

Teacher of Geography

Application Pack



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THE
COTSWOLD
SCHOOL

Creating Brilliant Futures

Welcome from Will Morgan, Headteacher

Thank you for your interest in this post.

Based in the stunning village of Bourton-on-the-Water, Gloucestershire, The Cotswold School has earned an 'Outstanding' reputation as a popular and successful 11-18 comprehensive academy.

Please watch our video, [Welcome to The Cotswold School](#), to find out more from teachers and students about what makes our school an inclusive, ambitious and happy place to learn.

I am proud to lead an incredible team of staff, who go the extra mile to provide our students with an inspiring



education, fully equipping them for their future lives. The values of friendship and knowledge, symbolised on our badge, underpin all our learning and development activities and ensure that the wellbeing of our students and staff is also cared for.

At the heart of our school ethos is a commitment to excellent teaching and aspiration, which drives progress and attainment. Our students thrive academically and also personally, with opportunities to take part in musical performances and a huge range of extra-curricular clubs; writing competitions and debates; community fundraising; student leadership; and careers events.

We have an inspiring and caring school community, which includes families, local businesses, our staff, PTA and, of course, our students. Why not have a look at our website News pages, to see how we have found ways to support ourselves and others and develop our learning and talents?

Successful candidates who are shortlisted for an interview will be contacted by email or phone.

I look forward to hearing from you.

Will Morgan
Headteacher

Job advert

Role: Teacher of Geography

Contract: Full Time, permanent

Pay: MPS/UPS

Start Date: 1st September 2026

Closing Date: Monday 11th May 2026 at 9am

From September 2026, we are looking to appoint an exceptional Teacher of Geography to deliver Quality First Teaching, with a proven track record of securing positive outcomes across all Key Stages.

This is an exciting opportunity for a highly talented ECT or experienced teacher, who wishes to make a real impact in a school which has a 'relentless focus on providing the highest quality of education possible' (Ofsted, March 2025).

WE ARE LOOKING FOR:

An excellent classroom teacher with a genuine passion to teaching Geography and inspiring students across all Key Stages

- An enthusiastic Geography practitioner able to consistently motivate and inspire students, whilst delivering a strong curriculum
- A strong communicator, joining a team of subject specialists, who can collaborate and share best practice within the department
- A commitment to deliver extra-curricular opportunities

WE CAN OFFER YOU:

- The opportunity to be part of a strong, friendly and dedicated team within a caring school environment
- Students who traditionally out-perform national statistics; in 2025, 79.3% gained grades 4 - 9 and 26.7% gained grades 7 – 9 and at A-Level 91% gained C-A* with 50% gaining A/A*.
- Opportunities for professional development
- Option to join a pension scheme with generous employee discount
- Employee benefits including an Employee Assistance Programme & Cycle to Work scheme
- A commitment to staff wellbeing
- Free onsite parking including electric car charging points

We encourage early applications and reserve the right to interview before the deadline.

The candidate will contribute to the safeguarding and promotion of the welfare and personal care of the children and young people with regard to the Keeping Children safe in Education (KCSIE) guidelines and Area Child Protection Procedures. The Cotswold School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff, Governors, visitors and volunteers, to share the same commitment. This position is subject to an enhanced DBS check.

Department information - Geography

The department fosters and encourages forward looking and independent students. We regularly have a significant number of students continue their study of the subject through to degree level at Russell Group Universities.

Geography is taught by a dynamic team of staff within our very own, purpose built Geography block, which has sweeping views across the Cotswolds. The suite of six classrooms all come equipped with interactive whiteboards, computers (plus access to ipads) and document viewers; 4 classrooms also include a small suite of computers for use within lessons. We have class sets of the AQA approved Cambridge and Oxford textbooks in each teaching base to go alongside planned schemes of work in our Departmental intranet for GCSE. Students have a copy of the Oxford text at A level and we have a stock of the Hodder AQA A level textbooks too. Teachers are encouraged to use a diverse range of resources and work collaboratively to develop our significant resource base.

The Department has experienced significant growth in popularity in recent years. Currently, the department is made up of Mrs H Gleed (Head of Department), Mrs R Holmes (2nd in Geography i/c KS3), Mrs F Waker-Bradley (Geography specialist), Miss E Black (Geography specialist) Mr A Brown (Geography specialist), Mrs E Johnstone (Geography specialist) and Mr P White (Geography specialist and Deputy Principal/Head of Sixth Form).

At KS3, Geography is taught in three 1 hour lessons over a fortnight. However, in Y9, students have an additional 1 hour 'Geography skills' session to supplement their Geography provision, where we cover literacy and numeracy via Geography. Students are taught in broadly banded groups. The KS3 curriculum has been reviewed and rewritten in light of recent curriculum changes and we are always looking for ways to further enrich the curriculum we offer. Fieldwork is important at KS3 with a trip to Cheddar Gorge for Year 7 and 'infiltration fieldwork' carried out in Year 8. We also run a reward trip for KS3, this year paddleboarding in South Cerny Lakes.

At KS4 the students are taught in mixed ability groups for 5 hours over a fortnight and we have opted to follow the AQA GCSE Geography Syllabus. Geography is a popular subject in the school; with a large cohort choosing to study it each year. We have 7 teaching groups in our current Year 10 and 6 groups studying GCSE in Year 11. The students are taken on day fieldtrips to collect fieldwork data, visiting Greystones Nature Reserve and Bristol. Our students traditionally out-perform national statistics; in 2025, 78.5% gained grades 4 - 9 and 26.7% gained level 7 - 9.

At KS5 students are given 10 hours of teaching time per fortnight with a significant expectation placed on independent study. This year we have two groups in Year 12 and two groups in Year 13. The department performs strongly with 50% achieving A*/A, and 91% gaining A - C at A level (2025).

We follow the AQA A level syllabus. Our retention from AS to A2 is always strong. Yet again this year, many of our students have chosen to go on to read Geography at Russell Group universities and other institutions.

Fieldwork is an important element of the A level curriculum. Students are taken to Dorset to investigate coastal process and focus on Bourton on the Water as their 'local place' within the 'Changing Places' unit. We offer an A level residential fieldtrip in the Summer term, taking our students to Aberystwyth and its surrounding area to collect and record data which develops their skill set in preparation for their NEA completion. We are also running a Geography enrichment trip to Iceland again in 2027!

The successful candidate would be expected to work closely with the Head of Department and team to participate in the planning and delivery of schemes of learning for exam groups as well as KS3. We would expect the successful candidate to create engaging and dynamic lessons, be a strong team player, take part in the extra-curricular life of the department and play an active role in driving the department forward.

We look forward to welcoming the right candidate into our team!

Helen Gleed

Job description

Job title: Teacher

Responsible to: Governors, Headteacher, Head of Department

This appointment is subject to the current conditions of employment contained in the School Teachers' Pay and Conditions Document, other current educational and employment legislation and Teachers' Standards.

Job purpose:

Under direction of the Headteacher, carry out professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions document (STPCD) and school policies.

To be an effective professional who demonstrates through curriculum knowledge, can teach and assess effectively, takes responsibility for professional development and ensures progress and positive outcomes for all students.

To promote the ethos of the school, Friendship and Knowledge, and engage with annual School Priorities.

Duties and Responsibilities:

To plan and deliver well-structured lessons in line with the school's curriculum and teaching schedule, setting goals that stretch and challenge students of all backgrounds and abilities within a safe and stimulating environment.

To support students to make the best possible progress through the use of a variety of teaching, learning and other support strategies, taking responsibility for their outcomes and planning teaching to build on prior knowledge and understanding.

To ensure that teaching is adapted to respond to the strengths and needs of all students, using differentiation to address their learning needs and overcome barriers, including those students that have SEND, are Pupil Premium etc.

To assess and record students' achievements, to prepare reports and take part in parental/carer consultations. To use assessments to support students to reflect on what they have achieved, address misunderstanding and inform future planning. To give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.

To set homework and other out of class activities to consolidate and extend the knowledge and understanding students have acquired, checking completion and providing feedback as required.

To set work on-line or deliver on-line lessons as required within the framework of directed time and also within any school enforced closure period, giving feedback to students as requested.

To manage behaviour effectively to ensure a good and safe learning environment, implementing school policy and supporting this through clear and fair rules and routines for behaviour in classrooms with an emphasis on rewards and praise alongside any necessary sanctions

To contribute to the design and provision of an engaging curriculum within the relevant subject area as part of the department and at a level proportionate to the responsibilities that you hold

To observe and implement current school policies and good practice, taking heed of guidance and requirements as laid down in your department as well as in the staff handbook. In particular, to be aware of the need to avoid unsanctioned social media interactions with students.

To perform duties and attend meetings as reasonably required, including Open Days/Evenings, Parents evenings etc.

To act within the statutory frameworks which set out your professional duties and responsibilities.

To carry out such particular duties as the Principal may reasonably direct from time to time, in accordance with the current School Teachers' Pay and Conditions Document.

Continuing Professional Development:

To participate in the school Performance Management scheme, actively seeking to support your own development by undertaking internal and external training to keep abreast of developments in national and school initiatives.

Form Tutor:

To be a Form Tutor to an assigned group of students.

To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.

To contribute to PSHE and citizenship and enterprise according to school policy.

To contribute to the school's pastoral system (through the role of tutor and/or mentor) by promoting equal opportunities, British values and tolerance as part of your support for students' well-being.

Other Professional Requirements:

To have a working knowledge of Teachers' professional duties and legal liabilities.

To operate at all times within school policies and practices of the school.

To liaise effectively with staff, parents, visitors and Governors.

To play a full part in the life of the school community.

The Cotswold School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff, Governors, visitors and volunteers, to share the same commitment.

This position is subject to an enhanced DBS check, satisfactory references and checks regarding suitability to work with children. This post is in regulated activity and is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions Order 1975, amended 2013 & 2020).

The successful applicant will be subject to all necessary checks and be required to provide evidence of identity, right to work in the UK and professional qualifications (where relevant). In line with KCSIE, we will conduct an online search for all shortlisted candidates. Any relevant information will be discussed further with the applicant during the recruitment process.

Whilst every effort has been made to explain the duties and responsibilities of the post each individual task undertaken may not be identified.

We are an equal opportunities employer and value and respect diversity across our whole school community. 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.

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

Person specification

Qualifications

Essential

Degree Level Qualification related to relevant subjects
Teaching qualification together with Qualified Teacher Status (QTS)

Knowledge

Essential

Awareness of the strategies available for improving the learning and achievement of all students

Desirable

Evidence of continuous professional development
A good understanding of curriculum developments in the specific subject area

Experience

Essential

Recent and relevant teaching experience in employment or training
Experience of assessment at Key Stage 3, 4 and 5

Skills

Essential

Ability to use a range of teaching and learning strategies
An understanding for how Assessment for Learning can improve student performance
Ability to work independently and collaboratively as a member of a team
Creative in problem solving together with willingness to take on and try new approaches and ideas
Ability to communicate high expectations to all students
Ability to write reports, keep accurate records and communicate effectively
Professional understanding of safeguarding within a school setting
Ability to use a positive approach to promote learning and excellent behaviour
Confidence and competence in ICT
Understanding of the curriculum and assessment of pupil progress
Sharing good practice across the department
Excellent communication and organisational skills (written and oral)

Desirable

Willingness to be involved in the wider life of the academy

Evidence

Application form
Letter of Application
References
Interview
Certificate/s (to be available at interview)

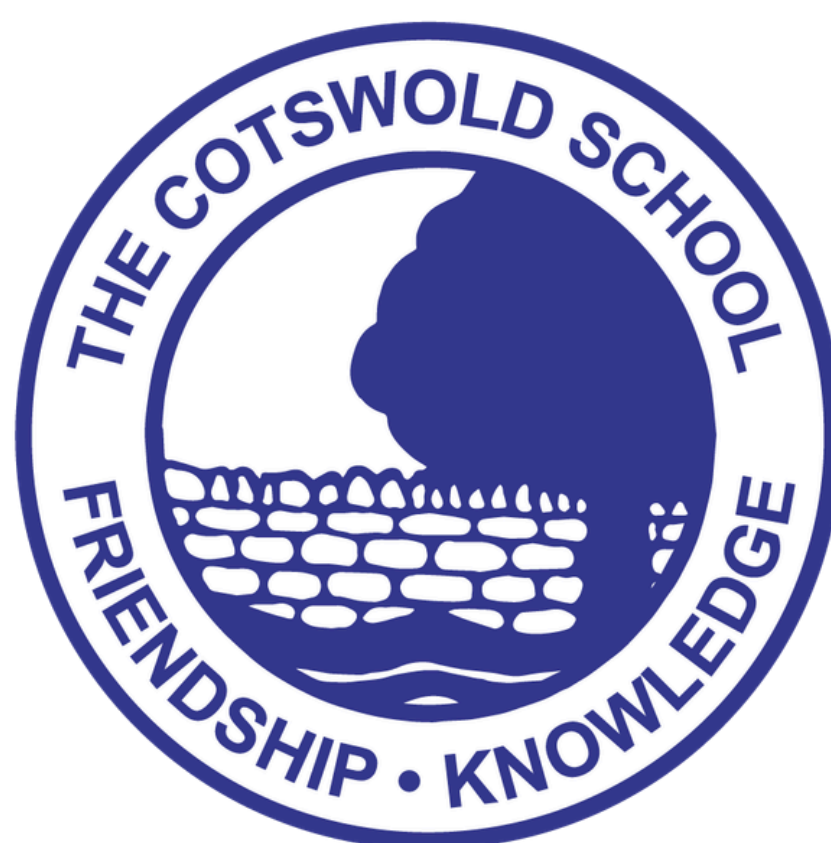
Notes to applicants

- Please complete the application form in full to ensure that full consideration can be given to all candidates and to comply with legal requirements relating to recruitment in schools
- Please do not include a CV or write 'see CV' in any sections on the form
- Please ensure that you include the title of the post that you are applying for
- Please provide an explanation for any gaps in chronological dates relating to education and employment history
- Please write a covering letter or complete the Supporting Statement section.
- Please provide full details of two referees
- The closing date and time must be strictly adhered to
- All information given will be treated as confidential
- If using the application form on the school website, <https://www.cotswold.gloucs.sch.uk/recruitment/> please return this by email to Mrs C Chapple, cchapple@thecotswoldschool.co.uk
- If returning by post, please send to Mrs C Chapple, The Cotswold School, The Avenue, Bourton on the Water, Cheltenham, Gloucestershire GL54 2BD

The Cotswold School is committed to equality, diversity and inclusion and welcome applications from all sections of the community. If you require additional help with our recruitment process, please contact Mrs C Chapple, HR Officer (contact details above).







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