



Ibstock Place

CO-EDUCATIONAL DAY SCHOOL



Information for Candidates

Head of Geography

Head's Welcome



Thank you for your interest in joining our team. This is an opportunity to play an integral role in a school with a rich history at the vanguard of educational change. We have a powerful sense of the way in which we shall develop in the decades to come and we seek energetic professionals to join us and to help us to build and realise our vision.

We take pride in a school culture which is inclusive, and which is both forward looking and rooted, dynamic and yet caring. Through our rigorous and imaginative curriculum and a highly responsive pastoral system, we engender in our pupils the courage and ambition which

they will need to succeed and to play a constructive role in their wider community and society.

Our staff are the School's most valuable asset and we aspire to create a sector-leading environment in which they can work. We are committed to a thoughtful process of continuing professional development and we create multiple pathways for our colleagues to progress in their knowledge, skills and experience. We are fortunate to have built a strong sense of loyalty amongst our colleagues and we regard the stability of our staff body as a major strength. Many of our employees have built successful careers with us over a protracted period and the sense of community amongst us is strong. Opportunities for promotion and advancement are plentiful. Professional fulfilment is key to staff wellbeing, but so too is access to a range of additional benefits and we are responsive to this too – the happiness of its staff is critical to any organisation's ultimate success.

Ibstock is without a doubt the most dynamic and the most interesting school in which I have worked through my career. I hope that you will be inspired to join us and to make your own contribution to our evolving mission and journey.

Chris Wolsey
Head

About the School

Ibstock Place School is an independent co-educational day school affiliated to HMC, the Head's Conference and to IAPS, the Independent Association of Prep Schools. We occupy a beautiful and well-appointed ten-acre site on the edge of Richmond Park in South-West London.



Established in 1894, we have championed the merits of co-education since our foundation. The School was originally created to showcase the ideas of a progressive German educationalist, Friedrich Froebel and, early on, it specialised in Early Years education. Indeed, it was Froebel who coined the term Kindergarten. While EYFS provision remains an important part of our provision, we have grown considerably since 1894 and we now provide an integrated pathway for our pupils all of the way from 4 to 18 years. We are heavily oversubscribed, and we currently educate around 1100 young people. We have major points of entry at 4+, 7+, 11+ and 16+ and a thriving Sixth Form of around 200 pupils. Our catchment area is steadily growing and our pupils join us from a wide range of both maintained and independent schools.



Academically, the School is strong and we routinely appear in the upper reaches of newspaper league tables, both for GCSE and A Level outcomes. About 80% of our pupils move on every year to Russell Group universities, including Oxford and Cambridge. There is also growing interest in higher education pathways outside of the UK, including those in North America.

Our curriculum is broad and balanced. We seek a unique synthesis of learning which combines the best traditions of a liberal and humane education with an outlook which is forward-looking and dynamic. We have invested heavily in new technology in recent years and we seek to be at the forefront of educational change.



About the School

We recognise that AI will re-shape the landscape of schools in the decades to come and we are taking steps to ensure that we are well-placed to benefit from it. We understand too the importance of a strong co-curricular offer – from our inception, we have been convinced of the virtues of a “whole education”. Our pupils can access over 140 different clubs and activities and we have exemplary provision in sport, music, drama, dance and debating. In the Senior School, the Duke of Edinburgh Award Scheme is notable for its strength and quality of provision. We expect all teaching staff to make a meaningful contribution to it.

Our pastoral system is exceptionally well-developed and responsive to the individual needs of our pupils. The work of our pastoral teams is supplemented with a class-leading pupil counselling service which we run in collaboration with The Soke, a specialist mental health and wellbeing provider based in South Kensington.



We are committed to the integration of pupil voice in the life of the School and our prevailing organisational culture prioritises the importance of listening, just as it does the celebration of our diversity and the affirmation of our pupils’ achievements. The same extends to our other stakeholders – our parents and, of course, our staff.



As a charity, we work hard to ensure public benefit. In addition to a generous and expanding programme of bursaries to support pupils for whom an independent school education would ordinarily be out of reach, we sustain a burgeoning partnership programme with many local state schools and community organisations. In addition to the frequent sharing of our facilities, we undertake a wide variety of projects across all aspects of our operation which ensure that in Roehampton and beyond, we are a force for good. For more details of our work, see www.schoolstogether.org and search for Ibstock Place.

We are ambitious for our future. We have grown considerably in recent years – in size most certainly, but also in terms of our profile and our achievement. Our ambition is to build yet further upon this recent success and to become the leading co-educational independent day school in London.

About the Role



We are seeking to appoint a dynamic and inspirational **Head of Geography**. The successful candidate will lead this thriving Department with purpose and will build on the outstanding legacy of the current incumbent. It is a full-time position and the successful applicant will be able to teach across the Senior School age range (11-18 years), including the preparation of pupils for GCSE and A Level examinations in the subject. The post is suitable either for a candidate with prior managerial experience, or an experienced classroom practitioner who now seeks their first step into subject leadership.

Our Geography Department sits within the Faculty of Humanities and is a very popular subject at this school. We follow a 'home grown' enquiry-based course in Year 7-9, incorporating core geographical ideas and skills within a contemporary framework. We are one of the school's most popular optional subjects at GCSE and follow the Edexcel IGCSE course. Take-up into the Sixth Form is also buoyant and here we follow the AQA specification.

Each year, around 60% of pupils progress into higher education to read Geography or related degrees. Examination outcomes at both IGCSE and A Level are consistently strong and we also have recent Oxbridge successes. A team of seven delivers the Geography curriculum across the 11-18 age range.

Each 'A' level group is shared between two teachers and there is the flexibility to teach both human and physical units within this framework. The Department supplements its classroom provision with a growing programme of fieldwork; we are wonderfully sited to take advantage of London's varied potential and we also visit Guildford and the Dorset coast. Additionally, we offer optional overseas trips at GCSE and VI form; current destinations are Italy and Iceland respectively.

About the Role



Teaching staff are expected to be in School between 08:00 am to 16.00 however, hours are as required to fulfil the duties of this role, both before and after school hours.

Ibstock operates a six-month probationary period for teaching roles.

Job start date - Autumn Term 2025

Salary for this role will be competitive (depending on skills and years of experience).

Deadline for application - **9 February, 2025**

Responsibilities

General Teaching Responsibilities at IPS:

- Promoting the general progress and wellbeing of individual pupils and of any class or group of pupils assigned to him/her;
- Promoting and safeguarding the welfare of children and young persons for whom he/she is responsible and with whom he/she comes into contact;
- Providing guidance and advice to pupils on educational and social matters and their further education and future careers, including information about sources of more expert advice on specific questions; making relevant records and reports;
- Making records of and reports on the personal and social needs of pupils;
- Communication and consulting with the parents of pupils as directed by the Senior Management Team;
- Attending assemblies, registering the attendance of pupils and supervising pupils, whether these duties are to be performed before, during or after School sessions;
- Communicating and co-operating with relevant outside organisations;
- Participating in meetings arranged for any of the purpose described above;
- Contributing wherever appropriate, to wider life of the School.



Specific:

- Planning and preparing courses and lessons in Geography;
- Leading, coordinating or managing the work of other teachers;
- Offering leadership in the review and management of the activities relating to the curriculum, assessment, organisation and pastoral functions of the School, in keeping with Ibstock's Mindsets (our learning framework);
- Teaching the pupils according to their educational needs;
- Organising and participating in co-curricular activities;
- Contributing to the induction and assessment of new teachers and initial teacher training;
- Participating in administrative and organisational tasks related to such duties as are described above;
- The ordering and allocation of equipment and materials.

Responsibilities

Assessment and reports

- Providing or contributing to oral and written assessments, reports and references relating to individual pupils and groups of pupils.

Appraisal/ Training and Development

- Participating in arrangements made by the School for appraisal;
- Reviewing from time to time methods of teaching and programmes of work.

Educational Methods

- Co-operating with the Head of Humanities and the Senior Management Team and other teachers and the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment, and pastoral arrangements.

Discipline, Health and Safety

- Taking responsibility for Geography's Health and Safety Policy and relevant risk assessments.
- Maintaining good order and discipline among the pupils and safeguarding their health and safety both when they are authorised to be on the School premises and when they are engaged in authorised School activities elsewhere.



Faculty Meetings

- Participating in meetings of the Faculty which relate to Geography or the administration or organisation of the School, including pastoral arrangements.

Cover

- Supervising and, so far as predictable, teaching any pupils whose teacher is not available to teach them.

Public Examinations

- Participating in arrangements for preparing pupils for public examinations and in assessing pupils for the purposes of such examinations; recording and reporting such assessments and participating in arrangements for pupils' presentation for and supervision during such examinations with both internal and external regulations.

Person Specification

Qualifications	
A good degree from a recognised university	Desirable
Further qualifications in an area related to this post	Desirable
Experience, Knowledge and Understanding	
The ability to communicate confidently with colleagues at all levels across the school, including governors	Essential
High level of professionalism, diplomacy, discretion and the ability to maintain confidentiality	Essential
Strong organisation and time management skills	Essential
Ability to communicate effectively with a wide range of audiences, in writing and verbally	Essential
Excellent interpersonal and relationship-building skills	Essential
The ability to work on their own initiative	Essential
The ability to prioritise effectively, multi-task and work to deadlines	Essential
Strong IT skills	Essential

Person Specification

Personal attributes	
Commitment to safeguarding children and young people	Essential
Calm, approachable and professional manner	Essential
Self-motivated and able to work under pressure	Essential
Ability to inspire confidence in a wide range of stakeholders	Essential
Ability to work autonomously and as part of a busy team	Essential
Resilient with a 'can do' attitude	Essential
Willingness to express an independent viewpoint within a team environment	Essential
Willingness to commit to the School's aims and values, and to be involved in its full spectrum of operation	Essential
Commitment to equality, diversity and inclusion	Essential

Staff Benefits



Our aims and ethos

At the heart of our educational philosophy are five core values, which guide every aspect of our School community. These serve as the bedrock of our culture, shaping the attitudes, behaviours and aspirations of pupils, staff and parents alike.

A joyful, nurturing culture

Ambition to achieve

Rooted in kindness

An inspiring place to flourish

Feet on the ground, eyes on the future

Visit our website to find out more:
www.ibstockplaceschool.co.uk

Staff benefits include:

- Cycle to work scheme
- Free breakfast and lunch (in term time)
- Defined contribution pension scheme for teaching staff and a pension scheme for support staff
- Commitment to training/development
- 5.6 weeks annual leave
- Access to BUPA Employee Assistance Programme, including counselling services
- Staff Yoga and use of the swimming pool (at designated times)
- Access to the School's BUPA health cover scheme (this is deducted monthly via payroll)

The Application Process



How to apply

To apply for the role, please complete our application form and submit it, by email: recruitment@ibstockplaceschool.co.uk

Shortlisted applicants will be invited to attend interview.

The school reserves the right to interview and make an appointment before the closing date.

Note that all offers of appointment are conditional until the satisfactory completion of mandatory pre-employment checks.

Ibstock is committed to safeguarding and promoting the welfare of children. For further information on our Child Protection policies, please see [here](#). Safeguarding checks with the Disclosure and Barring Service will be undertaken. It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children.

This post is exempt from the Rehabilitation of Offenders Act, 1974 and the amendments to the ROA 1974 (Exceptions Order 1975, amended 2013 and 2020). For details see [here](#)

Note that, in accordance with Keeping Children Safe in Education 2024, shortlisted candidates are required to declare any past convictions. Online searches will also be conducted on shortlisted applicants as part of our due diligence process.

At Ibstock, we embrace and celebrate difference. We are proud to be an equal opportunity employer and do not discriminate against any employee or applicant based on their age, disability, gender, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. To ensure this, all positions are subject to blind shortlisting.

Ibstock Place School



An inspiring
place to
flourish

- 1 Dance Studio
- 2 Macleod House
- 3 Priory Wing
- 4 Theatre
- 5 Wellbeing Centre
- 6 Drama Studio
- 7 Armadillos
- 8 Clarence Wing
- 9 Bicycle park
- 10 Orchard
- 11 Priestman House
- 12 Roberts House
- 13 Swimming Pool
- 14 Hardcourt
- 15 Rose Garden
- 16 The Innovation Centre
- 17 The Refectory
- 18 Terrace
- 19 Main House
- 20 Footbridge
- 21 Sports Hall
- 22 Climbing Wall
- 23 School of Art & Design
- 24 Multi Use Games Area
- 25 Forest School
- 26 School of Music
- 27 Sports Pitches



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