Achieve + Learn Trust.
Better, together.

CANDIDATE

RECRUITMENT PACK

Head of Department - Geography

RESPECT ASPIRATION DETERMINATION INDEPENDENCE

Reddish Vale High School

MESSAGE FROM THE CEO

Welcome to the Achieve and Learn Trust

"Ensuring the best outcomes for children and young people"

Our Vision
At the heart of the Trust's vision is a belief that students deserve the best educational experience with aspirational curriculum provision and enrichment opportunities. We strive for personal and academic achievement within a safe, inclusive and enriched learning environment: opening minds, opening doors to learning opportunities and opening up pathways to successful futures.

Our Aims
Our aim is to ensure that all schools within the Trust aspire to be strong providers and aim for exemplary practice through creative approaches.

Our Future
We have an appetite for continuous improvement and development, with an overall ambition of expanding the Trust to develop a local partnership of schools, covering both primary and secondary phases. This will enable us to foster true partnership and collaborative work that both supports and challenges member schools.

Ms Kim Earle, CEO
Achieve and Learn Trust

MESSAGE FROM THE HEADTEACHER

Welcome to Reddish Vale High School

'Positively Changing Lives - through personal growth academic excellence'

I am very proud as Headteacher to welcome and introduce you to Reddish Vale High School (RVHS). Our school is emerging from a turbulent time of late and has already gone through an exciting period of transition and improvement. Through values driven leadership, which is underpinned by dedicated teaching and support staff, the school is on an exciting pathway in ensuring that all its learners are enabled in realising their full potential. This is my mission. Here at RVHS, we are dedicated to ensuring our vision to **'Positively Changing Lives - through personal growth academic excellence**' becomes a reality for the entire school community.

High quality, committed staff, provide a positive, disciplined and nurturing environment that inspires a passion for learning so that every learner progresses and can thrive. Our learners are encouraged to achieve their best personally, academically and socially. As a result, we are seeing improved levels of academic attainment and progress throughout the school. High expectations and standards are driven through teamwork and underpinned through the school's core values of; Respect, Aspiration, Determination and Independence.

This provides only a brief introduction to our school community and a flavour of our ethos and values.

We are experiencing a period of significant growth and investment, allowing us to further enhance our school facilities, teaching resources, and staff development programs. As part of our continued growth and commitment to providing the best possible education for our students, we are seeking to appoint a number of talented and motivated individuals to join our dedicated team. Thank you for your interest in Reddish Vale High School, the learners, staff and I, look forward to welcoming you.

Mr Darren Moroney,
Headteacher
Reddish Vale High School

ROLE OVERVIEW

Head of Department – Geography

CONTRACT TERM:
Permanent

PAY SCALE:
MPS/UPS + TLR 1A

LOCATION:
Reddish Vale High School, Reddish Vale Road, Stockport SK5 7HD

START DATE:
September 2026

If you would like to apply to be part of our school at this exciting time, please visit the 'Job Vacancies' page on our school websites - **Reddish Vale High School** where you will find an application form and more information about our school.

Please send your completed application form to recruitment@reddish.stockport.sch.uk

CLOSING DATE:
Monday 9th March 2026, 08:00 am

INTERVIEW DATE:
w/c 16th March 2026

Reddish Vale High School are seeking to appoint a well-qualified, enthusiastic, committed and ambitious Head of Department. The successful candidate will display a real passion for learning and the teaching of Geography, with proven experience of leadership and teaching across KS3 and 4.

The successful candidate will be an integral part of the team and this is an exciting opportunity for an outstanding, creative leader with the drive, passion and commitment to join our hugely talented team of staff, working together to encourage and support every child in reaching their full potential.

We are looking for a Head of Department to raise standards of student attainment, achievement and progress within the Geography Department.

As Head of Department, you will:

- be accountable for student progress and development within the subject area;
- develop and enhance the curriculum implementation and pedagogical development of others;
- ensure the provision of an appropriately broad, balanced and ambitious curriculum for students studying in the subject of Geography and Travel and Tourism;
- be accountable for leading, managing and developing the subject/curriculum area;
- effectively manage and deploy teaching, support staff, financial and physical resources within the Subject area to support the improvement plan.

Please note that we **do not employ unqualified teachers**. Only applications from candidates with QTS status will be considered for any teaching post.

What We Are Looking For:

- Strong leadership skills
- Strong subject knowledge and the ability to teach Geography across key stages.
- Excellent communication and interpersonal skills.
- A team player who is willing to collaborate and contribute to the development of the school.

We are an ambitious and forward-thinking school that is committed to providing a high-quality education and fostering a positive, inclusive learning environment.

JOB DESCRIPTION

JOB TITLE: **Head of Department – Geography**

JOB PURPOSE: To raise standards of student attainment, achievement and progress within the whole curriculum area and to monitor and support student progress

Accountable to: Deputy Headteacher / Headteacher

The Achieve and Learn Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Our Vision
Personal and academic achievement within a safe, inclusive and enriched learning environment: open minds and open doors.

Our Values

Ambition: we instil a lifelong love of learning and nurture skills and talents
Inclusion: we welcome and respect people from all backgrounds, valuing and celebrating diversity
Aspiration: we want people to be the best that they can be and for everyone to achieve their potential
Community: we develop local and global citizens of the future, always committed to working in partnership
Belief: we encourage everyone to believe in themselves and their future, providing opportunities to excel.

In all things, we expect our staff to work towards achieving the vision for our Trust, embracing our values and showing ethical leadership at all times.

Corporate Responsibilities

- To uphold our commitment to safeguarding and to promote the wellbeing of children.
- To actively promote the vision and values of our Trust with all stakeholders, including trustees, local governors, colleagues, parents, visitors and the local wider community of all our schools.
- To robustly follow all policies, procedures, working practices and regulations, and in particular to comply with policies relating to Safeguarding, Equal Opportunities, Academy Trust Handbook, Financial Procedures, Health & Safety, Confidentiality, Data Protection, reporting any concerns to the Chief Executive Officer.
- To contribute to a culture of continuous improvement.
- To comply with all reasonable management requests.

Our vision is to nurture well-rounded citizens of the future who are knowledgeable, happy and resilient so that they make a valuable contribution to the world in which they live, and are empowered to make informed and positive life choices.

Duties and Responsibilities:

In addition to the responsibilities of a class teacher as set out in the school teachers' pay and conditions document, the following will be undertaken:

Reddish Vale High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

1. Teaching and Learning

1.1 Planning

1.1a planning teaching to achieve progression in students' learning through:

i) identifying clear teaching objectives and content, appropriate to the subject matter and the students being taught, and specifying how these will be taught and assessed

ii) setting tasks for whole class, individual and group work, including homework, which challenge students and ensure high levels of pupil interest

iii) setting appropriate and demanding expectations for students' learning, motivation and presentation of work

iv) setting clear targets for students' learning, building on prior attainment, and ensuring that students are aware of the substances and purpose of what they are asked to do

v) identifying students who:

- have special educational needs, including specific learning difficulties
- are very able
- are not yet fluent in English
- are disadvantaged

and knowing where to get help in order to give positive and targeted support.

1.1b through intelligent curriculum design, providing clear structures for lessons, and for sequences of lessons in the short, medium and longer term, which maintain pace, motivation and challenge for students

1.1c making effective use of assessment information on students' attainment and progress in teaching and in planning future lessons and sequences of lessons

1.1d planning opportunities to contribute to students' personal, spiritual, moral, social, aesthetic and cultural development and opportunities to promote good citizenship

1.1e where applicable, ensuring coverage of the relevant examination syllabuses and National Curriculum programmes of study.

1.2 Teaching and Class Management

1.2a ensuring effective teaching of whole classes, and of groups and individuals within the whole class setting, so that teaching objectives are met, and best use is made of available teaching time

1.2b monitoring and intervening when teaching to ensure sound learning and discipline

1.2c establishing and maintaining a purposeful working atmosphere

1.2d setting high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well focused teaching and through positive and productive relationships

1.2e establishing a safe environment which supports learning and in which students feel secure and confident

1.2f using teaching methods, which sustain the momentum of students' work and keep all students engaged

1.2g being familiar with the SEN Code of Practice on the identification and assessment of special educational needs and, as part of the responsibilities under the Code, implementing and keeping records on individual education plans (IEPS) for students at Action Plus and above

1.2h ensuring that students acquire and consolidate knowledge, skills and understanding in the subject

1.2i evaluating her/his own teaching critically and uses this to improve effectiveness.

2. Accountability

2.1 assessing how well learning objectives have been achieved and using this assessment to improve specific aspects of teaching

2.2 marking and monitoring students' assigned classwork and homework, providing constructive oral and written feedback, and setting targets for students' progress

2.3 assessing and recording each pupil's progress systematically, including through focused observation, questioning, testing and marking, and use these records to:

(i) check that students have understood and completed the work set

(ii) monitor strengths and weaknesses and use the information gained as a basis for purposeful intervention in pupil's learning

(iii) inform planning

(iv) check that students continue to make demonstrable progress in their acquisition of the knowledge, skills and understanding of the subject

2.4 being familiar with the statutory assessment and reporting requirements and preparing and presenting informative reports to parents

2.5 where applicable, understanding the expected demands of students in relation to each relevant level description or end of Key Stage description, and the demands of the syllabuses and course requirements for GCSE and other Key Stage 4 courses;

2.6 where applicable, understanding and knowing how to implement the assessment requirements of current qualifications

2.7 recognising the level at which a pupil is achieving, and assessing students consistently against attainment targets, where applicable, if necessary with guidance from an experienced teacher

2.8 understanding and knowing how national, local comparative and school data, including National Curriculum test data, where applicable, can be used to set clear targets for students' achievement

2.9 using different kinds of assessment appropriately for different purposes, including National Curriculum and other standardised tests, and baseline assessment where relevant.

3. Whole School

3.1 promoting the general progress and well-being of students

3.2 contributing to students' personal, spiritual, moral, social, aesthetic and cultural development and promotes good citizenship

3.3 providing guidance and advice to students on emotional, vocational and social matters

3.4 supervising students in line with school supervision policy maintaining good order and discipline among students and safeguarding their health and safety both in school and when they are engaged in authorised activities elsewhere

3.5 recognising the value of work across the curriculum and working with, and supporting colleagues, attending meetings as requested by the Head

3.6 supervising, and so far as is practicable, teaching students whose teacher is not available to teach them in line with school, local and national agreements
3.7 participating in examination procedures and arrangements for supervision of such examinations
3.8 registering the attendance of students
3.9 recognising the value of extra curricula activities and participating where appropriate
3.10 following and promoting school policies and procedures.

4. Undertake such duties as may from time to time be reasonably assigned by the Headteacher operating within the provision of the School Teachers' Pay and Conditions of Employment.

We seek to appoint a dedicated and energetic full-time teacher and senior leader, who will make an outstanding contribution to the Geography Department, and the whole staff team.

The successful candidate will be expected to make a major contribution to the teaching and leadership of Geography. We therefore welcome applications from candidates who are highly knowledgeable, skilled leaders.

As a senior leader, you will be responsible for overseeing the Department's readiness for Ofsted and ensuring robust outcomes for all students.

ADDITIONAL INFORMATION

BENEFITS

- An engaging, creative and welcoming environment.
- Membership of the Teachers' Pension Scheme, with excellent employer contributions.
- Free on-site parking.
- On-site canteen facilities.
- Staff room with free refreshments.
- Employee Assistance Programme.
- Occupational Health and Counselling services available.
- Supported by a talented, highly motivated, committed and professional team of colleagues.
- Active and supportive Governing Bodies and Senior Leadership Teams.
- CPD opportunities for all staff.
- A great place to work.

CONTRACTUAL MATTERS

- The successful candidate will be expected to take up the appointment in September 2026
- The position will be based at Reddish Vale High School, Stockport.
- You will be paid on MPS/UPS + TLR1A
- All our schools operate a no-smoking policy on the whole of its sites.

APPOINTMENT TERMS

The Achieve and Learn Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

We fully support staff professional development and expect staff to be proactive in this area.

To be considered for this position, your application form should be completed in full by 08:00 am on **Monday 9th March 2026**. Please note that we are unable to accept applications unless they are made on our own application form. Due to the large number of applications, we receive, please be aware that only shortlisted candidates will be contacted to be invited for an interview.

If your application is successful, employment with the Trust is conditional upon the completion a DBS Disclosure Application, receipt of two satisfactory employment references and a satisfactory pre-placement medical assessment. Any criminal record information that is disclosed to the Trust will be handled in the strictest confidence. Persons barred from working with children will not be considered for this post.

The Achieve and Learn Trust is committed to Equity and Equality of Opportunity and welcomes applications from all sections of the community.

Thank you for your interest in a position within the Achieve and Learn Trust. We believe that applying for a new role should always be seen as a two-way process, you have to be right for us, but the school also has to be right for you. So, if you are interested and would like any more information about the role or our Trust, please email recruitment@reddish.stockport.sch.uk.