



Teacher of Geography

Closing date: Monday, 12 October 2026







Welcome to Thomas's College

Thomas's College is a brand-new selective co-educational day and weekly boarding school for students from 11 to 18. Our school sits in a beautiful five-acre campus at the top of Richmond Hill, 15 minutes' walk from Richmond Station, with magnificent buildings surrounding a central garden. We have outstanding sports facilities a short drive away, with Richmond Park on our doorstep. The whole site is full of space and greenery.

We seek to offer a new approach to London independent education, built around the choices and interests of each individual, that combines the best of traditional excellence with radical innovation. We teach psychology to all students, we offer alternative qualifications alongside GCSE and A Level, we've changed the student journey to include a three-year Sixth Form - we're at the leading edge of educational reform.

Above all we offer a family atmosphere, full of heart, along with the passion and drive of an entrepreneurial start-up environment. It is a combination that we believe will bring our students benefits, in terms of their success, happiness and values, that will last lifelong. For staff, we hope that working at the College will be an experience they treasure throughout the course of their careers.



Vision and Aims

PART OF THOMAS'S LONDON DAY SCHOOLS

We are a family-run group of co-educational independent schools in central London, which seek to give an exceptional start in life to more than 2,000 children between the ages of two and eighteen. Every member of the Thomas's community is expected to live by our most important school rule, which is simply to 'Be kind'.



OUR VISION

Our vision is that every pupil at Thomas's develops core values and a strong sense of social responsibility; inner strength, outward assurance and positive physical and mental health; academic success and a wide range of skills, interests and attributes; curiosity about the world and a love of learning.

The overall goal of a Thomas's education is to equip all of our pupils with optimism and readiness for the future, to become net contributors to society, and to flourish as successful, conscientious and caring citizens of the world.



OUR AIMS

To achieve this vision, our aims at Thomas's College are:

- To provide an exceptional and innovative education to young people aged 11 to 18, founded on **breadth of experience and opportunity**
- To enable pupils to achieve **academic excellence** through a holistic approach that develops knowledge, skills, character and self-understanding
- To ensure that every member of our school communities learns and lives by a strong set of values, with **kindness at the heart**
- To support pupils to make meaningful choices about their future, fostering a sense of **purpose and personal ownership**
- To promote a **diversity of excellence** that encourages different types of intelligence, problem-solving and the ability to make connections

The Heads and Principals
Thomas's London Day Schools



The Role

OVERVIEW

All teaching roles at Thomas's College are built on three qualities above all: genuine subject passion; enthusiasm; and interest in and care for students.

Alongside this teaching at the College requires a delight in innovation, personal learning and development. Teachers will thrive on the intensity of the role while also being mindful of balance and their own wellbeing. One of our founding principles is breadth of provision and experience, and as with all subjects, we will always value flexibility and readiness to embrace innovative and cross-curricular ways of working.

The Geography department has a track record of academic success in the school, with an increasing number of pupils choosing the subject for GCSE and A Level every year. They create an inclusive, yet aspirational classroom environment where pupils thrive and develop their understanding of the world around them, enabling them to make informed decisions about the future of the world we live in.

The department currently runs at least one 'Awe and Wonder' or fieldwork trip per year group, ranging from our local area of Richmond to areas much further afield. A willingness to get involved in this is essential.

Students can also choose to be assessed by our bespoke assessment method, Thomas's Qualifications.

The successful candidate will be an exemplary teacher with a rich subject knowledge and the ability to inspire students to engage deeply in academic inquiry. They will also be keen to help develop the curricular and co-curricular departmental provision at this exciting time in the College's journey.

KEY RESPONSIBILITIES

- Teach Geography as stipulated, ensuring the highest standards as well as an enquiry mindset approach to teaching and learning
- Ensure effective assessment, tracking and reporting of pupil progress
- Maintain high standards of behaviour, safeguarding and professional conduct
- Adapt teaching to meet the needs of all learners
- Engage in ongoing professional development to maintain subject knowledge
- In most cases teachers are also expected to act as a tutor and mentor to students
- In addition, all teachers are also fully involved in wider school life, including a substantial commitment such as involvement in sports teams or equivalent, alongside support for the clubs programme

Person Specification

QUALIFICATIONS, EXPERIENCE AND SKILLS

- Evidence of subject and teaching expertise via good degree and teaching qualifications or equivalent
- Experience of teaching across all secondary year groups
- Evidence of interest in training and personal development
- Evidence of track record or potential as an excellent and innovative teacher capable of inspiring students
- Suitable for Early Career Teachers
- Outstanding verbal and written skills, with a high level of IT competence
- Excellent interpersonal and communication skills
- Ability to manage deadlines and projects with solid organisation
- Ability to work collaboratively in teams and lead projects as required
- Ability to plan effectively and readiness to improvise where plans need to change



ADDITIONAL PERSONAL ATTRIBUTES AND VALUES

Personal Qualities

- High levels of initiative and energy and readiness to work hard
- Ability to manage and thrive on intensity and tolerate and overcome frustrations
- Ability to exercise self-care and prioritise wellbeing
- Enthusiasm, positivity, a readiness to believe in and work towards the best
- Supportive, generous and sympathetic attitude
- Constructive and imaginative approach to problems
- Readiness to learn, share ideas and listen
- Willingness to adapt and change and demonstrate the growth mindset we encourage in students
- Motivated by high standards: taking satisfaction in doing things really well
- A sense of school spirit and recognition that positive and cheerful capability in the face of challenge is at the heart of strong communities
- Recognising the importance of work as a source of meaningful satisfaction and fun

Safeguarding and Young People's Interests

- A commitment to the highest standards of safeguarding in all aspects of practice
- Genuine interest in children and young people
- Genuine interest in pastoral issues and wellbeing
- Commitment to responding to and supporting each student as an individual

Teaching Attributes (Teaching roles only)

- Genuine love and passion for the area of subject expertise and interest in wider teaching such as PSHE and independent projects
- Genuine enjoyment in sharing knowledge with enthusiasm and consideration
- Readiness to be involved in co-curricular life, including a substantial commitment such as involvement in sports teams or equivalent, alongside support for the clubs programme
- Ability to treat each learner as an individual and find ways to support and challenge them
- Ability to build relationships with all students and readiness to listen and offer support and encouragement
- Ability to support, energise and inspire students across the age range of the College



KINDNESS



COURTESY



HONESTY



RESPECT



PERSEVERANCE



INDEPENDENCE



CONFIDENCE



LEADERSHIP



HUMILITY



GIVERS,
NOT TAKERS

Terms and Benefits

- **Competitive Salary & Benefits Package**
- **Contract:** Permanent, Part-time or full-time available (to be discussed at interview)
- **Expected Start:** January 2027
- **Location:** Thomas's College, Richmond

The role will be subject to the successful completion of the required employment checks, including an enhanced DBS and reference. Full details of all checks that will be carried out are detailed in our recruitment policy.



Key Dates

Applications are invited from experienced, dynamic and enthusiastic leaders excited by the scope of this opportunity. For further details visit the Thomas's London Day Schools website: thomas-s.co.uk/join-our-team or email hr@thomas-s.co.uk

To apply for this post please go to thomas-s.co.uk/join-our-team and click apply by 4pm on Monday, 12 October 2026. Should you wish to send a covering letter or supporting statement following your application, please forward it to hr@thomas-s.co.uk

The first round of interviews will take place on Friday 16 October 2026. Please note that referees will be contacted prior to the interview.

SAFEGUARDING

Thomas's London Day Schools are committed to safeguarding the welfare of children and young people and expect all staff, volunteers and visitors to share this commitment and work in accordance with our child protection policies and procedures.

All posts are subject to screening appropriate to the post including checks with past employers and the DBS service. The school will undertake online searches on shortlisted applicants and may require applicants to provide details of their online profile, including social media accounts. For details of the checks which will be undertaken as part of our recruitment process, please see our Safer Recruitment Policy which can be found here www.thomas-s.co.uk/policies/ under the 'Thomas's Policy' tab.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. As an equal opportunities employer, Thomas's is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity or marriage and civil partnership. Thomas's aspire to have a diverse and inclusive workspace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join the Group.





**Be Kind
Be Thomas's**