 7556657.