

**TEACHER OF GEOGRAPHY  
(Maternity Cover)  
MPR/UPR**

**Required from: *Monday 4<sup>th</sup> May***  
***(or September 2026 for an exceptional candidate)***

**Closing Date:**  
**Midnight on Monday 13<sup>th</sup> April 2026**

***Proposed dates:***  
***Shortlisting: TBC***  
***Interview: TBC***

## TEACHER OF GEOGRAPHY (Maternity Cover)

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*Required from May 2026*

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### **The Role and the Geography Department:**

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The school is looking to appoint a committed, enthusiastic individual as a teacher of Geography during the maternity leave of one of our excellent team of Geographers.

The department is staffed by highly committed and enthusiastic subject specialists who are a close, high-functioning team. Two of the department are former Heads of Geography, the current Curriculum Leader is shortly due to return from maternity leave and our other Geographer is about to begin her maternity leave.

This is a great chance to gain experience of teaching a well-established subject in an excellent, well-resourced and led department.

The KS3 curriculum covers a balance of physical and human topics to ensure students develop a holistic knowledge of the subject. Students in Years 7-10 have had laptops since January 2022 so a key department priority is to develop the use of laptops in lessons to enhance learning geography. Other priorities are to develop further opportunities for GIS, oracy and enquiry work within the curriculum at KS3.

At KS4 pupils follow the AQA specification. Geography is a popular option at GCSE and all groups are taught by specialists.

There are three specialist Geography classrooms.

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### **Professional Development:**

Staff at Balshaw's have an hour per week of dedicated Professional Development time which takes place on a Thursday evening. Balshaw's is also a member of a number of local Teaching Alliance networks and staff both deliver training and are able to take part in training across these networks.

All staff are provided with laptop computers, have a dedicated staffroom, staff silent working room, CPD library, Staff Health and Wellbeing Resource Library and various kitchen areas and departmental offices. Staff also benefit from the use of a fully-equipped fitness suite as well as 24/7 support for all their wellbeing needs through our Education Support Programme that supports all elements of your personal needs from elder care advice to the provision of a range of counselling services.

## **About Balshaw's**

Balshaw's enjoys the privilege of being one of the most successful schools in the county and the most over-subscribed school in South Ribble. We believe that this is deservedly so.

As a school rooted firmly in the Christian ethos, each student in our care matters deeply to us. However, as an authority controlled school we do not operate any entry criteria and the school is available to students of all abilities, interests and aptitudes. Nevertheless, in following the school motto: (*non sibi sed aliis*) 'not for self, but for others' we aim to create students whose actions reflect the love of Christ as we develop them into full and well-rounded young adults ready to make valuable contributions to our society.

Balshaw's has a proud history of academic excellence for students dating back to 1782. The school adds significant value to its students from their starting points in Year 7 to the time when they leave in Year 11. Many will go on to study at Runshaw College, which was originally the Sixth Form of Balshaw's, and others will take up apprenticeships or employment.

Equally important to us is the richness of opportunity available to students at Balshaw's. Set in 21 acres of beautiful land, Balshaw's staff provide extra-curricular opportunities that other schools could only hope for. The huge range of clubs and activities have taken many of our students on to careers in sport and media with a number of well-known alumni.

Those who come to teach and work at Balshaw's will have fantastic opportunities to progress their careers and gain a wealth of experience. That said, Balshaw's also enjoys an incredibly stable workforce and when you hear the phrase 'Once a Balshavian, always a Balshavian' you will realise it to be a truth. The school is only on its 14<sup>th</sup> headteacher in its 244-year history!

Balshaw's is more than a school – it is a family. This post offers you the opportunity to become part of the Balshaw's family where you will be able to make a difference to the lives of the young people who are our future.

### ***Safeguarding Commitment***

*Please note that the school is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. This post is subject to an enhanced DBS disclosure.*

### ***Equal opportunities***

*We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.*

### ***Health and safety***

*All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.*

### ***Diversity and Equality***

*As a school we are passionate about diversity and recognise that as individuals we all bring something unique to the role regardless of age, gender, race, beliefs or disabilities which is why we treat all of our people equally, without compromise.*

## JOB DESCRIPTION

<b>POST TITLE:</b>	Teacher of Geography
<b>GRADE:</b>	MPR/UPR
<b>CAR USER:</b>	
<b>LOCATION:</b>	Balshaw's CE High School
<b>RESPONSIBLE TO:</b>	Head of school overall, Curriculum Leader and Head of House
<b>STAFF RESPONSIBLE FOR:</b>	Teaching classes and tutor group
<p><b>PURPOSE OF THE POST:</b></p> <ul style="list-style-type: none"> <li>• Carry out teaching, pastoral and administrative responsibilities as indicated in post description and under the reasonable direction of the Headteacher as set out in the School Teachers' Pay and Conditions Document.</li> <li>• To raise standards of student achievement and attainment within Geography.</li> </ul>	
<p><b>GENERAL RESPONSIBILITIES:</b></p> <ul style="list-style-type: none"> <li>• To be in sympathy and uphold the Christian aims and ethos of the school.</li> <li>• To ensure that students are safeguarded within the school.</li> <li>• To meet the Teachers' Standards and support whole-school priorities (behaviour, attendance, literacy, SEND, safeguarding)</li> <li>• To adhere to the policies set out by the school and act as a positive role model.</li> <li>• To contribute to the delivery of PSHE.</li> <li>• To have a share in developing and maintaining the good reputation of the school and to be fully involved in the whole life of the school.</li> <li>• To follow KCSIE guidance, report concerns promptly, and contribute to a culture of vigilance</li> </ul>	
<p><b>SPECIFIC RESPONSIBILITIES</b></p> <ul style="list-style-type: none"> <li>• To develop the teaching of Geography under the direction of the Curriculum Leader for Geography.</li> <li>• To participate in the development of appropriate teaching materials, sessions of work and methods of assessment.</li> <li>• To ensure the maintenance of accurate and up-to-date information on all classes taught.</li> <li>• Under the direction of a Head of House to be a Tutor of an assigned Tutor Group and to carry out duties in accordance with the Job Description of Group Tutor.</li> <li>• To participate in appropriate meetings with colleagues and parents.</li> <li>• To carry out a share of supervisory duties in accordance with the duty rota schedules.</li> <li>• To participate in performance appraisal arrangements.</li> <li>• To adapt teaching to meet the needs of all learners, including SEND, EAL and disadvantaged pupils, working closely with the SENDCO and support staff.</li> <li>• To develop students' disciplinary literacy (extended writing, vocabulary), numeracy (graphs, GIS/data), and oracy (discussion/debate).</li> </ul>	
<p><b>QUALITY ASSURANCE</b></p> <ul style="list-style-type: none"> <li>• Planning, implementing and reviewing the curriculum within the framework of the National Curriculum.</li> <li>• To develop in consultation with the Curriculum Leader for Geography, schemes of work and methods of assessment suitable for use with the whole range of ability.</li> <li>• Ensure that assessment is both regular and thorough and that full records of work done by pupils are kept.</li> <li>• To participate when required in Performance Management in keeping with school and LA policy.</li> <li>• To keep informed of developments in the subject.</li> <li>• To maintain the school's homework procedures.</li> </ul>	

<ul style="list-style-type: none"> <li>• Ensure, within the Health and Safety and other appropriate guidelines, the safety of pupils and staff.</li> <li>• To encourage care and full use of Departmental facilities and display areas.</li> <li>• To take a full share in the pastoral work of the school, both as a House tutor and by assisting and supporting the work of senior Pastoral colleagues.</li> <li>• To take a share in the supervision arrangements for school detention.</li> <li>• To ensure that the gap in achievement between disadvantaged and other students is closed.</li> </ul>
<i>In addition, other duties at no higher a responsibility level may be interchanged with/added to this list at any time.</i>

## PERSON SPECIFICATION

<b>Job title:</b> Teacher of Geography	<b>Grade:</b> MPS/UPS	
<b>Requirements (based on the job description)</b>	<b>Essential (E) or desirable (D)</b>	<b>Evidence:</b> A - Application I - Interview R - References
<b>Qualifications:</b>		
• Degree qualification in appropriate area	E	A
• QTS (or ECT)	E	A
• Other professional qualifications	D	A
<b>Professional Experience and Skills</b>		
• Experience of and a thorough understanding of the National Curriculum and Key Stage 4 courses of study	E	A
• Evidence of strong pupil outcomes in GCSE classes taught if a serving teacher.	E	A / R
• Strong classroom practitioner with potential to be 'outstanding'	E	I / R
• Has experience of working in a pastoral role as a tutor.	D	A / R
• Ability to deliver outstanding student progress using a variety of teaching and learning styles.	E	A / R / I
• Has experience of delivering PSHE.	D	A / R / I
<b>Strategic Leadership</b>		
• Ability to continue to raise achievement at all levels.	E	
• Specialist knowledge of the Geography curriculum.	E	A / R / I
• Effective interpersonal and communication skills.	E	A / R / I
• Able to motivate and inspire students to have deep learning experiences in Geography.	E	A / R / I
• Ability to be flexible and use initiative to move strategies forward to maximise impact, planning effectively for a range of learning styles and abilities	E	A / R / I
• Able to use a range of assessment strategies to provide effective feedback that enables students to make effective progress.	E	A / R / I
• Committed to ongoing Professional Learning and development.		
• Committed to the effective use of Ed-tech for learning, teaching and administration.		
<b>Other (including special requirements)</b>		

• Commitment to safeguarding and protecting the welfare of children and young people	E	I/R
• Commitment to the Christian values of the school	E	I
• Commitment to equality and diversity	E	I
• Commitment to health and safety	E	I
• Commitment to sustaining regular attendance at work	E	I/R
• Commitment to Christian ethos of the school	E	I/L

## SUMMARY

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It is said at Balshaw's that "Once a Balshavian, always a Balshavian." This is very true – a number of staff are previously students of the school and there is a very small turnover of staff either through retirement or promotion. We hope that when you visit our school you will get a strong sense of the Christian family values that underpin what we do.

### **Lighting the path to excellence through Christian vision and values.**

Gospel values of love, forgiveness, friendship, kindness, truth, patience, respect and humility are the foundation for decisions made in the Balshaw's family. Our aim: to develop students of faith and no faith, who reflect Christ's love within the wider community.

### OFSTED (2023)

- Students are proud to attend their school.
- Leaders are ambitious for all pupils, including those with special educational needs.
- Teachers have high standards for students' academic achievement and their behaviour.
- The atmosphere around school is calm and respectful.
- Pupils benefit from the opportunities for their wider development.
- Pupils behave well around the school and in lessons.
- Safeguarding is effective.

### SIAMS (2019)

- 'Religious Education is both inspirational and challenging.'
- 'Strongly held values infuse the school community.'
- 'Collective worship is exemplary.'
- 'The senior leadership team provide inspirational and caring leadership.'
- 'The quality and range of their [pupils'] theological thinking is impressive.'

## APPLICATION

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Please apply via the TES website using the Quick Apply button, a link to which can be found on the school website [www.balshaws.org.uk](http://www.balshaws.org.uk).

The closing date for applications is: **Midnight on Monday 13th April 2026.**

Due to limited resources it is not our policy to write to the unsuccessful candidates so please assume your application has been unsuccessful if you do not hear from us within two weeks of the closing date.

Thank you for your interest in this post.