Richard Lander School
Truro



Application Pack

Teacher of Geography

(Main Scale or UPS)

Maternity Cover – 0.8FT – (1 year fixed term or the return of the absent staff member)

To Start April 2027

November 2026

Dear Candidate,

Re – Teacher of Geography – 0.80FTE – Maternity Cover – Fixed term for 1 year or the return of the absent staff member – from April 2027

Please find enclosed an application form and details for the above post at this school.

The Role:
We are looking for an inspirational, dynamic and enthusiastic teacher to join our successful Humanities Department. You should be an excellent classroom practitioner and able to teach across the age and ability range at Key Stages 3 and 4. This post would be ideal for either a gifted NQT or an experienced professional. If you would like to discuss the post further or arrange a visit to the school please contact Mrs Harrison, Personnel Officer, on 01872 242745 or email vharrison@richardlander.cornwall.sch.uk.

Our school is welcoming and supportive, with a strong value placed on 'being the best you can be' and staff and students on a mission to achieve great outcomes for all our students.

This position is a part time 0.8FTE maternity cover (1-year fixed term or the return of the absent member of staff) and is available from April 2027.

Please see our job description and person specification for more details of this exciting post.

The School:
At Richard Lander School everybody works hard and is committed to providing the best opportunities for the children in our school. We were inspected by OFSTED in 2023 and were graded as a Good school.

We hope after reading our details and person specification that you will want to join our team.

Completed forms should be submitted to vharrison@richardlander.cornwall.sch.uk by midday on Friday 4th December 2026.

Can I take this opportunity of thanking you for your interest in the position at Richard Lander School. If you do not hear anything from us within 28 days you can assume your application was unsuccessful.

With best wishes for the future.

Yours sincerely,

S Mulcahy

Mr Steve Mulcahy
Headteacher

Background for Prospective Candidates

Come and work for a great school in a great location.

Where are we?

Cornwall has far more than just beaches, surfing and world heritage countryside, we also have some of the best schools in the country with the space, facilities and drive to give the best possible education to the students we serve.

Truro is Cornwall's county town, it's only city and the most southern city in mainland Great Britain. Truro has a booming population thanks to its location in the heart of the county and is a centre for art, culture and entertainment.

The school is situated to the West of the city centre and serves the beautiful coastal communities of St. Agnes and Porthtowan as well as communities closer at hand.

The School

We are a popular school, over-subscribed in several year groups, we have 1500 on roll and this is growing!
Mr Steve Mulcahy, has been our Head teacher since 2008.
The building and grounds are part of a PFI contract.
We have high expectations of our students and the staff who work with them. We have an ARB on site which is very much part of our school. Our outside environment is extensive.

Our Ethos

At the heart of our work is a desire to see all our young people and staff develop their gifts and talents to their full potential. Some people call this ambition, we call it 'being the best you can be'. Our standards are high and our aim is for all children to achieve their full potential, both academically and socially.

The Application

Prospective candidates are very welcome to arrange to visit the school by calling the school on 01872 273750. The closing date for applications is **noon on Friday 4th December 2026.** Please send your completed application forms to the school for the attention of Vicky Harrison, Personal Officer, vharrison@richardlander.cornwall.sch.uk or apply on-line through TES (the additional safeguarding form will also need to be completed and emailed separately to the above email address. Applications should address the items included on the person specification and only candidates who meet the essential criterion will be shortlisted

The Interview Process

Candidates who are shortlisted for the position will be contacted by a telephone call and this will be followed up with an e-mail.

- In line with Keeping Children Safe in Education 2026, as part of the shortlisting process, the school may carry out an online search on shortlisted candidates.
- All interviews will be face to face and will explore the candidate's suitability for the position.
- Applications will be scrutinised and discrepancies or anomalies in work related history, experience and qualifications will be discussed at the interview stage.
- Successful candidates will be required to achieve a full enhanced DBS disclosure and 2 acceptable references.

Prepared by

- Mr Steve Mulcahy, Headteacher
- Mrs Jenny Griffiths, Deputy Headteacher
- Mrs Vicky Harrison, Personnel Officer

Safeguarding
Richard Lander School is committed to safeguarding and promoting the welfare of all children.
We expect all our team members to share this commitment.

Job Title: Main Scale/UPS Teacher of Geography

Part Time 0.8FTE – Maternity Cover – 1 year fixed term or the return of the absent staff member

Salary MPS/UPS

Responsible to: Head of Department

SECTION 1 - GENERAL TEACHING DUTIES
To maintain and build upon the standards achieved in the award for QTS (Secondary) as set out by the Secretary of State, as appropriate to career stage.

Teaching & Learning

- To manage pupil learning through effective teaching in accordance with the Department's schemes of work and policies.
- To ensure continuity, progression and cohesion in all teaching.
- 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.
- To use positive management of behaviour in an environment of mutual respect which allows pupils to feel safe and secure and promotes their self-esteem.

Monitoring, Assessment, Recording, Reporting, and Accountability

- To be immediately responsible for the processes of identification, assessment, recording and reporting for the pupils in their charge.
- To contribute towards the implementation of Learning Passports as detailed in the current Code of Practice particularly the planning and recording of appropriate actions and outcomes related to set targets.
- To assess pupils' work systematically and use the results to inform future planning, teaching and curricular development.
- To be familiar with statutory assessment and reporting procedures and to prepare and present informative, helpful and accurate reports to parents.
- Keep an accurate register of pupils for each lesson, in accordance with the School policy.

Subject Knowledge & Understanding

- To have a thorough and up-to-date knowledge and understanding of the National Curriculum programmes of study, level descriptors and specifications for examination courses.
- To keep up to date with research and developments in pedagogy and the subject area.

- 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.
- In accordance with National Guidelines, to cover for absent colleagues as is reasonable, fair and equitable.
- To co-operate with the employer in all matters concerning Health and Safety and specifically to take reasonable care of their own Health & Safety, and that of any other persons who may be affected by their acts or omissions at work.
- To be familiar with the school and department handbooks and support all the School's policies, particularly duty requirements.
- To establish effective working relationships with professional colleagues and associate staff.
- To strive for personal and professional development through active involvement in the School's appraisal system and performance management procedures.
- To maintain a working knowledge and understanding of teachers' professional duties as set out in the current School Teachers' Pay and Conditions document, and teachers' legal liabilities and responsibilities relating to all current legislation, including the role of the education service in protecting children.
- To liaise effectively with parent/carers and with other agencies with responsibility for pupils' education and welfare.
- To undertake any reasonable task as directed by the Head of Department.
- To be aware of the role of the Governing Body of the School and to support it in performing its duties.
- To follow school procedures in relation to first aid.
- To be familiar with and implement the relevant requirements of the current SEN Code of Practice.
- To consider the needs of all pupils within lessons (and to implement specialist advice) especially those who: have SEN; are gifted and talented; are not yet fluent in English.
- To be conversant with and implement all Richard Lander school policies and documentation with regard to the post and in particular those points which relate to the issues of safeguarding children.

N.B: Every subject teacher will be expected to have pastoral responsibilities - detailed separately.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

Richard Lander Person Specification – Main scale Teacher

	Essential	Desirable	Assessment Method
Qualifications:	• Qualified Teacher Status • Good Honours degree	• Evidence of continuing personal and professional development.	Application
Experience	• Evidence of good and outstanding teaching and student progress. • The ability to engage and motivate through a passion for your subject specialism, presence and professional skills. • Evidence of commitment to ensuring the highest levels of achievement for all students regardless of back ground and/or ability.	• Some experience of contributing to whole school improvement initiatives. • Some experience of contributing to the management and leadership of the curriculum area. • Possible experience of working with the wider community, including outside agencies and other schools. • Demonstrate commitment to a school through involvement with extracurricular activities. • Demonstrate contribution to a school's wider community.	Personal Statement Interview Reference
Professional knowledge and understanding	• Excellent subject knowledge. • Strong knowledge of pedagogy and the process of teaching and learning. • Ability to clearly understand and explain the characteristics of high quality teaching • Ability to analyse student progress data and its application, with appropriate strategies, in raising student achievement and attainment. • Good knowledge and understanding of the curriculum particularly related to subject specialism. • Ability to contribute to collaborative planning and schemes of learning. • Good understanding of differentiation/inclusion. • Awareness of SEN teaching and learning strategies. • Awareness of AfL and its contribution in raising standards of achievement.		Lesson Personal Statement Interview

Skills	• Good ICT skills with an awareness of how these contribute to enhancing teaching and learning and progress in the classroom. • Excellent interpersonal communication skills and the ability to form strong relationships with students, staff, parents and the wider community. • Adaptability and flexibility to embrace new developments to raise student attainment. • Ability to self-organise, multi task and prioritise. • Ability to consistently meet deadlines. • Thinks creatively and imaginatively in order to anticipate and solve problems and identify opportunities. • High levels of literacy and numeracy, grammar, punctuation and spelling.	• Confident public speaker.	Lesson Personal Statement Interview
Personal Qualities	• Energy and perseverance, drive and determination. • Able to display presence and personal impact. • Interested in continued professional development. Self-confident, able to make decisions Strength of personality and resilience. • An awareness, understanding and commitment to the protection and safeguarding of children and young people • Strong interpersonal skills. • Able to work well in a team. • Open to advice and constructive criticism. • Supportive of colleagues. • Enthusiastic/optimistic. • High integrity - honest, trustworthy and reliable. • Discreet, diplomatic and tactful • Creative and Analytical • Enjoys and thrives working in a learning environment with young people. • Ability to 'switch off'	• Ambitious with a clear personal career path and development strategy.	Lesson Personal Statement Interview Reference
Personal Presentation	• A good personal, professional standard of dress and presentation.		Interview

All candidates for this post must be in a position to secure a reference from their current Headteacher or Senior Line Manager (if working for Advisory Service or LA) which endorses their achievements, skills and attributes and recommends them for this position.

Special Conditions related to the post
The school is committed to safeguarding, promoting the welfare of children and to ensuring a culture of valuing diversity and ensuring equality of opportunities. Successful applicants must be suitable to work with children and will need to undertake the following before commencing employment: Enhanced Disclosure & Barring Service (DBS) Certificate with barred list information Receipt of two satisfactory employer references one of which must be from your current or most recent employer Satisfactory verification of relevant qualifications Satisfactory health check All new employees will be required to undertake mandatory training required by the school.

How to apply:	Complete the relevant applications form, equal opportunities and self-declaration form. Please note that applications will not be accepted unless on the attached application form. CVs are not accepted. Expressions of interest should be sent via e-mail to Vicky Harrison, Personnel Officer, vharrison@richardlander.cornwall.sch.uk
Contact details:	Address: Mrs Vicky Harrison Personnel Officer, Richard Lander School, Higher Besore Road, Truro, TR3 6LT Tel: 01872 273750
Closing date:	**Closing Date Midday Friday 4th December 2026** **Interview Date Wednesday 9th December 2026** Please note that if you have not received a reply within 28 days of the closing date you must assume that, on this occasion your application has been unsuccessful.