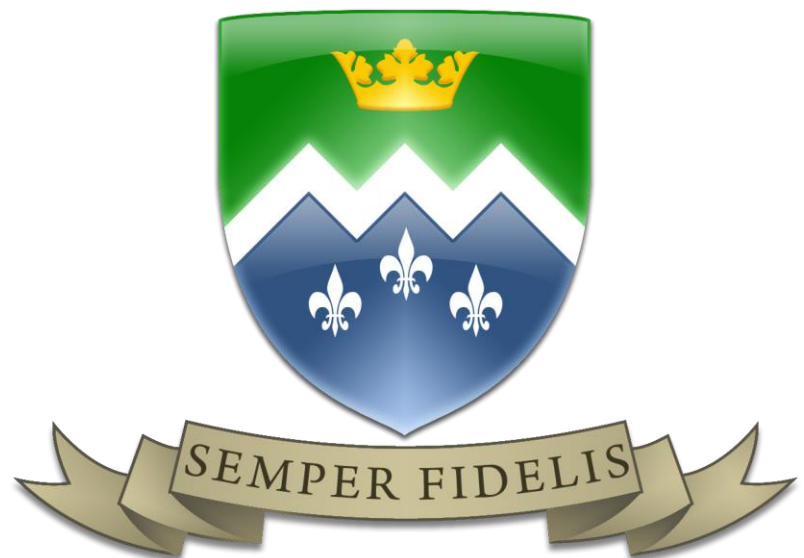


# ST MARY'S CATHOLIC ACADEMY

Teacher of  
Geography/  
Geography  
Subject Lead  
Application  
Pack



Diocese of Lancaster  
**Education Service**  
Euntes in mundum



Closing date:  
Thursday 14<sup>th</sup> May 2026 – midday

Shortlisting date:  
Thursday 14<sup>th</sup> May 2026

Interview date:  
Monday 18<sup>th</sup> May 2026

# Welcome to St Mary's Catholic Academy

Thank you for considering St. Mary's Catholic Academy for the next stage in your career. We are seeking to appoint a talented Teacher of Geography. This is a full time role with effect from 1st September 2026. The successful candidate will be able to teach Geography across Key Stage 3 and Key Stage 4, with the potential to teach Key Stage 5. The role will suit a recently qualified teacher or an experienced teacher of Geography, and the salary will be adjusted accordingly depending on experience.

For a suitably experienced candidate, the Academy is offering the opportunity to be considered for the role of Geography subject lead. A separate job description for this role is included in this pack. Candidates interested in applying for this role should address this in their supporting statement.

St Mary's is a highly regarded oversubscribed Catholic Academy in Blackpool in the Diocese of Lancaster. The school is very much a Catholic family where everyone works together to support and challenge one another to be the best they can be.

Our Catholic Ethos founded on the hallmarks of:

## **Catholic**

## **Caring**

## **Community**

## **Challenge**

is key to our success. Students and staff are all encouraged, as our mission statement states, to grow in wisdom, understanding, self-esteem and closeness to God. Many of our staff and students are Catholic or Christian, we are joined by a number of staff and students who aren't, anyone is welcome become and be part of our family as long as they are willing to support and contribute to the ethos and success of the Academy.

As Head Teacher, I believe that a happy, highly trained and well supported staff is the key to our success. Staff at St Mary's received a full induction programme and access our outstanding weekly professional development. All teaching staff also have 70 minutes of additional non-contact time per fortnight to focus on their own area of interest in enhanced professional development. New staff are also supported by regular, weekly coaching meetings and support from their subject areas; a range of leadership development programmes is also available.

St Mary's is designated as Blackpool's research school and provides staff with the opportunity to benefit from the latest research and evidence in education. Everything we do, whether that be our innovative key stage 3 reading programme; our approach to revision and practice homework; or the design of our professional development curriculum for teachers; is researched evidence based.

Staff wellbeing is also a key part of our success as a school. A hard-working staff should be well supported and cared for to allow them to meet the demands made of teachers in a modern context. All staff are provided with their own personal laptop and extensive training and the support of colleagues. Staff are able to take advantage of the Schools Advisory Service Wellbeing package which offers access to Counselling, 24-hour GP helpline, Health advice and support, Physiotherapy advice and a range of other services. A well-resourced support team of IT technicians, admin staff, chaplaincy staff and site staff work hard to make sure the Academy runs smoothly and that teaching staff are well supported to focus on our core business of teaching. Workload issues are regularly discussed with our staff committee and policies around marking, assessment, reporting and home work are carefully designed to try and manage the workload for staff. An email protocol ensures staff are not disturbed by emails in an evening and small gestures like tea, coffee and biscuits served by our amazing housekeepers, free access to the school fitness suite; free annual flu jabs; a car valet service and regular staff social events all help to make our Academy and Trust a rewarding place to work. All of this work takes place in state of the art facilities. St Mary's was lucky enough to benefit from a 22.5 million point partial rebuild and refurbishment, we are so lucky to work in one of the best school building in the region.

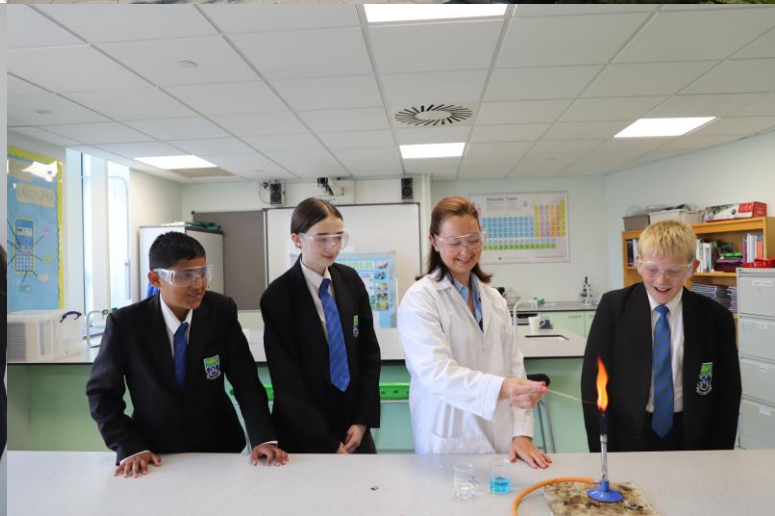
# Welcome to St Mary's Catholic Academy

Staff retention is high at St Mary's because staff are valued and in return work hard to ensure our students achieve the best possible outcomes. If what you have read so far is exciting and you feel that St Mary's is a community in which you will thrive and make a positive contribution to our ethos and journey, then we would love to receive your application. You will find more information about St Mary's and information specific to this role and the application process in the rest of this document. You can also find further information out about the Academy on our website.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'S. Eccles', with a horizontal line underneath.

Mr. Simon Eccles  
Headteacher



Catholic - Caring - Community - Challenge

# CEO Welcome

Dear Applicant,

Thank you for your interest in the role of Teacher of Geography / Geography Subject Lead at St. Mary's Catholic Academy. St. Mary's is part of the Blessed Edward Bamber Catholic Multi Academy Trust (BEBCMAT).

This is a fabulous opportunity for you to join us and work with a fantastic group of committed staff who believe strongly in education and working to improve the life chances of our children and young people.

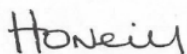
The core principles of the Trust are to educate the whole person, aiming for excellence and working together for the Common Good. Through collective responsibility, united in our Catholic faith, the Trust strives to enable each school to thrive spiritually, academically and financially so that all of the children and young people can 'belong, engage and become' – and reach their full potential by realising their God-given talents.

The Trust works in partnership as one family of schools, whilst maintaining and celebrating the uniqueness of each individual school and the community it serves. We are a values-driven Trust. Our core values of Trust, Respect, Faith, Hope and Service are our hallmarks. These values underpin all of our relationships; between staff, pupils, families, our wider parishes and local communities.

In our Trust, we welcome people who share our vision and our absolute commitment to our pupils, our staff, our families, parishes and the wider communities we serve.

If you believe you have the knowledge, skills and experience to make a positive contribution then we would welcome an application from you.

Yours sincerely,



Helen O'Neill  
Chief Executive Officer

# What others say about St. Mary's

## **OFSTED**

A full Ofsted Inspection of St Mary's in May 2022 was extremely positive and confirmed that St Mary's Catholic Academy continues to be good in all areas. Inspectors noted in relation to curriculum that: "Leaders have ensured that pupils follow a suitably ambitious curriculum. Pupils achieve well overall. This includes pupils with special educational needs and/or disabilities (SEND) and disadvantaged pupils. Students in the sixth form receive an especially strong quality of education." They were also pleased to see in relation to behaviour that: "Pupils behave well in lessons and around the school. They are polite and well mannered. They enjoy positive relationships with one another." We were pleased that inspectors noted the strength of personal development: "Pupils benefit from a strong programme of personal development. This includes age appropriate relationships and sex education and health education. Pupils learn about other cultures and beliefs. Teachers prepare pupils well for life in modern Britain." and our focus on the well-being and development of staff: "Leaders are passionate about supporting the wellbeing of staff. They put a strong emphasis on professional development, including research. They care for their staff. Teachers appreciate the efforts made by leaders to reduce their workload. Staff enjoy working at the school."

You can read full copy of the report here: <https://files.ofsted.gov.uk/v1/file/50187176>

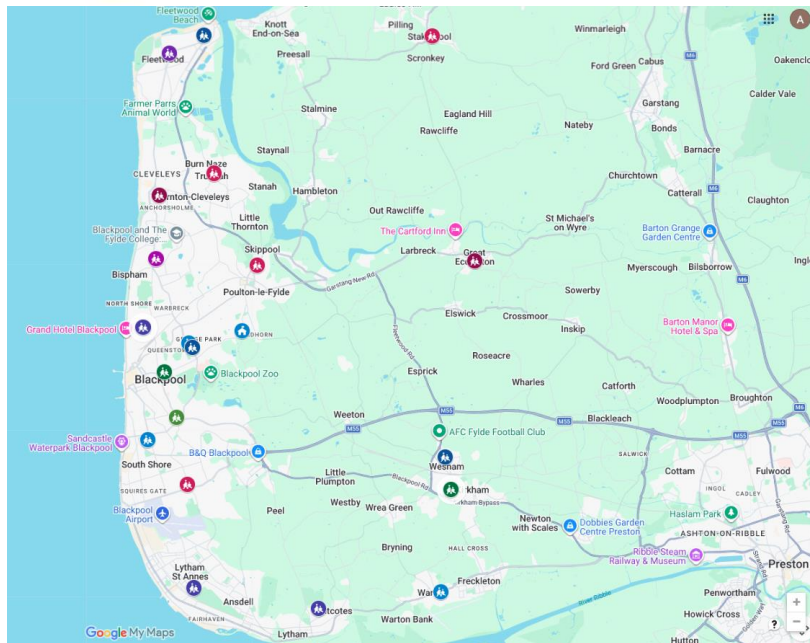
## **Diocesan Section 48 inspection**

Our 2023 Diocesan Inspection Report in graded us as "Good". The Academy was graded as "Outstanding" in Catholic life and mission and Collective worship. A copy of the full report is available on the Academy website. Some of the inspector's findings were:

- The school has exceptionally high standards of pastoral care and support for its students. Through the extensive range of services, student welfare is given the highest priority.
- Provision for chaplaincy, as well as the impact this team make on the lives of the students and staff, in and beyond the school is outstanding.
- Sixth form core religious education is very strong and strengthens the distinctive offer to Catholic students.
- The headteacher, leadership team, governors and trust board show a great dedication to the development of St Mary's as an inclusive and caring school. The highest priority is given to Christian formation and academic success.
- A very strong commitment to Catholic social teaching is evident throughout this community and students proactively engage in charity work.
- The strong sense of community is a defining characteristic and visitors often remark on the warm and inclusive atmosphere, extending to individuals of all faith backgrounds, making them feel part of the Catholic community.

# Trust Schools

	Christ the King Catholic Academy		Holy Family Catholic Primary School, Blackpool
	Holy Family Catholic Primary School, Warton		Our Lady of the Assumption Catholic Primary School
	Our Lady Star of the Sea Catholic Primary School		Sacred Heart Catholic Primary School
	St Bernadette's Catholic Primary School		St Cuthbert's Catholic Academy
	St John's Catholic Primary School, Poulton		St John Vianney Catholic Primary School
	St Joseph's Catholic Primary School		St Kentigern's Catholic Primary School
	St Mary's Catholic Academy, Blackpool		St Mary's Catholic Primary School, Fleetwood
	St Mary's Catholic Primary School, Great Eccleston		St Peter's Catholic Primary School
	St Teresa's Catholic Primary School		St William's Catholic Primary School
	St Wulstan's & St Edmund's Catholic Primary School		The Willows Catholic Primary School



# What we offer - Benefits

## Living Wage Employer



As an employer, we pay the real Living Wage so you can always be sure that you'll earn no less than the current rate.

## Pension Scheme



Teaching staff: You will be enrolled into the Teachers' Pension Scheme.  
Non-teaching staff: You will be enrolled into the Local Government Pension Scheme.

## Health and Wellbeing



We offer access to free and confidential wellbeing services including GP service, counselling, mindfulness support and physiotherapy.

## Death in Service



Should the worst happen, your nominated beneficiary will receive a payment of 3 x your annual salary if you are part of the pension scheme (TPS or LGPS).

## Flu Jab



Our Trust offers all employees a flu vaccination. Employees can arrange their own vaccination and reclaim the cost up to the value of £15.00.

## Travel to Work Scheme



We offer discounted travel via Blackpool Transport for the use of buses and trams.

# How to apply

## Prior to applying

If you are unclear about any aspect of the application process or you would like any additional information about the school or the role, please contact the school:

Telephone - 01253 396286

or

Email - [admin@st-mary.blackpool.sch.uk](mailto:admin@st-mary.blackpool.sch.uk)

## Application process

Please follow the link below to our careers page and complete your online application:

<https://mynewterm.com/school/St-Mary's-Catholic-Academy/141257>

Evidence will be drawn from:

- Letter in support of application.
- Application Form.
- Task.
- Response to questions during interview.
- References.

Letter of application should:

- Be clear, concise and well presented.
- Demonstrate how you meet the person specification.
- Describe your vision for teaching and learning in the Geography department at St Mary's Catholic Academy in the 21<sup>st</sup> Century.
- Be no more than two sides of A4 in length.

Closing date for applications: **Thursday 14<sup>th</sup> May 2026 – midday**

Shortlisting date: **Thursday 14<sup>th</sup> May 2026**

Interview date: **Monday 18<sup>th</sup> May 2026**

## Post Details:

**Grade: Teachers' Pay Range**

**Salary: Teachers' Pay Range with TLR2a £3,527.00 per annum for those interested in the**

**Subject Lead role**

**Contract: Permanent**

**Hours: Full Time**

**Start Date: 1<sup>st</sup> September 2026**

# Information for candidates

## Geography Department Information

### PERSONNEL

The staffing from September 2026 is:

Mrs Rhea Stephenson - Assistant Headteacher - Line Manager of Geography/History & Teacher of Geography & Politics

Mrs Hayley Mallinson - Head of Humanities

Mrs Susannah Pearce - Subject Lead of History

Mr Russell Boak - Teacher of Geography & PE

Mr Ben Parkinson - Teacher of History

Mr Kristian Renshaw - Teacher of History and Politics

Mrs Frances Urquhart - Teacher of Geography

Vacancy - Teacher of Geography/Subject Lead of Geography

### Geography Intent

“The Lord God took the man and put him in the garden of Eden to work it and keep it” Genesis 2:15

“I am a citizen not of Athens or Greece but of the world” Socrates

### Why we teach Geography - the big picture

Roots taught throughout the Key Stages

- Place
- Scale
- Analysis
- Investigation
- Communication
- Processes
- Evaluation
- Interrelationships

### Our context

8 out of the 10 most deprived wards within the country are in Blackpool and the population is over 95% white. As a school in an opportunity area with many of our students from deprived backgrounds we are aware that some might not have the luxury to venture beyond the Fylde Coast. We want our students to have a greater understanding of people and place and the importance of Geography in their everyday lives. We want them to understand the importance of interactions between the human and physical environments such as the causes and impacts of climate change in order to make them active citizens who are passionate about the world around them. We want our students to appreciate other landscapes and cultures beyond their own and to become responsible Global Citizens. By providing them with a greater understanding of the world we hope to make them not just understand but also care for the world around them.

Further information can be found at: <https://www.st-mary.blackpool.sch.uk/subject-overview-geography/>

# Information for candidates

## **ACCOMMODATION**

The Geography Department shares the learning house accommodation with the History and Religious Education Departments. The learning house consists of a suite of eight different rooms, the rooms are bright and well-resourced with fixed projectors in each learning space. There is some variety in the learning spaces available, which would allow for different approaches to the teaching of Geography to be explored.

## **PLANNED DEVELOPMENTS**

In line with the Academy Raising Achievement Plan...

Raise numbers at GCSE and A Level

Improve outcomes for disadvantaged learners

Improve progress for all learners at GCSE and A Level

# Job Description

## Teacher of Geography

All teachers have a responsibility to contribute to the realising of high standards of attainment and discipline in their classes and subject area. They are also responsible for the pastoral care of a form group. The duties should be discharged in such a manner as to actively enhance the Catholic ethos of the Academy.

Responsible to: Head of Geography

### Key Outcomes

1. A caring, Catholic ethos built on high quality relationships.
2. Increased proportions of outstanding and very good teaching.
3. Consistently high standards of attainment across all key stages.
4. A well-disciplined and stimulating learning environment.
5. Promotion and safeguarding of the welfare of all students.

### The key outcomes will be achieved by:

Contributing to a Common Mission and Shared Vision through:

- Helping preserve the existing strengths of St. Mary's Catholic Academy and further developing its distinctive mission with the Catholic Church.
- Being the significant adult and main role model for a form group.
- Assisting with the implementation and evaluation of the Geography Department Development Plan and the Academy's Development Plan.
- Implementing the Academy's Child Protection Policies and procedures.

### Developing a commitment to learning by:

- Having high expectations of all students and promoting transformational learning and teaching that leads to consistently high levels of achievement for all.
- Working as a member of the Geography Department to establish and maintain a highly effective team.
- Contributing to the development of Schemes of Work and lesson plans that fulfil and enrich examination syllabi requirements.
- To be willing to prepare and share resources within the department
- Implementing high quality assessment and student tracking procedures that assist learning.
- Ensuring high standards of discipline through recognising and rewarding positive student behaviour and dealing appropriately with unacceptable behaviour.
- Assisting with extra-curricular activities.
- Assisting in the maintenance of a safe and stimulating learning environment within the Geography Department.

In addition, to the specific duties outlined above you will be expected to carry out the duties of a Teacher as stated in the current School Teachers' Pay and Conditions Document.

These responsibilities will be reviewed in the light of the Academy's development plan and changing needs.

# Job Description

## Geography Subject Lead

Responsible to: Head of History/Geography

The subject lead of Geography has a key leadership role across the Academy and within Geography. S/he has a responsibility for helping preserve the existing strengths of St. Mary's Catholic Academy and providing day to day leadership in order that Geography can fully contribute to the Academy's Mission & Vision. These duties must be discharged in such a manner as to actively enhance the Catholic nature of the Academy and further develop its distinctive mission with the Catholic Church.

### Key Outcomes

1. A caring, Catholic ethos built on high quality relationships.
2. A shared vision throughout Geography.
3. A positive learning culture and consistently high standards of attainment and achievement throughout the learning house and its departments.
4. Independent and interdependent learners.
5. Elimination of all unsatisfactory teaching and increased proportions of excellent and very good teaching.
6. Elimination of all poor behaviour and increased proportions of excellent and very good behaviour.
7. An oversubscribed Academy with high numbers of post-16 students studying subjects within the learning house.
8. A well-disciplined and stimulating learning environment in which the unique talents and contributions of each individual is recognised and celebrated.
9. Promotion and safeguarding of the welfare of all students.

These key outcomes will be achieved by:

### A. Developing a Common Mission and Shared Vision through:

- Managing the continuous development of Geography through contributing to the departmental action plan development planning process that is fully congruent with the Academy's Development Plan.
- Managing effective formal and informal communication systems within Geography.
- Managing the active promotion of the Academy's Sixth Form to students taught within Geography who would benefit from a high quality post-16 advanced level education within a caring, Christian community.
- Implementing the Academy's agreed policies, systems and processes (for example Curriculum, Teaching & Learning, Assessment, Marking, Reporting, Gifted & Talented, SEN, Discipline, Rewards, Detention, Promoting Positive Behaviour, Activities & Events) as line manager to Geography teaching and support staff.
- Assisting, the Head of History and Geography, Senior Leaders/Headteacher, with the implementation of the Academy's agreed Personnel Policies (for example Performance Management, Disciplinary, Capability, Grievance and Sickness Absence Management) as line manager to Geography teaching and support staff as required.
- Implementing the Academy's Safeguarding Policies and procedures.

### B. Developing a commitment to learning in Geography by:

- Leading the development of transformational learning and teaching that produces consistently high levels of achievement for all, aspirational attitudes from staff and students and independent and interdependent learners (4Cs Learner).
- Managing the development of programmes of study, schemes of work and lesson plans, within Geography, which fulfil and enrich the requirements of the national curriculum, examination specifications requirements and assist in the development of students spiritually, morally and socially for a specific key stage.
- Leading the development of/maintaining an exciting extra-curricular provision within Geography.
- Managing student discipline within Geography through recognising and rewarding positive student behaviour and dealing appropriately with unacceptable behaviour using the Academy's agreed systems and procedures.

# Job Description

## Geography Subject Lead

### C. Leading the Development of Geography staff by:

- Assisting the Head of History and Geography with managing high quality professional development opportunities for Geography staff, including mentoring and coaching staff, newly qualified teachers and students on teaching practice.
- Assisting with the implementation of procedures for appointing staff to Geography.
- Implementing Performance Management Policy & procedures as the reviewer to members within Geography in the Performance Management Cycle and making pay progression recommendations as required.

### D. Monitoring, Evaluating and Challenging the work of Geography by:

- Supporting the Head of History and Geography with the process of validated self-review including:
  - o The annual review of examination results.
  - o The production and analysis of data sets and subsequent remedial actions required.
  - o The monitoring and evaluation of the quality of teaching and learning.
  - o The monitoring and evaluation of student progress.
  - o Student voice opportunities to enrich the data set available for evaluation.

### ADDITIONAL RESPONSIBILITIES

- Deputising for the Head of History and Geography.
- Assisting the Head of History and Geography with the effective and efficient deployment of Geography staff during the timetabling process.
- Co-ordinating all necessary administration with respect to examinations and departmental functioning to ensure it is carried out correctly and promptly.
- Managing the work to be completed by attached support staff.

In addition, to the specific duties outlined above you will be expected to carry out the duties of a Teacher as stated in the current School Teachers' Pay and Conditions Document.

These responsibilities will be reviewed in the light of the Academy's development plan and changing needs.

# Person Specification

## Teacher of Geography

The successful candidate will be someone with enthusiasm, initiative and very good subject knowledge. S/he will demonstrate a clear commitment to promoting the highest possible standards of achievement and developing excellent relationships with staff and students across the full age and ability range at St. Mary's. The person appointed will have a professional and personal profile that most closely matches the specification given below:

### QUALIFICATIONS

- Qualified teacher status at graduate level.
- Geography Degree/Degree containing substantial Geography element.
- Recent professional development/teaching placement relevant to the post.

### EXPERIENCE, SKILLS, KNOWLEDGE and APTITUDE

- A clear philosophy for the teaching of Geography.
- Knowledge of some strategies that will enhance learning and raise the attainment of all students in Geography.
- Ability to use Geography to transform learning.
- Effective communicator – verbally and in writing.

### PERSONAL QUALITIES

- Ability to form good relationships with both colleagues and students.
- Commitment to actively supporting the distinctive ethos of the school.
- Commitment to assisting with the development of extra-curricular activities.
- Resilience, commitment, ability to work under pressure and a sense of humour.
- An excellent attendance and punctuality record. (Please note that excellent attendance is considered to be 95% attendance over the past two academic years. Governors will take note of one off illnesses/absences and individual circumstances).
- High expectations of all students.
- Enthusiasm for career development.

The standard contact time for teachers is 42 out of 50 periods per fortnight (this will be adjusted for an ECT).

# Safeguarding Information

## Introduction

The Blessed Edward Bamber Catholic Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people in its schools. The Trust complies with the statutory legislative requirements and guidance that seeks to protect children, including 'Keeping Children Safe in Education' guidance. In order to meet this responsibility, we follow a rigorous selection process to discourage and screen out unsuitable applicants.

## Safer Recruitment

Job descriptions and person specifications make reference to safeguarding and child protection. All posts are subject to satisfactory completion of enhanced Disclosure and Barring Service certificate (DBS) checks. All advertisements include a safeguarding statement and commitment.

## Application Stage

All applicants are scrutinised to verify identity and academic qualifications, Professional references are requested using our standard pro-forma for short-listed candidates. As a minimum, references should be from the two most recent employers and a Parish Priest if applicable. References are checked against previous employment history and gaps in employment. Professional references must be obtained from work email addresses. Our standard reference proforma makes reference to suitability to work with children and young people. The application form requires applicants to complete a disclosure of any criminal convictions.

## Short listing

Only those candidates meeting the criteria outlined in the person specification will be shortlisted. All short-listed candidates will be subject to an online search as part of our safer recruitment due diligence.

## Interview

Shortlisted candidates will take part in an interview and selection process. Candidates will be asked to address any discrepancies or gaps in their employment history. Candidates will be reminded of their responsibility to disclose any criminal convictions if they have not already done so. Proof of identity, qualifications and right to work in the UK must also be provided at interview.

## Appointment

An enhanced Disclosure and Barring Service Certificate (DBS) will be required for all appointed posts. Other pre-employment compliance checks will be carried out. This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, online searches, medical check, evidence of qualifications plus verification of the right to work in the UK. For teaching positions, barred list checks and prohibition from teaching checks will also be carried out. For leadership positions, section 128 checks will be performed. All staff will receive a comprehensive induction programme covering all aspects of safeguarding and health and safety.

## Probation

All new staff will be subject to the trust probation procedures for a period of 6 months. The probation period is to enable the assessment of an employee's suitability for the job and which includes a review of the performance of new staff in relation to duties, skills, qualifications and experience outlined in the job description and person specification. This will also include an employee's suitability to work with children and young people and their commitment to safeguarding and child protection.

## Equal opportunities

BEBCMAT recognises the value of, and seeks to achieve a diverse workforce. BEBCMAT takes positive steps to create an employment culture in which people feel confident of being treated with fairness, dignity and respect, irrespective of their differences. The Trust is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.

## General Data Protection Regulation

BEBCMAT is committed to ensuring that the privacy of an individual is protected. By signing a contract of employment, the employee is agreeing to the Trust processing their personal data, including 'sensitive personal data' as defined in the General Data Protection Regulation (GDPR), for the purposes of the operation, management, security and/or administrations, as well as complying with applicable laws, regulations and procedures. The information you provide (except Equality Monitoring Information) may be shared with partner organisations that provide services to the Trust. A full list of these organisations is available on request from the CFO.



Blessed Edward Bamber  
**Catholic Multi Academy Trust**