



BIRKDALE HIGH SCHOOL

Southport
Learning
Trust

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RECRUITMENT PACK

SUBJECT LEADER - GEOGRAPHY

ABOUT US

As the only 11-16 all-boys academy in Sefton, Birkdale High School aims to be a beacon for outstanding practice in the education of boys and be the school of choice for all boys in the Southport community and beyond. We passionately believe that a single-sex setting at this particular stage of a boy's education is the ideal environment for them to grow in confidence, close the attainment gap with girls and develop their love of learning. Our boys are able to mature at their own pace, supported and challenged by staff who are experts in teaching boys, and surrounded by peers to whom they can closely relate.

Our vision is driven by the strong moral imperative that it is our mission to provide all our boys with a first class education, outstanding outcomes and better life chances. We seek to challenge stereotypes, we are ambitious for every boy we teach and we want to see a society that benefits from the contributions of our well-educated, well-rounded and empowered young men.

We believe that every child, regardless of their background, should be able to fulfil their academic potential and go on to thrive amongst the demands and expectations of life in modern Britain and beyond. The school's motto is "Aspire – Thrive – Succeed" and underpins its ethos and approach.

We aim to engage, support, stretch and challenge all boys by providing them with a range of exciting opportunities; a varied and purposeful curriculum and a strong set of core values, demanding of all its students the highest standards in all they undertake whilst supporting them in the fulfilment of their personal and academic potential.

We are proud of our academic achievements and the examinations success of our boys over the years. These achievements would not be possible without our talented and dedicated staff, who work tirelessly to engage and challenge each and every student, or without the hard work of the boys and the support of their parents and carers.

We also have a sporting record that is second to none amongst the local schools, whether on the track, the field or the court. We regularly top the local league tables and enjoy success at regional and national level too.

We strive to be an inclusive school, an outward facing centre of academic, professional and personal achievement, prepared to lead, learn from and collaborate with all available partners in the pursuit of excellence for our pupils and staff.

You would be joining the Southport Learning Trust, a family of eight schools which includes six secondary schools and two primary schools in the locality where you would gain support from a wider group of senior leaders. Schools in our Trust include Birkdale High School, Bedford Primary School, Greenbank High School, Kew Woods Primary School, Maghull High School, Meols Cop High School, Range High School and Stanley High School. Being part of a Trust would give you the opportunity to share and be involved in developing practice across multiple schools. You would benefit from an excellent Employee Assistance Programme and a commitment to your well-being and professional development. Please see separate document in relation to well-being.

Interested applicants are strongly encouraged to visit us, meet our team and most importantly, get to know our incredible students. To organise a tour ahead of application, please contact PA to the leadership team, Karen Anslow on kanslow@birkdalehigh.co.uk

Gareth Banks
Headteacher





SUBJECT LEADER - GEOGRAPHY

Birkdale High School is an oversubscribed and successful all-boys 11-16 comprehensive academy with an excellent reputation, outstanding pastoral care and consistently above national average academic results. We are also proud to be part of the [Southport Learning Trust](#).

The Headteacher and Governors are looking to appoint a Subject Leader of Geography who can demonstrate a passion for their subject, an ability to quickly settle into and lead a supportive team, and someone who will invest their leadership, enthusiasm, passion and expertise in building better futures for our pupils. This is an exciting new role for our school, following a recent review of the leadership structure in Geography and History.

In recent years, our school has developed a strong culture of teacher development based upon research, a deep understanding of cognitive science and how this can transform classroom practice, and a willingness from all staff to strive to be even better than they already are. We learn from each other, celebrate good practice and help staff to flourish in their career development.

Ultimately, we aim to provide our boys with an excellent, well sequenced and considered curriculum, founded upon key core knowledge and the development of essential life skills such as reading, academic curiosity and the tools to be life-long learners. In addition, we are passionate about developing pupils' character and ensuring that the boys become well-rounded and empowered young men.

This is a wonderful opportunity for a Subject Leader of Geography teacher looking for a supportive environment, a school where you can develop your own pedagogy, and the opportunity to contribute to the academy in its collaborative pursuit of excellence.

Finding the right school is always important. Candidates are encouraged to visit the school prior to the closing date. You will have the opportunity to meet the Headteacher, tour the school, and most importantly, gain a flavour of the fantastic learning environment and meet some of our inspirational boys. We are really looking forward to meeting you.

Gareth Banks



APPLICATIONS

CONTRACT: FULL TIME - PERMANENT

CLOSING DATE: WEDNESDAY 23 APRIL 2025 AT 12PM

INTERVIEW DATE: TUESDAY 29 APRIL 2025

SALARY: MPS/UPR + TLR 2b

START DATE: SEPTEMBER 2025 (OR SOONER)

PLEASE SEND APPLICATIONS TO RECRUITMENT@BIRKDALEHIGH.CO.UK

CVs will not be considered

Appointments are subject to the successful candidate obtaining a satisfactory Enhanced Disclosure (via the Disclosure Barring Service).

Along with the application form, please provide a supporting statement of no more than **1000 words** that illustrates your suitability for the job, referencing the job description, person specification and your relevant experience.

To arrange a tour prior to the closing date please contact Karen Anslow kanslow@birkdalehigh.co.uk

Further details and an application form can be downloaded from www.birkdalehigh.co.uk or obtained from Ms Karen Anslow at the school.

Southport Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All successful applicants will be requested to undertake an Enhanced Disclosure and Barring Service check. At least one member of our recruitment team for this post is Safer Recruitment trained and we adhere to Southport Learning Trust's Recruitment and Selection Policy for Employees and Volunteers.

We are proud to have an organisational culture where employees with varying perspectives, skills, life experiences and backgrounds – the best and brightest minds – can work together to achieve excellence and realise individual and organisational potential.

PERSON SPECIFICATION

SUBJECT LEADER - GEOGRAPHY

L - Supporting Letter, I - Interview, A - Application Form

Specification		Evidence
Ethos	<ul style="list-style-type: none"> Support for the aims and objectives of Birkdale High School A commitment to work and liaise with members of the school community 	All Essential - L & I
Qualifications / Training	<ul style="list-style-type: none"> Qualified Teaching status Evidence of Continued Professional Development A degree qualification Higher degree NPQML/SL or other relevant middle leader accreditation Coaching qualification/ training SLE/ Lead Practitioner 	Essential - A Essential - A Essential - A Desirable - A Desirable - A Desirable - A Desirable - A
Experience	<ul style="list-style-type: none"> At least 4 years' experience teaching in a mainstream secondary setting Middle leadership experience in a mainstream secondary setting Proven record of outstanding practice as a classroom teacher Successful implementation of strategies that have had a positive impact on student attainment, progress or behaviour Experience of leading improvement for boys Using research to drive change 	Essential - A, L, I Essential - A, L, I Essential - A, L, I Essential - A, L, I Desirable - A, L, I Desirable - A, L, I
Education and organisational leadership	<ul style="list-style-type: none"> A clear and compelling vision for how to raise attainment in the subject area Evidence of excellent leadership and management skills Ability to use ICT as management and teaching tool Excellent interpersonal skills Ability to communicate a clear vision for improving standards Tangible evidence of driving performance upwards: staff and students Able to demonstrate a pragmatic approach that is focused on delivering objectives, managing diverse priorities and workload Able to demonstrate commitment to the principles of diversity Demonstrate the ability to build and maintain positive links and relationships with governors, parents and other stakeholders Able to demonstrate an awareness of how to support underperforming staff Evidence of developing and implementing structures and procedures to support disadvantaged students and those with SEN 	Essential - A, L, I Essential - A, L, I Essential - A, L, I Essential - A, L, I Essential - A, L, I Essential - A, L, I Essential - A, L, I Essential - A, L, I Desirable - A, L, I Desirable - A, L, I Desirable - A, L, I

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Specification		Evidence
Abilities, Skills and Knowledge	<ul style="list-style-type: none"> • Excellent subject knowledge • Ability to teach up to GCSE level • Comprehensive understanding both of national performance measures for schools and the OFSTED Education Inspection framework • Ability to analyse and report on key data documents • Ability to coach and motivate • Knowledge of how to meet the needs of pupils in specific defined groups: SEND, Disadvantaged, Most Able • Knowledge of effective assessment to support pupil progress • A secure understanding of the importance of literacy in improving students' attainment and life chances • Knowledge of subject specific initiatives to support progress in the given subject • Evidence of collaboration across more than one school 	<p>Essential - A, L, I Essential - A, L, I</p> <p>Essential - A, L, I Essential - A, L, I Essential - A, L, I</p> <p>Essential - A, L, I Essential - A, L, I</p> <p>Essential - A, L, I Desirable - A, L, I</p> <p>Desirable - A, L, I</p>
Philosophy and Ethos	<ul style="list-style-type: none"> • An understanding of how students learn and an indication of how to meet their needs • Commitment to high standards and continuing improvement • A commitment to the principles and values of an inclusive education and the pastoral care and personal development of students • A commitment to safeguarding • High expectations of student progress, personal development and conduct • Relentless personal drive and ambition anchored in success • Strong support for the ethos and values of Birkdale High School • Evidence of leading activities outside classroom that support the curriculum and enhance the pupil learning experience 	<p>Essential - L, I Essential - L, I</p> <p>Essential - L, I Essential - L, I Essential - L, I Essential - L, I Essential - L, I</p> <p>Desirable - L, I</p>
Community	<ul style="list-style-type: none"> • Ability to work with and gain the support of external agencies • Ability to promote the school within a diverse community • Experience in building wider relationships in a diverse community 	<p>Essential - L, I Essential - L, I Desirable - L, I</p>

JOB DESCRIPTION

Subject Leader - Geography

Main Purpose	<ul style="list-style-type: none">• To be responsible for the leadership of the Geography department (hereafter called the designated area)• To be accountable for student attainment, achievement and progress in the designated area• To make strategic evaluations of teaching, learning, resources and personnel issues as a member of the Middle Leadership Team• To support the school and the Senior Leadership Team in securing quality of education for all learners <p>You are required to carry out the duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (hereafter called The Document).</p> <p>You are required to carry out such professional duties as stated in the Document which the Headteacher may reasonably ask you to undertake.</p>
General Responsibilities	<ul style="list-style-type: none">• To support and promote the school's aims and objectives• To ensure a duty of care at all times to safeguard and promote the welfare of all students in line with statutory responsibilities• To work within the school's Health and Safety policies to ensure a safe working environment for all students, staff and visitors.• To work within the school's Equal Opportunities policies to promote equality of opportunities for all students and staff• To maintain high professional standards of attendance, punctuality, appearance, conduct and courteous, positive relations with students, parents, colleagues and visitors.• To actively support and promote positive professional and curriculum links across the school and with partner schools• To actively engage with the performance management process and continue with personal and professional development• To adhere to school policies and procedures as set out in the staff handbook and other documentation available• To adhere to and support as appropriate school and departmental procedures regarding assessment including preparation and entry for public examinations as specified by the boards
Shaping the Future	<ul style="list-style-type: none">• To support the Senior Leadership Team in providing a clear direction for the development of the designated area• To provide effective leadership for the designated area in collaboration with the subject leader• To ensure that work across the designated area fully reflects the school's aims and mission statement• To lead on developing and embedding the core values of the department and their practical expression• To lead on the preparation, implementation and monitoring of the department's Self-Evaluation Form and Improvement Plan• To support the Senior Leadership Team and staff in the review, implementation, development and monitoring of whole school policies which promote the school's values, aims and objectives• To lead the design, sequencing and implementation of an ambitious and effective curriculum for the designated area

JOB DESCRIPTION

Subject Leader - Geography

Leading Learning & Teaching	<ul style="list-style-type: none">• To work with colleagues to formulate the aims, objectives and strategic plans for the subject which have coherence and relevance to the needs of students and support the aims, objectives and strategic plans of the school.• To ensure short, medium and long-term planning is effectively carried out and students' individual needs are met in all the classes taught.• To contribute to the development and implementation of curricular initiatives.• To ensure high standards of student attainment, behaviour and motivation through effective teaching.• To uphold the school's behaviour code and uniform regulations.
Developing self and working with others	<ul style="list-style-type: none">• To maintain an up to date knowledge of educational thinking• To lead on the development of evidence based research projects in school in the designated areas• To lead the professional development of staff through example, coaching, peer-support and targeted support in the designated areas• To plan, chair and organise meetings as appropriate• To support the school's ITT & ECT programmes as required• To liaise with support staff, parents, governors and outside agencies• To attend and contribute to whole school events• To participate in whole staff training and Continuing Professional Development• To attend team and whole staff meetings• To work collaboratively with all colleagues• To encourage moral and spiritual growth and civic and social responsibilities amongst students
Managing the Organisation	<ul style="list-style-type: none">• To effectively manage and deploy staff, financial and physical resources to support the designated areas, within the limits, guidelines and procedures laid down• To implement school Policies and Procedures, eg Equal Opportunities, Health and Safety,• To contribute to school promotion to all stakeholders• To ensure effective communication/consultation as appropriate with the parents/carers of students• To liaise with external agencies as appropriate
Securing Accountability	<ul style="list-style-type: none">• To ensure the effective operation of systems for quality assurance and self-evaluation• To identify and take appropriate action on issues arising from data, systems and reports• To update the Headteacher, Leadership Team and Governing Body on the effectiveness of the designated area• To undertake Appraisal and Performance Management Reviews for allocated staff• To quality assure accurate and keep up-to-date information on the management information system• To analyse and evaluate attainment and progress data provided• To attend and report to the Extended Leadership Team and Governor Meetings as required

JOB DESCRIPTION

Subject Leader - Geography

Strengthening Community	<ul style="list-style-type: none">• To support and promote the school's aims and objectives• To ensure that all staff are aware of their role and responsibilities within their individual subjects, the school and its wider community• To ensure effective communication/consultation as appropriate with the parents/carers of students• To support and develop effective links with other schools and the community, including the Southport Learning Trust and wider the business community• To play a full part in the life of the school community and encourage staff and students to follow this example• To actively promote the development of effective links with external agencies
Other Specific Duties:	<p>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.</p> <p>Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.</p> <p>The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.</p> <p>This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the salary/grade and job title.</p>
Date	February 2025



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www.birkdalehigh.co.uk



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**EMPOWERING OUR COMMUNITIES TO POSITIVELY
IMPACT THE WORLD**