



**FUTURE
ACADEMIES**
LIBERTAS PER CULTUM



Teacher of Geography Recruitment Pack





WELCOME FROM OUR PRINCIPAL – Tony MacDowall

Dear Applicant,

I am delighted to welcome you to Pimlico Academy, one of the top schools in London. Pimlico Academy is a vibrant and exceptional place for learning, where students thrive in a supportive and enriching environment, guided by our vision of “*Freedom through Education*.” We firmly believe that every child deserves an outstanding education, regardless of their background, and we are committed to providing them with the opportunity to succeed.

Our **knowledge-rich curriculum** promotes academic excellence and provides the educational breadth that prepares our students for the future. Delivered by subject specialist teachers, each lesson is designed to be enriching and engaging, contributing to our students’ academic success. As a result, our students consistently achieve exceptional outcomes and secure places at some of the best universities in the country.

Beyond academic achievement, Pimlico Academy is deeply committed to **educating the whole child**. Our values of **Knowledge, Aspiration, and Respect** are embedded in everything we do, ensuring that we nurture the personal growth and character of every student. We aim to inspire, challenge, and motivate our students to aim high, work hard, and fulfil their potential.

Thank you for your interest in the **Teacher of Geography** role. This is an exciting opportunity for an enthusiastic and dedicated individual to join our team and contribute to the continued success of Pimlico Academy. You will be a tireless advocate for your subject and forward thinking in your approaches to development, change and improvement; we are developing an academic culture where the highest standards are expected of staff and students in line with the Future Academies belief system.

As part of our team, you will play a key role in contributing to our holistic approach to education. If you are passionate about **academic excellence, student development**, and creating an environment where all children can thrive, we would love to hear from you.

Future Academies is passionate about diversity and inclusivity. We welcome applications from individuals who have the skills and experience to fulfil the requirements of the job description and whose values align with the ethos of Pimlico Academy. We encourage applications from candidates of all backgrounds, regardless of any protected characteristic.

If you would like to discuss the role in more detail, please do not hesitate to contact us at enquiries@pimlico.futureacademies.org.

Thank you again for your interest, and we look forward to receiving your application.

Best wishes,
Tony MacDowall
Principal
Pimlico Academy





JOB DESCRIPTION

JOB TITLE:	Teacher of Geography
LINE MANAGER:	Head of Geography
HOURS:	Full-time
SALARY:	MPS/UPS (£38,766- £60,092)
PLACE OF WORK:	Pimlico Academy
RIGHT TO WORK:	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations will be required in accordance with the statutory guidance
START DATE:	September 2025
STAFF BENEFITS:	<p>Future Academies recognises its employees as the most important asset and critical to its success. To demonstrate this all staff are offered the following benefits:</p> <ul style="list-style-type: none">• A supportive ethos and concern for the well-being of all colleagues.• Excellent CPD opportunities and career progression.• Employer Contributions to Local Government or Teachers Pension Scheme.• Mintago – employee benefits platform.• Employee Assistance Programme.• Access to a Virtual GP• Eye Care Voucher scheme.• Partnership with YellowNest -Salary sacrifice childcare.
	<p>For further information regarding our staff benefits, please visit our website.</p>
PROBATION PERIOD:	The post holder will be required to complete a 4-month probation period.

PURPOSE OF THE ROLE

We are seeking someone with excellent subject knowledge who can combine academic rigour and achievement with enjoyment of the subject.

You will be joining an established and knowledgeable Geography department and, working closely with the Curriculum Centre, you will have access to outstanding resources designed to enhance students' learning experience, ensuring consistently high standards of teaching and learning across key stages.

MAIN RESPONSIBILITIES AND TASKS

KEY RESPONSIBILITIES

ACHIEVEMENT AND STANDARDS

- To set high expectations and stretching targets for your areas of responsibility which contribute significantly to Academy targets.
- To ensure a consistent and continuous focus on student achievement using data to track and monitor the progress in every student's learning.
- To evaluate student progress across the specified aspects of the department through the use of appropriate assessments and records and regular analysis of the data.
- To ensure that teachers within the learning area set, track, evaluate and report on individual student progress towards their targets.
- To use national, local and Academy data effectively to analyse and evaluate student progress; planning and implementing effective interventions to support students within your subject area
- To ensure that teachers within the department monitor students' work giving formative, next step feedback and targets for improvement in line with the Academy Assessment policy.
- To ensure that appropriate procedures are in place mark and within your department for the moderation teacher assessments to ensure reliability.
- To recognise and reward students who are making good progress, and identify underachievement putting in place appropriate support to address the areas of weakness.

QUALITY OF PROVISION

- To raise the quality of teaching and learning so that lessons are good or better and there is no inadequate teaching within the department.
- To regularly observe and develop colleagues and act as a beacon of best pedagogical practice.
- To monitor the quality of teaching and students' learning through the analysis of performance data, observation of teaching, work scrutiny, student interviews in collaboration with the senior leadership team.
- To construct, revise and develop schemes of work within your subject area with accompanying learning materials ensuring that they meet statutory and legal requirements and provide a range of teaching and learning methods that personalise the learning experience for students giving the equality of opportunity to make progress.
- To ensure you are up to date with national and international curriculum developments.
- To prepare students for end of Key Stage examinations and assessments.



- To contribute to the development of teaching and learning by supporting training programmes, coaching and mentoring of teachers.
- To develop and maintain Academy policies and practices which promote high achievement and inclusion through effective teaching and learning across the Academy.
- To seek opportunities to collaborate with other Academies, innovative and high achieving schools
- To implement strategies that ensure high standards of behaviour.
- To promote extra-curricular activities and out of hours learning which enhance learning opportunities.
- To have a teaching commitment in line with other Heads of Department within the Academy.

OTHER

- To promote the aims, values and ethos of the trust and uphold the trust Data/GDPR policy.
- To adhere to all Academy policies and procedures.
- To participate in any appropriate meetings with colleagues and parents.
- To participate in performance management arrangements with the Trust.
- To attend training courses as required and lead by example on CPD.
- To observe and promote Equalities across the Trust.
- To be responsive to school/ needs, demonstrating speed of response through own actions and proactively proposing ideas and solutions.
- To carry out any other duties appropriate to the post as required.

No job description can be entirely comprehensive, and roles develop organically over time. The post holder will be expected to support with any other duties appropriate to the role, as and when this is required.

PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified to at least degree level in the subject being taught. • Qualified to teach in the UK. • Qualified to work in the UK. • QTS or equivalent. 	<ul style="list-style-type: none"> • Further professional qualifications.
Experience	<ul style="list-style-type: none"> • Ability to deliver consistently outstanding lessons in this subject to students of all ages and abilities. • Proven record of significantly raising achievement with all groups of students across the age and ability range and of helping them achieve impressive examination outcomes. • Proven commitment to continued professional development and a readiness to reflect and self-evaluate to change, improve and develop. 	<ul style="list-style-type: none"> • Experience of having worked successfully in at least one school in an urban, multi-cultural setting, teaching students from backgrounds of socio-economic disadvantage. • Successful experience of working particularly with high ability or SEN students.
Knowledge	<ul style="list-style-type: none"> • Thorough knowledge of the requirements of the National Curriculum in the subject. • An understanding of the ways children learn and how individual needs may be assessed and met. • An understanding of the strategies needed to establish consistently high aspirations and academic / behavioural standards in an urban school setting, and a commitment to relentlessly implementing these strategies. • Knowledge & experience of Safeguarding & Child Protection issues. 	<ul style="list-style-type: none"> • Actively informed of developments in your subject area, and of broader pedagogic developments at local, national and international levels.
Skills	<ul style="list-style-type: none"> • Excellent interpersonal and listening skills; a high degree of emotional intelligence; and an effective oral and written communicator with children, staff 	<ul style="list-style-type: none"> • An ability and willingness to teach across more than one subject.

	<p>and parents.</p> <ul style="list-style-type: none"> • The ability to develop positive relationships with all young people. • Well-developed planning & organising skills including time management, prioritisation, delegation and administration. • Sound judgement and problem solving skills. 	
Motivation	<ul style="list-style-type: none"> • Willing to be fully engaged in the whole life of the school including extracurricular activities. • Willing to be a form tutor. • Committed to team work and working collaboratively with colleagues. • A commitment to the safeguarding and welfare of all students. 	<ul style="list-style-type: none"> • Experience of leading successful enrichment and extracurricular activities, which inspire and motivate learners.
Attributes	<ul style="list-style-type: none"> • A clear passion for your subject. • The ability to enthuse and inspire others. • Passion, resilience, maturity and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and direction. • Confidence and self-motivation to work well and be decisive under pressure. • A high level of honesty and integrity. • A firm and constant belief in the unlimited potential of every student and a commitment to inclusive educational provision. <p>This post is subject to an enhanced DBS disclosure.</p> <p>The post holder must be committed to safeguarding the welfare of children.</p> <ul style="list-style-type: none"> • 	

WHAT CAN WE OFFER YOU?

1

Colleagues who care about the children they serve and each other.

2

A curriculum that is centrally resourced and locally owned.

3

An evidence-based hybrid CPD offer, striking balance between central input and local tailoring to context.

4

Bespoke leadership development opportunities with the chance to be involved in a year-long programme including executive coaching.

5

A thoughtfully crafted staff benefits offer through our partner, Mintago, including tax-free childcare, cycle to work vouchers, virtual GP access and much more.

6

A two-week October half term with no reduction in holidays elsewhere.

7

Integrated instructional coaching through StepLab, enabling feedback which is timely, developmental and low-stakes.

8

Access to a generous enrichment fund, outside of the school funding envelope, through a bidding process to our charity sponsor, Future.

9

We lean into the size of our MAT. With ten schools, we are small enough for you to know everybody, and big enough for you to lean on them for support.

10

We treasure staff voice and use SchoolSurveys to get benchmarked data on how our staff feel and what they think. 83% of staff feel their line manager make them do their job better, against a contextual benchmark of 60%.

APPLICATION PROCESS

1. Applying for the role

- To apply for the post, please visit our website - [Vacancies - FaceEd \(face-ed.co.uk\)](#)
- Applicants should complete the online application form via FaceEd. Applicants should also complete the 'Personal Statement' section of the online form to the best of their ability and use this section to demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.
- Applications must be received no later than **21st May 2025, at 10am.** Applications after this date will not be considered.

2. Interview Process

- The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

3. Notification & Feedback

- Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.
- Unsuccessful candidates will be given the opportunity to receive professional feedback.

4. Taking up the post

- The successful candidate will take up the post as soon as possible.

5. Additional information

- For further information please email Enquiries@pimlico.futureacademies.org and a member of the HR team will contact you.

6. Safeguarding

- As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the Trust expects all members of staff and volunteers to share in this commitment. An 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check is required for this role.

