



SMITHILLS SCHOOL

SUCCESS FOR ALL

Teacher of Geography
Candidate Information



OUR VALUES





Welcome to Smithills School

Thank you for expressing an interest in the position of: Teacher of Geography. This is a wonderful opportunity to join our successful, over-subscribed 11-16 school at an exciting stage of our journey.

Smithills School is proud to be part of Bolton Impact Trust, a small, values-driven multi-academy trust comprising:

- Youth Challenge
- Lever Park
- Forward Centre
- Park School
- Egerton Primary School

Although each school within the Trust serves a different setting, we share a common vision and a strong set of values. Bolton Impact Trust is committed to pupil-centred, inclusive education and has consistently fostered a culture of collaboration and mutual support that reflects our own ethos.

As Headteacher I am fortunate to work alongside our talented staff, pupils, families and community partners. Our school is a very special place where we respect individuality, diversity and difference. Every child who joins us is encouraged to achieve and every adult who joins our team is given the opportunity to contribute.

Our values of Excellence, Independence and Community are evident in all that we do. They combine to ensure our vision of 'Success for All' is achieved.

Our most recent Ofsted inspection recognised many of the strengths of Smithills School. Inspectors highlighted our warm and inclusive culture, the positive relationships between staff and pupils, improvements in behaviour and attendance, and our ambitious curriculum. They also noted the effective support provided for disadvantaged pupils, pupils with SEND, and those who face additional barriers to learning. Alongside this, inspectors praised the breadth of our enrichment opportunities, our strong pastoral care, and the positive focus on staff wellbeing, all of which help create an environment in which pupils and staff can thrive.

As a school, we remain ambitious. We continue to focus on embedding consistently excellent teaching, ensuring assessment is used effectively to deepen pupils' learning, and strengthening our personal development curriculum so that every pupil achieves their full potential.

Our pupils are at the heart of everything we do. We are committed to developing and nurturing every child by providing the highest standards of education through a strong, knowledge rich curriculum. Built on high expectations our curriculum develops pupils' depth of understanding across a wide range of subjects and secures an ambitious education for all. We also offer our pupils a wealth of cultural experiences, broadening horizons and developing self-esteem which provides them with the skills to make positive contributions to society, now and in the future.

We are committed to the continued professional development of all our colleagues and take our responsibility to develop leaders of the future seriously. We are equally committed to staff wellbeing: we provide a package of support to help all colleagues achieve a happy work life balance and we have a thriving wellbeing group that initiates real change in school.

If you are a dynamic, motivated, conscientious professional who has a passion for working with children and young people and you feel you have the skills and personal attributes to work as part of an innovative, energetic and ambitious team, we would love to hear from you.

Why work at Smithills?

As a team, we value every member of staff – from the site team to middle leaders, from teachers to SLT, from canteen staff to teaching assistants, from pastoral staff to IT support. We know that every person on our staff is crucial to the strategic development and the operational work of our school. As such, we promote well-being and prioritise manageable workloads in the following ways:

- Every member of staff is entitled to an annual wellbeing day to support a healthy work-life balance
- SLT are supportive and highly visible around our site
- Teachers have their own classrooms
- We are committed to the Education Staff Wellbeing Charter
- Staff wellbeing is prioritised with free access to our swimming pool, gym, 'Friday football' and all sports centre activities during the week and at weekend
- The Staff Wellbeing Team includes broad representation from teaching and associate staff
- This team meets at least every half term, capturing staff voice and responding with concrete actions
- Teaching staff typically receive above the national expectation of 10% of Planning, Preparation and Assessment (PPA) time
- Every teacher has a protected Professional Development hour every fortnight
- CPD is a regular feature of our calendar and includes teaching and support staff
- Opportunities for career development are embedded in our structures and systems
- Early Careers Teachers thrive in a supportive and caring environment. They have access to a broad and individualised programme of professional development
- As part of our commitment to continuous professional development, all staff are encouraged and supported to undertake further study
- Internal applications for a range of roles are actively encouraged
- Data entry points are kept to a minimum for each year group
- Every department has high quality 5-year curriculum plans in place
- Departmental marking policies have been designed to actively reduce marking workload
- All teaching staff have an iPad/laptop
- The correction system is centralised
- Lunch duties are paid
- Reprographics is centralised

Most of all, though, we offer something which a bullet point list cannot capture: our staff and students are friendly and fiercely loyal to our school. Our school is a community and we are proud of that.

'Staff are happy to work at Smithills. They value the consideration leaders make of their wellbeing and workload.'
OFSTED,
March 2026

We encourage you to come and see our school for yourselves. Please contact the Headteacher's PA, Chris Shaw on 01204 842382 ext. 104 or c.shaw@smithillsschool.net to arrange an appointment. A member of SLT will be only too happy to show you around.

Closing date for applications: Thursday 15th October 2026 at 9:00am

Interview date: TBC

Job Description

Every member of staff at Smithills School is expected to maintain, support and promote the vision and values of the school in and through the exercise of all contractual duties and any voluntary activities.

Department	SMITHILLS SCHOOL – Humanities
Job Title	Teacher of Geography
Salary Scale	M1 – U3 - £34,069 - £52,835
Contract	Fixed Term to 31 st August 2026
Reporting to Responsible for	Head of Department

MAIN RESPONSIBILITIES OF THE POST

The Teacher of Geography will deliver high-quality, engaging teaching that enables all pupils to make strong progress and develop their geographical knowledge, skills and understanding. The postholder will contribute to curriculum planning, assessment and the continued development of the Geography department, while maintaining high expectations for learning and behaviour. They will support the needs of all pupils, contribute to the wider life of the school and uphold the school's values, policies and commitment to high-quality education.

This post is covered by the School Teachers' Pay and Conditions Document (STPCD) and the Burgundy Book Conditions of Service for School Teachers in England and Wales. The postholder is required to fulfil the professional responsibilities of a classroom teacher, including those set out in the Teachers' Standards and the STPCD.

Post-Specific Responsibilities

The Teacher of Geography will deliver high-quality teaching that supports the progress, achievement and personal development of all pupils. The postholder will contribute to the effective delivery and development of the Geography curriculum, work collaboratively with colleagues and play an active role in the wider life of the school.

Teaching, Learning and Pupil Progress

- Plan, deliver and review engaging and appropriately challenging Geography lessons.
- Assess, record and monitor pupil progress and attainment in line with school policy.
- Adapt teaching to meet the needs of all pupils and provide appropriate support and intervention.
- Maintain high expectations for behaviour, engagement and achievement.
- Prepare and support pupils effectively for internal and external examinations.

Curriculum and Enrichment

- Contribute to the planning, development and evaluation of the Geography curriculum.
- Promote pupils' geographical knowledge, skills, curiosity and understanding of the wider world.
- Support and promote fieldwork, enrichment and extra-curricular opportunities.
- Make effective use of resources to enhance teaching and learning.

Professional Development and Collaboration

- Work collaboratively with colleagues and contribute positively to departmental priorities.



- Attend and contribute to departmental meetings and professional development.
- Participate fully in appraisal and quality assurance processes.
- Reflect on and continually develop the quality of teaching and professional practice.
- Share good practice with colleagues within and beyond the department.

Pastoral and Wider School Responsibilities

- Contribute to pupils' pastoral development, including undertaking form tutor responsibilities where required.
- Develop positive and professional relationships with pupils, parents and carers.
- Follow school policies and procedures, including safeguarding, behaviour and health and safety.
- Undertake appropriate supervision and wider school duties.
- Contribute positively to the values, ethos and wider life of the school.

Person Specification

The successful candidate must be able to demonstrate that he/she has the qualifications, experience, knowledge, abilities and personal qualities outlined below. References obtained about candidates will also be used in the assessment of their suitability for the post.

Essential	Desirable	Method of Assessment
Qualifications, Training, Experience		
• Effective classroom practitioner with high expectations of pupils. • Ability to plan and deliver engaging learning activities. • Ability to inspire, motivate and enthuse pupils. • Strong organisational and time-management skills. • Ability to build positive relationships and work effectively as part of a team.	• Good ICT skills to enhance teaching and learning. • Ability to contribute to curriculum development. • Ability to adapt teaching to meet a range of pupil needs. • Ability to contribute to enrichment and extra-curricular activities. • Ability to share good practice and support colleagues.	Application Form / Interview
Knowledge and Understanding		
• Qualified Teacher Status • Honours degree or equivalent • Strong knowledge and understanding of Geography and the secondary curriculum. • Understanding of effective teaching, learning and assessment strategies. • Knowledge of GCSE Geography requirements and expectations. • Understanding of how to meet the needs of pupils with different abilities and backgrounds. • Understanding of effective behaviour management and safeguarding responsibilities.	• Knowledge of current developments in Geography education. • Understanding of effective curriculum planning and sequencing. • Knowledge of strategies to raise pupil achievement and progress. • Understanding of the effective use of data and assessment. • Knowledge of enrichment and fieldwork opportunities within Geography.	Application Form / Interview

Leadership and Management Skills		
• Ability to demonstrate high expectations and promote positive attitudes to learning. • Ability to build and maintain effective relationships with pupils and colleagues. • Ability to work collaboratively and contribute positively to the Geography department. • Ability to reflect on and improve professional practice through feedback and evaluation. • Ability to communicate effectively and sensitively with parents and carers.	• Ability to contribute to curriculum development and departmental improvement. • Ability to support and promote the school's values and inclusive ethos. • Ability to share good practice and support the development of colleagues. • Ability to contribute to initiatives that improve pupil progress and achievement. • Potential and willingness to take on additional responsibilities within the department.	Application Form / Interview
Personal Qualities		
• Enthusiastic and passionate about Geography and education. • Positive, professional and approachable. • Committed to high expectations and achievement for all pupils. • Reliable, organised and able to work effectively as part of a team. • Commitment to safeguarding, equality and the school's values and ethos.	• Flexible and adaptable approach. • Reflective and committed to continuous professional development. • Willingness to contribute to the wider life of the school. • Enthusiasm for enrichment, fieldwork and extra-curricular activities. • Creative and proactive approach to teaching and learning.	Application Form / Interview

This job description is intended to illustrate the general nature and level of responsibility of the role. It is not an exhaustive list of all duties and responsibilities. The postholder may be required to undertake other duties commensurate with the grade and responsibilities of the post, as reasonably required by the Headteacher.



Safeguarding

Smithills School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful candidates are subject to an enhanced disclosure from the Disclosure and Barring Service.

Current or previous employers will be contacted as part of the verification process pre-appointment checks if the applicant is short-listed. Information requested will include:

- Disciplinary offences relating to children, including any which the penalty is “time expired”
- Whether the applicant has been the subject of any child protection concerns
- The outcome of any enquiry or disciplinary procedure

Any discrepancies or anomalies in the information provided or issues arising from references will be taken up at interview.

We may use internet searches using information held in the public domain to perform due diligence on candidates in the course of recruitment, in terms of suitability for the post applied for. Where we do this, we will act in accordance with our data protection and equal opportunities obligations.

Carolyn Dewse
Headteacher