



HASTINGS HIGH SCHOOL

Head of Geography Full time

No Recruitment Agencies

Salary: Teacher MPS/UPS + TLR2b

Starting date: August, 2026

Application Deadline: May 5th, 2026

Interview date: w/c 11th May, 2026





HASTINGS HIGH SCHOOL

April, 2026

Why join the Hastings Family?

At Hastings, we live by our motto: *Care and Excellence for All*.

We are a thriving, oversubscribed community school with a strong academic record and a reputation for nurturing ambition, responsibility, and self-development in every pupil.

- Ofsted: Judged “Good” with outstanding pupil behaviour and relationships.
- Academic success: Progress 8 consistently *above average* (+0.40 last year).
- Facilities: Multi-million investment in 2025, including 8 new classrooms, a sports hall, and redeveloped pastoral and dining areas.
- Community: A supportive, ambitious, and enriching environment for staff and pupils alike.

What We Offer You

- Comprehensive induction programme – tailored support for ECTs and new staff.
- Professional development – ongoing training, appraisal, and opportunities to grow.
- Wellbeing focus – a culture of care and respect for staff.
- Collaborative team spirit – work alongside talented, reflective practitioners.
- Enriching curriculum – access to a wide range of resources, facilities, and extracurricular opportunities.

How to Apply

Please submit:

1. Completed application form
2. Letter of application (max 2 sides of A4, font size 11)

Send to: Mrs. Sarah Brown – HR Manager  sarah.brown@hastings.school

Closing date: 9am, 5th May 2026

Interviews: Week beginning 11th May 2026

(If you have not heard from us by 12th May, please assume your application was unsuccessful.)

We love showing off our school! Prospective candidates are warmly invited to arrange a visit.

We very much hope you will apply and look forward to receiving your application.

Yours sincerely,

Miss C Bradley and Mr S Shipman
(Co-Headteachers)

HASTINGS HIGH SCHOOL

Care and Excellence for All

OUR HASTINGS FAMILY



All employees of Hastings High School are expected to live and breathe the school's CARES values so that they act as role models for our pupils and hold themselves and each other to high standards.

- Community: to demonstrate a collaborative, team working approach so that we can instil a sense of belonging to something that is greater than any one individual – the Hastings Family.
- Ambition: to believe that every pupil deserves to be given the opportunity and the tools so that they may become the best version of themselves.
- Responsibility: for personal professional growth and development, keeping up-to-date with national research and engaging with professional organisations.
- Enriching: a commitment to helping our young people develop existing interests and try something new which will shape experiences and memories that will stay with them for life.
- Self-development: demonstrates the capacity to be a self-reflective leader and practitioner and treats feedback as an opportunity to become even better.

A word from our pupils

- *“Hastings is an amazing community of pupils and teachers who work together in striving for excellence.”*
- *“Hastings has helped me become ambitious and motivated to succeed.”*
- *“Relationships between staff and pupils are very positive. Staff are strong role models.”*

HASTINGS HIGH SCHOOL

Care and Excellence for All

THE GEOGRAPHY DEPARTMENT

The Geography Department is a well organised and highly successful team having been recently awarded the prestigious Quality Mark from the GA. We are looking for an enthusiastic and inspirational teacher/Head of Geography to lead our team and continue to build on our success.

Pupils are taught in mixed ability groups, and enjoy coming to geography lessons because of our strong routines and excellent teaching. Geography is the most popular GCSE option subject, with 80-85% of the year group choosing this as an option. Our lessons are underpinned by an engaging and purposeful curriculum, informed by educational research to ensure all students can succeed. There are four 1 hr geography lessons at KS3 and five 1 hr GCSE lessons per fortnight.

The aims of the Department are to ensure that our curriculum caters for all levels of achievement, is relevant, inspiring and prepares students as moral citizens for the wider world. We ensure that all students feel supported and strive for every child to achieve their full potential. This means that every pupil will leave Hastings with a geography education they can be proud of, but not only this, pupils will be prepared for life.

Through our curriculum pupils will:

- Be challenged and inspired
- Apply their skills and knowledge to solve problems and seek solutions
- Become independent learners
- Be able to apply their skills and knowledge in other subjects
- Develop skills that will help them in life
- Come to appreciate how geography is so important in the 'real' world and their role as an active citizen.

Our GCSE results are significantly above the national average and amongst the best in the county. The progress made by all our pupils is very strong.

Year	4+	7+	P8
2024	82%	38%	+0.69
2025	75%	33%	+0.63 (internal figure)

We are all proud to be a part of the Geography Department, and genuinely care about the pupils and each other.

We aim to provide the best experience for every child, preparing pupils for life beyond Hastings.

MIDDLE LEADER

Being a Middle Leader at our school is both rewarding and empowering. You are part of a genuinely inclusive and welcoming staff body, where collaboration is highly valued and colleagues actively support one another. This strong sense of community ensures that day-to-day leadership is not only effective, but also enjoyable and purposeful.

Senior Leaders are approachable, supportive, and invested in your success. They provide clear strategic direction while trusting you to lead your area with autonomy, creating a positive balance between accountability and professional freedom.

Our school is committed to fostering a culture of growth and innovation. Middle Leaders are encouraged to explore new initiatives, develop their ideas, and continually refine their practice. There are meaningful opportunities for professional development, enabling you to take on new challenges and play a key role in shaping the direction of your subject or team.

As a Middle Leader, you are a driver of school improvement, modelling our values in everything you do. You lead with integrity and purpose, embodying and promoting our motto of care and excellence through your leadership, decision-making, and daily interactions with staff and pupils.




HASTINGS HIGH SCHOOL

AN 11-16 ACADEMY

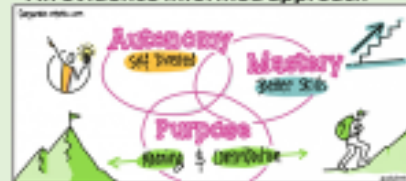
Staff Wellbeing and Work-Life Balance



We recognise that our ambition to be +1 can only be achieved when staff wellbeing is high. Our aim is to create a culture that empowers individuals to take responsibility for their own wellbeing and care for each other. We believe that if we all play our part in getting wellbeing right, then we will get it right for every member of our Hastings Family.

A commitment to quality workload 	Collegial culture 
Three data drops per school year and one staff meeting per week	Hastings Family and CAREs values informs culture and ethos
Department led policies for marking and feedback	Staff Wellbeing Champion and an Adult Mental Health Workplace Responder and First Aider
Sensible turnaround times e.g. mock exams	Regular opportunities to meet as a team
SDP takes into account impact on workload	Scheduled opportunities to share good practice
Virtual parents' evenings by popular demand	Staff room (tea, coffee and hot chocolate on tap!) and a Community Box
Digital Communications Policy	Staff treats and raffle –Christmas and Easter
Workload reduction kit used to inform school calendar	Buddy system
Centralised detentions for behaviour and homework	Staff social events
Individual directed time statements	Regular line management meetings
No more than 86% contact time for teachers	Occupational health and welfare service (Thrive) and an Employee assistance Programme
A 'family friendly' Attendance Management policy	SLT Walk and Leadership On Call to check-in rather than check-up
Employ 2 cover supervisors to meet 'rarely cover' requirements and protected PPA	
No 'no leaving site until XX:XX' policy	
Indicators of trust 	
Butterfly suggestions and meetings – everybody can make a difference	
Hot Chocolate nominations and praise postcards	
A low staff turnover	
Strong sense of shared purpose (our 'why')	
Regular opportunities for staff voice that is followed up by school leaders and actioned wherever possible	
A commitment to professional development and sharing good practice	
Flexible working and Sabbatical policies	
Opportunities for progression and wider school contributions	

An evidence informed approach



Daniel H. Pink – 'Drive, The surprising truth about what motivates us'

[Dfe Workload reduction kit](#)

[Anna Freud: Supporting Staff Wellbeing in Schools](#)

1. REMEMBER THAT TO-DO LIST WILL NEVER BE COMPLETE - IT'S FINE.
2. GREET EVERYBODY WITH A SMILE TODAY.
3. TAKE TIME OUT TO EAT, NOT AT YOUR DESK.
4. GO HOME EARLY, WHEN THE BELL RINGS, ONCE A WEEK.
5. JOIN IN WITH A STAFF SOCIAL EVENT - ORGANISED OR IMPROMPTU



HASTINGS HIGH SCHOOL

Care and Excellence for All

HEAD OF GEOGRAPHY (TLR 2b)
JOB SUMMARY:
<p>The key roles of the post holder are:</p> <ul style="list-style-type: none">• To lead, manage, develop and be accountable for the staff team delivering any Geography lessons, in order to ensure the highest possible standards of pupil achievement both in curriculum and in extra curricula activities.• To develop opportunities to improve the range and quality of experiences pupils are able to engage with so that they can live and breathe our school values.• Work with all key stakeholders to ensure that the culture and ethos of the school is infused by our school values and a spirit of tolerance, empathy and understanding of diversity.
OBJECTIVES
<ul style="list-style-type: none">• To ensure the continued success of Geography at both KS3 and GCSE with the potential of adding further GCSE equivalent qualifications to benefit our pupils across the age and ability range.• To keep measures of pupil attainment and achievement ensuring that standards remain high for each pupil, teaching group and cohort.• To continually review the curricula provision offered in Geography to engage learners in all parts of the Geography curriculum and to foster a love of Geography across the school.
PRINCIPAL RESPONSIBILITY AREAS
<p>A. Strategic development of the Geography department based on monitoring and self-evaluation B. Teaching, learning and the curriculum C. Leading and managing staff D. Resources E. Miscellaneous</p>
A: Strategic Development
<ul style="list-style-type: none">• Establish a vision and department development plan for the Geography department in respect of pupils of all ages and abilities, based on attainment and achievement data, learning walks/observations and 'stakeholder' questionnaires that develops a culture of continuous improvement in practice.• Monitor and evaluate the effects of relevant policies, plans & practice; establish clear targets for improvement including sustaining and improving pupil attainment & progress at GCSE.

- Establish, develop and implement policies and schemes of work for the subject in accordance with the requirements of the National Curriculum and school policy. Ensure recent inspection and research evidence are used where relevant.
- Contribute to whole-school curriculum development through meetings with your line manager, Middle Leader briefings and the school meetings schedule.

B: Teaching, learning and the curriculum

- Lead the teaching of Geography by modelling best practice and act to further improve the quality of teaching through professional debate based on good practice.
- Provide guidance on the choice of appropriate evidence informed teaching and learning methods to meet the needs of the subject and of different pupils.
- Monitor and evaluate attainment and achievement by all pupils in the department area identifying clear targets for improvement, providing data and information to your line manager as required.
- Report on pupils' attainment and achievement as required by Senior Leaders, your line manager and school procedures.
- Set expectations for the work of all staff involved in the teaching of Geography and take action to secure improvements where needed. Set a culture of continual improvement for all classroom practitioners.
- To form links with employers and educational providers to identify and provide pupils with additional opportunities for curriculum engagement and extra-curricular opportunities.

C: Leading and Managing Staff

- Develop effective working relationships with all staff; and with parents and governors as required.
- Establish and maintain good lines of communication within the department and with other stakeholders.
- Participate in the performance development of teaching and support staff as required by school policy.
- Lead professional development in Geography; modelling highly effective teaching.
- To fulfil the Health & Safety requirements and safeguarding procedures specified in the teacher and tutor job descriptions.

D: Resources

- Participate in decisions regarding the deployment of teaching and classroom support staff involved in the Geography team.
- Establish, maintain and develop appropriate resources for the teaching of Geography, creating a safe, stimulating environment for department activities and teaching.
- Ensure the effective and efficient management and organisation of learning resources to meet the objectives of school and department plans.
- Manage and account for the financial resources allocated to the department and manage your budget effectively and efficiently.

E: Miscellaneous

- To oversee the general tidiness and condition of furniture and fabric of, and equipment in, the Geography department. This includes (where appropriate) the display of pupils' work, thus creating an environment conducive to learning (reporting to the Premises Officer any issues of health and safety or damage requiring repairs).

- To carry out the duties placed on employees by the Health and Safety at Work Act 1974.
- To adhere to all policies relating to Health and Safety as determined by the Governors of the School.

Please note that these responsibilities are indicative rather than exhaustive. This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed.

The school takes its safeguarding and child protection responsibilities very seriously and the post will be subject to an enhanced DBS clearance, agreeing to our E-safety policy, two supportive written references, social media checks and a pre-employment medical health check.



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Care and Excellence for All

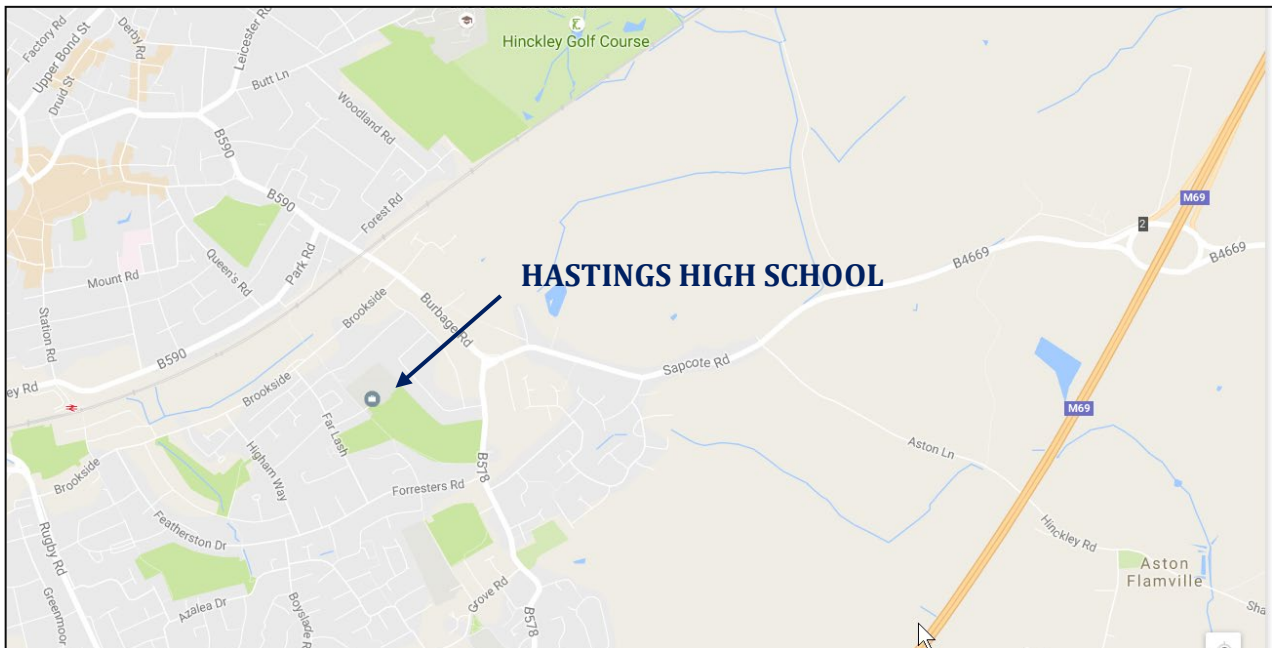
LOCATION AND CONTACT DETAILS

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Leicestershire
LE10 2QE

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Email: reception@hastings.school

Website: www.hastings.school



Reception:

