

The Sir John Colfox Academy



Candidate information pack

**Head of Geography
TLR 2.1**

September 2026



initio
Learning Trust

Welcome from the Headteacher

Thank you for your interest in joining The Sir John Colfox Academy as our new **Head of Geography**.

I am delighted that you are considering bringing your skills, passion and professional ambitions to our community. Choosing the right school to work in is an important decision, and I hope this information pack offers a sense of who we are, what we value and why we believe Colfox is such a rewarding place to build your career.

At Colfox, we believe that education is most powerful when it is rooted in **community, care** and **high expectations**. Our academy is more than just a place to work; it is a place to belong. As a member of staff, you will join a warm, friendly and collaborative team where colleagues support one another and where strong, respectful relationships sit at the heart of all we do. These relationships - between teachers and pupils, amongst staff, with parents and carers, and with the wider community - are fundamental to our ethos and central to our success.

Our school reflects and serves the community around us, and we take pride in working closely with families and local partners to ensure every child is **known, valued** and **supported**. We have an excellent reputation for our provision for students with SEND, and we are ambitious for every pupil, whatever their starting point. Our well-sequenced, broad and ambitious curriculum is designed to **open doors, broaden horizons** and **nurture curiosity**, supported by an extensive range of extracurricular opportunities that bring learning to life.

Colfox is a school that is continually growing, improving and looking ahead. We are committed to providing staff with the **time, support** and **professional development** they need to thrive. Whether you are early in your career or an experienced practitioner, you will find opportunities here to refine your practice, expand your expertise and contribute to meaningful whole-school development.

Most importantly, you will join a community that shares a clear moral purpose: to help every young person become who they want to be. Our values of **kindness, respect, responsibility** and **enjoying school** shape every decision we make and every interaction we have. They guide our teaching, our leadership, and the way we support each other as professionals.

I warmly invite you to explore our school further and consider the role you could play in our ongoing journey.

Thank you once again for your interest.

Adam Shelley



Our Values

We want every child to enjoy school.

- We are proud of our excellent exam results - but believe education is about much more.
- We believe every child deserves an education filled with extra-curricular opportunities and cultural enrichment. Whether through sport, drama, art, music, public speaking, trips, activities, clubs – we want all our students to find their passions and pursue them.
- Our young people are encouraged to try new things, to grow, to make mistakes. We believe these experiences shape us and help build strength. We want our students to enjoy activities they never thought they would and achieve things they never thought they could!
- We are proud that Ofsted saw that our students have strong relationships with adults, are encouraged to try new things and enjoy extracurricular opportunities.

Academic Excellence

- We are ambitious for all our students and offer high quality teaching and learning. Lessons are engaging and our curriculum is ambitious.
- Academically, we aim to meet our students' changing interests and provide new courses that reflect their interests. Lately, we have offered new courses in Ancient History, Latin and Astronomy in response to student demand.
- OFSTED recognised that our school is ambitious for our pupils and has worked hard to create a new well-planned curriculum to increase achievement and students' enjoyment of learning.
- We offer excellent academic, practical and vocational opportunities, and we are lucky to have a modern building, well-equipped with excellent facilities in magnificent grounds. We also have an excellent Sixth Form, and our students go on to win places at some of the country's most prestigious universities.

“Colfox is ambitious for its pupils. What pupils learn is more than just preparation for exams.”

Ofsted 2023

“The school prides itself on the range of opportunities for pupils to broaden their experiences beyond the classroom”

Ofsted 2023



What our staff say



“I’ve been teaching at Colfox for 10 years, and the reason I’ve stayed is simple: the relationships. This is a place where staff genuinely support one another and where teaching and learning come first. I’ve been able to grow my career here, taking on new responsibilities and developing my practice in a community that values both teachers and students. It’s a truly special environment to make a real difference in the classroom”

Roz – English

“As an ECT, I couldn’t have asked for a better start. The support I’ve received - from mentors, colleagues, and leadership - has been incredible. There’s a warmth to Colfox that you feel every day, whether it’s in lessons with students or in the staffroom with colleagues. It’s an encouraging environment where you’re never afraid to ask for help, and where people genuinely want you to succeed.”

Katie - PE



“This is my fifth year at Colfox, starting from an ECT, and I wouldn't want to be anywhere else. Staff are kind and supportive, often putting each other before themselves, and the relationships between staff and student's makes for such a jovial atmosphere. I feel the school is very pragmatic in its decisions and goals - CPD, SOW, and leadership decisions are all made with quality-first, realistic classroom teaching in mind that ensures students are best supported.”

Toby – Maths



“I have worked at Colfox for 10 years, my role has involved a variety of responsibilities within the support staff team, and I am currently the Exams Manager. Colfox is a friendly and supportive workplace with a strong sense of community and teamwork, making it a rewardable and enjoyable place to work.”

Terri – Exams Manager



The Geography Department

The staff:

The Geography department consists of two full-time and one part-time member of staff. They bring a range of specialism across the subject and pride themselves on being collaborative and forward thinking.

The curriculum:

The curriculum journey in Geography has been designed to provide students with the foundational knowledge they need in KS3 in order to be successful at KS4 and 5. Students are taught in mixed-ability teaching groups throughout their time in Geography at Colfox because we believe this provides the best opportunity for setting high expectations. In KS3, students study a range of human and physical topics including map skills, physical landscapes, economic activity, hazards, weather and climate, resource management and urbanisation. At KS4 and KS5 students follow the AQA specification. An overview of the department's learning journey can be found on the school website [here](#).

Resources:

The department has two dedicated classrooms, each equipped with a modern interactive screen, a range of centrally planned resources, textbooks and fieldwork equipment.

Fieldwork and extra-curricular opportunities:

Students are given the opportunity to deepen their understanding by applying their learning in the context of fieldwork. This ranges from taking students out into the school grounds or the immediate surroundings to see geography 'first hand' or enjoying the wealth of opportunity that exists on our doorstep in the form of the Jurassic Coast. Students travel further afield to Bristol as part of their GCSE course, while students at A-Level are encouraged and supported to develop independent investigations as part of their NEA. The department has also previously run trips to Iceland and contributed towards other whole-school opportunities such as the Duke of Edinburgh Award.

To discuss any aspect of the Geography department or role further, please contact Tom Hardinge (Deputy Headteacher) hardinget@colfox.dorset.sch.uk



Living and working in West Dorset



Bridport is a vibrant and welcoming market town with a strong sense of community and a rich cultural heartbeat. Known for its creative spirit, independent shops and cafés, weekly markets, and thriving arts scene, it offers a quality of life that blends tradition with modern energy. The town's friendly atmosphere, active local groups, and year-round events - such as the Bridport Literary Festival, Hat Festival, and bustling street markets - make it a lively and engaging place to call home. With beautiful beaches at West Bay just a short walk or cycle away, Bridport provides an exceptional balance of coastal living and community warmth.

Beyond the town, West Dorset's landscape is nothing short of spectacular. Home to the Jurassic Coast World Heritage Site, rolling hills, ancient woodland, and expansive Areas of Outstanding Natural Beauty, the region offers endless opportunities for outdoor adventure and tranquillity. Whether exploring dramatic cliffs, walking the South West Coast Path, or enjoying peaceful countryside trails, residents benefit from a unique environment where nature is both inspiring and accessible. The area's clean air, wide-open spaces, and slower pace of life contribute to a strong sense of wellbeing, making West Dorset an ideal location for those seeking both beauty and balance.



Despite its rural charm, West Dorset remains well connected to the rest of the country. Regular rail services from nearby Dorchester and Axminster provide direct routes to London, Exeter, and other major hubs, making visiting other regions straightforward. Access to the A35 also places towns such as Bournemouth, Poole, and Exeter within easy reach. This blend of natural seclusion and practical connectivity means residents can enjoy the peacefulness of coastal and countryside living without feeling isolated, benefiting from the best of both worlds.



Benefits of working for Initio Learning Trust



Initio Learning Trust comprises 19 schools across Dorset, with our head office based in Wimborne. Formed in February 2023 from the merger of The Minerva Learning Trust and Wimborne Academy Trust, we offer outstanding education through every stage of schooling, from nursery through to upper sixth form. We believe in enabling every person to thrive within their role, and our core values of **Ambition**, **Collaboration** and **Respect** underpin the pride we take in offering genuine professional development opportunities for all our staff; and in our focus on staff wellbeing.

As an employee of Initio Learning Trust, you can enjoy a range of employee benefits. These benefits include a healthcare cash-plan which entitles you to claim back some medical and dental expenses; an employee assistance programme with access to advice and guidance; a cycle to work scheme which helps to reduce the cost of a bicycle used for commuting to work; discounted gym memberships and other one-off benefits such as a free flu vaccination each winter.



Initio Learning Trust is a Disability Confident Committed Employer and aims to provide an inclusive, barrier-free recruitment process. If you would like to discuss any changes or support you may need as part of this process, please call or email the recruiting manager. We also value and respects the diversity of our workforce and encourage employees to be their unique selves. Having a diverse and inclusive workforce underpins our core values of collaboration, ambition and respect, and we welcome applications from all sectors of the community regardless of age, gender, race, ethnicity, disability, sexual orientation, social background, religion or belief.

