



HARROW
SCHOOL

Appointment of
HEAD OF GEOGRAPHY

September 2026



APPOINTMENT OF HEAD OF GEOGRAPHY

The School seeks to appoint a full-time Head of Geography for September 2026. This post comes with a generous package including the following:

- Rent-free accommodation provided on the Hill;
- Health cover provided free of charge for you and at a reduced rate for any members of your immediate family that you may wish to add;
- Access to a generous education fund for any children you may have.

BACKGROUND

Harrow School is one of the world's most famous schools. Founded in 1572 by a local yeoman farmer, John Lyon, under a Royal Charter granted by Queen Elizabeth I, it is located on a 324-acre estate encompassing much of Harrow on the Hill in north-west London. Around 830 boys aged 13 to 18, from all over Britain and across the world, live in the School's 12 boarding houses. There are about 120 academic staff and over 500 support staff.



The academic curriculum for the first year (Year 9), which we call the Shell, is a foundation course in which boys study a range of subjects, including a choice of two languages. In the second and third years, Remove (Year 10) and Fifth Form (Year 11), boys study ten subjects to (I)GCSE. All boys are

expected to take at least four subjects in the Lower Sixth, and to engage with the School's Elective programme over the course of the year. In the Upper Sixth, they carry on with three or four subjects to A level. All Sixth Form boys work towards the Harrow Diploma in recognition of their commitment to the Super-Curriculum. Lessons are taught in the mornings Monday to Saturday, and in the afternoons of Monday, Wednesday and Friday.

Our Super-Curriculum encapsulates all those activities that foster academic endeavour beyond the measurable outcomes of examination results. It includes (but is not limited to) wide and habitual reading, extended project work, debate, public speaking, research, competitions, lectures, study trips and our Electives programme – off-piste courses that capitalise on our teachers' academic passions and are taught at Sixth Form through university-style seminars.

We have 12 boarding houses, each of which has a unique character and its own gardens and facilities. Each house accommodates on average 67 boys. Pastoral care is delivered by the House Master, Assistant House Master and Matron (all resident), as well as the year-group tutors and Health Education Tutors. Our Chaplaincy, full-time Psychologist and Pastoral Support Committee provide further layers of support.

Boys and teaching staff gather in Speech Room once a week. This is an important time for reflection, keeping abreast of news and events, and celebrating achievements. Harrow has a Christian foundation and ethos, meaning that Chapel also plays a significant part in our daily life. We have three Christian Chaplains (two Anglican and one Roman Catholic), as well as a Muslim and Jewish Chaplain. The majority of boys attend services twice each week. Boys of all faiths are welcome at services, where together we worship and contemplate important issues.

Harrow has a breadth of sporting opportunities to suit each boy's interests and ability. An extensive games programme includes approximately 30 sports. We hold afternoon games four times a week, as well as sporting fixtures against other schools and regular inter-house competitions. Our elite sportsmen have an impressive record and some go on to enjoy professional sporting careers. Our provision for the lower teams includes expert coaching.





A number of parents send their sons to Harrow because of our strong Music department. We aim to raise the best musicians to a very high level of skill, while involving every boy in enjoyable musical activity. Over half of our pupils learn an instrument and most of these are involved in ensemble work too, putting on more than 80 performances each year.

Harrow has a national reputation for drama. As well as teaching boys at every level in the School, the Drama and Theatre department stages a diverse season of School, house and boy-led productions each year in the state-of-the-art Ryan Theatre.

The Art Schools and Churchill Schools provide a rich education in Art and in Design Technology & Engineering. We offer specific tuition in painting, sculpture, photography and art history.

All boys are encouraged to join our many clubs and societies. Some are organised by academic departments or are related to games and sports; others are less easy to classify, such as the Debating Society, the Law Society and the Conservation group. Our close proximity to London means that we regularly attract excellent speakers. *The Harrovian* is the School magazine; edited by boys, it began life well over a century ago and appears every week during term time. Boys also help to run the School Farm. The Harrow Rifle Corps is one of the largest combined cadet forces in a school in the country and it has a proud record of preparing boys for scholarships in the armed services. We offer The Duke of Edinburgh's Award programme at all levels, with around 170 boys taking part annually.

Shaftesbury Enterprise encompasses all Harrow's philanthropic, charitable, outreach and partnership work, with the service work of the boys making up an important part. Through this initiative, all boys engage purposefully and genuinely with the local community. Harrovians give a great deal through Shaftesbury Enterprise, but they also receive plenty in return. It is not uncommon for boys to feel that their commitment to Shaftesbury Enterprise is one of the most valuable that they make at School.

Culturally, Harrow's way of life is steeped in tradition. From playing Harrow football and carving new boys' names on boards in the boarding houses, to singing Harrow Songs, wearing the straw hat and using our distinctive terminology, these customs have developed over centuries. They continue to pervade our community on the Hill and to bind us together in support and fellowship.

Harrow School is part of a much larger family, which is made up of John Lyon's Foundation, the Harrow International Schools, and the Harrow Club (a centre for sport and education for young people in Notting Dale that the Foundation helped to establish). John Lyon's Foundation is made up of a Charter Corporation comprising Harrow School, John Lyon School (a nearby day co-educational school) and John Lyon's Charity (a grant-giving charity that gives over £10 million a year to schools and other organisations in the boroughs of north-west London).

VALUES AND PURPOSE

Harrow seeks to appoint staff who live and work in accordance with our stated Values. These are **Courage, Honour, Humility** and **Fellowship**.

All members of staff at the School work to a single, uniting purpose: **to prepare boys with diverse backgrounds and abilities for a life of learning, leadership, service and personal fulfilment.**

Our statement of purpose has Harrow's boys at its heart and is borne out through our various areas of activity – teaching that helps boys achieve their best academically, pastoral care that matures them both emotionally and spiritually, and an co-curricular programme that develops their characters and interests.



THE TEACHING STAFF

We have a very friendly and increasingly diverse teaching staff, and a growing proportion are women. Some joined Harrow straight from university, others after taking a PGCE. Some have taught in an independent school before, others have not. What all of our teachers have in common is an enthusiasm for their subject and a willingness to be involved in the life of a boys' full-boarding school.

As the School has a duty to supervise pupils around the clock during term time, our teachers' responsibilities include caring for the boys at irregular times outside normal teaching hours. To facilitate this, and so that they can better perform their duties, teachers at Harrow are required to live in a house or flat allocated by the School. We maintain these properties free of rent and charges for teachers, and also pay for their water and council tax.

Harrow on the Hill is only 30 minutes from central London on the London Underground Metropolitan line but it has a rural feel; the streets resemble a village, and it is surrounded by woods and playing fields. It is a good place to bring up a young family – there are many children on the Hill and some excellent local schools.

The School has its own salary scale, with generous additional benefits including private medical insurance. Teachers are eligible for an allowance towards the cost of educating their children and can educate their sons at Harrow at a reduced rate. Bursaries are also available at John Lyon.



THE DEPARTMENT

The Geography Department at Harrow School is housed in the Churchill Schools building where colleagues routinely have their own classroom, access to a departmental library, office and resource room. All colleagues teach across the age and ability range, tending to specialise in either Physical or Human Geography in the Sixth Form. The department is a close team, sharing resources at regular departmental meetings and working together effectively both in School and in the field.

The department teaches all boys in the Shell (Year 9), of whom approximately 100 choose to continue to study the subject to GCSE. Uptake at A level is also healthy with over 40 boys each year typically taking the qualification. Boys study the AQA specification at GCSE and the linear OCR specification at A level. Excellent examination results are achieved at all levels. Boys regularly go on to study Geography at university, with between eight and twelve accepting offers in most years. A great deal of emphasis is placed upon the provision of fieldwork. Opportunities exist at GCSE to investigate urban change within the ward of Notting Dale, London, and changes in a fluvial environment on the River Chess. At A Level, candidates attend four day trips in urban and rural areas with the Field Studies Council to aid with the creation of a wide range of Non-Examined Assessments (NEAs). The Department has run trips to Iceland, Morocco, Jordan, and Switzerland in recent years.

As contribution to the School's super-curriculum, a variety of Electives are offered by the department, including Cultural Geography and Anthropology and the Geography of Disease. Further super-curricular input is made through the provision of the Junior Laborde Society and the Senior Geography Society, boy-led initiatives that arrange an array of lectures, debates and seminars across the year.



THE JOB

The successful applicant will:

- have overall responsibility for the teaching and administration of Geography at Harrow, within and outside the timetable;
- teach at all levels throughout the School;
- lead the department in maintaining the highest academic standards and developing best practice in the teaching of Geography;
- lead and develop the super-curricular provision of the department, which includes Electives, lectures and all other academic extension;
- lead the department's university preparation for boys applying for Geography and other similar courses;
- have oversight of the department's work with the Admissions department;
- attend Chapel regularly and Speech Room (assembly) once a week;
- be a tutor in a boarding House, supporting the House Master in the pastoral care of a group of boys in that House;
- contribute to co-curricular activities, which are an important part of boarding school life;
- teach PSHEE to tutees.

Support and training to achieve Qualified Teacher Status can be offered if required. We occasionally appoint Masters with outstanding qualities and a good degree who do not have a formal teaching qualification.



PERSON SPECIFICATION

All members of staff are expected to conduct themselves in line with the School's values: **Courage, Honour, Humility** and **Fellowship**.

The successful applicant for this role will demonstrate the following:

Professional Qualifications and Attributes

- Strong subject knowledge;
- Enthusiasm for the subject;
- High expectations of pupils;
- Strong inter-personal and communication skills;
- A creative mind;
- Impressive academic qualifications, including a good degree;
- Resonance with Harrow School's ethos; and
- An understanding of the full-boarding environment.

Personal Attributes

- Stamina and resilience;
- Tact and discretion;
- Integrity.





HOW TO APPLY

Please visit the School's website at www.harrowschool.org.uk/contact/work-at-harrow or click on the 'Apply to School website' button for more detailed information about the role and to complete our online form, which should be submitted by 8am, Friday 14 November 2025.

Informal enquiries about the role would be welcome: please contact the Head of Geography, Piers Lemoine (PSL@harrowschool.org.uk). Only those applicants best fulfilling the job and person specification will be shortlisted.

SAFEGUARDING AND CHILD PROTECTION

Harrow School is committed to safeguarding, protecting and promoting the welfare of children and you must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS). At interview, we will ask questions about child protection procedures and your suitability to work with children. All teachers at Harrow must comply with our Child Protection Policy Statement, which can be found on our website www.harrowschool.org.uk.

The position is subject to an enhanced DBS check.

In addition, the position will be offered subject to the receipt of satisfactory references, proof of qualifications and proof of right to work in the UK.

Copies of the School's *Recruitment, Selection and Disclosure Policy*, and *Privacy Notice for Job Applicants* are available on the School's website, alongside the candidate pack.

Harrow School is an equal opportunities employer.

