



**BRISTOL  
FREE SCHOOL**

Community, Ambition, Opportunity  
[www.bristolfreeschool.org.uk](http://www.bristolfreeschool.org.uk)

**RET**

RUSSELL EDUCATION TRUST



**Teacher of Geography**

**Permanent contract from 01/09/2026**

**Full time, MPS/UPS**

# Welcome

Thank you for your interest in BFS and taking the time to read the details of this exciting opportunity to join us in September as a Teacher of Geography.

BFS is a thriving oversubscribed school which has a successful Sixth Form of over 240 students. The school was founded in 2011 by a local group of parents who wanted a high performing school to serve the community of North-West Bristol. The school values of Community, Ambition and Opportunity are very important and we demonstrate them through our day to day work with young people. We are looking for staff to support us with these values and make a positive contribution to the life of the school.

You will join a strong and supportive team and a school that engages in regular and timely CPD.

Please spend some time reading our school website and newsletters to get a flavour of the vibrancy of BFS.

I look forward to hearing from you.

**Mrs Susan King**  
Headteacher



# Why work with *us* at BFS?

We will grow your career in an educational setting where you can make a difference.

## Our Geography Department:

The Geography department has 3 qualified geography teachers and is led by a Head of Department. The department has a strong uptake and outcomes at GCSE and A level and is ambitious to do even better.

In KS3/KS4 students are taught in mixed ability groupings. We support SEND learners through the use of Teaching Assistants and bespoke interventions.

Teaching and Learning is at the heart of what the department does and meetings provide regular CPD opportunities and allows the sharing of best practice.

The department has strong links with the University of Bristol and supports trainee teachers every year. The Geography team is part of a strong staffing team in the school and there are many opportunities to learn professionally across the whole school community.

## What we offer:

Bristol Free School is a successful and oversubscribed secondary school with Sixth Form situated in Westbury on Trym. We are a caring school with a highly qualified and exceptionally committed staff, who recognise the importance of creative and challenging teaching and high professional standards. All staff and students are greatly valued and emphasis on student and staff wellbeing is central to our culture.

At Bristol Free School, we are committed to the young people in our care. Our commitment encourages and inspires every child to fulfil their potential, we provide our students with the necessary skills to achieve academic and personal growth so they truly thrive, both socially and emotionally.

## The successful candidate can expect:

- A rewarding and dynamic job role making a real, lasting and positive impact on our school community
- Positive and inclusive working environment where well-being is central to our culture
- Employee Wellbeing Programme
- Career development, training
- Access to the Local Government Pension Scheme
- Free parking onsite



# Job Description: Teacher of Geography

Full time, permanent

## Core purpose:

- To secure progress for students in the School through the provision of high quality teaching and learning.
- All teachers at the School are required to work to the national professional standards for teachers.

## Objectives:

### Specific Responsibilities:

- Apply quality first teaching, leading to high standards in learning to ensure all students make progress.
- Use data to focus and target teaching.
- Be responsible and accountable for achieving the highest possible standards in students' work and behaviour.
- Treat students 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, other staff, parents/carers, governors and external agencies in the best interests of students.
- Take responsibility for promoting and safeguarding the welfare of children and young people within the school.

### General responsibilities (all staff):

- Assist in the delivery of the curriculum through the scheduled teaching programme and the provision of cover for absent teachers in emergencies
- Perform duties and attend meetings as reasonably required
- Assess and record pupils' achievements, to prepare reports and take part in parental consultations
- Participate in the School's Performance Management Scheme
- Undertake in-service training where required to keep abreast of developments in School initiatives, curriculum and subject areas
- Contribute to the school's pastoral system
- Observe and implement school and Trust policies and good practice
- Carry out such particular duties as the Headteacher may reasonably direct from time to time, in accordance with the Teachers' Pay and Conditions of Service Act 1987

Join *US*

# Person Specification: Teacher of Geography

## Qualifications and Experience

### Essential

- Qualified to degree level
- Qualified Teacher Status

### Desirable

- A degree in your specialist subject area
- Experience relevant to teaching in Geography
- Further evidence of continuing professional development
- A-level experience would be advantageous

## Knowledge, abilities and skills

### Essential

- Works effectively in a team
- Understanding of safeguarding in a Secondary school, knowing what constitutes appropriate and successful relationship with children
- Excellent classroom management and high standards of classroom organisation
- The ability to use assessment effectively to inform learning and teaching
- Ability and experience of developing an inclusive classroom with high standards of achievement for all learners
- Subject knowledge that covers KS3
- Successful in applying the principles of Assessment for learning in the classroom to raise attainment
- A positive approach to promote behaviour for learning
- Confident and competent user of ICT to enhance learning
- Creative approach to learning and teaching to engage and further student's interests

### Desirable

- Knowledge of the SEND Code Practice

## Attributes

### Essential

- High expectations and aspirations for all students
- Excellent interpersonal and communication skills
- The ability to use a variety of teaching strategies to engage all learners
- Commitment to an enriched curriculum through learning and teaching from first-hand practical learning experiences.
- Commitment to the welfare and safeguarding of all students
- Ability to work co-operatively within a team
- Display warmth, care and sensitivity in dealing with students
- Self-evaluative, reflective and adaptable to changing circumstances and new ideas
- Ability to enthuse, inspire and motivate

## Curriculum

### Essential

- Commitment to using the curriculum to inspire curiosity, thinking skills and independence.
- Planning and implementation of cross-curricular learning and teaching, especially the application of reading, writing and maths across the curriculum.
- Seeks innovative approaches to learning and teaching.
- Understanding of how the curriculum supports the ethos and values of the school.

# How to Apply:

Please submit your application online via MyNewTerm.

If you have any queries regarding the post, please email us at [vacancies@bristolfreeschool.org.uk](mailto:vacancies@bristolfreeschool.org.uk).

Closing date: Monday 16 March at 9am

**BFS celebrates and supports diversity and is committed to ensuring equal opportunities for both employees and applicants.**



## *Our* Benefits



**Flexible and Family Friendly Policies**



**Free Flu Jab**



**Employee Assistance Programme**



**Local Government Pension Scheme**



**Career Development/CPD**

# Introduction to Russell Education Trust

## Background to the Trust

Russell Education Trust is a multi-academy trust comprising five secondary schools and one primary school spread across the south of England.

The Trust is a family of faith and community schools with distinctive individual identities. Underpinned by a shared commitment to respect, responsibility fairness and equality, Russell Education Trust schools work together to achieve their vision of providing all students with an outstanding education.

The Trust is driven by the strong moral purpose of knowing, valuing and developing every student and member of staff to ensure that their potential is realised, and their ambitions achieved.



### Vision & Values

- Valuing People
- Pursuing Achievement
- Serving Communities

## Our *schools*

- Celebrate difference and diversity in an inclusive, socially responsible culture
- Deliver a broad, balanced, and ambitious curriculum:
  - centred on the core subjects of English, mathematics and science
  - supported by technology and computing
  - complemented by humanities, languages, arts and vocational subjects
- Provide a rich education that develops students' minds, beliefs, characters, skills and interests
- Equip students with the knowledge and skills for success in the modern world through examination success and personal development
- Uphold high standards of behaviour, learning and equality of opportunity for all students
- Nurture and develop their staff, through day-to-day support, high quality continuing professional development, cross-Trust collaboration and networking, and opportunities for career progression
- Are rooted within their local communities and seek to serve their particular needs.



# Russell Education Trust's Schools



## **Bristol Free School (established Sept 2011)**

'Leaders are ambitious for all pupils. The curriculum is designed to build knowledge over time. It helps pupils remember what they learn. Leaders have ensured that the curriculum is engaging for pupils, and that it promotes diversity. Teaching focuses on what pupils need to know and do. Teachers have strong subject knowledge and are keen to share this with pupils. They know their pupils well and use this knowledge to help them learn.'

Ofsted 2022

## **Elmlea Infant & Junior Schools**

'Pupils flourish at Elmlea Infant School. They achieve extremely well. Staff have high expectations for pupils' behaviour and conduct. Pupils feel safe and value the positive relationships they have with staff. Leaders are ambitious for what pupils with SEND can achieve.'

Ofsted 2023



## **Becket Keys Church of England School (established Sept 2012)**

'The headteacher's inspired leadership has quickly established a vibrant, orderly community which enables students to thrive. He ensures that a family atmosphere is fostered across the school in which all students feel cared for, and valued.'

Ofsted 2014

## **St Andrew the Apostle Greek Orthodox School (established 2015)**

'Students are making strong progress in a range of subjects. They value the leadership opportunities open to them. Students also appreciate the support and care they receive.'

Ofsted 2018



## **Kings School Hove (established Sept 2013)**

'Leaders have created a culture that extends far beyond the academic. Staff value each pupil and know them well. The provision for personal development is first class. It is promoted consistently across the school.'

Ofsted 2022

## **Turing House School (established Sept 2015)**

'The school has many strengths. Leaders have established an open culture at the school where there is a clear sense of teamwork and community across staff and pupils alike. Everyone takes pride in the school. It is a welcoming and vibrant place.'

Ofsted 2018

