



**Ernest Bevin Academy**

The best in everyone™

Part of United Learning

# Candidate Application Pack

# Teacher of Geography

START DATE: September 2026



Ambition  
Perseverance  
Unity

Dear Candidate,

Thank you for your interest in Ernest Bevin Academy, as we enter our Centenary year, it's a really exciting time to join us. My vision is ambitious: for Ernest Bevin Academy to be recognised as one of the top boys' schools in the country. We will achieve this through a combination of academic excellence with a culture built on high expectations, strong relationships and a relentless belief in every student's potential.

As an inner-London community school, our pupils reflect the diversity of the local area with nearly twice the national average proportion of those who qualify for Pupil Premium. Therefore, all staff at the academy are driven by a strong mission to provide educational excellence to every single student.

Our values of Ambition, Perseverance, and Unity sit at the heart of everything we do. Ambition for our students to achieve their full potential. Perseverance to support students to overcome challenges and keep moving forward. Unity to support and inspire one another. We want every young person who joins us to flourish – academically, personally, and socially – leaving Ernest Bevin confident, resilient and ready to make a positive difference in the world.

We pride ourselves on ensuring that every member of staff is supported to also be the very best that they can be in whichever role they have in our academy. We have a number of core benefits which include competitive rates of pay when compared to the maintained sector; access to a contributory pension scheme relevant to your role; access to a Health Cash Plan; Westfields Rewards scheme; enhanced parental leave policies; and tailored Continuous Professional Development (CPD) for every role.

I look forward to meeting you in person.

Damola Ademolake,

**Principal**



## Working at Ernest Bevin Academy

We are proud to be part of United Learning Trust, our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, group-wide intranet, own curriculum, and online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

As a Group our staff are better rewarded: with good career opportunities, benefits, and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing, it's our core ethos we call 'the best in everyone'.

Central Office staff work closely with schools, offering a wealth of expertise to underpin our knowledge. The specialist departments, including HR, finance, technology, strategy and performance, estates, and marketing, work alongside dedicated school improvement teams.

### **Committed to having a diverse and representative team**

We welcome applications from everyone committed to our 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.

### **Flexible Working**

At United Learning, we value the dedication, professionalism and hard work of our teachers, support staff and school leaders, and strongly believe that everyone should be able to do their job without sacrificing a family life or compromising their well-being. We are committed to encouraging and enabling flexible working opportunities throughout our schools wherever possible and will support employees seeking to work more flexibly.

### **Our Approach to Teaching and Learning**

Our teaching is guided by research-informed practice, including the Science of Learning and Rosenshine's Principles of Instruction. Staff benefit from a strong professional development offer, including weekly Deliberate Practice sessions and regular Twilight training, reflecting our genuine commitment to developing staff at every stage of their careers.

As part of United Learning, the school benefits from a strong central curriculum framework alongside expert subject and specialist advisor support, enabling departments to deliver ambitious and high-quality learning experiences for students.

### **What we offer:**

- A school committed to the Science of Learning and Rosenshine's principles
- Extensive CPD opportunities, including weekly practice sessions and termly training
- The support of United Learning's centralised curriculum and specialist advisor team
- A collaborative and forward-thinking leadership environment

If you share our values and want to make a real difference, we'd love to hear from you.



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## Rewards and benefits

- Competitive salary
- At least eight INSET days per year
- Enhanced contributory local government pension scheme
- Enhanced occupational sick pay, protecting you and your family
- Competitive and enhanced maternity, paternity, and adoption benefits
- Over 250 employee exclusive benefits through our partners Perkbox, including access to wellbeing resources, discounted cinema tickets, holidays and gym memberships, car leasing and Cycle2work schemes

## Important information

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.

All positions are subject to an Enhanced Disclosure and Barring check from the Disclosure and Barring Service (DBS) and shortlisted candidates will be subject to an online check.

Find out more about working with us at <https://www.ernestbevinacademy.org.uk/work-with-us>.



# Job Summary: Teacher of Geography

**Location:** Ernest Bevin Academy, Tooting, London

**Salary:** United Learning Teacher Pay Scale (MPS1-UPS3)

**Contract type:** Full time, Permanent.

**Requirement level:** QTS

**Start date:** September 2026

Ernest Bevin Academy is seeking to appoint an ambitious and inspirational Geography Teacher

## We are looking for someone who:

- Is an outstanding classroom practitioner with a strong track record of results.
- Has the vision and leadership skills to drive a department forward.
- Is passionate about History and committed to high academic standards.
- Has experience teaching Art at GCSE and A-Level.
- Demonstrates excellent organisational, communication, and interpersonal skills.
- Is committed to inclusive education and raising achievement for all learners.

# Job Description: Teacher of Geography

## Overall Job Purpose:

To contribute to the wellbeing and development of the school by teaching, inspiring, guiding and caring for students inside and outside the classroom. To ensure that all students make outstanding progress and achieve targets and fully implementing policies and procedures.

## Key responsibilities:

### General:

- To create an exciting learning environment securing department improvement, raising attainment and achievement.
- To plan, resource and deliver lessons to a high standard that ensure real learning takes place and students make good progress.
- To prepare, develop and deliver lessons in the timetabled subject, according to the schemes of work agreed within the department.
- To use a variety of methods and approaches (including differentiation) to match curricular objectives and the range of pupil needs, and ensure equal opportunity for all pupils.
- To set homework regularly, (in accordance with the School homework policy), to consolidate and extend learning and to encourage pupils to take responsibility for their own learning.
- To work with SEN staff and support staff (including prior discussion and joint planning) in order to benefit from their specialist knowledge and to maximise their effectiveness within lessons.
- To work effectively as a member of the Department team to improve the quality of teaching and learning.
- To set high expectations for all pupils, to deepen their knowledge and understanding and to maximise their achievement.



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- To ensure that all students achieve at chronological age level or, if well below level, make significant and continuing progress towards achieving at level.
- To monitor and record the performance of students.
- To foster and maintain high standards of effort and discipline amongst the students by the use of appropriate school-based rewards, negotiated goals and sanctions.
- To encourage effective learning by the appropriate use of formative assessment, target setting and the development of teaching and learning styles.
- To foster an atmosphere of mutual respect with students in all classroom activity.
- To develop and foster good working relationships with all staff.
- To be prepared to undertake the pastoral role of a form tutor.
- To comply with all Examination Board regulations regarding the teaching of examination subjects and the completion of coursework.
- To attend meetings as directed by the Head of Department.
- To attend Academic Review Process as appropriate.
- To care for and maintain such equipment and books as may be in use in the teaching base or location.
- To display work or materials which enhance the learning environment.
- To contribute positively to the extracurricular life of the school.
- To be proactive in the pursuit of continuous professional development ensuring you maintain an up-to-date knowledge of teaching practices.
- To liaise with the department on assessment.

**Wider Professional Effectiveness:**

- Actively contribute to the creation of the school's ethos and culture.
- Raise the profile of the school in the community, are aware of and contribute positively to ULT's objectives, and contribute to continuous school improvement.

**Professional Characteristics:**

- Excellent organisational ability
- Ability to organise own teaching resources and activities to deadline and quality standards.
- To be a role model to pupils through personal presentation and professional conduct.
- To arrive in class, on or before the start of the lesson, and to begin and end lessons on time
- Ability to plan, manage, organise, and assess teaching objectives.
- Ability to contribute to the design of subject units, curriculum development and new teaching approaches.
- Inspire, challenge, motivate and empower the school community to carry forward a shared vision.
- Build and maintain effective relationships.
- Listen to, and reflect on, feedback from others, including colleagues and governors.
- Think creatively to anticipate and solve problems.
- Prioritise, plan, and organise themselves and others.
- Set & achieve ambitious, challenging goals and targets.

**Other:**

- To receive all visitors in a courteous manner and direct them as appropriate and in compliance with the schools' code of practice and ethos.

This job description is not intended to be all-inclusive and the successful candidate is expected to be flexible and proactive in meeting the needs of the school and willingly undertake any further duties required that are commensurate with the role.



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## PERSON SPECIFICATION

	Essential	Desirable
<b>EDUCATION/QUALIFICATIONS</b>		
<ul style="list-style-type: none"> <li>Qualified Teacher Status.</li> <li>Appropriate Degree or equivalent qualification.</li> </ul>	X	
<b>KNOWLEDGE AND EXPERIENCE</b>		
Detailed knowledge and understanding in the subject with an ability to teach to GCSE level.	X	
Detailed knowledge and understanding in the subject with an ability to teach to A level.		X
Ability to apply knowledge and skills from theory in a practical classroom context	X	
Ability to motivate and encourage children	X	
Effective classroom manager	X	
Ability to create effective relationships with a variety of different people	X	
Excellent experience and knowledge of IT to support learning		X
Excellent use of a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life.		X
Experience of marking for examinations boards		X
Evidence of ability to teach across the whole of the 11-16 age range	X	
Evidence of use of strategies for raising achievement and achieving excellence	X	
Evidence of use of strategies for ensuring inclusion, diversity and access	X	
<b>SKILLS, BEHAVIOUR AND QUALITIES</b>		
<ul style="list-style-type: none"> <li>Ability to prioritise, plan, organise and manage work life balance</li> </ul>	X	
<ul style="list-style-type: none"> <li>Ability to work as an effective team player, understanding the strengths and weakness of others to help team development</li> </ul>	X	
<ul style="list-style-type: none"> <li>Excellent time management and organisational skills</li> </ul>	X	
<ul style="list-style-type: none"> <li>Excellent interpersonal, presentation and communication skills, both written and spoken</li> </ul>	X	



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Ability to contribute to wider school administration and initiatives		X
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