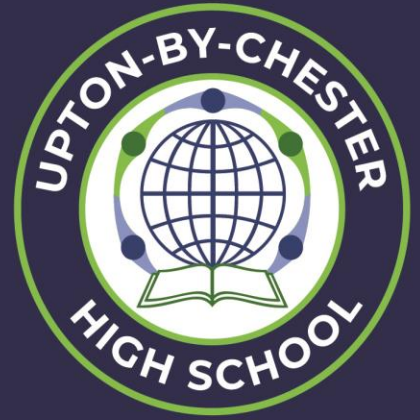


Learning to shape the future



Teacher of Geography

MPS or UPS as applicable

Part Time 0.6 FTE

Starting September 2026 for 1 Year

Deadline for Applications 1 May 2026

Learning to shape the future

# Welcome from the Headteacher

I would firstly like to thank you for your interest in a vacancy at Upton-by-Chester High School. The purpose of this information is to help you get to know more about our school and help you to decide if this is the right post for you.

Upton-by-Chester is a large and successful comprehensive secondary school located in Upton-by-Chester, an area on the outskirts of the wonderful city of Chester. Upton-by-Chester High School was established in 1968 and has gone from strength to strength over this time. We are a thriving, vibrant school with a proud record of academic excellence and success. Combined with our exceptional extra-curricular opportunities, we inspire our learners to flourish, no matter what their strengths and aptitudes. We are fully inclusive and open to young people of all abilities.

The school was inspected in February 2025. Inspectors found that;

"Pupils flourish in this school's nurturing and inclusive environment. Students in the sixth form are particularly appreciative of the school's support for their academic achievement and personal growth. Pupils develop positive relationships with staff. This helps them to feel known and cared for, despite the large size of the school. A culture of trust and respect is evident." (Ofsted 2025)

An exciting development for the school is being part of the School Rebuilding Programme. This means that between September 2025 and September 2028 the school will undergo a complete rebuilding programme to provide learners with brand-new indoor and outdoor facilities to support their learning. Details of the new build can be found on the schools 'New Build' webpage.

The school currently serves both the local community and an extended catchment area with learners attending the school from up to 40 individual primary schools.

There are currently 1750 learners on roll and the school is oversubscribed in a number of year groups. The school also has an outstanding Sixth Form (Ofsted 2015, 2019 and 2025).

Our school motto is 'Learning to Shape the Future'. This really does capture what is at the heart of the school. We ensure that every learner - whatever their previous attainment - will gain life-long enrichment and learning from the time they spend with us at Upton. Our approach is to provide opportunities that will capture the imagination of our learners and allow them to develop their knowledge, skills and understanding to be successful academically and socially. We will provide traditional academic subjects and vocational opportunities so we can support the learning needs of all our young people.

Upton-by-Chester High School is a great place to work. It is challenging, focused on teaching and learning and dedicated to the wellbeing of our learners. We have the highest expectations of all who work here and therefore, we are only looking for the finest staff to work with our learners. We know that our school can only be as good as the workforce within it.

The school is at an exciting stage of development within the changing educational landscape in England. If, prior to submitting an application, you would like to see for yourself why we believe Upton-by-Chester High School is a great school in which to work, then please let us know.



Lee Cummins  
Headteacher

Learning to shape the future



## About the role

### About the Role:

We require an enthusiastic, talented, and well qualified part-time teacher of Geography to join a consistently successful and highly motivated department.

The ideal candidate will teach mainly Geography to GCSE and may have the opportunity to teach at 6<sup>th</sup> Form level.

If you are passionate about making a difference to the lives of young people and committed to high standards, have vision, ideas, and initiative, then we are keen to hear from you.

Applications from ECTs as well as experienced teachers are welcome.

The post is subject to suitable references and the successful applicant will be required to obtain an Enhanced Disclosure from the DBS (Disclosure & Barring Service). Further information can be found at [www.gov.uk](http://www.gov.uk)

Our school is committed to Safeguarding and promoting the welfare of learners and young people and expects all staff and volunteers to share this commitment. As part of our Safer Recruitment process, shortlisted candidates could be subject to an online search.

### Role:

Teacher of Geography

### Position:

Part Time 0.6 FTE

Main or Upper Pay Scale as applicable

### How to apply:

Apply via My New Term [My New Term](#)  
CVs alone will not be accepted

### Closing Date:

Friday 1 May 2026

### Interviews:

Interviews to be held shortly after the closing date.

# Job Description Classroom Teacher

<b>Salary Range:</b>	MPR/UPR as applicable
<b>Reporting to:</b>	The Headteacher, members of the Senior Leadership Team (SLT) and the Governing Body
<b>Supervisory responsibility:</b>	The post holder may be responsible for the deployment and supervision of the work of teaching assistants relevant to their responsibilities

## Main purpose of the job:

- Be responsible for the learning and achievement of all learners in the classes taught ensuring quality of opportunity for all.
- Be responsible and accountable for achieving the highest possible standards in work and conduct.
- Treat learners with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position.
- Work proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interest of learners.
- Act within, the statutory frameworks, which set out their professional duties outlined in the current *School Teachers Pay and Conditions Document and Teacher standards*.
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school.

## Duties and responsibilities:

All teachers are required to carry out the duties of a school teacher as set out in the current *School Teachers Pay and Conditions Document*. Teachers should also have due regard to the Teacher Standards. Teachers' performance will be assessed against the Teacher Standards as part of the appraisal process as relevant to their role in the school. (see Performance Management Policy).

## Professional duties Teaching:

- Deliver the curriculum as relevant to the age and ability group/subject/s that you teach
- Be responsible for the preparation and development of teaching materials, teaching programmes and pastoral arrangements as appropriate
- Be accountable for the attainment, progress and outcomes of learners you teach.
- Be aware of learners' capabilities, their prior knowledge and plan teaching and differentiate appropriately to build on these demonstrating knowledge and understanding of how learners learn.
- Have a clear understanding of the needs of all learners, including those with special educational needs; gifted and talented; EAL; disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.
- Demonstrate an understanding of and take responsibility for promoting high standards of literacy including the correct use of spoken English.
- Set challenging learning objectives for learners of all backgrounds, abilities and dispositions, monitoring learners' progress and levels of attainment
- Make accurate and productive use of assessment to secure learners' progress.

# Job Description Classroom Teacher

- Give learners regular feedback, both orally and through accurate marking, and encourage learners to respond to the feedback, reflect on progress, their emerging needs and to take a responsible and conscientious attitude to their work and study.
- Use relevant data to monitor progress, set targets and plan subsequent lessons.
- Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding learners have acquired as appropriate.
- Participate in arrangements for examinations and assessments within the remit of the *School Teachers' Pay and Conditions Document*.
- Providing or contributing to oral and written assessments, reports and references relating to individual learners and groups of learners.

## **Behaviour and Safety:**

- Establish a safe, purposeful and stimulating environment for learners, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to learners' needs in order to inspire, motivate and challenge pupils.
- Maintain good relationships with learners, exercise appropriate authority, and act decisively when necessary.
- Be a positive role model and demonstrate consistently the positive attitudes, values, and behaviour, which are expected of learners at Upton-by-Chester High School.
- Have high expectations of behaviour, promoting self-control and independence of all learners.
- Carry out duties as directed and within the remit of the current *School Teachers' Pay and Conditions Document*.
- Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures. Staff must engage in regular safeguarding training provided by the school or other approved agencies.
- Maintaining health and safety, good order and discipline when leavers are engaged in any offsite activities.

## **Team working and collaboration:**

- Participate in any relevant meetings/professional development opportunities at the school, which relate the learners, curriculum or organisation of the school including pastoral arrangement and assemblies.
- Work as a team member to identify opportunities for working with school colleagues and sharing the development of effective practise with them.
- Contribute to the selection and professional development of other teachers and support staff including the induction and assessment of new teachers, teachers serving induction periods and where appropriate threshold assessments (line managers only).
- Ensure that colleagues working with you are appropriately involved in supporting learning and understand the roles they are expected to fulfil.
- Cover for absent colleagues within the remit of the current *School Teachers' Pay and Conditions* document.

# Job Description Classroom Teacher

## **Fulfil wider professional responsibilities:**

- Work collaboratively with others to develop effective professional relationships.
- Deploy support staff effectively as appropriate.
- Communicate effectively with parent/carers with regard to learners' achievements and well-being using school systems/processes as appropriate.
- Communicate and co-operate with other schools and colleagues within Upton-by-Chester High School and relevant external bodies.
- Make a positive contribution to the wider life and ethos of the school.

## **Administration**

- Register the attendance of and supervise learners, before, during or after school sessions as appropriate.
- Participate in and carry out any administrative and organisational tasks within the remit of the current School Teachers' Pay and Conditions Document.

## **Professional learning:**

- Regularly review the effectiveness of your teaching and assessment procedures and its impact on learners' progress, attainment and wellbeing, refining your approaches where necessary responding to advice and feedback from colleagues.
- Be responsible for improving your teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of your appraisal.
- Proactively participate with arrangements made in accordance with current Appraisal Regulations.

## **Other:**

- Staff must engage in regular safeguarding training provided by the school or other approved outside agency.
- To have professional regard for the ethos, policies and practises of Upton-by-Chester High School and maintain high standards in your own attendance and punctuality.
- Perform any reasonable duties as requested by the Headteacher.

## **Additional Duties/Specific Responsibilities:**

This job description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties, including the provision of high quality teaching and learning across the School and the pastoral care of the learners in their charge. To undertake any other duties as reasonably required by the Headteacher.

## Teacher of Geography Person Specification

### Inspiring learning, Shaping futures.

We are seeking a passionate and motivated Teacher of Geography to join our team. This is an exciting opportunity for committed professional to deliver high-quality teaching, inspire young people, and contribute to a vibrant extra-curricular programme.

### The Role

- ⌚ Deliver engaging and effective Geography lessons across the secondary age range.
- ⌚ Use assessment and data to monitor progress and plan targeted interventions.
- ⌚ Contribute to an inclusive and ambitious extra-curricular programme
- ⌚ Uphold high standards of teaching, learning, and behaviour.
- ⌚ Work collaboratively within a supportive team and wider school community.

### What We're Looking For

#### Essential

- ⌚ Geography Degree or related subject and Qualified Teacher Status (QTS).
- ⌚ Successful teaching experience in secondary/high school setting.
- ⌚ Strong knowledge of pedagogy and current best practice, including Assessment for learning.
- ⌚ Confident use of ICT and educational technology to enhance learning.
- ⌚ Excellent communication, interpersonal, and classroom management skills.
- ⌚ Enthusiastic, reflective practitioner with strong organisational skills.
- ⌚ A learner-centred approach and positive rapport with young people.
- ⌚ Commitment to high professional standards and the school's vision: **'Learning to shape the future'**

#### Desirable

- ⌚ Experience teaching Geography at examination level and A- level.
- ⌚ Further relevant qualifications or recent professional development.
- ⌚ Ability to lead or support extra-curricular activities.
- ⌚ Working knowledge of SIMS or similar systems.
- ⌚ Openness to innovation and new approaches.

**Evidence of required skills and attributes will be assessed through the application form, certificates, lesson observations, and interview**

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## About the Geography Department

Our curriculum prepares learners for the future with a wide breadth of topics. We ensure that all learners build a strong geographical foundation through acquisition of skills and knowledge. In line with the whole school curriculum in geography the continuum can lead some learners to choose the subject at GCSE.

In the Geography department we prepare learners to adapt to a changing world. The skills and knowledge acquired across our curriculum will allow our learners to demonstrate their cultural awareness, knowledge, and competence. Their cultural capital will essentially give them cultural mobility: being able to move and navigate through cultures and ideas and develop as young people.

### Department Staff & Responsibilities

**Mrs K Mitchell**  
Head of Department

**Miss L Richardson**  
2nd in Department

**Mr M Castles**

**Miss R Liggett**

**Mr D Morgan**

**Mr M Oakley**

**Mrs J Mallon**



# About the Geography Department

## Key Stage 3

Learners are taught a wide range of physical and human Geography units, providing a thorough understanding of places, processes, cultures, environments, and geopolitical issues.

## Key Stage 4

Learners follow the AQA Geography GCSE Specification, the units at KS3 intend to build an understanding from which they can build on throughout the two-year GCSE course. An important aspect of the course is the completion of fieldwork on the North Wales coast and in the local neighborhood. The course is assessed in three final exams.

## Key Stage 5

Learners follow the EDEXCEL Geography A Level Specification, building on knowledge and understanding from KS3 and KS4. The course takes learners through a wide range of current geopolitical issues across both physical and human units whilst also developing skills which many find useful in future careers. Fieldwork and research skills are an important element of the course, and learners will have opportunities to visit a range of different environments.



Learning to shape the future

# Safeguarding Young People

We are committed to the safeguarding and promotion of the welfare of children. In this light, we would like to draw the following matters to your attention:

**All appointments are made subject to:**

- An enhanced DBS disclosure;
- Checks of professional status;
- Confirmation of professional qualifications;
- Receipt of strong references (if not received by the time of interview); and
- Medical clearance

**We only accept applications completed on the Cheshire West and Chester Application Form with a covering letter. Please do not send CVs or open testimonials.**

**Please ensure that the application form is completed in full. You must ensure that a full work history is provided and that any gaps in your employment are fully explained.**

**The referees cited in your application form must include your employer from the last occasion in which you worked with children. If your last employment was in a school, we would expect a reference from the Headteacher and/or Deputy/Assistant Headteacher.**

**When seeking references, we will request information about your suitability to work with children.**

**If you are shortlisted, any anomalies in your application will be discussed with you at interview.**

We encourage you to pay close attention to these matters so that your application is not excluded unnecessarily.



# Procedure for Application

**For an application form and full information about the position, please visit the 'Vacancies' page on Upton High School's website:**

<https://www.uptonhigh.co.uk/page/?title=Vacancies&pid=46> and apply through [MyNewTerm](#).

**Completed applications should be returned no later than 1 May 2026, 12 noon.**

Interviews are planned to take place shortly after the closing date. If you have not heard from us within two weeks of this date, regretfully you must assume that your application has been unsuccessful on this occasion, in which case the Governors would like to thank you for your time and your interest in the school.

Please note that we are happy to arrange risk-assessed informal visits for prospective candidates before short-listing has taken place, also if you wish to have an informal discussion about the post in advance of your application, or if you require any further details, please contact Mrs S Lloyd, HR Manager.



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 [admin@uptonhigh.co.uk](mailto:admin@uptonhigh.co.uk)

Headteacher: Mr L Cummins B.Ed (Hons), M.Ed, NPQH

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