



Bolingbroke
Academy

Lead Geography Teacher **(Suitable for Career returner or Exceptional ECT – Full time/Part-time)**

An exciting opportunity has arisen for a dedicated Lead Geography Teacher to develop their career within our passionate and ever courageous community

We are a courageous, compassionate community - empowering excellence. We are a value lead organisation, being bold within every aspect of our lives at school.

We want all staff to thrive and model leadership and determination to the students and pupils within our rich and diverse community. We opened in 2012 with the vision to create a centre of excellence in the community.

We empower our teams by valuing the individual and prioritising professional development. This is delivered through weekly CPD sessions, dedicated line management meetings and by encouraging staff to develop their own ideas and projects, within their departments and beyond.

Bolingbroke Academy is a uniquely exciting, fulfilling and innovative place to work, learn and grow. We are proud to be rated as 'Outstanding' in all five categories in the 2024 Ofsted inspection. Ofsted's recent parent survey also ranked us as the 'happiest secondary school' in Wandsworth.

The Role:

This role is at the centre of our school and within a successful and dynamic Humanities provision. You will be instrumental in our mission to provide every student a great education and real choices in life, regardless of their background. A passionate practitioner, you will deliver high-quality, rigorous lessons that drive achievement and inspire a love of learning that extends beyond the classroom.

Reports to: Head of Humanities

Start date: November 2025/January 2026

Contract: Permanent – Part-time or Full-time

Salary: £39,739 - £51,545 (Ark MPS AM1 – AM6) + TLR 2A

Closing Date: Friday, 17th October 2025

Key Responsibilities

- Set high expectations so that all young people are inspired, motivated, and challenged to reach their full potential, and in doing so meet their progress and attainment targets
- Plan and teach well-structured, differentiated lessons that are aligned to the agreed Year 7-13 curriculum and cultivate every student's intellectual curiosity
- Use data to inform teaching and learning, identify areas for intervention and provide feedback to pupils/students, staff, and families in order to promote progress and outcomes
- Manage behaviour effectively to create a safe, respectful, and nurturing environment so that students can focus on learning
- Work collaboratively with both school and network colleagues as a committed team member, building successful, high performing teams
- Participate actively throughout the network, by attending relevant meetings, and, as appropriate, delivering network-wide training and initiatives
- Keep abreast of developments in the subject area at Key Stages 3, 4 and 5

Teaching and Learning

- Enrich the curriculum with trips and visits to enhance the learning experience of all pupils
- With direction from the Head of Humanities and Vice Principal, and within the context of the Academy's curriculum and schemes of work, plan and prepare effective teaching modules and lessons.
- Teach engaging and effective lessons that motivate, inspire and improve pupil attainment.
- Use regular assessments to set targets for pupils, monitor pupil progress and respond accordingly to the results of such monitoring.
- Provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils
- Develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in pupil achievement.
- Ensure that all pupils achieve at least at chronological age level or, if well below level, make significant and continuing progress towards achieving at chronological age level.
- Maintain regular and productive communication with parents/carers about their child's progress, behaviour and development, including attending after school parent meetings as required.
- Direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities.
- Implement and adhere to the Academy's Behaviour Management Policy, ensuring the health and wellbeing of pupils is maintained at all times.
- Participate in preparing pupils for external examinations.

School Ethos and Culture

- Be committed to Bolingbroke Academy's ethos of high expectations.
- Deep commitment to Ark's mission of providing an excellent education to every student, regardless of background
- Excellent interpersonal, planning and organisational skills
- Enrich the curriculum with trips and visits to enhance the learning experience of all pupils.
- Provide a nurturing classroom and academy environment that helps young people to develop as learners.
- Work with colleagues, pupils/students and families to develop a strong school community
- Help maintain / establish discipline across the whole Academy
- Contribute to the effective working of the Academy

Person Specification

Qualification Criteria

- Qualified teacher with a Degree in a relevant subject
- Desirable – Have strong experience teaching and achieving great results up to Key Stage 5
- Have a passion to learn and develop your practice through regular CPD and feedback.
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- The ability to question and challenge the status quo and find new and progressive solutions to existing systems.

Experience and Knowledge

- Be an outstanding teacher, able to motivate and challenge learners of all abilities
- Have experience of teaching Geography upto Key Stage 5
- Exude a passion for the subject which is evident in their day to day classroom practice
- Demonstrate high levels of ambition and optimism regarding what the Academy and its students can achieve
- Have the resolve to make a real difference to the lives of pupils
- Experience in planning and preparation of schemes of work
- Evidence of continually improving the teaching and learning of Geography through schemes of work and extra-curricular activities
- An understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour

Skills and Attributes

Leadership

- Effective team member and leader.
- High expectations for accountability and consistency.
- Vision aligned with Ark's high aspirations and high expectations of self and others.
- Genuine passion and a belief in the potential of every pupil.
- Motivation to continually improve standards and achieve excellence.
- Commitment to the safeguarding and welfare of all pupils.

Teaching and Learning

- Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
- Ability to understand and interpret complex pupil data to drive lesson planning and pupil attainment.
- Strong communication, planning and organisational skills.
- Demonstrable resilience, motivation and commitment to driving up standards of achievement.
- Ability to act as a role model to staff and pupils.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Other

- Commitment to equality of opportunity and the safeguarding and welfare of all pupils.
- This post is subject to an enhanced DBS check.

If you are an ECT or a career returner, you will have excellent personal and professional development including:

- Weekly instructional coaching
- Weekly whole school deliberate practice sessions
- High quality weekly online CPD through Ambition Institute
- Twilights and Face to Face training days provided by 'Outstanding' Ark Teacher Training
- Reduced lesson planning with use of shared 'Ark Curriculum'
- Weekly collaborative co-planning with departmental colleagues
- 10% below timetable in ECT year followed by 5% reduction in ECT+1 year
- Potential opportunities for curriculum planning in the wider Ark network.