



**West Kirby**  
Grammar School

## **Head of Geography**

January 2026

TLR 2c

Graham Road, West Kirby, Wirral. CH48 5DP

[www.wkgs.org](http://www.wkgs.org)

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# Advertisement

## Head of Geography

January 2026



### Head of Geography

#### **Full-time, Permanent. Required for January.**

The Governors of this exceptional Grammar School wish to appoint a well-qualified and enthusiastic Head of Geography. This vacancy has arisen following the current post-holder's decision to pursue an exciting, once in a lifetime opportunity outside education, of which we are fully supportive.

The ability to teach Geography at both GCSE and A-level is essential. A strong degree in Geography with the confidence to teach Physical Geography at A-level is sought, although candidates with expertise in other areas are very welcome to apply.

The Geography department at WKGS is a vibrant and dynamic place to work. We are seeking an inspiring individual to lead with energy and creativity, fostering a passion for geography and global understanding within our student body. Central to this role is a commitment to learning outside the classroom: we are looking for a colleague who can provide students with opportunities to see their geographical learning in action through trips, fieldwork and innovative extra-curricular initiatives.

At GCSE, students follow the AQA specification across a two-year KS4 programme. At A-level, students follow the Pearson specification and benefit from twelve 50-minute lessons per fortnight. Geography is a popular and successful subject at WKGS, with 81% of GCSE students achieving grades 9–7 and 73% of A-level students achieving grades A\*–B in 2025. The department prides itself on its commitment to providing enriching learning experiences beyond the classroom with many students opting to study the subject at top universities.

West Kirby Grammar School is a highly successful selective girls' school with a coeducational Sixth Form. There are approximately 1,200 students on roll, and results are exceptional. In 2025, at GCSE 22% of all grades were at grade 9 and 44% at grades 9–8. At A-level, 65% of grades were A\*–B, with the average grade being a B. The school was ranked 23rd nationally among state schools in the Telegraph's annual rankings, placing us 1st among all state schools in Wirral, Merseyside and Chester.

Further information and an application form are available on the school's website ([www.wkgs.org](http://www.wkgs.org)) or by contacting the School on 0151 632 3449. A completed application form and a letter (no longer than two sides of A4) addressing the person specification should be submitted to [office@wkgs.net](mailto:office@wkgs.net) for the attention of Mr S. Clarke, Headteacher.

**Closing date:** Wednesday 22 October at 9am

**Anticipated interview date:** Thursday 23 October

Mr S Clarke

Headteacher

# Job Description

## Head of Geography

January 2026



Job title: Head of Geography

Reporting to: Deputy Headteacher

Grade: TLR 2c

### General Management Duties

To provide successful leadership and management to build and maintain an effective teaching team which continually enhances the quality of education. This post includes management of GCSE and GCE Geography as well as the overall operation of the department.

### Leadership

To inspire department members by personal example and hard work and effectively manage the teaching and support staff within the department.

To create a vision, sense of purpose and pride in the department.

To co-ordinate the production and maintenance of required department documentation and policies, and to implement, monitor and evaluate their impact.

To be responsible for continuously improving the quality of education in the department, ensuring curriculum intent, implementation, and impact meet high standards.

To champion equality, diversity, and inclusion in all departmental practices.

To maintain discipline in the department, including supporting staff during lessons when appropriate.

To play a major role as a middle leader in the development of all aspects of the school, including its policies and their implementation.

To develop and maintain effective methods of communication with department members, including SLT, other staff, students, parents, governors, external agencies, and the wider community.

To identify and celebrate success for individual teachers and the department.

To ensure effective coaching and mentoring of departmental staff to meet whole-school priorities.

To make effective use of data to monitor and evaluate the attainment of students in the subject.

To initiate/maintain the provision of extra-curricular activities.

### Curricular/Departmental Development

To ensure that the Geography department delivers a curriculum that is in line with the whole school curriculum intent and enables all students to make maximum progress.

To undertake departmental evaluation and review within the school's evaluation cycle.

To develop comprehensive schemes of work to facilitate the effective delivery of the curriculum, providing a rich experience for students, and to incorporate a variety of assessment methods to enable students to maximise their progress.

# Job Description (Cont.)

## Head of Geography

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To integrate opportunities for fieldwork and external visits that enhance students' understanding and engagement with Geography.

To promote geography as a subject that fosters local and global awareness, emphasising sustainability and community connections.

### Liaison / Communication

To meet regularly with the department members to develop effective departmental management.

To oversee and monitor the accuracy of exam entries and dates and to work effectively with the Examinations Manager.

To act as the initial person for others to contact regarding all issues relating to the subject.

To liaise with other curriculum leaders to develop integrated schemes of work, e.g., Numeracy, Literacy, SEND, and Computing.

To inform staff about new developments and ideas related to the subject and the department.

To manage the provision of information to parents/carers and other staff about curricular choices, and choices of teaching groups for individual students and groups of students.

To provide helpful and accurate responses to parent/carer enquiries.

### Professional Development

To provide or organise in-service training for the department staff as appropriate.

To have day-to-day responsibility for the monitoring, support, and assessment of trainee (ITT) and Early Career Teachers (ECTs).

To identify development opportunities for staff within the department and through external agencies.

To delegate tasks in a way which maximises the use of available talent, experience, and enthusiasm and provides development opportunities for all staff.

To use the Performance Management cycle to assist in enhancing the professional development aspirations of colleagues.

To personally keep up to date with developments and new ideas related to the subject.

To ensure staff have access to opportunities to share best practices in teaching and learning, focusing on the latest pedagogical advancements.

*This job description will be reviewed annually 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.*

# Person Specification

## Head of Geography

January 2026



Job title: Head of Geography

Reporting to: Deputy Headteacher

Grade: TLR 2c

This person specification is related to the requirements of the post as determined by the job description. Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should refer to these requirements when completing your application.

E: Essential      D: Desirable

### 1. Qualifications

Degree or equivalent in Geography, with the ability to confidently teach the physical geography aspects of the GCE A-level Geography course (E)

QTS (secondary phase) (E)

Further degree or related qualification (D)

### 2. Experience

Leadership experience in a secondary school (E)

Successful delivery of Geography at Advanced Level (E)

Organisation and leadership of fieldwork and geography-related trips (E)

Experience of managing others' continued professional development (D)

### 3. Knowledge and Skills

Detailed knowledge of curriculum design and implementation (E)

Ways to inspire students through fieldwork and external learning opportunities (E)

Ways to assess work over time and monitor this at a department level (E)

Excellent understanding of best pedagogical practice to ensure ambition and challenge for all (E)

Develop the use of GIS (Geographic Information Systems) (D)

Use interactive technology to enhance teaching (D)

An understanding of sustainability education and its application (D)

### 4. Special Requirements

A belief in the potential of all students to perform at the highest level (E)

Empathy with students and colleagues (E)

Enhanced DBS clearance and identity checks (E)

Willingness to contribute to the wider life of the school (E)

Excellent references (E)

Professional approach to conduct, attendance, and dress (E)



West Kirby Grammar School is a vibrant and thriving girls grammar school of more than 1200 students aged 11 to 18, including around 50 male students in a coeducational sixth form of over 350.

As a school, we believe there are no limits on a student's potential: with the right approach to learning every student can reach levels of attainment and achievement that might previously have been considered the preserve of a 'gifted and talented' few.

Our values are inspired by our school motto: *ad metam contendo* - strive towards the goal.

These six core values aren't simply words on a page – we live and breathe them every day, driven by our determination to inspire and support every child in the pursuit of their goals, whatever they may be:

### **Community**

- We're proud of our sense of community and family at WKGS, as well as our contribution to the local and wider community.
- We choose to be collaborative, caring and kind, showing empathy and honesty in our actions.
- We value our tradition and have a vibrant House system that helps to create a compassionate and caring community.

### **High Expectations**

- We are aspirational for ourselves and those around us, taking great pride in our achievements.
- Our work is goal-orientated, celebrating success in different forms while striving for excellence in our pursuits.
- We naturally have high academic expectations and challenge everyone to achieve their full potential, both inside and outside of the classroom.

### **Opportunity**

- We offer exceptional opportunities for all in a wide variety of contexts.
- Our extensive curriculum ensures that every student has the opportunity to discover their talents.
- We encourage everyone to embrace our extra-curricular provision and wide range of enrichment activities; we promote leadership at all levels.

### **Innovation**

- We strive to create the leaders of tomorrow; individuals who are daring and forward thinking and who work to inspire those around them.
- Creativity is highly valued, and we aim to find inventive and enterprising solutions to the challenges we face.
- Change is embraced as we develop inventive new practices and systems.

### **Curiosity**

- We encourage all members of our community to display a love of learning and to show an inquisitive approach to challenge.
- The ability to reflect on practices is key, along with a passion to improve. Asking questions to deepen understanding and looking beyond the confines of the curriculum is actively encouraged.

### **Endeavour**

- We work with motivation and resilience, whatever the challenge ahead.
- Determined to succeed, we challenge ourselves and those around us to improve
- We engage with our tasks and work with perseverance to achieve.



### Staff Wellbeing

The wellbeing of staff is central to the approach taken by Governors, the Headteacher and the SLT at West Kirby Grammar School.

We have an excellent sense of community within our whole staff, who work very hard as a team to support one another in their endeavours. Below are examples of some of the systems we have developed to help maintain a happy and positive staff.

- Deadlines well publicised and staff consulted on annual calendar
- Reduced data collections to ensure no collections for data's sake
- In-house Wellbeing Manager available to all staff, and Staff Wellbeing Committee that monitors and responds to staff needs.
- Greater PPA time than national recommendation
- Dedicated classroom wherever possible for teaching staff
- A flexible and generous approach to family appointments and child events
- Complimentary tea and coffee
- Complimentary Christmas Dinner for all staff each year
- Staff Christmas Cake baking event
- Complimentary coffee and cake mornings or afternoons
- Access for all staff to self-referral Health & Wellbeing Support package
- Access for all staff to Positive Psychology Coach
- Opportunities for professional development always considered
- Considerate approach to lesson observations, drop-ins and learning walks
- Headteacher 'Open Door' Policy at all times
- On site car valeting offered

### Life in West Kirby

WKGS is a nurturing and supportive institution with exceptional rates of staff retention. Very few staff move on each year and these are largely due to opportunities for promotion or staff retirement.

West Kirby is a fantastic place to work and live. Found on the North West coast, it is regularly rated in The Times as one of the Top 10 places to live in the North West. Just half an hour by train from Liverpool, it is a beautiful seaside town with a high street full of independent shops, the Marine Lake, the picturesque Hilbre Island and miles of sandy beaches.



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0151 632 3449