



## Teacher of Geography





## Contents

1. Introduction
2. Our Mission and Values
3. Working for Eltham College
4. The Role and Person Specification
5. Terms of Appointment and How to Apply

*A reputation to rival any  
of its competitors*

**Good Schools Guide**





# Introduction

## Eltham College

**The Eltham College family of Schools comprises Eltham College Senior School, Eltham College Junior School and, since September 2023, Blackheath Prep.**

Founded in 1842, Eltham College is a thriving, co-educational day school located in south-east London. Originally a boys' school that first accepted girls into its Sixth Form in the late 1970s, Eltham College is now fully co-educational and has nearly 1,100 students in total, including 240 pupils in the on-site Junior School. Eltham College occupies a green 70-acre site in the London Borough of Bromley and was named London Independent School of the Year 2024 by The Sunday Times.

Whilst holding strongly to its ethos of providing a balanced education for its students, the School places a deliberate emphasis on academic success and the School is now regularly found amongst the leading academic schools in the country in terms of results and value added, matching the performance of its main competitors such as Dulwich College, Alleyn's, Trinity School and Sevenoaks School. It also boasts many county and national players in a range of sports, as well as exceptionally talented musicians, actors, authors, scientists, economists, and artists.

Eltham College has a distinctive character, born out of its Christian heritage. It upholds its founding Christian principles, whilst welcoming students of all faiths and none. The School has its own chapel and all students and staff from Year 6 upwards are expected to attend a weekly service led by the Chaplain, a member of the senior staff, or by students. Alongside its emphasis on academic achievement, the School continues to focus on care for each and every pupil. Strong pastoral care, an energetic House system that promotes collegiality, and a relaxed and unpretentious atmosphere make Eltham College a happy and vibrant place for students and staff alike. Students also benefit from an impressively wide range of opportunities outside the classroom through an ambitious co-curricular programme across sport, music, drama and art, and community outreach and enrichment.

Eltham College enjoys superb facilities. In 2019, the Turberville Centre for Mathematics, Languages and Music departments was opened, along with a new Sixth Form Centre and a dedicated medical and wellbeing facility. Extensive and well-maintained sports facilities extend across the 70-acre site, including Astro and hard-court venues, and a large indoor sports centre and swimming pool. There is a drama theatre and a modern art gallery. The Science and Technology Centre has recently been extended, adding four new state-of-the-art laboratories and a science prep room.

The 2022 ISI Regulatory Compliance & Educational Quality Inspection rated Eltham as 'Excellent' in all areas and the full Report can be read [here](#).





## Eltham College Junior School

Eltham College Junior School shares the Senior School's 70-acre site, with an entrance just three minutes' walk along the path from the College itself. It has a second entrance from Mottingham Lane. Fully co-educational, the Junior School is home currently to some 240 girls and boys from Year 3 to Year 6. Whilst very much part of the Eltham College community, the school has its own Head and its own identity.

Eltham College is an all-through school and Junior School students are not required to sit a separate entrance exam for the Senior School. Academic standards and co-curricular provision are exceptional, and great emphasis is placed on pastoral care. Students at the Junior School benefit from use of many Senior School facilities, including the dining hall and the extensive indoor and outdoor sports facilities.

*'Tip top facilities, positive relationships, inspiring teachers and exciting extracurricular opportunities. The easy transfer to the college is surely the icing on the cake.'* **Good Schools Guide 2024**



## Blackheath Prep

In April 2023, Eltham College was delighted to announce a merger with Blackheath Prep to form a family of schools. Blackheath Prep is an independent prep school for just over 370 boys and girls aged 3 to 11. Founded in 1996, it occupies a beautiful five-acre site close to Blackheath village. Its original Georgian and Victorian buildings have been extended and adapted to include large playgrounds and extensive playing fields, tennis courts, cricket nets and a Forest School area.

With outstanding facilities, a formidable track record in academic success and impressive achievements in Music, Sport, Drama and Art, Blackheath Prep's vision is to offer an education without boundaries: to give every child the freedom to shine and achieve their full potential, to uphold academic excellence, sparking curiosity and a joyful love of learning, and to nurture kindness and wellbeing, creating a strong sense of community. Children go on to a range of independent and maintained secondary schools and, as part of the Eltham College family, benefit from a priority application process to Eltham College Senior School. A large proportion (at least 50% of the cohort over the last five years) are awarded academic scholarships at prestigious local independent schools or places at top grammar schools. A large number are also awarded scholarships in Art, Drama, Music and Sport.





# Our Mission and Values

Eltham College's mission is to provide an outstanding and well-rounded education for girls and boys, built on Christian principles, as a thriving and leading institution among London day schools. This mission is supported by seven interdependent aims which shape the overall culture and direction of the school:





# Working for Eltham College

## The Senior Team

The Family of Schools is led by Guy Sanderson, CEO of the Eltham College Family of Schools and Headmaster of Eltham College Senior School.

The senior Executive team is chaired by Guy Sanderson and also includes the following members: James Martin (Senior Deputy Head, Eltham College Senior School), Vikki Lloyd (Head, Blackheath Prep), the Head, Eltham College Junior School, Rachel Thompson, Robin Wilkinson (Bursar) and Caroline Ward Vine (Director of Marketing and Communications).

## Staff and Professional Development

The three schools employ around 240 members of teaching staff (including teaching support roles) and approximately 110 support staff. All are highly committed to helping students achieve their full potential and form a lively Common Room with a good balance of age and experience.

### Professional Development

There is a strong professional development programme which is encouraged and generously financed for teaching and non-teaching staff. This includes external courses, an internal CPD programme of lunchtime and twilight sessions, speakers being brought in to deliver in-school sessions and learning from peers and colleagues. The Headmaster is personally committed to staff development and spearheads the Devolved Leadership Programme, which is open to all academic and support staff. This enables ambitious and talented staff who are seeking either senior leadership experience or career development to undertake a whole-school project, with mentoring from a current senior leader.

## Pay and Benefits

### **Eltham College offers very competitive salaries and a good range of non-pay benefits.**

All staff are automatically enrolled in a defined-contribution pension scheme (subject to the terms of the scheme). All staff under the age of 70 are entitled to death in service benefit at three times their annual salary.

Lunch is provided free of charge during term time for all staff, in addition to free refreshments available in the Common Room.

All staff also have free membership of the Eric Liddell Sports Centre, giving family access to the swimming pool, fitness room and other facilities at designated times.

There are also electric vehicle and cycle to work schemes, interest free season ticket loans, free eye tests and flu vaccinations. An Employee Assistance Programme is also available for all staff, offering free, confidential, support on a range matters such as financial and legal support and counselling for home-life issues.

Children of staff can be educated at the School if they meet the entrance standards and, at the discretion of the Headmaster, may receive a tuition fee reduction for both Junior and Senior Schools.



## Our Benefits



### Competitive Salary



### Eyecare Vouchers



### Interest Free Loan for Public Transport Season Tickets



### Interest Free Loan for Rent Deposits



### Electric Vehicle Salary Sacrifice Scheme

A tax efficient mechanism for leasing an electric vehicle including installation of a charger cable if applicable.



### Cycle to Work Salary Sacrifice Scheme

A tax efficient means of funding purchase of a cycle with value up to £2000.



### Sport and Fitness

Free membership of the Eric Liddell Sports Centre.



### Free Flu Vaccinations

Provided annually, on site.



### Access to Employee Assistance Programme

Confidential independent advice and support on a range of financial and legal matters, and counselling support.



### Virtual GP Access

Delivered through HealthHero, virtual GP service available 24 hours a day, 365 days a year.



### Free Lunch and Refreshments

Free meals at lunchtime and free refreshments available in the Common Room for all staff during term time.



### Death in Service Payments

All staff under the age of 70 are eligible to receive this at three times their annual salary.



### Fee remission

Employees with children who are eligible to attend the school, who have satisfied the entry criteria as set out in the School's admissions procedure and are awarded a place, may receive remission on school fees.



### Annual Leave Entitlement for Support Staff

Holiday pay, offered at a minimum of 25 days plus bank holidays for full time new joiners (pro-rated for part time staff), increasing with longer service.



### Excellent Transport Links

Rail services to central London and Gravesend/Dartford from Mottingham station (10 minutes' walk) and to central London and Sevenoaks/Bromley/Orpington from Grove Park station (25 minutes' walk). The area is served by a number of bus routes. Limited free parking is available on site. Free parking also available locally.



# The Role and Person Specification

## Job Description

Job Title:	Teacher of Geography
Hours of Work:	Full time
Reports to:	Head of Department

## Principal Role

The position involves responsibility for the teaching of Geography. We would particularly welcome applications from those with experience of teaching all year groups up to and including A Level Geography. We have no preference for applicants to have a human or physical geography specialism at A Level, although enthusiasm for teaching a combination would be welcomed.

The post holder is expected to be a highly professional teacher with the ability and commitment to enhance the life of an 'all through' school with a strong academic ethos, and to work effectively and collaboratively in a team.

All members of staff are also expected to contribute to the pastoral care of students, usually as a tutor, and contribute in a meaningful way to the co-curricular programme.

Please note the list of duties below is indicative and not exhaustive. All members of staff are also expected to carry out any tasks that may reasonably be required by the Headmaster according to the normal practice of an independent school.

## The Geography Department

The department is hugely successful and popular with the students. We have seven teachers of Geography with a number holding senior leadership roles within the school. Typically, the timetable sees two to three classes of A-level students. We follow the Cambridge International Exam at A-level, opting for the Hazards and Arid topics in Paper 3 and Trade, Aid and Tourism and Disease and Geography in Paper 4. Students sit the AS exam in June of Year 12. A significant number of the A-level students go on to the study Geography or closely related subjects at university. The subject is highly popular at GCSE level. Most years we have between 70 and 100 students, for example we currently have 5 classes in Year 10. We follow the Pearson International syllabus at GCSE level. The academic results for both A-level and GCSE are excellent. We teach an engaging and contemporary Key Stage 3 curriculum, with topics such as 'Is Gender Geographical', 'The Geography of Fashion' and 'Why are the Nordics so Happy' inspiring a love of the subject. ICT and GIS are used frequently in our lessons, with students using their own devices, and most of our lessons are taught in one of the three dedicated Geography classrooms.

Fieldwork is an integral part of our curriculum; Year 7 and 8 undertake local fieldwork, Year 9 visit Stratford, GCSE students visit the River Darent in Kent and Lewisham town centre for their examined fieldwork and the Year 12 geographers visit Bristol, Tewkesbury and Weston Super Mare for 3 days to develop their case studies for the examination. Every year we run an awe and wonder international trip; last year we visited Norway and this Autumn we will return to Iceland. The department runs two well attended Geography Societies every week, for Lower School and Sixth form pupils. Members of the department are actively encouraged to engage with opportunities to enrich their subject knowledge and expertise, through CPD, examining and attending the GA Conference.



The Department holds the Geographical Association's Secondary Geography Quality Mark award for excellence in geographical teaching and learning and in 2025 we were also awarded the GA's Centre of Excellence. We host the annual World Wise quiz for schools in South and East London, in 2025 our 6<sup>th</sup> form geographers won the prestigious Geological Society competition, and they were finalists in the 2026 Office of National Statistics competition.

## Main Duties

### Teaching

- Plan and deliver lessons to a range of classes of different ages and abilities in accordance with the departmental schemes of work;
- Assess, record and report on the development, progress and attainment of students to ensure students fulfil their potential;
- Research new topic areas, maintain up-to-date subject knowledge, and devise new resources;
- Prepare students for qualifications and external examinations;
- Manage student behaviour and apply appropriate and effective sanctions in line with school policy;
- Carry out a share of supervision duties in accordance with published rotas;
- Communicate and consult effectively with parents and carers, as and when necessary, regarding students' achievement and wellbeing;
- Supervise and support the work of teaching assistants, trainee teachers and newly qualified teachers (NQTs) as required;
- Participate in regular observations and training (INSED) as part of continuing professional development (CPD);
- Assist with cover by taking other classes as and when required and by being available for exam invigilation;
- Participate in departmental meetings, parents' evenings and whole-school training events;
- Participate in Open Days and other marketing and admissions events.

### Pastoral

- Undertake pastoral duties, such as taking on the role of form tutor, and support students on an individual basis through academic or personal difficulties;
- Provide students with guidance and advice on educational and social matters, monitoring their welfare and making relevant records and reports in accordance with the School policies;
- Communicate and consult effectively with parents of students and tutees, as and when necessary, regarding students' achievement and wellbeing.

### Co-curricular

- Participate in and organise co-curricular activities, such as clubs, societies, drama and music performances, trips and sporting event, in line with the post holder's skills and experience;
- Support House events wherever possible.

## Other Responsibilities

- Adhere to the school Safeguarding policy and the staff Code of Conduct at all times;
- Liaise as appropriate with other professionals within and outside of school in matters relating to students' progress and wellbeing;
- Carry out any other reasonable requests, in line with the broad responsibilities of the role.



# Terms of Appointment and How to Apply

## Safeguarding

Eltham College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All applicants should read the School's Safeguarding Policy and Privacy Notice (available on the school website) and are required to declare any criminal convictions or cautions, or disciplinary proceedings related to young people.

Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. Further details are given on the application form.

## Equal Opportunities

Eltham College is an equal opportunities employer and welcomes applications from all sections of the community. Candidates will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience).

## The Application Process

Candidates should read the job description for the role, and complete the application form via the TES website [Eltham College - Tes Jobs](#)

Short-listed candidates will be invited to attend an assessment day 9 February 2026 during which a range of skills, knowledge and experience will be tested.

**Safer recruitment checks will be made at all stages in the recruitment process.**

## Contact Information

For more information about the application process please contact a member of our HR Team by telephoning 020 8857 1455 or contacting them via email [hr@eltham-college.org.uk](mailto:hr@eltham-college.org.uk)

Further details about the School can be found by visiting our websites: [www.eltham-college.org.uk](http://www.eltham-college.org.uk) & [www.blackheathprep.co.uk](http://www.blackheathprep.co.uk)

**THE SUNDAY TIMES**  
**SCHOOLS GUIDE**  
**2024**  
**INDEPENDENT SECONDARY**  
**SCHOOL OF THE YEAR**  
**LONDON**

Gloria Filiorum Patres



**ELTHAM COLLEGE**  
**JUNIOR SCHOOL**

**Eltham College Junior School**  
 Mottingham Lane  
 London SE9 4RW

+44 (0)20 8857 3457  
 juniors@eltham-college.org.uk

[www.eltham-college.org.uk](http://www.eltham-college.org.uk)



**ELTHAM COLLEGE**

**Eltham College**  
 Grove Park Road  
 London SE9 4QF

+44 (0)20 8857 1455  
 mail@eltham-college.org.uk

[www.eltham-college.org.uk](http://www.eltham-college.org.uk)