

The people behind
the magic.



JOIN OUR TEAM



Head of Geography

Salary: Teacher Scales MPS/UPS Plus TLR2C £8,610.

Contract: Permanent, Full time.

Closing Date: Friday 15th May 2026 at 9am.

Interview: Week commencing Monday 18th May 2026.

Start Date: 1st September 2026.

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.



Together
Learning Trust

THE SCHOOL



Everyone matters and every dream counts

We are proud of the high-quality education we offer at Ryburn Valley High School. We are a school of character, ensuring our students have opportunities to shine. We want them to be the best that they can be, taking risks and continually striving to develop and improve as young professionals. As Ofsted stated following our last inspection: "Pupils know the ethos of the school is based on 'everyone matters and every dream counts.' Leaders have fostered the values of kindness, honesty, respect and endeavour, which is brought to life by the everyday interactions of pupils and staff."

Ryburn is a school which has exceptionally high standards. Ryburn students work hard, get involved with the school community and "strive to excel". We want our students to leave school with bundles of new skills and knowledge, and of course great exam results. However, we also want them to develop and grow as young people, to leave our school with the attitudes and confidence to go out into the world and make a positive impact.

We live by the values of Kindness, Honesty, Respect and Endeavour. These values are on show in our lessons, in all our conversations and in the way both staff and students work as a team: Team Ryburn.

Ryburn Valley High School is a fantastic place to work and learn, and we are always aiming to develop even further. The quality of every interaction we have with students and staff establishes a culture where everyone can 'strive to excel' and achieve great things.

We are looking for an extraordinary individual to join our school and really make a difference in the lives of our young people.

Donna Watkins, HEAD OF SCHOOL



Ryburn Valley High School provides a strong, vibrant and welcoming community. Pupils swell with pride when they talk about their school. They told inspectors about the opportunities they get to develop their confidence and resilience.

- OFSTED REPORT 2022

EXPLORE MORE



www.rvhs.co.uk



[ryburnvalleyhighschool](https://www.facebook.com/ryburnvalleyhighschool)



[@RVHS_school](https://www.instagram.com/RVHS_school)



When schools collaborate, incredible things happen.

Together Learning Trust is a thriving group local family of schools. We have three secondary schools, two school sixth forms, five primary schools and a special school, inspiring 5800 young people. We are driven by a shared commitment to providing magical learning experiences for all our children and a belief that all of them can achieve great things.

Exceptional achievement stems from developing world class teaching and learning. Creativity is the core of our values. Our staff are amazing; in both the relationships they forge and the incredible range of opportunities they make possible. We get great results, but we give and expect so much more. We are shaping a generation of future global citizens with the character they need to succeed; with the integrity and commitment to excellence that will enable them to thrive.

Together Learning Trust schools are wonderful places to work. We value and support our team across all our schools, and recognise the ideas, experience and expertise of our staff. Being part of the Trust opens up new opportunities for staff development. The Trust schools work closely together to identify and then implement the best school improvement strategies across its schools. Our aim is to grow great people and talent.

We cherish our staff, support their wellbeing and enable them to flourish. Being part of Together Learning Trust feels special due to the unique nature of the schools and the opportunities it brings for staff, students and communities to collaborate. For everyone involved in our Trust our mission is simple. To **Grow, Excel, and Learn Together.**

What could we do, together?

DAVID LORD, CHIEF EXECUTIVE OFFICER



"Working with such creative, professional and dynamic staff from other schools in the trust has helped make my job much more enjoyable and manageable, whilst reducing workload."

- DAMIAN BALL

Assistant Headteacher, The Brooksbank School

EXPLORE MORE



www.togetherlearningtrust.co.uk

Together
Learning Trust

THE JOB

Head of Geography

Are you an inspiring, ambitious, and forward-thinking educator with a passion for Geography? Do you have the vision, drive, and expertise to lead a dynamic, high-achieving department ensuring our students develop a deep understanding of our planet, its people and the challenges of the future?

At Ryburn Valley High School we are looking for a dedicated and knowledgeable Head of Geography who can lead and inspire a love of learning, and secure exceptional outcomes for all students. This is a fantastic opportunity to shape the future of Geography education in a supportive and forward-thinking school where your expertise and leadership will be valued.

What the role involves in a nutshell:

- Provide clear, cohesive and inspirational leadership and direction in the department by motivating teachers and those supporting in the classroom to develop innovative strategies to enhance the quality of learning, teaching and achievement.
- Provide and showcase highly engaging, relevant and innovative learning opportunities at all key stages to ensure students make exceptional progress

What you'll get in return?

This is a fantastic opportunity to work as part of a dedicated and friendly team under the guidance and with the support of both the Director of Geography and Headteacher, who are committed to your development and success.

At Ryburn Valley you'll find a strong foundation where you can make a real difference to the lives of up to 1600 children and young people and our local community.

You'll be joining a school and Trust which is all about putting staff first – with numerous wellbeing initiatives and social events to enjoy each term!

In addition to this you will benefit from:

- Automatic enrolment to the Teacher Pension Fund.
- A Supportive and forward-thinking Leadership Team.
- Staff development through proactive personal and professional development.
- Working as part of a creative and supportive team who want the best for all of our students.
- Free Parking.
- Cycle to Work Scheme.
- Eye Care.
- Annual Flu Vaccines.
- Home & Technology Scheme.
- Rewards and discounts.
- GP Online and Prescription Service.
- Your Care Wellbeing & EAP.
- Lifestyle benefits & discounts.

Diverse perspectives and experiences are critical to our success, and we welcome applications from all people from all backgrounds with the experience and skills needed to perform this role.

If our school sounds like a place in which you could really make a difference, then we'd love to hear from you.

GEOGRAPHY AT RYBURN VALLEY HIGH SCHOOL

Our intent as a Department at Ryburn Valley High School is to provide a high-quality Geography education which inspires in pupils a curiosity and fascination about the world and its people that will remain with them for the rest of their lives. Our Key Stage 3 schemes of learning are designed to equip pupils with knowledge about diverse places, people, resources and natural and human environments, together with a deep understanding of the Earth's key physical and human processes. Each term, Key Stage 3 students learn about a different country such as Brazil, India, China, Iceland and Kenya. At Key Stage 4, students follow the AQA specification and at Key Stage 5 it's the OCR specification.

Ryburn is part of the Together Learning Trust and working in the Geography Department at TLT offers so many opportunities to work collaboratively as a department, not only within Ryburn, but also with colleagues across the three secondary schools and in network meetings with primary school Geography leads.

The schemes of learning are planned centrally by the Director of Geography for all three secondary schools to provide a curriculum which is broad and balanced and the Geography departments across the Trust meet regularly to discuss the development of teaching and learning, to share ideas and to support each other.

The development of teaching and learning is always our key priority. The Geography

Department is progressive and constantly striving to meet the varied needs of comprehensive pupils. Alongside this we aim to achieve the rigorous demands of an ever-evolving curriculum.

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We are currently looking at building our enrichment opportunities with fieldtrips. We provide enrichment opportunities with drop down days in Year 10, allowing us to develop essential skills needed to be a great Geographer. At GCSE there are trips to Liverpool and Hornsea. A Level students visit The Cranedale Centre.

The Trust encourages the enjoyment of Geography through quality teaching on a day-to-day basis through our Active Learning Cycle. Geographical knowledge and understanding are a fundamental part of everyday life, and we strive to ensure that all pupils leave with these key skills.

ROLE PROFILE | Head of Department

Accountable to:	SLT Link
Accountable for:	All staff in the Department
Job Family:	Team Leader
Salary:	Main/Upper Pay Range + TLR 2C
Hours:	32.5 Full-time

CORE PURPOSE

Lead the curriculum area to ensure exceptional teaching and learning, strong student outcomes, and a cohesive, inclusive curriculum offer. Provide clear strategic direction, model outstanding classroom practice, and uphold the values and expectations of the Trust. Create an ambitious culture where staff are motivated, students thrive, and curriculum innovation flourishes.

Be committed to delivering high quality performance each day to ensure our students and schools thrive. Be an ambassador for our Trust, its schools and students, always living by our values and expected behaviours and leading by example. Demonstrate credibility by consistently applying the technical expertise required for the role.

KEY DUTIES AND OUTCOMES

Each individual task will not be identified within the role profile; Employees will be expected to comply with all reasonable requests to ensure the role delivers the expected outcomes linked to its core purpose and accountabilities.

Leadership

- ✓ Communicate a clear, compelling vision for the Curriculum area.
- ✓ Line management of staff within the department, including performance management, proactive Personal and Professional Development, coaching, mentoring and training, ensuring high performance and clarity on goals, expectations and objectives.
- ✓ Lead the department to deliver exceptional teaching, strong outcomes, and a cohesive curriculum that reflects Trust values. Provide strategic direction, model excellent practice, and create an ambitious, inclusive culture where staff and students thrive.
- ✓ Develop and implement your curriculum area's evaluation and improvement plan to secure continuous improvement and quality outcomes for all students.
- ✓ Ensure statutory requirements for your curriculum areas are achieved.
- ✓ Work with senior leaders and Trust colleagues on curriculum refinement.
- ✓ Lead assemblies, drop-down days and wider personal development opportunities.

Teaching and Learning

- ✓ Demonstrate outstanding teaching and learning through your own practice and through the leadership of others, ensure consistently high-quality teaching.
- ✓ Lead the design of engaging schemes of learning across key stages.

- ✓ Oversee innovative teaching approaches including effective use of ICT.
- ✓ Ensure adaptive teaching and personalised provision and inclusion for all students.
- ✓ Ensure the curriculum delivered is up-to-date and relevant.

Assessment and Reporting

- ✓ Ensure accurate, standardised assessment across the department to ensure consistency.
- ✓ Actively track progress and lead intervention strategies to continually improve the department to achieve outstanding results.
- ✓ Report regularly to line manager on outcomes and improvements.
- ✓ Contribute to Raising Attainment Group (RAG) meetings for your curriculum area.

Care & Guidance

- ✓ Undertake responsibility for a tutor group or for any other arrangement for the care and guidance of students as is required by the school, including tutor, student interviews and coaching and mentoring.
- ✓ Act as first point of contact for parents and wider school community for your curriculum subjects.
- ✓ Uphold safeguarding, inclusion and behaviour policies across your team.
- ✓ Support a respectful, positive culture and model the school's ethos.
- ✓ Promote good attendance across the department and monitor in accordance with the school's attendance policy.
- ✓ Support the implementation of the school behaviour policy and reinforce expectations consistently.
- ✓ Escalate safeguarding concerns in line with school policies and procedures.

EXPECTED BEHAVIOURS

All employees are expected to conduct themselves in line with the essential behavioural competencies, including any additional leadership competencies related to their job family level. These competencies are designed to support high performance and provide clear behavioural expectations at every level. Through active engagement with our personal and professional development offering we expect everyone to develop their skills and knowledge in line with our competency framework and the technical competencies outlined in the role profile. For more information on the behavioural competency framework please visit [Competency Framework](#).

PERSON SPECIFICATION

Experience and Qualifications	Essential	Desired
Qualified Teacher Status (QTS)	✓	
Good honours degree in relevant area	✓	
Recent and relevant CPD	✓	
Recent and relevant experience teaching and assessing key stage 3 & 4	✓	
The ability to assess and teach key stage 5		✓

Experience of leading or contributing to curriculum development within relevant subject areas	✓	
Evidence of good student outcomes/examination results	✓	
Experience of using assessment data to raise standards and plan interventions	✓	
Technical Skills		
Strong and secure subject knowledge	✓	
Ability to deliver high-quality teaching using a range of strategies, including adaptive instruction and inclusive practice	✓	
Confident use of assessment for learning, moderation and standardised assessment practices	✓	
Ability to use student-level data to inform planning, interventions and progress tracking	✓	
Effective use of ICT to enhance learning, including interactive technologies and digital resources	✓	
Understanding of curriculum developments, statutory requirements and safeguarding relevant to Curriculum area	✓	
Ability to design engaging schemes of learning aligned to whole-school and Trust priorities	✓	
Excellent organisation skills, able to manage competing priorities	✓	



HOW TO APPLY

Say yes to new adventures.

Could we be a good fit for each other? If you'd like a chat about the role, or have any questions, then we'd be delighted to hear from you. Please contact Carrie Burbidge our Personal Assistant to the Senior Leadership Team via c.burbidge@ryburn.tlt.school

If you're ready to apply, please complete our online application fully by clicking [here](#) before the deadline.

SAFER RECRUITMENT

We are committed to safeguarding children, young people and vulnerable adults. All staff and volunteers are expected to behave in a way that supports this commitment and are subject to an enhanced DBS check. Please be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. If you are shortlisted for interview, we will undertake an online public search in line with guidance from the Department for Education and Keeping Children Safe in Education 2025.