

The people behind
the magic.



JOIN OUR TEAM

Head of Geography

Salary: Teacher Scales MPS/UPS Plus TLR2C £8,279

Contract: Permanent, Full time

Closing Date: Friday 18th April 2025 at 9am

Interview: likely w/c 28th April 2025

Start Date: 1st September 2025



Together
Learning Trust

THE SCHOOL

CHARACTER BUILDING SINCE 1712



Welcome to The Brooksbank School, where we have a rich and long history of serving the community of Elland. We are proud to be the second largest comprehensive high school in Calderdale, with 1500 students who are at the heart of everything we do. Our school has maintained its own sixth form centre, providing our students with continuity and the opportunity to achieve their full potential.

At Brooksbank, we are fully committed to academic excellence and strive to provide the best possible education for our students. Our school consistently ranks highly among the top non-selective schools in Calderdale. However, we also believe that true accomplishment goes beyond academic success. That's why we encourage our students to pursue their passions in the arts, sports, media, and community work, which will shape them into future leaders.

We are excited to share that 2022 marks a new chapter in our school's journey as we joined the Together Learning Trust. This move provides us with the opportunity to further improve our school and continue our mission of providing an excellent education for every student, every day. As part of a committed and supportive staff team, you'll find opportunities here to shine and represent the #spiritofbbs.

We invite you to become a part of our school community, where you will be welcomed with open arms. At The Brooksbank School, you'll find a warm and nurturing environment that encourages personal growth and fosters a sense of belonging. Join us on this exciting journey and be a part of something truly special.

Darren Atkinson, HEAD OF SCHOOL



There are increasing numbers of 'success stories' for pupils who now engage successfully with their learning as a result of the support they receive

- OFSTED REPORT 2022

EXPLORE MORE



www.bbs.calderdale.sch.uk



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



[@thebrooksbank](https://twitter.com/thebrooksbank)



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, Brooksbank School**

EXPLORE MORE



www.togetherlearningtrust.co.uk

Together
Learning Trust

THE JOB

Head of Geography

Are you an inspiring, dedicated, 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 both GCSE and A Level?

At the Brooksbank 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 will you 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 the Director of Geography and Headteacher, who are committed to your development and success.

At Brooksbank you'll find a strong foundation where you can make a real difference to the lives of up to 1500 children and young people and our local community.

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

Benefits Package:

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!

- Automatic enrolment to the Teacher Pension Fund
- Staff development through appraisal and CPD
- Working as part of a creative and supportive team who want the best for all of our students
- Free Parking
- Cycle to Work Scheme
- Employee Assistance Programme offering 24/7 Financial, legal and Wellbeing Support
- Face to Face Counselling
- Occupational Health
- Annual Flu Vaccines
- Home & Technology Purchase Scheme
- Lifestyle benefits (discount platform)

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 THE BROOKSBANK SCHOOL

Our intent as a Department at Brooksbank 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 and 5, students follow the AQA specification.

Brooksbank 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 Brooksbank, 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.



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 Malham. 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.

JOB DESCRIPTION

Head of Geography



Responsible to:	Senior Leadership Team
Responsible for:	Assistant Head of Geography, Class Teachers
Scale/Salary	TLR 2C
Main Purpose of the role	<p>In the role of Head of Department for Geography you will:</p> <ul style="list-style-type: none">• Play a key role in leading Geography to ensure outstanding outcomes for students in all areas of teaching and learning, curriculum provision, standard of attainment and behaviour and safety within the curriculum area.• Communicate clear purpose and vision for developing Geography across the curriculum to colleagues within your department and within the school.• Provide clear, cohesive 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 in Geography and are provided with the key skills they need to be successful in both the school and their future lives.• Promote the achievement of high standards through effective teaching and learning within Geography areas, including preparation, evaluation and action planning.• Ensure the implementation of the intervention model, following every data collection cycle across the department.• Implement the Geography Department Development Plans to secure continuous improvement and quality outcomes for all students.• Receive and act on feedback to continually build on the strengths and improve personal performance within the school systems.• Take into account and constantly review school contextual factors and prior attainment when planning and teaching lessons.• Model the vision and values of the school.• Demonstrate outstanding teaching and learning through your own practice and through the leadership of others.• Carry out the professional duties of a teacher as circumstances may require and in accordance with school and Trust policies.
Main Duties & deliverables	<ul style="list-style-type: none">• Teach students as well as carrying out associated pastoral and administrative duties in accordance with the aims and objectives of the school.• Lead the development of Geography both in the classroom and across the school.• Ensure teachers in your department consistently deliver good or better lessons and maintain positive learning environments.• Work with Senior Leaders within the school and Trust to implement the long-term vision for Geography.• Work within the Trust to plan schemes of learning and lessons for Geography at the relevant key stages (3 and 4, and 5) which are engaging and relevant to students' needs and interests.• Develop new innovative approaches for learning, utilising ICT and new resources.• Track and monitor student progress across your department.• Ensure marking is regularly carried out in your department in accordance with school marking policy and use assessment for learning to regularly share levels of achievement with students and parents.• Report regularly to your line manager on current department outcomes and

develop intervention strategies to continually improve the department to achieve outstanding results.

- Support and promote the professional development of teachers, providing training, mentoring and coaching where appropriate.
- Maintain the highest standards of professionalism and consistently apply school systems.
- Monitor and evaluate the Geography curriculum annually to adapt to any changes in education and society.
- Support curriculum innovation within the school and across the Trust.
- Provide a comprehensive departmental extra-curricular offer for students at all key stages.
- Carry out any other additional duties as may be required from time to time by the Headteacher.

You will develop and enhance Leadership and Management in Geography by:

- Work within the Trust in developing and reviewing syllabuses, resources, schemes of learning, marking policies, assessment and teaching and learning strategies in the department.
- Overseeing day-to-day management, control and operation of course provision within the department, including effective deployment of staff and physical resources.
- Actively monitoring student progress and ensuring appropriate intervention is put in place.
- Working with the Senior Leadership Team to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- Being responsible for the efficient and effective deployment of the department's support staff.
- Undertaking Performance Management Review(s) and to act as reviewer for a group of staff within the designated department.
- Making appropriate arrangements for classes when staff are absent, ensuring appropriate cover within the department, liaising with the cover supervisor / relevant staff to secure appropriate cover.
- Participating in the interview process for teaching posts when required and to ensure effective induction of new staff in line with school procedures.
- Being responsible for the day-to-day management of staff within the designated department and acting as a positive role model.
- Managing the available resources of staff, finance, space and equipment efficiently within the limits, guidelines and procedures laid down, including allocating the department budget.
- Maintaining departmental tracking data with evidence of intervention and impact.
- Championing best practice, demonstrating teaching skills and leadership qualities necessary to command respect, and encourage commitment to raising standards.
- Disseminating information from Head of Department meetings.
- Ensuring that all members of the department are familiar with departmental aims and objectives within the framework of the School Development Plan.
- Being the first line of contact for parents and carers concerns with regard to their child's performance and well-being.
- Ensuring that the department supports the school's implementation of all current statutory requirements e.g., SEN, Child Protection.
- Liaising with partner schools / academies, higher education, industry, examination boards, awarding bodies and other relevant external bodies.
- Ensuring the behaviour management system is implemented in the department

so that effective learning can take place.

You will develop and enhance Teaching and Learning in Geography by:

- Being accountable for the development and delivery of the department's curriculum.
- Keeping up to date with and responding to national developments in Geography and teaching practice and methodology.
- Devising, implementing and monitoring schemes of learning to ensure they focus on consistent and effective learning and teaching to produce progression for all, including appropriate differentiation.
- Monitoring the quality of learning and teaching across the department through the use of observation, work scrutiny, student data and student voice.
- Taking account of and reviewing school contextual factors (including SEND) and prior attainment when planning and teaching lessons.
- Reflecting on the success of teaching strategies, individual lessons and programmes of study in meeting the needs of students.
- Taking part in coaching and mentoring programmes to support colleagues and develop their own practice.
- Striving for outstanding lessons across the department.
- Providing good quality assessment using formative and summative methods in conjunction with the school's assessment policy.
- Ensuring adaptation and personalisation of learning for all students.

You will develop and enhance Assessment and Monitoring in Geography by:

- Ensuring accurate assessments are made for all students and that standardisation is undertaken across the department.
- Ensuring all staff feel confident in the accurate assessment of students' progress through departmental moderation procedures.
- Ensuring that the intervention model is implemented across the department.
- Ensuring that targeted intervention is put in place for all students who are not predicted to achieve their target grade.
- Attending and contributing to the Raising Attainment Group (RAG) meeting, ensuring any resulting intervention strategies agreed are implemented to a high standard by the Geography team.

General

- You will be aware of and comply with policies and procedures relating to child protection, inclusion, health, safety and security, confidentiality, and data protection, reporting all concerns to an appropriate person without delay.
- You will participate in training and other learning activities and performance development as required.
- You will ensure you carry out your role in a way that demands high standards whilst supporting inclusion and welcoming diverse thinking.
- You will ensure strict confidentiality in all areas of work.
- You will work and process personal and sensitive information in accordance with the Data Protection Act 2018 and the UK General Data Protection Regulations (UK GDPR).
- You will ensure work is conducted in a way that protects the safety and security of information (e.g., strong passwords, reporting breaches, securing paper records, securely disposing of records).
- You will understand and comply with the statutory guidance regarding safeguarding of children, always ensuring the safeguarding and promotion of children's welfare, reporting any concerns to the Designated Safeguarding Officer at once.

	<ul style="list-style-type: none"> You will always comply with the Trust's policies and procedures. You will undertake other reasonable duties (with competence and experience) as requested, in accordance with the changing needs of the organisation.
<p>Expected Behaviours</p>	<ul style="list-style-type: none"> Support the ethos, vision, principles and values of the school. Treat colleagues, students and all members of the community with respect and consideration. Treat all students fairly, consistently and without prejudice. Set a good example to students in terms of appropriate dress, standards of punctuality and attendance. Support the ethos of the school by upholding the code of conduct, uniform rules, etc. Ensure you abide by the teaching standards within your assigned curriculum area, highlighting outstanding practice in the classroom and acting as a role model to all staff. Take responsibility for own professional development and participate in arrangements adopted by the school for the assessment of his/her performance and that of other teachers. Reflect on our own practice as well as the practices of the school with the aim of improving all that we do and achieving excellence. Read and adhere to School policies and implement School improvement plans. Participate in the development and management of the school by attending various team and staff meetings. Undertake duties as prescribed within the school's policies. Undertake professional duties reasonably assigned to them by the Headteacher. Be proactive and take responsibility for matters relating to health and safety. To play a full part in the life of the school community, to support its distinctive values and ethos and to encourage and ensure staff and students follow this example.
<p>Other specific duties</p>	<p>Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to comply with any reasonable request from the Chief Executive Officer and Headteacher to undertake work of a similar level that is not specified in this job description.</p> <p>This job description is current at the date shown. It will be reviewed at least annually and, in consultation with you, it may be changed by the Chief Executive Officer or Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.</p>
<p>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.</p>	





Head of Geography

To be assessed through application, reference and interview.

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications		
Good degree in an appropriate discipline related to Geography	✓	
Teaching qualification together with Qualified Teacher Status (QTS)	✓	
Knowledge, Skills and Experience		
Strong and secure subject knowledge in Geography up to GCSE	✓	
Evidence of good student examination results	✓	
Recent and relevant teaching experience	✓	
Experience of assessment at key stage 3, 4	✓	
Awareness of the strategies available for improving the learning and achievement of all students	✓	
Good understanding of curriculum developments in Geography	✓	
Experience of leading a team	✓	
Excellent classroom practitioner that can model best practice	✓	
Able to use a range of teaching and learning strategies	✓	
Understands how assessment for learning can improve student performance	✓	
Understands principles of quality learning, teaching and assessment including School review and self-evaluation	✓	
Able to apply effective practice and research evidence to improve outcomes	✓	
Confident in the use of standard ICT packages and how these can be used to enhance student learning	✓	
Able to use student level data to raise standards	✓	
Able to work independently and collaboratively as a member of a team	✓	
Strong enthusiasm for your subject area	✓	
Creative in problem solving together with willingness to take on and try new approaches and ideas	✓	
Ability to relate to students in a pleasant and sympathetic manner and to recognise potential safeguarding issues	✓	
Able to communicate both orally and in writing to students and their parents/carers	✓	
Able to communicate high expectations to all students	✓	
Willingness to share good practice across the department and beyond	✓	
Strong ICT skills including SMART board or Promethean		✓
Strong and secure subject knowledge in your subject area up to A Level		✓
Experience of assessment at key stage 5		✓
Curriculum design and management		✓
Personal Attributes		
A commitment to inclusive education	✓	

Ability to build positive working relationships with students, colleagues and parents	✓	
Self-driven, results-orientated with a positive outlook	✓	
A natural forward planner who critically assesses their own performance	✓	
Mature, credible with excellent interpersonal skills	✓	
Reliable, punctual, tolerant and determined	✓	
Empathetic leader - able to see things from another person's point of view	✓	
Able to motivate and persuade, negotiate and influence others	✓	
Well-presented and professional	✓	
Keen for new experiences, responsibility and accountability	✓	
Able to get on with others and be a team player	✓	
Ability to evaluate own learning needs and actively seek learning opportunities	✓	
Integrity and exercises confidentiality	✓	
Ability to think pragmatically and be solutions focused	✓	

HOW TO APPLY

Say yes to new adventures.

Could we be a good fit for each other? If you have any questions or would like a chat about the role, we'd be delighted to hear from you. Please contact Claire Washington our Personal Assistant to the Senior Leadership Team via c.washington@brooksbank.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 2024.