

Excellence FOR ALL

Applicant Information Pack:

Teacher of Geography
Maternity Cover
Full time

Closing date: 9am Monday 26th January 2026

Applications can be made via TES or by completing the **application form**

To arrange a visit or return completed forms contact Sarah Hales - haless@crispins.co.uk tel. 0118 978 1144



St. Crispin's
Excellence for all

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Are you an outstanding Geography teacher with a passion for inspiring young people about the world in which they live?

For February 2026 l Full-time I Fixed Term
The Circle Trust Main Pay Scale. Range: MPS3 £37,101 to MPS6 £45,351 pro rata

Temporary for up to 12 months to cover a period of maternity leave, we are seeking a dedicated, passionate and talented Geography teacher, to join our supportive and collaborative team. Our aim is to inspire students' love of the world around them and develop an understanding of its interconnections, helping them to be equipped to understand the world in which they live.

The Geography department at St Crispin's is highly successful, warm and welcoming and enjoys an excellent reputation both within and beyond the school. This is a rare opportunity for you to join the team.

St Crispin's is a founding school of The Circle Trust, created to serve the local area and borne out of a desire that all children and young people have an excellent, well-rounded education where the best teaching and facilities and the most up-to-date resources are made available to them.

Visits to the school are warmly welcomed!

To arrange a visit or apply

Contact Sarah Hales - PA to Headteacher haless@crispins.co.uk l Tel: 0118 978 1144
Applications can be made via TES or by completing the **application form** on our school website

Closing date: 9am Monday 26th January 2026 **l Interview date:** TBC

Please note, we will be reviewing applications on a daily basis and reserve the right to close the advert early, should we receive sufficient applications.

The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The successful applicant must be willing to undergo screening appropriate to the post. This will include an enhanced DBS check.



Our school

St Crispin's is a mixed comprehensive secondary school. We offer students of all abilities and interests the opportunity to fulfil their potential.

We believe in promoting excellence in an atmosphere where students can learn, enjoy, grow and support each other.

We have a strong focus on the basics: excellent learning and teaching, a safe, disciplined environment and an ethos that promotes high aspirations.

Good qualifications are the key to a young person's future success and for this reason, they are our main priority. Nevertheless, developing young people to become well-rounded, articulate, confident and happy is of equal importance.

We have a wonderful team of committed staff that provide support, challenge and expertise to enable every student to achieve.

Key Information

Type of School	Academy
Planned Admission Number (PAN) for Year 7	210
NoR	1548
Ofsted	Good (2022)
% SEND Students	16
% EAL Students	28
% Pupil Premium Students	12

Results

Attainment 8	51.94
English and Maths GCSE	58% 5+
A Levels	B-





Pastoral system

Our school ethos for many years has been 'Excellence for All' and it is very much at the heart of all that we do. Indeed, we strive for excellence **from** all to ensure that there is a positive culture within our community to be the best that we can. We work to ensure that students not only leave with the best possible academic results that they can be proud of, but also key skills for the working world which are individualised to their needs and the path they wish to follow.

We offer enrichment beyond the classroom as much as possible, and stakeholders speak highly of the opportunities that the school offers. We tailor the curriculum termly for each year group to develop key life skills and virtues such as respect and resilience.

Our commitment to preparing young people for the wider world is reflected in not only our very low NEET figures but the increasing number of young people who choose to stay at the school for their post-16 studies and the number of external students that join us for the Sixth Form.



Our culture

The importance we place on values and positive behaviour ensures a culture within the school where students recognise that whilst they do have rights such as 'to learn' and 'to be heard', they also have a responsibility to respect one another as well as the wider community. This underpins the behaviour procedures which staff are consistent in implementing. We continually review the effectiveness of policies and approaches, and staff are encouraged to reward students for positive behaviour and for showing respect to our community.

About The Circle Trust

The Circle Trust, established in 2018, was created to serve Wokingham and the surrounded area. The Circle Trust was borne out of a desire that all children and young people have an excellent, well-rounded education and flourish in first-rate schools where the best teaching, the best facilities and the most up-to-date resources are made available to them.

An introduction to The Circle Trust

We are a community of schools that have shared values and an essential common ethos and vision for education and learning. At the centre of our work together is improving the educational outcomes for our pupils.



For more information

Please visit The Circle Trust website and Family Circle guide.

Our Trust's vision is

All children and young people deserve to have an excellent well-rounded education and **to flourish** in first rate schools with the best teaching, the best facilities and the most up to date resources made available to them







St. Crispin's
Excellence for all

Job description

Salary	**The Circle Trust Pay Range MPS3 to MPS6, FTE1 £37,101 to £45,351**		
Contract	**Full-time, Temporary**	**Start Date**	**February 2026**

Aim and main purpose of the job:

Knowledge:

- Demonstrate subject competence and to keep up-to-date his/her knowledge of the National Curriculum for 11-16 year olds in relation to their subject; and where relevant to the post, other examination courses at KS4 and Post 16.
- To attend continuous professional development activities when required to update his/her knowledge of the National Curriculum, syllabus changes and national initiatives which impinge directly on teaching, pastoral or other responsibilities.
- To keep informed about the key priorities identified in the School Improvement Plan, associated department development plans and his/her responsibilities agreed upon within it.

Planning, Teaching and Classroom Management:

- To teach across a range of abilities and ages commensurate with his/her experience and skills and as agreed in consultation with the Headteacher and Head of Department.
- To plan lessons in accordance with the agreed departmental scheme of work and in line with the departmental teaching and learning policy.
- To plan lessons carefully with specific learning objectives and with special regard to prior attainment data, gender and race, fluency in English, DSEN (including IEPs).
- Use a variety of teaching approaches that identify, build upon and develop pupil learning styles, and the ability to learn independently.
- To set clear targets for pupil improvement and monitor progress towards these.
- To work effectively with Learning Support Assistants to plan lessons and individual support for pupils with specific learning difficulties.
- To set appropriate homework in line with school and departmental policies.
- Establish and maintain good standards of pupil behaviour in the classroom by implementing consistently and fairly the School Behaviour Policy.

Monitoring, Assessment, Recording and Reporting:

- To assess how well learning objectives have been achieved and use this assessment to improve aspects of teaching.
- To develop the expertise to be able to recognise the level at which a pupil is achieving, and make accurate and valid assessments using school and departmental policies and procedures.
- To mark work on a regular basis in line with school and departmental policies and guidelines.
- To make careful records of attendance and pupil progress following carefully the departmental guidelines; mark books and pupil work should be available for scrutiny as required from time to time.
- To liaise effectively with pupils' parents/carers through informative oral and written reports on pupils' progress and achievements according to the school's assessment and reporting schedule.
- To discuss with parents/carers appropriate next steps in learning for their child, and encourage them to support their child's learning.

Other Professional Responsibilities:

- To undertake the role of form tutor, if required to do so, and follow the guidance given by the Head of Year in relation to carrying out this role.
- To undertake supervisory duties before school, at break or after school as required.
- To attend department, year and other school meetings as required.
- To contribute to the work of the department.
- To support colleagues in maintaining the school's behaviour policy.
- To maintain appropriate standards of professional appearance and conduct.
- To raise issues of concern with his/her line manager or with the appropriate member of SLT.
- To maintain the Professional Standards for teachers.
- To follow the school performance management system.
- The post holder is responsible for ensuring that the school safeguarding/child protection policy is adhered to and concerns are raised in accordance with this policy.
- To carry out tasks as reasonably required by the Headteacher.

Details of Line Management:

- Teachers are line managed by Heads of Department (and Heads of Year in respect to their work as a tutor)

Notes:

- Whilst every effort has been made to explain the accountabilities of this post, each individual task undertaken may not be identified.
- This job description is current, but following consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job, which are commensurate with the salary and job title.



Geography Department

The Geography department is a successful and innovative department, committed to raising the achievement of all of our students.

The Geography department currently consists of four specialist members of staff. Within the department, we place a strong emphasis on collaborative working - sharing ideas and resources. As a new member of staff, you will be made very welcome and given ample opportunity to develop both professionally and personally.

Our vision is that Geography at St. Crispin's will allow students to gain important knowledge and understanding of the dynamic world around them, and to inspire lifelong learners. We aim to achieve this through practical and theoretical learning, through a range of styles and activities, with fieldwork opportunities at all key stages. We pride ourselves on offering students a varied and interesting experience, with fieldtrips and skills that are unique to our subject.

Curriculum overview

All students in KS3 (Year 7-Year 9) have four lessons of Geography per fortnight.

In Year 7, students study Brazil, Ice, Rivers, Rocks and Weathering, Weather and Map Skills. There is a trip to Cheddar Gorge and Wookey Hole that provides fieldwork to support the Rocks and Weathering topic. Human and physical concepts are included in all topics across the key stages.

In Year 8, students study Climate Change, Africa, International Development, Russia, China and Coasts. There is a trip to Lulworth Cove to provide fieldwork experience in the summer term and to contribute towards the coast's topic, enabling students to see the theory they've been learning in real life.

In Year 9, students study Tectonics, the Middle East, Extreme Weather, India, Energy and a Prisoners of Geography topic, where we aim to help students draw on all their work across KS3 and apply it to the Tim Marshall book 'Prisoners of Geography'. Students will visit the Natural History Museum in the first term of Year 9, which is a great opportunity to consolidate and develop their tectonics understanding.

OCR A GCSE specification and students have 5 lessons per fortnight. We go to Slapton in Devon with Year 10 in the summer term, and this forms the fieldwork that contributes towards the Geographical Skills exam paper. Students then have an opportunity to consolidate their learning and cultural capital with a trip to Italy/Iceland at the end of Year 11, helping them also prepare for A-Level study.

A-Level Geography is a popular course. We follow the OCR A-Level Specification and have 8 lessons per fortnight, split across two teachers. We offer a fieldtrip to Spain with Year 12, and students have the option to go on our Italy/Iceland trip in Year 13, to consolidate their learning, especially of Coastal Landscapes and Hazardous Earth, in preparation for their exams, and to provide cultural capital.

Other information

The department has four dedicated teaching rooms – all with interactive SMART screens and whiteboards. The Department has a full and varied collection of textbooks and resources for all Key Stages. The Department shares a working office space with the Religious Studies and History departments.

Madeleine Salter, Head of Geography



Photo taken by Stewart Turkington Photography

About Wokingham

Wokingham has plenty to offer and our historic market town is by no means standing still. We are coming to the end of a £100m town centre regeneration programme and the population continues to grow.

We are often found at or near the top of surveys for the best place to live and to raise a family. We are surrounded by spacious woodland and lush green fields. There are plenty of options for being active in the great outdoors – we are near excellent mountain bike trails, water sport centres, play areas, skateboard parks, golf courses and bridle paths. There are also many other ways to keep busy with nearby cinemas, ten pin bowling and theatres.

We enjoy good transport links by road and rail to key towns such as Reading, Bracknell, Windsor, Basingstoke and Guildford, in addition to being just 40 miles from central London and 25 miles from Heathrow Airport. Reading is an award-winning shopping destination in the Thames Valley region and Windsor is of course world-renowned for its Royal residence, Windsor Castle.

Wokingham has a strong community spirit which is highlighted by the fabulous May Fair, International Street Concert, Food and Drink Festival and Winter Carnival, to name a few! The town truly comes alive during these events.

We love our town, and we look forward to welcoming you.



The process and how to apply

The Circle Trust is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo screening appropriate to the post. This will include an enhanced DBS, checks on references and an online search.

Visits to the School	Visits to St. Crispin's are warmly welcomed. To arrange a visit, please contact Sarah Hales - PA to Headteacher haless@crispins.co.uk or on: 0118 978 1144
Application form	Please complete the **application form** or, the TES form if applying via TES. These are the only forms that will be accepted. You should ensure that your personal statement is no more than two pages of A4.
References	We require two references from all candidates, one of which must be from your most recent employer. If any references relate to employment at a school/college, your referee must be the Headteacher/Principal. If you are short-listed, the school will contact your referees without further reference to you.
Equal opportunities monitoring form	We are committed to recruiting, retaining and developing a workforce that reflects at all grades the diverse communities that we serve. It is vital that we monitor and analyse diversity information so that we can ensure that our HR processes are fair and transparent. Any information provided on this form will be treated as strictly confidential, will not be seen by staff directly involved in the appointment and no information will be published or used in any way which allows any individual to be identified. The completion of this equal opportunity monitoring form is entirely voluntary. However, it will assist us in carrying out this monitoring. We would therefore be grateful if you would complete the questions on this form. Prior to shortlisting this information will be removed from your application form and used only to provide data for statistical purposes.
Application closing date	The closing date for applications is **9.00am, Monday 26th January 2026.** Applications can be made via **TES** or directly using the **application form** on our school website. Please send your application to Sarah Hales - PA to Headteacher haless@crispins.co.uk or on: 0118 978 1144 Applications will be acknowledged by email on the next school day. Please note, we will be reviewing applications on a daily basis and reserve the right to close the advert early.
Shortlisting	Shortlisting will be against the criteria as detailed in this pack. We will also check all applicants for gaps in employment history. Those applicants that best meet the criteria will be invited to interview.

Interview date	TBC.
Checks	If you attend the interview, you will be required to bring photographic identification, proof of the right to work in the UK and proof of qualifications.
Offer of employment	We will make a verbal offer of employment to the successful candidate by telephone. This will be followed up by a written offer which will be emailed or posted. Any offer is made subject to satisfactory references, enhanced DBS clearance and other safeguarding checks as required.

All unsuccessful candidates will be notified by email

How we use your data

In completing this application form you should refer to the Recruitment Privacy Notice on our website. The personal information collected on this form will be processed to manage your application in accordance with the Recruitment Privacy Notice.

If successful, your personal information will be retained whilst you are an employee and used for payroll, pension and employee administration in accordance with the Staff Privacy Notice which is available on our website and will be issued on appointment. Information will not ordinarily be disclosed to anyone outside The Circle Trust without first seeking your permission, unless there is a statutory reason for doing so.

In accordance with our statutory obligations under Keeping Children Safe in Education, The Circle Trust is required to conduct an online search as part of our due diligence on the successful candidate. This may help identify any incidents or issues that have happened and are publicly available online. If there are any, we may wish to explore them with you prior to confirming your appointment.

If you are not shortlisted or appointed, then your information will only be retained by us for 6 months from the shortlisting date, in accordance with the Recruitment Privacy Notice

Thank you for your interest. If you have any questions or wish to arrange a visit, please contact Sarah Hales either. Via email haless@crispins.co.uk or call on 0118 978 1144.



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The Circle Trust

The Circle Trust is a charitable company registered in England and Wales (number 11031096) whose registered office is The Oval Offices C/O St Crispin's School, London Road, Wokingham RG40 1SS. Further information about The Circle Trust is available at www.thecircletrust.co.uk