



Clitheroe Royal Grammar School

Founded in 1554

Head of Learning Geography

MPR/UPR + TLR 2.3

We wish to appoint an enthusiastic, dynamic and innovative Head of Learning Geography from September 2025. This is an exciting opportunity to lead a thriving department and become part of our dedicated team of staff. We welcome applicants who are keen to work with high achieving and motivated students.

The Geography Department is proud of its consistently high levels of achievement in examinations at A Level and the successful candidate will be committed to maintaining these high standards. As a teacher in our school, you will be supported by our experienced staff and be part of an innovative learning community.

Clitheroe Royal Grammar School is an outstanding mixed selective 11-18 Academy School with 1473 on roll (including 663 in the Sixth Form). Clitheroe is an attractive town with many facilities and resources, approximately one hour's travel from Manchester and Leeds and within 30 minutes of the West Coast Mainline in Preston. There is also a direct rail link to Manchester. The school is a centre of excellence and one of the highest achieving schools in the country. Our school is renowned for high quality teaching and learning, outstanding pastoral care and extensive extra-curricular provision.

Please complete the TES online application form which includes a supporting statement where we would like you to outline your particular strengths and how your experience has prepared you for this particular role. For further details please visit our website at www.crgs.org.uk.

Closing date: Friday 9th May 2025 (12.00 noon)

We are committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be required to undergo an enhanced DBS check. Please note that, in line with Keeping Children Safe in Education 2024, an online search will be carried out as part of our due diligence on shortlisted candidates.



Clitheroe Royal Grammar School

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Ref: JMK

April 2025

Dear Colleague

Thank you for your interest in the post of Head of Learning of Geography at our school. Within this pack you will find the Job Description and Person Specification. There are separate links on our website to our Sixth Form Guide, safeguarding documents and the school's ICT and Online Safety Policy. The successful candidate will take up the post from September 2025.

If, after reading the accompanying background information, you feel that this is the post for you (and we hope that you will) then we would ask you to apply via www.tes.com. Please complete the TES online application form which includes a supporting statement where we would like you to outline your particular strengths and how your experience has prepared you for this particular role. For further details please visit our website at www.crgs.org.uk.

If you submit an application and have not heard from us within 6 weeks, please assume that your application has been unsuccessful on this occasion. If this is the case, I would like to thank you for your interest and application.

Closing date: Friday 9th May 2025 (12.00 noon)

We are committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be required to undergo an enhanced DBS check.

If you have any queries, or would like to discuss this opportunity, then do not hesitate to contact me. We look forward to hearing from you.

Yours sincerely

James Keulemans
Headteacher

Clitheroe Royal Grammar School

Head of Learning Geography

Clitheroe Royal Grammar School is an oversubscribed, mixed, selective split-site school. We currently have 810 students in the Main School. Our Sixth Form numbers are high (663 students). Most Clitheroe Royal Grammar School Main School students choose to continue to study in our Sixth Form and we attract approximately 200 new students each year from over 40 feeder schools and colleges.

The school is a centre of excellence and one of the highest achieving schools in the country. Our school is renowned for high quality teaching and learning, outstanding pastoral care and extensive extra-curricular provision.

We have a strong commitment to Continuing Professional Development (CPD) for all staff, enabling them to be reflective practitioners who enjoy exploring different approaches to learning and teaching, sharing practice and learning from each other.

We wish to appoint an outstanding Head of Learning of Geography. The successful candidate will be an inspirational, well-qualified and enthusiastic specialist who has high expectations for all students and is able to inspire in them an enthusiasm for learning.

The successful candidate will have:

- ✓ a passion for teaching Geography
- ✓ the energy and ability to provide stimulating and inspirational lessons
- ✓ a desire to share experiences and good practice with colleagues
- ✓ the skills to incorporate new technologies into their teaching
- ✓ an interest in developing new approaches to the teaching of Geography
- ✓ the ability and enthusiasm to teach A Level Geography

The Geography Department

The Geography Department is a popular and highly successful department with a strong record of results. In 2024, 33% of students gained A Level grades A* to A and there are currently 18 Year 12 and 16 Year 13 students enrolled on this linear course.

At GCSE the AQA specification is followed, with in 2024 with 70% achieving grades 7-9. The department is staffed by the Head of Learning and three other enthusiastic and experienced subject specialists.

In the Sixth Form, the department follows the A Level Geography Eduqas specification. The students enrolled in A Level Geography join Clitheroe Royal Grammar School from a range of local schools. Students opting for A Level Geography are expected to have completed a GCSE in the subject at grade 5.

We are looking for an outstanding classroom practitioner who has the ability to motivate and instil a genuine enthusiasm for Geography through stimulating lessons. The successful applicant must be able to teach across the full range of our students' ability and work effectively in a team to maintain the high standards expected. We are proud of inspiring a significant number of students applying to study Geography-related degrees at university each year.

The department is well resourced. Teaching rooms have interactive whiteboards and teachers have the use of their own laptop.

The successful candidate must be a team player who is willing to be involved in every aspect of the department, to work with and alongside colleagues, liaise with all departmental staff and contribute to the successful development and review of the teaching specification and schemes of work.

Appointment to the post is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service.

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Clitheroe Royal Grammar School

Job Description for the Head of Learning Geography Post

Accountable to: **Headteacher and Performance Management Team Leader**

**Line Management
Accountability for:** **An agreed number of staff**

Introduction

All teachers are subject to the "School Teachers' Pay and Conditions Document". This job description should be read in conjunction with that document, threshold standards and the National Standards for subject leaders. Job descriptions are subject to annual review and specific responsibilities will change to take account of the school development plan and the professional development of staff.

All teachers promote the school ethos and health and safety and contribute to continuous school improvement.

General Responsibilities

The purpose of this post is to ensure the continued delivery of high-quality teaching and learning. The post holder is accountable for:

1. Leading, managing and developing the curriculum and pupil development in the subject area by:
 - providing strategic direction for the subject / area
 - managing and developing the curriculum
 - ensuring good curriculum and lesson planning
 - being responsible for implementing and evaluating a subject improvement plan
 - managing the resources and learning environment to promote high standards of teaching and learning

2. The impact on the educational progress other than the teacher's assigned classes or groups of pupils including:
 - monitoring, interpreting and acting upon data analysis to raise standards / performance
 - leading and managing an agreed approach to personalized learning to meet the specific needs of pupils
 - liaising with colleagues within and beyond the school to maintain and improve pupil progress
 - ensuring high standards of assessment and of reporting pupils' progress to parents

3. Leading, developing and enhancing the teaching practice of other staff in the subject area by:
 - maintaining, developing and promoting threshold standards and school policies
 - acting as an excellent role model for colleagues to promote school values and ethos
 - coaching and mentoring staff in order to develop their pedagogical skills and knowledge
 - monitoring, observing and evaluating lessons and teaching and learning standards
 - co-ordinating meetings to disseminate information and evaluate teaching and learning

4. Line management of an agreed number of people which means taking responsibility for the total performance of the staff allocated through activities including:
 - agreeing challenging objectives
 - promoting development to reflect school, departmental and individual needs and aspirations
 - participating in recruitment, selection and appointment procedures
 - performance management for an agreed number of teachers
 - fostering excellent teaching and challenging under-performance

Responsibilities include:

- Apply school policy to fulfil its aims
- Contribute to development of school policy (e.g., the spiritual, moral, social and cultural development of pupils)
- Take responsibility for quality of teaching and learning
- Support school ethos and policies
- Use data to evaluate the school's achievements of its aims
- Develop the strategic direction and development of subject area
- Keep up to date with curriculum and policy developments
- Determine the subject curriculum policy and timetable provision
- Promote good teaching practice and pedagogy by contributing to continuing professional development
- Take action to address under-performance of staff
- Manage resources, including the deployment of staff
- Monitor the learning environment to promote learning
- Promote high standards of behaviour
- Liaise with the other team and subject leaders to promote consistency and coherence

throughout the school

- Liaise with external agencies as appropriate
- Represent team views, concerns and interests
- Ensure that departmental practice is in all respects, consistent with the school's Health and Safety Policy as well as with any subject specific guidelines
- Co-ordinate the planning of all visits and fieldtrips, both day and residential, at all levels within the school

Specific responsibilities of the post

Develop a collaborative approach within the department holding regular meetings and producing policies

Leadership, management and evaluation of the secondary curriculum provision

Report regularly / liaise with SLT / Governors

Contribute to initiatives and new developments (including extra-curricular developments)

To actively encourage the promotion of your subject throughout the school

Liaise with and support, where appropriate, Project Managers for ICT and Teaching and Learning

Other

To undertake other reasonable responsibilities associated with this post, as directed by the Headteacher.

Review Arrangements

This job description is not necessarily a comprehensive definition; it is designed to give a realistic view of the post and will be reviewed from time to time as appropriate. It may be subject to modification and amendment after consultation with the postholder.

Clitheroe Royal Grammar School

Head of Learning

Person Specification

Measured by: **Application – A** **Interview – I** **Reference – R**

Essential (E) Desirable (D)

	Measured By	Essential/Desirable
• QTS	A	D
• an appropriate teaching qualification	A	E
• good honours degree	A	E
• the ability to teach to A Level	A/I	E
• outstanding teacher who can lead by example	I	E
• successful teaching experience within the 11-18 range	A	D
• experience of using ICT and/or VLE-based learning	A/I/R	D
• clear vision of education and its purpose	A/I	E
• clarity of thought, ability to think through problems and produce solutions	A/I	E
• well-grounded knowledge of current specification and attainment targets	A/I/R	E
• good knowledge of current educational issues	A/I	E
• ability to work in a team and lead teams	A/I	E
• provide professional direction to the work of others	A/I/R	E
• inspire, challenge, motivate and empower others	I	E
• proactive approach to own professional development and evidence of recent and ongoing professional development	A/I	E
• excellent record of health, attendance and punctuality	A	E
• stamina and resilience	I	E
• excellent interpersonal and communication skills	I	E
• well organised, excellent time management skills	A/I	E
• drive, energy and commitment	I/R	E
• good knowledge and understanding of effective teaching and learning strategies	A/I	E
• evidence of leadership in collaborative and cross-curricular projects	A/I	D
• high standards and expectations of self and others	I	E
• maintain high professional standards at all times	R/I	E
• support the school ethos	R/I	E
• willingness to contribute to the wider life of the school and community	I	E
• experience of leading in-service training for staff	A	D
• familiarity with relevant legislation eg health and safety	A/I	E
• ability to analyse and interpret data to support student progress	A/I	E
• approachable and a good sense of humour	I	E
• awareness of safeguarding	A/I	E

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