



## INFORMATION FOR CANDIDATES

### TEACHER OF GEOGRAPHY (full or part time)

For September 2026 or January  
2027

*This pack includes general information, a job description, a person specification, and an outline of the application process.*

#### **The College**

Blanchelande College in Guernsey, Channel Islands, is a Catholic, fully co-educational independent College offering a seamless education from nursery to sixth form. Nestled on a picturesque 40-acre rural estate, the college provides an exceptional all-round education that fosters academic excellence, personal growth, and strong character. Rooted in Catholic values but open to all, our inclusive community inspires pupils to achieve their best while building confidence, integrity, and a commitment to service.

Since 2016, the college has experienced rapid growth, marked by the opening of a sixth form in 2020 and a nursery in 2021. It now educates 478 pupils. Year groups follow a one-form structure from Pre-College and Reception to Year 3, expanding to two forms in Years 4, 5, and 6, and three forms in the senior College (Years 7–11). Class sizes are typically around twenty, while Sixth Form cohorts are smaller, allowing for seminar-style A-Level teaching.

Although not academically selective, new pupils must pass an entrance assessment to ensure they can access our mainstream curriculum. Many of those admitted benefit from our superb learning support department, which nurtures students with minor to moderate additional learning needs.

GCSE results reflect excellent value-added across subject areas, with pass rates and the number of grades 7–9 well above island and English national averages.

Blanchelande's holistic approach nurtures the whole child, combining academic excellence with personal development and a deep connection to the natural world. The college's rural estate provides an inspiring setting for sport and outdoor learning, with facilities such as a nature trail, eco hut, and outdoor learning area fostering curiosity, well-being, and environmental awareness. Character formation is embedded through the Blanchelande Diploma and Hero's Journey, which develop leadership, resilience, and a sense of purpose. Inquiry-based learning enhances holistic development, with cross-curricular research projects fostering independence, curiosity, and a lifelong pursuit of knowledge.

The college also offers an extensive programme of extra-curricular activities before, during, and after the College day, with all academic staff expected to contribute at least one weekly session throughout the year.

**ISI**

The most recent ISI inspection in April 2025 graded the College as meeting all the BSO standards. The College is also subject to inspection by the Roman Catholic Diocese of Portsmouth.

**History**

Blanchelande was re-founded in 1992 by parents and members of the local community after the Sisters of Mercy withdrew their Order from Guernsey. The new College began in temporary accommodation and in its first five years grew from 40 pupils to almost 200. It has now more than doubled in size from its inception and in recent years, following the introduction of co-education, is experiencing a sustained period of strong growth.

In April 1999, the College moved to its current address at Les Vauxbelets (former site of the De La Salle boys' College) after an extensive refurbishment programme. Les Vauxbelets is a beautiful estate in a rural setting with large historical buildings. In November 2022, Blanchelande College Trust purchased Les Vauxbelets Estate from the De La Salle Brothers, which puts the College in a strong position for planning improvements and extensions to the buildings, as well as creating opportunities for imaginative use of the surrounding land to develop outdoor learning centres and other facilities.

Since 2017, a substantial number of upgrades have been made to facilities, including: the relocation of the Infant department to renovated classrooms in the main College buildings; the

conversion of Victor House (formerly the Infant College) into an Arts Centre for music, drama and art; new Science laboratories; a new cricket pitch and resurfaced netball/ tennis courts; a new classroom block; a new Senior College library; new Sixth Form facilities, including a common room and seminar rooms; the conversion of The Pink Cottage into two Modern Language classrooms, and a new Design & Technology Studio and photography darkroom. Improvement in facilities is very much ongoing as the College continues to develop.

**Governance**

Blanchelande is administered as a charitable trust and three trustees oversee the finances of the College. As a grant-maintained college, Blanchelande receives a degree of funding from the States of Guernsey.

The Board of Governors meets twice a term and is responsible for working with the principal in setting the strategic direction for the College, including approval of College policies, and for monitoring and evaluating the performance of the College. The Board operates sub-committees – such as for educational issues, ICT and property management – which also meet regularly.

The Trustees are responsible for the administration of the whole College site, including the financial administration of the College.



## **Management and Leadership**

The Senior Leadership consists of the Principal, Vice Principal, Bursar, Director of Studies and Director of Academic Staff who collectively are responsible for all strategic elements of the College.

This Senior Leadership team (SLT) is supported by the Senior Management Team (SMT) who comprises the Pastoral Manager (who is also the Designated Safeguarding Lead and Head of Careers); Heads of Phase (Head of Infants, Head of Juniors, Head of Lower Seniors, Head of Upper Seniors and Head of Sixth Form). The SMT meets weekly to collaborate on all operational aspects of College life.

## **Teacher of Geography**

We are seeking a dedicated and inspirational Teacher of Geography to lead the subject and inspire our students from Years 7–13. This is an exciting opportunity for an excellent classroom practitioner to deliver high-quality Geography lessons, develop and refine the curriculum, and promote fieldwork and enquiry-based learning. The successful candidate will nurture curiosity about people, place and environment, helping students build the knowledge, skills and analytical thinking they need to thrive at GCSE and A Level and beyond. Subject Lead is available for suitable candidate.

## **The Geography Department**

Joining the Geography Department at Blanchelande College offers the opportunity to be part of a forward-thinking and well-established

team that values enquiry, real-world learning and collaboration.

Geography at Blanchelande is enriched by regular, purposeful fieldwork, with A level and GCSE pupils undertaking carefully planned urban and coastal investigations, including fieldwork locally in St Peter Port, Vazon and Petit Bot. These experiences are integral to the curriculum and reflect the department's strong commitment to learning beyond the classroom, enquiry-based approaches and the development of geographical skills such as data collection, analysis and evaluation.



## THE APPLICATION PROCESS

**Closing date for applications is by 5pm Wednesday 13<sup>th</sup> May 2026.** *Interview and appointment may take place before closing date if suitable candidate is identified.*

Applications should be sent to:

Mrs Alexa Yeoman, Principal:

Email [recruitment@blanchelande.sch.gg](mailto:recruitment@blanchelande.sch.gg)

Applications for this post should consist of:

- A detailed letter of application stating how you believe you meet the criteria for this role.
- A completed application form.
- *Optional*: an up-to-date copy of your C.V.

We will assume that you are happy for us to take up references straight away, unless you state otherwise on your application form.

You may be asked for further information following shortlisting. You will be asked to provide proof of identity. Original qualification certificates may also be required at this stage (and certainly prior to confirmation of appointment).

After short listing, the selection process will then normally include:

- A tour of the College.
- An observed lesson.
- Interview, including Safeguarding, with a Governor, Principal and Director of Studies.

### **The Contract**

The position of Teacher of Geography is full (or part) time, and remuneration will be in line with the States of Guernsey Teachers pay scale and will reflect the qualifications and experience of the successful candidate. A housing licence will be available for this post.

All Blanchelande staff are admitted to the contributory Guernsey Civil Service Pension Scheme.

All staff are required to undergo a current police check, a medical declaration, provide proof of qualifications and identity and have (or be eligible for) a Guernsey residency permit.

Further information about Blanchelande College can also be obtained from our website, [www.blanchelande.co.uk](http://www.blanchelande.co.uk). Our prospectus can be downloaded from the homepage.

If you have any further questions or need any clarification, please contact the Principal's P.A., Mrs Tracy Feehan.

Tel 01481 237200 Email [feehant@blanchelande.sch.gg](mailto:feehant@blanchelande.sch.gg)



## PERSON SPECIFICATION

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>Degree or equivalent in Geography or closely related subject (e.g. Environmental Science, Geoscience, Human Geography)</li> </ul>	<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Experience of teaching at GCSE</li> <li>Evidence of securing good pupil progress and outcomes</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>Experience of teaching at A-level</li> <li>Experience of leading or contributing to fieldwork programmes</li> <li>Experience of leading academic extra-curricular activities</li> </ul>
Knowledge and understanding	<ul style="list-style-type: none"> <li>Excellent subject knowledge</li> <li>Secure understanding of GCSE Geography specifications, including fieldwork requirements</li> <li>Up-to-date knowledge of appropriate teaching resources and examination specifications</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of A Level Geography content and assessment</li> <li>Awareness of current developments in Geography education, sustainability and environmental issues</li> </ul>
Skills	<ul style="list-style-type: none"> <li>Excellent communication, presentation and influencing skills with the presence to engage and empower staff and pupils</li> <li>The ability to create a positive and motivating learning experience for pupils</li> <li>Excellent planning and organisational skills, with the ability to identify, prioritise and respond to issues with flexible and effective solutions</li> <li>Excellent IT skills to enhance and support Teaching and Learning</li> <li>The ability to prioritise own time, work under pressure and to deadlines</li> <li>The ability to contribute actively to the department's development</li> </ul>	
Personal qualities & characteristics	<ul style="list-style-type: none"> <li>Able to relate well to children in and out of the classroom</li> <li>The ability to work independently in a small department</li> <li>Reliable, punctual and well organised</li> <li>Approachable, enthusiastic, self-motivated and able to motivate others</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate and network with other professionals within and beyond the College</li> </ul>



	<ul style="list-style-type: none"><li>• Supportive of the Catholic identity and mission of the College</li><li>• Commitment to own continuing professional development</li><li>• Build and maintain effective relationships with staff, students and parents</li><li>• Holding and promoting a positive attitude</li><li>• Promoting caring community ethos of the College and its teamwork approach</li><li>• An inspirational, committed and highly effective classroom practitioner, who is dedicated to achieving the best pupil outcomes</li><li>• Flexible with a 'can-do' approach</li></ul>	
Safeguarding and pastoral	<ul style="list-style-type: none"><li>• Committed to safeguarding and promoting the welfare of children and young people</li><li>• A satisfactory Enhanced Disclosure from the DBS</li></ul>	



## SUBJECT LEAD

### Responsibilities as Subject Lead

The Subject Lead has responsibility for the complete range of educational provision and outcomes within his/her subject area and the administration and development of the department.

The Subject Lead is responsible for:

- choosing specifications and preparing schemes of work
- ensuring ensure academic coherence between key phases (Year 3 and above), for instance by liaising with and supporting, in a collegiate manner, the relevant post holders in those year groups or key stages
- preparation for student transition to Sixth Form (or other post-16 destinations), university and the workplace within the Guernsey context
- organising a framework of regular assessments for all year groups, monitoring results and ensuring effective and timely intervention
- promoting ICT as an effective learning tool and ensuring contingency planning for remote learning by integrating online learning platforms into normal practice, as appropriate
- ensuring coverage of department meeting agendas
- liaising with other departments and seeking opportunities for collaboration and sharing best practice
- managing the departmental budget and effective allocation of resources
- liaising with the appropriate member of staff regarding timetabling
- liaising with the appropriate member of staff in matters relating to internal and external examinations
- organising any centre-assessed examinations and moderation as required by the examination boards
- maintaining rooms, resources and associated areas within the department
- devising a programme of relevant, high-quality educational visits and running regular opportunities for academic enrichment (e.g. an academic society/club, participating in local and national competitions, etc.)
- writing and/or coordinating the writing of high-quality and detailed long, medium and (as needed) short-term academic planning, and ensuring all curriculum information in the public domain (i.e. website, handbooks) is up-to-date and accurate
- analysing academic data throughout the College and immediately following public examinations (including during holidays, as required)
- ensuring the department is up to date with paperwork for inspection
- Ensuring that the department has due regard to the College's Catholic mission, identity and ethos

### Additional Tasks

The successful candidate will be expected to:

- attend and prepare for HOD/Subject Lead meetings
- promote subject area within the College
- attend relevant courses in the interests of staff development
- be prepared to cover for staff absence



- invigilate examinations as and when required

## **Additional Duties**

- offer extracurricular activities on a weekly basis
- assist with lunchtime supervision, as required
- attend staff meetings
- attend all relevant parents' evenings
- attend all staff INSET training
- be a form tutor
- be present at important College events, e.g. open days, Mass, Carol Service and any other out of College social function, as required by the Principal

## **FLEXIBILITY**

This job description reflects the main responsibilities of the post. However, the post holder should be willing to undertake any other reasonable duties as required by the Principal. The particular duties / responsibilities listed here may be reviewed from time to time at the request of the Principal or post holder as circumstances make necessary.

I hereby confirm acceptance of the above job description:

Signed:

Date:



## BLANCHELANDE COLLEGE – TEACHER

### MAIN PURPOSE OF THE JOB

Teaching at Blanchelande is a hugely stimulating and rewarding experience. All teachers are expected to participate fully both in the life of their academic department and the wider life of the College, and are encouraged to pursue their own professional development.

### RESPONSIBILITIES AND DUTIES:

#### 1. TEACHING

- (a) Planning and preparing appropriate course and lessons in accordance with departmental and College policy;
- (b) Teaching, according to their educational needs, the pupils assigned including the regular setting and prompt marking of pupils' work;
- (c) Promoting the progress and academic development of pupils, differentiating for ability where appropriate;
- (d) Assessing, recording and reporting on the development, progress and attainment of pupils according to the normal practice of the College;
- (e) Preparing pupils for and participating as appropriate in the College's arrangements for pupils taking public examinations.

#### 2. OTHER ACTIVITIES

- (a) Supporting the Catholic ethos and mission of Blanchelande College and participating in its religious life, as appropriate (eg facilitating prayers in form time, attending assemblies, ensuring good behaviour during services, etc.).
- (b) Any duties required as a result of accepting a position of Responsibility and the accompanying Responsibility Allowance;
- (c) Acting as a Form Tutor as required and fostering the general progress and well-being of individual pupils of any class or group of pupils assigned, implementing the programme set by the Phase Leader/ SLT;
- (d) Taking an interest in the personal and social needs of pupils, and communicating as appropriate with the relevant Form Tutor or Phase Leader;
- (e) Playing a full role in the wider life of the College, contributing actively to the extra-curricular programme (ie a weekly club or activity throughout the year);



- (f) Providing guidance and advice to pupils on educational and social matters and making relevant records and reports;
- (g) Making records of and reports on the personal and social needs of pupils;
- (h) Communicating and consulting with the parents of pupils as necessary and attending all parents' evenings and official functions;
- (i) Providing or contributing to oral and written assessments, reports and references relating to individual pupils or groups of pupils;
- (j) Supporting pupils as appropriate at major College events and in other activities, eg: plays, concerts, matches etc.
- (k) Accompanying students on College trips (including residential), as required (trips being inclusive of salary).
- (k) Monitoring and ordering books, supplies or other materials required for your subject or department.

### **3. REVIEW AND PROFESSIONAL DEVELOPMENT**

- (a) The College may review from time to time your methods of teaching and programmes of work and you will be required to participate in the Performance Management (Appraisal) process for teachers;
- (b) Attendance at INSET days is required as is attendance on assigned courses; the College will support and participate in arrangements for your further training and professional development as a teacher and professional.

### **4. CURRICULUM DEVELOPMENT**

- (a) Advising and co-operating with the Principal and other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment.

### **5. DISCIPLINE AND WELLBEING**

- (a) Maintaining good order and promoting self-discipline among pupils and taking reasonable care for their safety and wellbeing, whilst in your charge whether they are engaged in College activities on or off the property;
- (b) Undertaking supervisory duties, as required;
- (c) Actively implementing the College's policies on rewards and sanctions.



## **6. STAFF MEETINGS**

(a) Attending staff meetings which relate to the College curriculum or to the administration or organisation of the College, including pastoral arrangements. Such meetings shall normally be held at the College and be of reasonable duration, and attendance may be required at meetings held on a day when part-time staff may not be teaching.

## **7. ADMINISTRATION**

(a) Where appropriate, taking responsibility of the maintenance of an accurate register of the pupil's attendance at the College;

(b) Taking a reasonable share of the supervision of pupils on the College premises whether before, during or after College sessions;

(c) Taking such part as may be required in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the College.

(d) Participating, as required, in administrative tasks related to the curriculum, pastoral and organisational tasks of the College.

(e) Attending assemblies, as required;

(f) Exercising reasonable care for the classroom and other relevant teaching areas and all the equipment therein, which may include auditing and visually checking classroom equipment;

(g) Contributing, where appropriate, to the professional development of other teachers;

(h) Setting high personal and professional standards at all times.

## **FLEXIBILITY**

This job description reflects the main responsibilities of the post. However, the post holder should be willing to undertake any other reasonable duties as required by the Principal. The particular duties / responsibilities listed here may be reviewed from time to time at the request of the Principal or post holder as circumstances make necessary.

*(For completion upon appointment)* I hereby confirm acceptance of the above job description:

Signed:

Date: