

# Applicant Information Pack



**ST. MARK'S CE SCHOOL**  
ONE SCHOOL - SERVING ALL - THROUGH EXCELLENCE

# Executive Headteacher Message

Welcome to St Mark's Church of England School. I am privileged to be the Executive Headteacher of the first all-through school in Southampton. St Mark's is truly a wonderful school filled with polite, well-mannered students and excellent staff.

I have been the Headteacher at St Mark's since 2014, and have led the development of the school to 'Good' in all categories, whilst building a brand new school and growing as an all - through!

This has only been achieved because of the fantastic whole school team I have built around me. I truly believe that a happy team makes a happy school and that everyone who works at St Mark's is valued.

Our school is a great place to work. We focus on centralised policies and routines and try to remove as many barriers as we can so that teachers can teach and nurture students without being bombarded by bureaucracy. Professional development through training and coaching is central to our offer for all staff, as no matter what stage you are in, on your professional journey, we just want you to grow as an individual.

*"Staff love working at this school. They are a strong team, and feel well supported by leaders regarding their well-being and workload."* - Ofsted Nov 2022.

What makes us a team is our focus on high expectations for all students and each other. We push each other to be the best we can be whilst being supportive and mindful of workload. Senior leaders have an open door policy, we listen to our staff and always strive to make adaptations to make things better for individuals, teams or the whole school.

St Mark's will continue to grow over the next 4 years. Opportunities for growth and career development for staff will be available. So if you strive for excellence in your career, like working in a team and value others wellbeing as much as your own, then please do get in touch.

Mrs Stephanie Bryant



Executive Headteacher



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# Our Values & Vision

St Mark's C of E School is to be a place where students acquire the knowledge and skills to become confident, resilient, lifelong learners who can contribute to the world they live in.

Through our core Christian values of love, service and belonging students will be supported by the whole community, to achieve excellence.

Mission:

## **One School**

St Mark's CE All Through School will be one whole school community. We will create a sense of belonging for all who enter our school. Our school will be a safe place for those who learn and work here. Relationships between staff and students and high expectations of behaviour and conduct will be the key to the success of our school. Our ethos of nurture, high standards and expectations will be modelled through the school by excellent staff. Taught in age appropriate year groups, students will be given the opportunity to benefit from shared facilities and interaction with each other. Primary aged students will have the opportunity to have access to facilities which are not normally available in primary schools. Younger students will have older students as mentors and role models to enhance their school experience. Secondary phase students will have opportunities to develop skills in leadership and mentoring of younger students.

## **Serving All**

St Mark's C of E School will be an inclusive school, which will serve the community of Southampton. As a Church of England School, our values are underpinned by the teachings and example of Jesus. Jesus teaches us to 'love your neighbour as you love yourself'. We will put our students at the centre of our School by supporting them all irrespective of background, nationality, religion, gender or educational need to achieve high standards of education and behaviour. We will serve the students' families, working in partnership, supporting and encouraging them to work with us for the benefit of the students.

As a Church of England School we will expect our students to understand the purpose of serving others, through both our daily actions and through more sustained work helping those locally, nationally and internationally. Leaders of the school will create a culture where every member of the School community can thrive and flourish.

## **Through Excellence**

At St Mark's C of E School we will expect excellence from everyone. This means that leaders will seek to find the most appropriate innovative practice from national and international sources. Leaders will expect the best from the staff and students across the school, and support them to achieve. All staff, in partnership with parents and the wider community, will be expected to give their best at all times to ensure excellent future outcomes for students. Our students will make excellent progress from the moment they arrive at our school. Everyone in the School community will respect and honour one another in the way they look, speak and act. We will teach students at St Mark's our high expectations and work with students and families who need additional support with this.



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# Subject Lead Geography

## Geography Lead Teacher

Full-time, permanent

Required From September 2026

MPS/UPS £32,916 - £45,352 FTE plus TLR 2.1

St Mark's CE School is one whole school community, where we create a sense of belonging for all who enter our school. Our core Christian values of love, belonging and service are nurtured and modelled through high standards by excellent staff.

We are seeking an exceptional Geography teacher to join our growing team. You will lead the development of and actively shape our Geography Curriculum.

This is an exciting opportunity for someone with the teaching skills and secondary phase knowledge to work within our school community, where our warm strict behaviour policy allows teachers to enjoy teaching without disruption. As a growing school opportunities for development are rich and you will have the opportunity to be part of a unique and exciting setting.

To be successful, you will hold qualified teacher status with evidence of professional development gained within the last two years. You will be a passionate and creative teacher and practitioner ready to join our growing all through school.

**Closing Date for applications: 11:55pm on Wednesday 18<sup>th</sup> March 2026**

**We reserve the right to call candidates for interview and appoint to the role before the closing date.**

**Unfortunately we do not have the ability to support sponsorship.**

*St Mark's Church of England School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

*This role requires an enhanced DBS.*



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# Job Description

## Main Purpose:

To effectively teach and develop your chosen subject within the school. To provide guidance to students and form positive relationships with all students.

## Teaching & Learning

- You will be expected to plan and deliver lessons to the whole school to GCSE.
- As a teaching professional you will make a major contribution to the school and development. To uphold the school's Christian values at all times.
- To teach and develop your chosen subject within the school in a professional way, ensuring the curriculum is progressive across the all through school.
- To provide learning that will ensure all groups of pupils make good progress through adhering to the schools teaching and learning policy.
- Be a committed team player and be passionate about your chosen subject, where you can inspire and motivate students.
- Work collaboratively with teaching assistants and support assistants ensuring they are fully briefed on lesson plans and expectations to enable them to fully contribute to improving pupil outcomes Teach primarily to Years 7-11, with possible teaching in KS1 and 2, experience dependent.
- To ensure the smooth transition of students' learning in your chosen subject between Key Stages. Demonstrate good subject and curriculum knowledge.
- To promote the use of literacy skills across the curriculum To have a full understanding of the requirements of National Curriculum and a view of the practical policies necessary for its successful delivery Be accountable for implementing the school's Behaviour policy and play an active role in the day-to-day management of pupil behaviour and mental wellbeing.
- Contribute to curriculum/pastoral evaluation and development Contribute to the delivery of extra-curricular activities. Maintain and promote an effective partnership with pupil's parents to support and improve pupil's achievement and personal development.
- Treat all people fairly, equitably and with dignity and respect to create and maintain a positive culture in line with the School's Christian Distinctiveness.
- Manage conflict effectively, seeking positive outcomes.

## Additional Responsibilities

To carry out the duties of a school teacher as set out in the current School Teachers Pay and Conditions Document as requested by the Executive Headteacher.

Any other duties, which reasonably fall within the requirements of the post, which may be allocated by the Executive Headteacher.

# Person Specification

Description	Essential	Desirable
<b>Professional Qualifications</b>		
Qualified Teacher Status	X	
Successful teaching experience	X	
Successful experience of subject leadership	X	
Qualification (eg NPQML) in leadership		X
<b>Skills and Knowledge</b>		
Expert knowledge of legislation and guidance on curriculum requirements	X	
Understanding of high-quality teaching and learning strategies in the subject, and the ability to model this for others and support others to improve	X	
Outstanding classroom practice, constantly showing a positive and resilient approach to pupils and staff	X	
Excellent communication and organisational skills	X	
Knowledge of effective teaching and learning strategies	X	
A good understanding of how children learn	X	
Ability to adapt teaching to meet pupils' needs	X	
Ability to build effective working relationships with pupils and staff	X	
Knowledge of guidance and requirements around safeguarding children	X	
Knowledge of effective behaviour management strategies	X	
Effective communication and interpersonal skills	X	
Ability to communicate a vision and inspire others	X	

# Person Specification

<b>Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>
A strong moral purpose and personal commitment to the aim and values of St Mark's C of E School	x	
Commitment to always act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the school	x	
Commitment to continuous improvement through coaching and professional development	x	
Ability to work under pressure and prioritise effectively	x	
Commitment to maintaining confidentiality at all times	x	
Commitment to equality and safeguarding	x	



# How to apply

**Closing Date: 11:55pm on Wednesday 18<sup>th</sup> March 2026**

To apply please visit our website:

<https://www.stmarksschool.co.uk/community/vacancies-at-st-marks/>

Please complete the 'teaching staff' application form, when completed please email it to [recruitment@st-marks-southampton.org.uk](mailto:recruitment@st-marks-southampton.org.uk)

If you need any more information on the role please email [recruitment@st-marks-southampton.org.uk](mailto:recruitment@st-marks-southampton.org.uk)

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