



THE PERSE
SCHOOL
CAMBRIDGE



TEACHER OF GEOGRAPHY

Start September 2026 Fixed term 1 year

CANDIDATE PACK



The Perse School, founded in 1615, is one of the country's leading co-educational independent day schools and a charitable company educating around 1,750 children aged 3-18.

The school provides an exceptional education which is both traditional and innovative, ambitious and caring, understanding and structured, industrious and fun. Located in Cambridge, it comprises three schools, the Pelican (3-7), the Prep (7-11) and the Upper (11-18), with a franchise in Singapore, opened in 2025.

The school is in the UK top 30 of *The Times* Independent Schools Exam Results league table for A level, with over 30 students regularly receiving Oxbridge offers. The school is consistently oversubscribed and in strong financial health with an annual turnover of around £40 million.

In addition to the day-to-day curricular and extra-curricular activities of the schools, The Perse provides public benefit to local and international communities, working with over 20 local state schools and Christel House Schools overseas to raise educational attainment.

Key facts and figures:

- **Independent School of the Year** for academic performance East Anglia 2024, 2025 and 2026.
- **Independent School of the Year** East Anglia 2026
- A beautiful **27-acre site**, featuring state-of-the-art science labs, the Peter Hall Performing Arts Centre, extensive sports fields and the brand new Perse Sports Centre with 25m swimming pool, sports hall and climbing and bouldering walls.
- Excellent pastoral care ensuring that children feel safe and secure in their surroundings.
- Ranked as one of the **top 30** schools for A level results by *The Times* Independent School Exam Results league Tables.
- Ranked in the **top five** independent schools nationally for Oxbridge offers.

The Department

The Geography Department is a supportive, energetic and collegiate team. The successful candidate will have a genuine passion for Geography and be well placed to generate and sustain a high degree of motivation in all pupils, who are mainly of high ability.

The Geography department is composed of nine collaborative teachers who are genuinely excited about their subject and committed to using pioneering methods and contemporary material to bring Geography to life for all our pupils. This is a very harmonious department where the active sharing of ideas and resources is the norm, ensuring the best teaching and learning occurs in lessons. The teachers seek to engage pupils in learning Geography by encouraging them to work and think independently and by ensuring our teaching is stimulating, varied and reflective of the unique contemporary nature of the subject. We strongly believe that fieldwork is an essential component of the subject and pupils have extensive opportunities to take part in fieldwork activities at The Perse, including both local visits and popular residential trips to the Jurassic Coast, Snowdonia and Iceland.

In Years 7 to 9 we seek to capture and nurture the enthusiasm for learning of our younger pupils with contemporary topics drawing from all corners of the subject. In Years 10 and 11 pupils study the OCR 'A' GCSE course which we believe is exciting, rigorous and challenging and provides an excellent platform for A level study. Typically, over two-thirds of the year group opt to take Geography for GCSE. Geography is a popular and successful subject at A Level (OCR syllabus) with around a third of these students deciding each year to continue with the subject at university. We also have a strong history of Oxbridge entrance for Geography and provide wide ranging academic extension including a debating competition and opportunities to become Geography Ambassadors within school.

The department occupies its own suite of five classrooms and a departmental office in the school's 2010 North Building.





The Role

The Perse School is looking to appoint a high achieving graduate to start from **1 September 2026**, for a fixed 1 year maternity cover.

The successful applicant will join an experienced, dynamic and collaborative department. Pupils at The Perse School are ambitious, intelligent and industrious and this is an exciting opportunity to motivate and inspire talented pupils in a fast-paced creative working environment.

The Perse believes that excellent schools need great teaching and support staff, who whilst operating within agreed school polices and to high standards of performance are given encouragement to innovate in pursuit of professional excellence. The result is a vibrant community of staff who spark off one another, share ideas, and come together to help pupils thrive academically, pastorally and in extra-curricular areas. All Perse teachers are expected to contribute to the pastoral and extracurricular programme alongside their subject teaching.

Public exam results regularly place The Perse in the top 20 schools nationally and in a typical year more than 30 pupils will receive Oxbridge offers, with 74% of students gaining places at their first-choice universities in the UK and North America.

The Perse is proud of its academic achievements, but also recognises the importance of pastoral care and a vibrant programme of extra-curricular activities in developing happy, well rounded and successful young people. Our values shape what we do and how we do it. They are: valuing one another and our environment, intellectual curiosity and scholarship, endeavour, and breadth and balance.



Key Responsibilities

Accountability

The Teacher of Geography is ultimately accountable to the Head but day to day accountability will be to the Head of Department. The following duties shall be deemed to be included in the professional duties which the Teacher may be required to perform:

Curriculum

- Teaching throughout in a manner appropriate to students' ages and abilities.
- Assessing and recording students' progress in accordance with departmental and school policies.
- Preparing students for university applications in related subjects.
- Promoting and teaching Key Stage 3, GCSE and A Level.
- Using digital systems to deliver high quality teaching including setting work remotely and managing synchronous lessons.
- Attending and contributing to departmental meetings.
- Developing and sharing teaching and learning resources.
- Monitoring the work and progress of pupils, including those with specific learning needs.
- Maintaining professional skills through INSET and our Professional Development programme.
- Producing displays to create an attractive learning environment.

Extra-curricular and pastoral

All teachers at The Perse School are required to be a **form tutor** and contribute to the extra-curricular programme, alongside their academic teaching. These elements of a teacher's role are fundamental to working at the school and embedded in our core values. Part-time teachers are required to make a proportionate contribution to the following:

- The extra-curricular life of the school through Games, the Enrichment Programme or other appropriate commitment.
- Form tutoring.
- The PSHEE or Emotional Wellbeing programme.



Key Responsibilities

Applicants without formal teaching qualifications or experience

Applicants without formal teaching qualifications or experience will be considered for this position. The Perse has a long record of training and developing teachers in situ, and many highly successful teachers started with no formal teaching qualifications.

For applicants without a teaching qualification we are looking for:

A high level of subject knowledge, enthusiasm, good communication skills, patience, an empathy with young people and a desire to get involved in the extra-curricular life of the school.

The Perse supports unqualified teachers in achieving Qualified Teacher Status and the Post Graduate Certificate of Education qualification whilst working at the school.

Early Career Teachers

The school is fully accredited to participate in the Independent Schools Teacher Induction Panel Early Career Teacher Programme ([ISTip: istip.co.uk/about/](http://ISTip:istip.co.uk/about/)). ECTs will be provided with a comprehensive induction and mentoring programme which supports the achievement of qualified teacher status (QTS).

Timetable

The school operates a ten-day timetable cycle, consisting of 80 x 40-minute periods (8 per day). Most full-time members of staff teach about 58 periods per cycle, including games and enrichment sessions.

Newly qualified and inexperienced teachers receive additional period remission for training, mentor sessions and induction.

The successful applicant would be expected to teach geography across the age range, be a form tutor and contribute to the extra-curricular programme.



Person Specifications

Qualifications

- High Class Honours Degree in Geography or a closely related discipline.
- A PGCE or equivalent teaching qualification is desirable but not essential; a strong desire to develop pedagogic expertise is expected.

Personal competencies and qualities

- A high-achieving, empathetic and reflective graduate with a genuine enthusiasm for their subject and a commitment to intellectual curiosity, scholarship, and continual professional growth.
- Excellent communication and interpersonal skills, with the ability to build positive relationships with pupils, colleagues, and parents, and to contribute constructively to a collaborative learning community.
- Demonstrates exemplary professional conduct and the ability to model and promote the School's core values: intellectual curiosity and scholarship, endeavour, breadth and balance, and valuing one another and the environment; commitment to our 3D model of education in which all teachers are expected to perform academic, pastoral and extra-curricular duties.
- Emotional resilience, adaptability and the capacity to learn from challenging situations, with a reflective approach to supporting pupil wellbeing and personal professional development.
- Demonstrates a genuine, sustained desire to work with children and young people evidenced by prior experience, reflective practice or clear articulation of motivation during recruitment.
- Shows understanding of the responsibilities inherent in working with children including safeguarding and promoting their welfare.
- Demonstrates the ability to work collaboratively, supportively and selflessly as part of a team; committed to the collective success of the department and wider School.
- Strong administrative, IT and organisational skills, with the ability to manage commitments, meet deadlines and maintain high standards in planning and delivery.
- A commitment to fostering an inclusive environment, respecting and valuing the diverse experiences, perspectives and backgrounds that enrich the School community.
- Willingness and flexibility to contribute fully to School life as a 3D teacher, including involvement in co-curricular activities and the games programme.
- High level of literacy, strong attention to detail, and the ability to use initiative in contributing to the academic, pastoral and co-curricular life of the School.
- Receptive to feedback and committed to continuing professional development to enhance teaching and learning.
- Displays empathy, patience and commitment to fostering positive relationships that support pupils' academic and personal development.
- A generosity of spirit to provide outstanding opportunities for pupils and create memories that can last a lifetime.



Safeguarding

All staff must understand their responsibilities to safeguard and promote the welfare of children and young people. This will include:

- Promoting and safeguarding the welfare of children and young people at all times, in line with the school's Safeguarding Policy, the Code of Conduct and the statutory guidance Keeping Children Safe in Education (KCSIE).
- Reporting any safeguarding concerns to the Designated Safeguarding Lead (DSL), or a Deputy DSL (DDSL), in line with school procedures.
- Undergoing required safeguarding training and remaining up to date with safeguarding policy updates in line with the timescales required.
- Exercising professional judgement when handling and sharing information and content, ensuring that no material compromises the safety, dignity or privacy of children or young people.

Review

The job specification will be reviewed biennially as part of the professional development cycle. Any changes may only be made by agreement with the Head of Department and Deputy Head (Staffing and Operations).





Terms and Conditions

Teaching Staff Salary Scale and Employment Benefits

The Perse School's salary year normally runs from 1st September to 31st August. The Perse Salary Scale is set significantly above the maintained sector to recognise the high levels of commitment required of all staff and the contribution they make to school life. Teachers at The Perse School are required to be involved in the pastoral life of the school, for example as a form tutor and contribute to the extra-curricular programme, alongside their academic teaching. These elements of a teacher's role are fundamental to working at the school and are embedded in our core values.

Membership of the **Aviva Pension Trust for Independent Schools (APTIS)** is offered to those members of staff on a teaching contract. New teachers joining the school from September 2024 will be auto-enrolled into APTIS. APTIS is a Defined Contribution (DC) scheme.

Contributions are paid into the scheme by both the school and the employee and are invested by the provider (Aviva) on your behalf. The benefits at retirement are based on the amount accumulated within the plan by the time you choose to receive your pension benefits and this, in turn, is determined by the amount of contributions paid in and the investment returns achieved.

The school will contribute up to a maximum of 23.68% of your pensionable salary into the APTIS pension scheme and a Death In Service scheme (life assurance policy, that would pay out a lump sum of three times your salary if you die whilst you are employed by the school). This is reflected in the table below as the 'APTIS max' which is an indicative 'basic gross salary' at different Scale Points before pension contributions and PAYE (National Insurance and Income Tax) are taken out. In addition, teachers receive a **school payment/class teacher allowance** and where relevant to the role, additional responsibility allowances.

Teachers can opt to change their employer contribution rate into APTIS, subject to a minimum of 13.75%, with the difference taken as a 'non-pensionable income supplement' (**which equates to additional salary**). This is reflected in the table as the 'APTIS min' which is an indicative basic gross salary at different Scale Points before pension contributions and PAYE (National Insurance and Income Tax) are taken out.



Terms and Conditions

Service scale from September 2025

		Salary £	
Scale Point	In Year	APTIS max	APTIS min
S1	1	£37,001	£40,074
S2	2	£39,116	£42,364
S3	3	£41,981	£45,468
Threshold 1			
S4	4	£44,660	£48,369
S5	5	£48,124	£52,121
S6	6	£51,855	£56,162
S7	7	£54,887	£59,446
Threshold 2			
S8	8	£56,201	£60,868
S9	9	£58,164	£62,995
S10 ^{^A}	10	£59,299	£64,224
Threshold 3			
S11*	12	£60,796	£65,846
S12*	14	£62,108	£67,266
S13*	16	£63,902	£69,210

*There is annual progression for a full time and part-time teacher subject to threshold criteria assessment up to and including point 10. Thereafter the service scale is biennial for a full and part-time teacher subject to threshold criteria assessment.

[^]New starters are capped at S10.



Terms and Conditions

In addition to the basic Scale Point, teachers' salaries at The Perse School are made up of a combination of **School Payment Allowance** (Upper and Prep only) or Pelican Class teacher Allowance and **Responsibility Allowances** (if allocated).

School Payment	Salary £	Salary £
	APTIS max	APTIS min
Upper School Payment	£2,918	£3,161
Prep School Payment	£1,317	£1,427
Pelican Class Teacher Allowance	£753	£815

Responsibility Allowances	RAs	APTIS max	APTIS min
All Schools	1	£388	£421
Combined maximum (62)	62	£24,056	£26,102
Single role maximum (52)	52	£20,176	£21,892

School Payment: in recognition of evening commitments, residential trips, non-term time holiday activities, preparation of public exam classes and some market differences the additional payment is made to all Prep and Upper teaching staff.

The Pelican Class Teacher Allowance reflects the unique role of class teachers at The Pelican who have responsibility for both pastoral care and the significant majority of subject teaching. The Pelican class teacher effectively has sole academic and pastoral responsibility for all the pupils in their form.

Responsibility: can be recognised both in terms of timetable remission and/or responsibility payments. Responsibility payments are made to teachers whose duties include a substantive additional responsibility that is not required of all teachers.

Weekend Payments: staff who take responsibility for a team fixture or other preauthorised responsibility (drama rehearsal, outdoor pursuits activity) on a weekend in term time can claim a non-pensionable Weekend Payment, termly in arrears at either a standard £118 or enhanced rate £145, per fixture/activity.



Benefits

- Teachers undertaking research which will benefit the school may apply for a non-pensionable research award valued at £730.
- Excellent professional development opportunities and access to funding on a range of qualifications which include, PGCE, Masters level and Leadership qualifications.
- Ability to get involved with a range of extra-curricular activities and exciting trips including outdoor pursuits.
- Parking on site and Cycle to Work scheme also available.
- Free lunch in the dining room during term-time and tea and coffee in the staff room.
- Free access to sports facilities including a gym and swimming pool during defined periods.
- Opportunity to join in with social activities organised by the School's Social Committee.
- Generous sick leave and parental leave pay above the statutory requirements.



Application process

Please click on [How to Apply](#) which links to the vacancies section of the website to register/sign-in and submit your application. Any queries regarding the application process should be directed to the HR Co-ordinator at recruitment@perse.co.uk

Interviews

The closing date for applications is **Monday 18 May at 9.00am**, but applications will be considered as they are received. The Perse School reserves the right to make an appointment before the closing date. Interviews will be scheduled for **Thursday 21 May**. The interview will include planning and teaching a lesson and candidates will be given information in advance to help prepare.

Safer Recruitment

The Perse School recognises that an important element in safeguarding our pupils is a robust recruitment process that incorporates measures to deter, reject or identify people who might abuse children, or who are otherwise unsuited to work with them. We are committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post including: references from previous employers, a Disclosure and Barring Service check at the enhanced level, as well as eligibility to work in the UK (in compliance with UK immigration regulations). All work carried out at the school on a regular basis amounts to regulated activity. This role is also exempt from the Rehabilitation of Offenders Act 1974.

Safeguarding and promoting the welfare of children is everyone's responsibility. The school is committed to acting in the best interests of the child so as to safeguard and promote the welfare of children and young people. The school requires everyone who comes into contact with children and their families to share this commitment. Interviews will be conducted in person, and they will explore candidates' suitability to work with children.

Recruitment Policy

The School's Recruitment, Selection and Disclosure Policy and Procedure is available for your information on the school website. The Perse School actively supports equality, diversity and inclusion and encourages applications from all sections of society.



Helpful Links



[The Perse Upper
interactive prospectus](#)



[The Perse Sixth Form
interactive prospectus](#)



[The Perse Virtual Tour](#)



[The Perse school
vision and values](#)



[Teacher research](#)



[Working at
The Perse School](#)

The Perse School Cambridge

Gavin Richards

Deputy Head (Staffing and Operations)

Hills Road, Cambridge, CB2 8QF +44 (0) 1223 403800

garichards@perse.co.uk