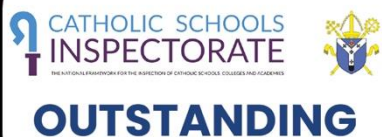




**RECRUITMENT  
PACK**

**ST JOHN FISHER  
CATHOLIC HIGH SCHOOL**

**Geography Teacher**



# Welcome to St John Fisher

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We are a thriving Catholic school community serving young people in the heart of Wigan.

We believe in delivering a challenging, broad and balanced curriculum underpinned by a strong faith experience and an excellent pastoral care system.

We believe every child deserves to feel safe and valued and, because of this, our young people flourish academically, socially and spiritually in our school.

Our mission statement, **Learning Together as a Community in Christ** encapsulates everything we do.

We promote a love of learning through our quality first teaching. We are a fully inclusive community which recognises the worth of every individual and we encourage all our community to be Christ-like - being respectful, polite, kind and aspirational.

**Could you be part of our team?**

Thank you for taking an interest in our school.

Alison Rigby

**Headteacher**



# Why work at St John Fisher?

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We have high expectations of our students and of our staff - people matter in our school. We expect our staff to be models of excellence and demonstrate a strong moral core and a professional work ethic. Staff are valued and supported in their pursuit of professional development. In return, we expect total commitment to our strong Catholic ethos and a relentless pursuit of aspiration for our young people - we want them to do their best and be their best.

We are a Good school, as judged by Ofsted in November 2021. Further, we are an Outstanding Catholic School, as confirmed by our Catholic Schools Inspectorate inspection within the new framework in June 2023.

We have a very supportive and experienced governing body who fully involves themselves in the life of the school and school improvement strategy.

It is an exciting time for our school community as our school was identified as one of fifty schools to be in the first stage of the Department for Education's new School Rebuilding Programme.

Following a two-year build, our new state-of-the-art school with a separate sports facility is now finished and we have just moved in!

Be part of something exciting...



# St John Fisher is part of the Liverpool Archdiocese

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The Archdiocese of Liverpool Education Department (Secondary) are a thriving family of 36 Catholic secondary schools and sixth form colleges who collaborate extensively and support each other. The group of schools and colleges are also supported by a unique diocesan school improvement service, the only one in the country. The schools and colleges are arranged in clusters which contain a mix of academies, local authority schools and religious order schools. St John Fisher is in the East cluster.

The archdiocesan school improvement service provides support with curriculum, attendance, behaviour, SEND and disadvantaged pupils. There is a full programme of activities throughout the school year for senior leaders, middle leaders (curriculum and pastoral) and other staff. Archdiocesan schools are also supported by the Teaching School who lead our SLEs and two teacher training organisations.

The school improvement service is part of the diocesan Education Department, staffed by professionals who provide support and advice to headteachers, governing bodies and clergy. The Department also provides guidance and advice to schools and colleges in matters including governance, staff recruitment, admission arrangements, religious education, and capital development.

As a Christian organisation, the archdiocese is committed to the wellbeing and development of all school staff; they support everyone in the schools and colleges to flourish and grow professionally and personally.

As part of the diocesan family, you will be part of a large organisation dedicated to transforming education through faith and innovation. As a teacher, you will have the privilege of shaping young minds and hearts, ensuring every child receives an education rooted in love, excellence, and hope.

More information can be found on the archdiocese website: [Education - A great Catholic education](#)



# What we do for the wellbeing of our staff

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- Commitment to Health Assured Employee Assistance Programme.
- Strong commitment to ongoing staff training and development including engagement in NPQ programmes and Masters accreditation.
- Strong and healthy relationships between SLT and staff.
- An appraisal process which recognises staff (teaching & non-teaching) contribution to school priorities and follows a developmental approach rather than performative.
- Recruitment of additional staff to strengthen the pastoral team.
- Reasonable expectations with regards to staff duty commitments.
- Strong commitment to reducing staff workload and decision-making processes consider staff wellbeing.
- High levels of staff consultation.
- Advance notice for staff with monitoring and evaluation tasks and a well-planned and transparent annual calendar.
- Regular information sessions for staff to help staff make informed career choices and feel supported in the school environment e.g. menopause, pensions etc.
- SLT are a visible presence around school both during lessons and in unstructured times of the day.
- Wellbeing weeks in school calendar to support staff in managing workload.
- Active social calendar for staff.
- SLT arrange detentions each Friday to reinforce standards.
- Support for staff spiritual development through school chaplaincy, regular Masses and liturgy.
- Birthday cards for every member of staff.
- Coffee Van every Wednesday to purchase food/drink
- Well-Being Action Group to voice any issues
- Discounted JD Gym Membership
- Discounted Wrightington Health Club & Spa Membership
- Blue Light Discount
- All Wigan Council Be Well Gym Membership
- Member of The Cinema Society (free/discounted cinema tickets)
- Health and Well-Being Hub
- Employee Assistance Programme
- Fisher Family Award every term



# Our Geography Department

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## **Our Curriculum Vision**

The intent of the Geography Department is to develop student awareness of the world around them and inspire pupils to make a difference. We want our young people to appreciate their natural environment and to take responsibility for their geographical futures. As a department, we seek to equip our pupils with the necessary skills and tools to achieve well at GCSE and prepare them for life post-16.

## **Staffing**

The Geography Department consists of four specialist teachers, including the Head of Geography. One member of staff teaches both Geography and History and is a Head of Year. The department has embraced national and whole-school initiatives and is constantly striving to improve pupil outcomes. There is an excellent learning atmosphere and quality-first teaching is common practice. The relationships between colleagues are strong and collaboration is a strength.

## **Curriculum and Specifications**

We aim to develop students' geographical skills at KS3 and broaden their knowledge of geography on a local, national and global scale. By the end of KS3, we want pupils to be confident young people with an awareness of current issues and developments. As well as this, students should understand the wider world and how it has been formed. At KS3, students study a wide range of human and physical topics such as extreme weather, globalisation, environmental management and climate change. The KS3 curriculum is sequenced to allow progression and to develop knowledge and understanding, along with the skills required to prepare students for GCSE. At Key Stage 4 we follow the AQA exam board specification. We have also incorporated fieldwork at KS3 to prepare them for their geographical fieldwork study in Year 10. Our current schemes were created through collaboration as a department.

## **Extra-curricular and Enrichment Opportunities**

Every two years, the department runs a trip to Iceland for up to 30 Year 11 pupils which is a fantastic opportunity to study real-life examples for their GCSE course, from tectonic processes to coastal erosion and the impacts of climate change. Year 10 students also attend a trip to Formby Beach and Southport as part of their GCSE course. Our KS3 fieldwork involves on-site studies, including a microclimate project. A member of the department team runs the Eco-Schools Council.

## **Environment and Resources**

The department has a wide variety of resources to ensure a supportive and engaging learning environment. The department is inclusive of all learning styles and goes to great effort to ensure that the curriculum is accessible to all. Each new classroom is fully equipped with an interactive screen and there is a wide range of learning aids such as maps, atlases and educational programmes. There is also access to laptops to enrich students' learning.

## **Professional Development Opportunities**

We are an innovative department and regularly update schemes of work using the latest evidence-based initiatives. Colleagues participate in whole school Inset, whilst the Head of Department attends the Wigan and Liverpool Archdiocese network meetings. Colleagues within the department are also encouraged to develop professionally through various programmes. Recent examples include the NPQSL, AQA exam board training and exam board marking. There is also the opportunity to share best practice and learn from other colleagues through our peer-to-peer observation programme.

# Geography Teacher

## Job Description: Classroom Teacher

Post:	Geography
<b>Responsible to</b>	<ul style="list-style-type: none"> <li>• Headteacher, SLT link, Head of Geography.</li> </ul>
<b>Achievement of pupils</b>	<ul style="list-style-type: none"> <li>• To take account of their starting points, the proportion of pupils making and exceeding expected progress is high.</li> <li>• To ensure pupils make rapid and sustained progress across the subject and learn exceptionally well.</li> <li>• To ensure pupils' literacy is developed and opportunities for wider reading across the subject are promoted.</li> <li>• To ensure all pupils acquire knowledge quickly and develop their understanding rapidly in the curriculum area and opportunities are provided to ensure that they are exceptionally well prepared for the next stage in their education, training or employment.</li> <li>• To ensure the learning, quality of work and progress of groups of pupils, particularly those who are disadvantaged, those who have special educational needs and most able show that they achieve exceptionally well.</li> <li>• To maintain standards of attainment of all groups of pupils at least in line with national averages with many pupils attaining above this. Particular focus is on closing the gap rapidly.</li> <li>• To pursue excellence, demonstrated by an uncompromising and highly successful drive to strongly improve, or maintain, the highest levels of achievement and personal development for all pupils over a sustained period of time.</li> </ul>
<b>The Quality of Teaching</b>	<ul style="list-style-type: none"> <li>• To be able to teach in all key stages outstanding and never less than consistently good.</li> <li>• To have consistently high expectations of all pupils.</li> <li>• To plan and teach lessons that enable pupils to learn exceptionally well.</li> <li>• To systematically and effectively check pupils' understanding throughout lessons, anticipating where they may need to intervene and doing so with notable impact on the quality of learning.</li> </ul>

Continued...

	<ul style="list-style-type: none"> <li>• To plan the teaching of reading, writing, communication and mathematics which is highly effective and cohesively planned and implemented across the subject.</li> <li>• To provide consistently high-quality marking and constructive feedback which ensures pupils make rapid gains.</li> <li>• To use well-judged and often inspirational teaching strategies, including setting appropriate personal study that, together with sharply focused and timely support and intervention, match and differentiate accurately for individual needs.</li> </ul>
<p><b>Behaviour and Attitudes</b></p>	<ul style="list-style-type: none"> <li>• To create and maintain a positive learning environment and therefore pupils' attitudes to learning are consistently positive and low levels of disruption are rate.</li> <li>• To expect pupils to have pride in their work which is shown by their excellent conduct, manners and punctuality.</li> <li>• To demonstrate skilled and highly consistent behaviour management which makes a strong contribution to an exceptionally positive climate for learning. Where there are challenges in behaviour, to proactively seek support in securing excellent strategies for improvements in behaviour over time for individuals or groups with particular behaviour needs.</li> <li>• To ensure all groups of pupils feel safe at school, in the department and classrooms at all times.</li> <li>• To ensure pupils understand very clearly what constitutes unsafe situations and are highly aware of how to keep themselves and others safe, including in relation to e-safety and positive behaviours within the classroom.</li> <li>• To use highly successful strategies for engaging with parents for the benefit of pupils, including those who find working with the school difficult.</li> </ul>
<p><b>Professional Requirements</b></p>	<ul style="list-style-type: none"> <li>• To carry out other reasonable tasks from time to time as directed by the Headteacher</li> <li>• To contribute to the strategic direction of the school they adhere to the school's Code of Professional Standards and arrangements for safeguarding pupils are met.</li> <li>• To model professional standards in all your work and demonstrate high levels of respect and courtesy for pupils and others.</li> </ul>
<p>This appointment is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the required standards for Qualified Teacher Status, other current educational legislation and the school's articles of governance. Candidates should also</p>	

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refer to the most up to date Teacher Standards for the generic responsibilities of a main pay scale teacher.

This job description may be amended at any time following discussion between the Headteacher and member of staff and will be reviewed annually.

**The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.**

**The successful applicant will be subject to an Enhanced DBS disclosure**



# Geography Teacher

## Person Specification: Classroom Teacher - Geography

The Person Specification is an important part of the recruitment process. It should be read carefully as it will form the basis of shortlisting and ultimately, appointing the successful applicant. You must demonstrate therefore how you meet each of the following criteria in your application.

**The Governing Body is seeking to appoint a person who possesses the following qualities and skills:**

Minimum Essential Requirements			
<b>To be able to share and support St John Fisher's mission and vision</b>			
1. Skills and Knowledge		Essential	Desirable
1.1	Ability to work effectively within a team environment, understanding teaching roles and responsibilities.	•	
1.2	Excellent classroom practitioner; at least consistently good teaching skills and an ability to enthuse and engage pupils.	•	
1.3	Understanding of current issues and educational research relating to the teaching of Geography.	•	
1.4	Ability to form and maintain appropriate relationships and personal boundaries with staff, parents, children and young people. Act as a role model to staff and pupils.	•	
1.5	Excellent time management and personal organisational skills.	•	
1.6	Excellent interpersonal and communication skills.	•	
1.7	Excellent ICT skills; the ability to use new technology effectively to enhance learning.	•	
1.8	An ability to improve their own practice through observations, evaluations and discussions with colleagues.	•	
1.9	An ability to generate engaging resources and share them with colleagues.	•	
1.10	Demonstrate a resilience, motivation and commitment to driving up standards of achievement of pupils of all aptitudes and abilities.	•	
1.11	Ability to use pupil data to target set and inform planning and intervene.	•	
2. Experience and Qualifications			
2.1	Qualified Teacher Status.	•	

Continued...

2.2	Honours Degree in a Geography/Humanities-related subject	•	
2.3	Commitment to regular and on-going professional development and training to establish outstanding classroom practice.		•
2.4	Commitment to continued involvement in educational action research and its application in the learning of young people and teaching craft especially in relation to literacy and reading.		•
<b>3. Professional Values</b>			
3.1	A growth mindset and an excitement about learning new things.	•	
3.2	Very high expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic background and a commitment to raising their educational achievements.	•	
3.3	A commitment to equal opportunities.	•	
3.4	A willingness to promote the Catholic ethos of our school.	•	
3.5	Demonstrate and promote the positive values, attitudes and behaviour they expect from the pupils with whom they work.	•	
3.6	To deliver extra-curricular activities	•	
3.7	A good sense of humour and highly enthusiastic about working with young people.	•	



# Application Process

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## Visits

If you would like to come and visit our school to help you in your application please contact us on [recruitment@sjf.wigan.sch.uk](mailto:recruitment@sjf.wigan.sch.uk)

## Applying for the role:

Please use the following links to access the appropriate forms and guidance;

Teacher Application Form - [Click here](#)

Application Forms and GDPR Guidance - [Click here](#)

Recruitment Monitoring Form - [Click here](#)

Rehabilitation of Offenders - [Click here](#)

## Timescale

The deadline for all applications: **Monday 12 May 2025 at 12 noon**

Interviews: **Thursday 15 May 2025**

## Further Help

If you have any questions or issues with your application please email [recruitment@sjf.wigan.sch.uk](mailto:recruitment@sjf.wigan.sch.uk)





# ST JOHN FISHER

## CATHOLIC HIGH SCHOOL

[www.sjfhs.co.uk](http://www.sjfhs.co.uk)

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Learning together as a community in Christ