



*'For the sake of one child, I would
have founded the Society'*

St Madeleine Sophie Barat

Application pack for the post of

TEACHER OF GEOGRAPHY

Closing Date: 9.00am Monday 14th July 2025

Required from: September 2025



Sacred Heart High School
212 Hammersmith Road
London W6 7DG
T 0208 748 7600

www.sacredhearthigh.org.uk

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WELCOME FROM THE HEADTEACHER

Thank you for expressing an interest in the post of Teacher of Geography at our unique school.

Sacred Heart High School is an outstanding Catholic School in the trusteeship of the Society of the Sacred Heart and is part of a network of Sacred Heart schools worldwide.

Situated in historic buildings on a site with a 330 year tradition of contributing to the education of young women, we have stood the test of time, with a cherished history.

Sacred Heart High School was described by Ofsted as an 'exceptional school'. The Headteacher and senior leadership team, supported by the governors, drive a culture of continuous improvement and are highly ambitious for the pupils in their care.

What makes Sacred Heart schools distinctive is that everything we do is driven by the same five goals of Sacred Heart Education, as set out on Page 9.

We value intellect and our results (page 5), placing us in the top 3% nationally, speak for themselves, but Sacred Heart Education is about far more than that.

Sacred Heart Education is rooted in the importance of relationships; recognition of the individual; building social awareness and the importance of acting on it. Kindness and responsibility is at the heart of this, both towards one another and to others beyond our own community.

We educate to develop students' recognition of their own worth and to ensure that they leave school with a sense of their own responsibility to stand up for others. We prepare students to become positive role models, agents of change

and leaders who will transform the world we live in, for the betterment of all.

We value the diversity of our school community and take pride in the achievements of each and every student under our care, both in school and in the wider community.

We have talented leadership and staff across the school who work hard to ensure the students are well looked after, encouraged, nurtured and educated to prepare for their future lives. In turn we provide our staff with opportunities to develop to their full potential and prioritise their well-being.

We have many exciting challenges ahead, including a focus on High Performance Learning, further development of our Sixth Form and the creation of a new performing arts centre.

The Teacher of Geography will be an inspiring, experienced and charismatic individual. We seek someone with both empathy and drive to join a talented, creative and good natured team, to forward our ambitious development plan.

We seek someone to help guide the school through its next stage of development in line with charism of Sacred Heart Education.

We hope that the information given in this application pack, along with the school's website and the website for the Society of the Sacred Heart (<https://rscjinternational.org/>) will help you discover something of the richness to be found in this inner city Catholic school, and I look forward to receiving your application.

Sharon O'Donovan, Headteacher



MISSION STATEMENT

Sacred Heart High School Hammersmith is an 11-18 girls' comprehensive school. The school was founded in 1893 by the Society of the Sacred Heart and has always sought to promote the education of women and academic excellence. Today we are a community of faith and learning, based on the Gospel of Jesus Christ, His values and teachings. We seek constantly to improve everything we do so that we can make a difference for the young women who will shape the society of the future.

Above all else, this community works together to bring one another to an awareness of the fullness and meaning of their life, rooted in the love of God.

We do this through

- Providing an excellent education which inspires a life-long love of learning;
- Respecting the uniqueness, worth and development of each individual, both as a learner and as a person called by God in dignity and faith;
- Offering a broad and balanced curriculum which meets the needs of each student;
- Challenging and supporting each other to achieve our full potential and to develop gifts and talents for the service of others;
- Recruiting excellent, committed and highly qualified staff who are valued and respected for their contribution and development as learners and educators;
- Building upon our partnership with parents, the Society of the Sacred Heart, governors, the Church and the local education authority;
- Strengthening and extending collaborative links with the international network of Sacred Heart schools and colleges, other learning institutions, including universities and the wider community;
- Creating a well-ordered, stimulating, and secure learning environment, which encourages personal growth in an atmosphere of wise freedom; and
- Making effective use of all our resources on behalf of the young people who come here.

EXAM RESULTS

GCSE 2024 Headline figures

Provisional results based on first entry result, (not including discounted pupils)

	No. of pupils	%
Pupils in Year 11 achieving 9-4 in English	188	95
Pupils in Year 11 achieving 9-5 in English	168	85
Pupils in Year 11 achieving 9-4 in mathematics	176	89
Pupils in Year 11 achieving 9-5 in mathematics	154	78
Pupils in Year 11 achieving 9-4 in English and mathematics	176	89
Pupils in Year 11 achieving 9-5 in English and mathematics	154	78
Pupils achieving the English Baccalaureate (based on grade 5 'standard passes')	114	58
English Baccalaureate average point score per student		8.2

GCSE Progress and Attainment Measures, 2024

GCSE Performance Measures	
Attainment 8 score	6.3
Progress 8 score	0.81

A-Level Results 2024

	2019	2020	2021	2022	2023	2024	2024	Diff. from
	%	%	%	%	%	%	National Av.	National Average
A*	8	11	28	15	5	5	9	-4
A*-A	30	37	68	32	20	24	28	-2
A*-B	58	71	88	57	56	58	54	4
A*-E	99	100	100	99	97	99	97	2

KEY PRIORITIES

CATHOLIC LIFE OF THE SCHOOL

Ensure all staff and students understand and 'live' the charism of the Society of the Sacred Heart. Continued affirmation of our Sacred Heart ethos and offering opportunities for pupils and staff to progress on their journey of faith including through liturgical and sacramental celebrations.

QUALITY OF EDUCATION

A clearly articulated rigorous and ambitious curriculum aligned with national standards and underpinned gospel values; and whose rationale is understood by all students, staff and parents.

Highly effective evidenced based methods of teaching, learning and assessment (with in particular more consistency between subjects at KS3 in terms of assessment).

Robust systems in place for target setting, tracking and monitoring pupil data, to identify individual students' progress and achievement and further target learning gaps as a means of optimising progress for all.

BEHAVIOUR & ATTITUDES

Ongoing development of student motivation, positive attitudes to learning and respectful behaviours and values across the whole school community.

PERSONAL DEVELOPMENT

The flourishing of students' holistic personal development, encompassed in emotional and mental and physical well-being and access to support; coupled with the provision of extra-curricular opportunities that respond to the breadth of students' interests.





FROM THE HEART

MESSAGES FROM OUR HEADGIRLS

Scarlett

From the moment I stepped into this historical building in year 7, I felt overwhelmed and daunted. Everything was new, the building, teachers and students. I asked myself, how am I going to fit in? How will I belong? I stand here now as a member of the Head Girl team. If you had told me 6 years ago, I would be addressing you now as Head Girl, I would have laughed in disbelief. The reason I am standing before you as a confident young woman is testimony to the relentless focus and commitment of this school community to our spiritual, academic and emotional growth.

D'Richy

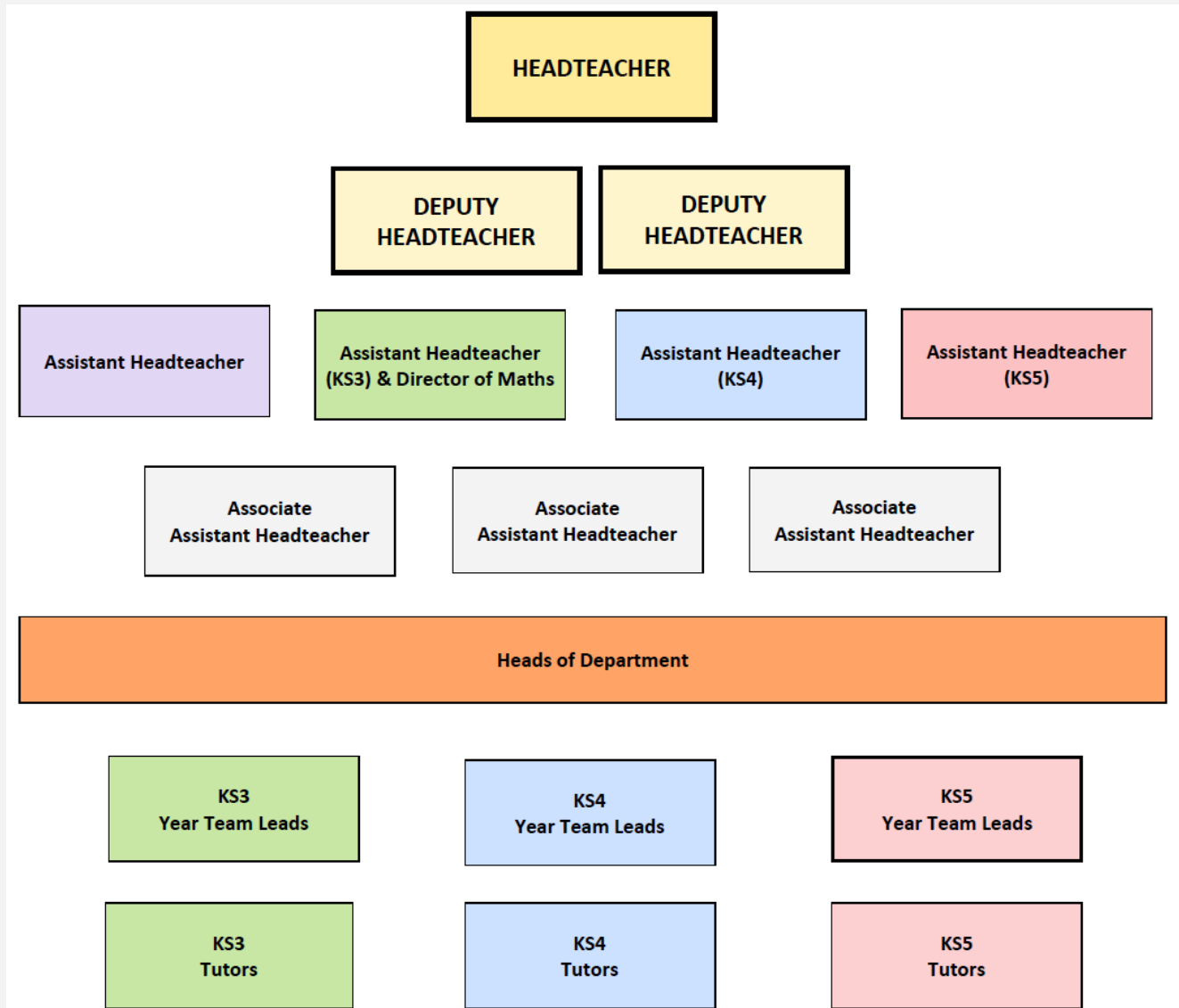
When I was in year 7 and I first got my timetable it was incredibly overwhelming; I stared down at that unfamiliar sheet of paper of subjects I'd never studied before with undeniable doubt in my heart. Would I be able to keep up? Would the work be too hard? More than this I felt an undeniable sense of excitement and anticipation. An excitement and thirst for learning that would continue to be fostered by the dutiful nurturing of the incredible teachers at this school. This is an integral part of the goal of intellect.

As I drew close to the end of my secondary school journey I am proud to say that I achieved all 9s in my GCSEs. This was not due to some innate ability to succeed but the product of several years of sustained effort. That's the thing about this community: we believe that no matter the passion that you choose to pursue, achievers are made not born. At this school you will grow and change and evolve to reach heights you never felt possible before.

Stefania

Stepping through the school gates for the first time in Year 7, I was a bundle of nerves, lost in a blazer that was three sizes too big and without a single familiar face from primary school by my side. But that feeling of isolation didn't last long. Almost instantly, my anxiety gave way to a rush of excitement as I began to immerse myself in the vibrant life at Sacred Heart High School. By the end of Year 7, I had joined the choir, orchestra, and athletics clubs—each one offering a new way to grow, not just as a student but as part of a community. It was here that I formed friendships that I still cherish today. Sacred Heart is more than just a school—it's a forge for ambition, a beacon of possibility, and a place where we discover the strength to reach our fullest potential.

STAFFING STRUCTURE



SACRED HEART SCHOOLS

The Society of the Sacred Heart's charism is based on the Heart of Jesus. Our foundress Saint Madeleine Sophie Barat desired nothing more than to share God's love with her students and to inspire them to share that love with the world. Her hope was for all to grasp fully the experience of being loved by God.

The school's logo epitomises this as it represents the heart of Christ, with a cross at the opening. It is an open heart that is welcoming to all, with the world at its centre, showing both our internationality and our desire to make a difference in the world.

Following what St Madeleine Sophie wanted, our aim is that the students of this Sacred Heart school recognise God's love and share it with others, making it a place where the attitudes of Jesus' Heart are lived.

OUR SACRED HEART EDUCATIONAL GOALS AND NETWORK

Sacred Heart Hammersmith is part of a network in England comprising five schools and a college. All were originally founded by the Society of the Sacred Heart.

There are two co-ordinators in the English network who support the schools and the college in the development and promotion of their distinctive Sacred Heart ethos.

Conferences and events are organised for school leaders, goals co-ordinators, chaplains, staff and pupils including a student leaders' conference and a bi-annual Heart Fest in which pupils from all schools come together.

The English network is part of a global network. There are Sacred Heart schools and universities in 31 countries across the world. The links with our global network give the Sacred Heart educator opportunities for professional development.

Our school chaplain, who is also the Goals Co-ordinator, supports the school to embrace the Sacred Heart ethos and charism; and embed the goals in the everyday life of the school.

THE GOALS

As part of an international network of schools, each school is committed to a set of principles shared by many Sacred Heart schools, known as the Goals. The five Goals of Sacred Heart Education outline the essential principles and values of Sacred Heart education.

They are based on the Sacred Heart philosophy of education: to educate the whole person as a member of society, confident of their personal worth and actively living out Christ's call to know and share His love.



The five goals used by schools in the Sacred Heart Network in England are:

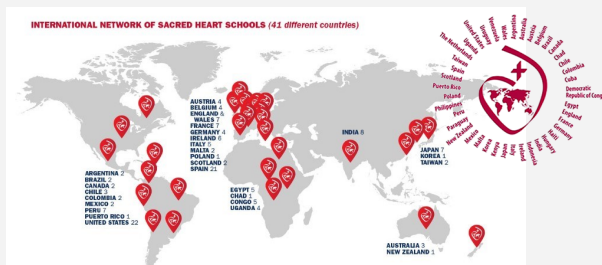
Goal I: a personal and active faith in God.

Goal II: a deep respect for intellectual values.

Goal III: a social awareness which impels to action.

Goal IV: the building of community.

Goal V: personal growth.



JOB DESCRIPTION

TEACHER OF GEOGRAPHY, SACRED HEART HIGH SCHOOL

INTRODUCTION

The school has been designated by the Secretary of State as a school with a religious character. Its Instrument of Government states that it is part of the Catholic Church and is to be conducted as a Catholic school in accordance with canon law, the teachings of the Roman Catholic Church and the trust deed of the Society of the Sacred Heart. At all times the school is to serve as a witness to the Catholic Faith in Our Lord Jesus Christ.

This appointment will be made under the terms of the Catholic Education Service contract signed with the board as employers. It is subject to the current conditions of service for teachers in Catholic Schools and other current education and employment legislation.

JOB SUMMARY

Person reports to the Head of Geography.

- ◆ To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils.
- ◆ To monitor and support the overall progress and development of pupils as a teacher and tutor.
- ◆ To facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential.
- ◆ To contribute to raising standards of pupil attainment.
- ◆ To share and support the school's responsibility to provide and monitor opportunities for personal and academic growth.

TEACHING

- ◆ To undertake a designated programme of teaching across all year groups.
- ◆ To teach consistently high-quality lessons.
- ◆ To be a role model for pupils, inspiring them to take an active interest in GEOGRAPHY.
- ◆ To maintain appropriate records and to provide relevant, accurate and up-to-date information as required.

- ◆ To prioritise and manage time effectively, ensuring continued professional development in line with the role.
- ◆ To follow the school policies and procedures.
- ◆ To maintain discipline in accordance with the school procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and study.
- ◆ To update professional knowledge and expertise as appropriate to keep up to date with developments in teaching practice and methodology, in general, and in the curriculum area of your subject in particular.
- ◆ To promote your subject learning through enrichment activities beyond the classroom as part of extra-curricular provision.

ASSESSMENT, FEEDBACK AND TRACKING

- ◆ To monitor and evaluate the assessment and feedback to pupils in line with whole-school and departmental policies.
- ◆ To follow departmental monitoring and tracking systems relating to pupils' attainment, progress and achievement, then use this to keep teachers and learning support staff informed.
- ◆ To mark, grade and give written/verbal feedback as appropriate.
- ◆ To undertake assessment of pupils as requested by external examination bodies, curriculum areas and school procedures.
- ◆ To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required.

STAFF DEVELOPMENT

- ◆ To continue personal development in the relevant areas including subject knowledge and teaching methods.
- ◆ To engage actively in the Staff Development Review process.
- ◆ To participate in whole-school CPD programmes.

RESPONSIBILITY OF TUTOR ROLE FOR PUPIL SUPPORT AND PROGRESS

- ♦ To be a Tutor to an assigned group of pupils as required.
- ♦ To promote the general progress and well-being of individual pupils and the Tutor Group as a whole.
- ♦ To liaise with the relevant Year Team Leaders to ensure the implementation of the Pupil Support system.
- ♦ To register pupils, accompany them to year group assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life.
- ♦ To evaluate and monitor the progress of pupils and keep up-to-date pupil records as may be required.
- ♦ To alert the appropriate staff to problems experienced by pupils.
- ♦ To communicate as appropriate, with the parents of pupils and with persons or bodies outside the school concerned with the welfare of individual pupils, after consultation with the appropriate staff.
- ♦ To meet with pupils over whom there are concerns and contact parents/guardians where necessary, in conjunction with Head of Department.

SAFEGUARDING

- ♦ To be keenly aware of the responsibility for safeguarding children and to help in the promotion and application of the Safeguarding Policy within the school.
- ♦ To comply with the school's Safeguarding Policy in order to ensure the welfare of children and young persons.

COMMUNICATIONS, MARKETING AND LIASON

- ♦ To communicate effectively with the parents/guardians of pupils as appropriate.
- ♦ Where appropriate, to communicate and cooperate with persons or bodies outside the school.
- ♦ To follow agreed policies for communications in the school.

- ♦ To take part in marketing and liaison activities such as Open Mornings, Parents' Evenings, events with feeder primary schools etc.

PERSONAL RESPONSIBILITIES

- ♦ To play a full part of the life of the school community, to support its distinctive mission and ethos and to encourage staff and pupils to follow this example.
- ♦ To actively promote school policies and procedures.
- ♦ To be responsible for own continued professional development.
- ♦ To comply with the school's Health & Safety policy and undertake risk assessments as appropriate.
- ♦ To be courteous to colleagues, visitors, telephone callers and emails and provide a welcoming environment. To attend meetings scheduled in the school calendar punctually.
- ♦ To follow the 'Absent from Work Policy' which includes the requirements of setting cover work during any leave of absence.
- ♦ To adhere to the School's Safeguarding Policy.
- ♦ To undertake duties as required by the Headteacher.

PERSON SPECIFICATION

TEACHER OF GEOGRAPHY, SACRED HEART HIGH SCHOOL

KEY: E - Essential D - Desirable A - Application Form I - Interview R - References CC - Checking certificates

CRITERIA		ATTRIBUTE	ESSENTIAL	DESIRABLE	IDENTIFIED
QUALIFICATIONS	E1	Qualified Teacher Status	Yes		A/CC
	E2	Degree or professional qualifications in a humanities subject.	Yes		A/CC
PROFESSIONAL DEVELOPMENT	E3	Evidence of successful teaching of Geography at GCSE	Yes		
	D1	Evidence of successful teaching of Geography at A Level		Yes	
	D2	Evidence of professional development with regard to Catholic ethos, mission & religious education		Yes	A/I/CC
EXPERIENCE & KNOWLEDGE	E4	Ability and willingness to contribute to other areas of the curriculum	Yes		A/I/R
	E5	Regular involvement in relevant extra- curricular activities and a willingness to initiate and regularly support such activities to promote the subject.	Yes		A/I/R
	E6	Able to use data effectively to plan lessons, track progress and set pupil targets	Yes		A/I/R
	E7	Ability to manage budgets and to maintain systems for ensuring that resources are used effectively and efficiently	Yes		A/I/R
	E8	Ability to apply a range of teaching techniques to meet the needs of different groups of learners	Yes		A/I/R
	E9	The ability to challenge and support all pupils to 'do their best'.	Yes		A/I/R
	D3	Experience of being a form tutor	Yes		A/I/R
	E10	Ability to relate well to colleagues, parents and students and the capacity to engage colleagues and students in active, interesting learning	Yes		A/I/R
	E11	Commitment to the pastoral care and safeguarding of all students	Yes		A/I/R
	E12	Willingness to contribute regularly and flexibly to innovative ways of improving the success and fulfilment of our students	Yes		A/I/R
	E13	Ability to lead and collaborate as part of a team and loyalty and professional discretion	Yes		A/I/R
	E14	Show initiative and approach challenges with a positive attitude	Yes		A/I/R
	E15	Ability to use ICT as learning and teaching tool	Yes		A/I/R
	E16	Resilience to support and find ways to develop young people	Yes		A/I/R
	E17	To have excellent written and oral communication skills (which will be assessed at interview)	Yes		A/I
	E18	Ability to lead and collaborate as part of a team and loyalty and professional discretion	Yes		
PROFESSIONAL ATTRIBUTES	D4	Evidence of wider professional network		Yes	A/I/R
APPLICATION FORM & SUPPORTING STATEMENT	E19	The form must be fully completed and legible	Yes		A
	E20	The supporting statement should be clear, concise (within required word count) and related to the specific post	Yes		A

SUPPORTING INFORMATION

HOW TO APPLY

Completed application forms should be completed via TES by 9.00am on Monday 14th July 2025. CVs will not be accepted.

SELECTION PROCESS

Shortlisting will take place w/c 14th July 2025 and interviews will take place shortly after.

SALARY

A competitive salary on the Inner London Teacher Main Pay Scale inclusive of Upper Pay Scale will be provided. You will be paid monthly on the last working day of each month.

PENSION

On joining the school you will automatically be included into the Teachers' Pensions Scheme (TPS). If you are already a member of the TPS or another pension scheme you can apply for your pension to be transferred, you only have 12 months to do this. A Pension contribution is deducted from your monthly pay depending on your annual salary.

MEDICAL CLEARANCE

Your appointment is subject to pre-employment medical clearance. If you are successful at interview you will be issued with a medical questionnaire that must be completed and returned before your appointment can be confirmed.

NOTICE PERIODS

Notice periods are in accordance with the School Teachers' Pay and Conditions Document.

EQUAL OPPORTUNITIES

As an equal opportunities employer, we welcome applications from all sections of the community, including persons with disabilities.

TERMS AND CONDITIONS

Your terms and conditions of employment are those laid down by the Teachers' Pay and Conditions Document, where relevant.

The appointment will be conditional upon you satisfying the standard employment checks for a senior leader including references, enhanced DBS, health checks, right to work in UK, etc.

QUERIES & VISITS

We encourage candidates to look at our website <https://www.sacredhearthigh.org.uk/>

If you require further information please contact HRdept@sacredh.lbhf.sch.uk

We reserve the right to close this advertisement early if we receive a high number of suitable applicants.

