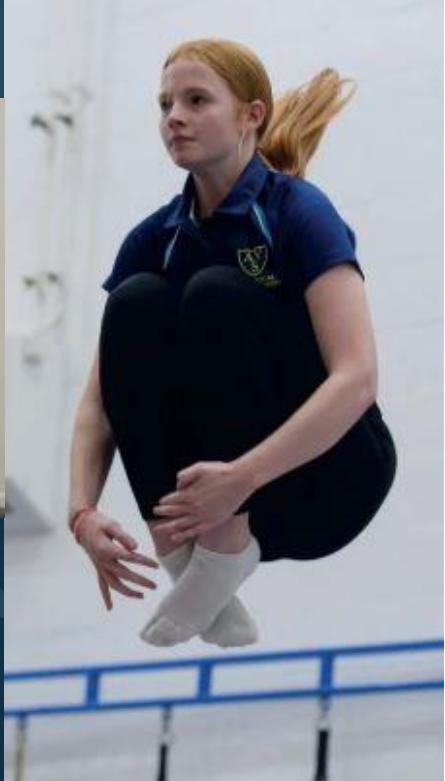




THE AVON VALLEY SCHOOL
AND PERFORMING ARTS COLLEGE

Subject Leader – Geography Application Pack

AMBITION RESPECT CARE



A warm welcome from the Headteacher

Dear Candidate,

Thank you for your interest in joining The Avon Valley School & Performing Arts College as Subject Leader – Geography.

The Avon Valley School is a popular, oversubscribed foundation school, offering a dynamic and ambitious curriculum for 11 to 16 year olds. We have worked hard to build a vibrant and supportive learning community, where students, staff and families work together to help every student thrive and fulfil their potential.

The culture here is incredibly positive and supportive. This means that our staff enjoy coming to work and are passionate about working together to make a difference to the lives of our students. We believe in nurturing confident, respectful and responsible young people who are ready to make a positive contribution to society.

Our core values **ambition, respect** and **care** are at the heart of everything we do. These principles shape our inclusive school culture and guide us as we support students on their education journey.

We offer a broad and engaging curriculum, delivered through high-quality teaching that promotes knowledge, creativity and critical thinking. Students are encouraged to explore, debate, problem-solve and communicate with confidence. Alongside academic excellence, our pastoral programme plays a key role in developing leadership, resilience and independence. Skills that will serve our students well beyond their time at AVS.

Academic achievement is important to us, and we are proud of our students' success. But life at AVS is about so much more. Whether it's in sport, drama, music, science, enterprise or the arts, our students are encouraged to pursue their passions and develop their talents both inside and outside the classroom.

As a performing arts specialist school, we are exceptionally proud of the creativity and talent that flourishes across our school. From drama, dance, music and technical theatre, students have access to outstanding facilities and inspiring opportunities. In 2024, our dedication to the arts was nationally recognised when AVS won Best School Show at the National Schools Theatre Awards. This was an incredible achievement that reflects the hard work, passion and teamwork of our students and staff.

I hope that this information pack will give you a flavour of our school, and I encourage you to visit, to see how our values and culture flow throughout the school, and the pride that our staff and students have at being part of Avon Valley School. I'm confident that you'll discover Avon Valley is a warm, welcoming place where you can really thrive and have a positive impact on both our students and our wider community.

Finally, I would like to take this opportunity to wish you every success in your application to join our exceptional team.

Blake Francis,
Headteacher

About The Avon Valley School & Performing Arts College

VISION

To inspire, advance aspirations, and cultivate a school community of limitless potential.

MISSION STATEMENT

At The Avon Valley School and Performing Arts College, we aim to create an inclusive learning environment where everyone feels valued and supported. We believe in respect, being relentlessly ambitious, and looking out for each other. Our goal is to inspire each individual to chase their dreams and make a difference in the world around them. Through our belief in the limitless potential of every individual, we strive to inspire and equip everyone in our community to thrive and excel.

OUR CORE VALUES

Our core values are our DNA; they enable us to create an inclusive environment where everyone feels valued, understood and supported; fostering a sense of belonging and unity that strengthens our community bonds. This enables everyone to thrive, both personally and academically, enhancing overall happiness and success.

Ambition: We inspire and challenge each person to strive for excellence, fostering a culture of continuous improvement and perseverance. This empowers everyone to push through their boundaries to unlock their full potential, and achieve remarkable things beyond what they thought possible.

Respect: We celebrate the diversity of our community and treat every individual with kindness, dignity, and consideration. By acknowledging the unique backgrounds and perspectives of each person, we create an environment where mutual understanding and acceptance flourish, fostering a culture of trust, inclusivity and unity.

Care: We cultivate an environment where compassion and empathy are paramount, nurturing the holistic well-being of every member of our community. By prioritising the emotional and physical welfare of individuals, we demonstrate a commitment to their overall health and happiness, fostering a supportive community where individuals feel valued, heard, and supported through life's challenges.

These core values underpin everything we do at The Avon Valley School, guiding us in our pursuit of excellence. Through teamwork, creativity, and unwavering support, we empower our students to embrace opportunities, overcome obstacles, and experience the joy of learning together.

ETHOS AND CULTURE

At The Avon Valley School and Performing Arts College, we value each and every individual. We believe that everyone has the potential to succeed and is an untapped source of talent. It is our aim to unlock this potential through the provision of a first class education, creating lifelong learners.

Underpinning this aim is our desire for our students to enjoy their school days and be equipped with the skills and knowledge for life. We want our students to understand their rights and responsibilities and those of others and to be compassionate and caring members of society.

The ethos and culture of the school is unique and has been commented on during successive OFSTED inspections. A result of this and our significant progress is that The Avon Valley School and Performing Arts College has continued to be judged as a Good school. This has led to the school being extremely popular and oversubscribed.

SENIOR LEADERSHIP TEAM

The senior leadership team consists of Headteacher, 2 Deputy Headteachers, 4 Assistant Headteachers and the School Business Manager. They work collaboratively and provide expertise and support across all of the school's activities.

PASTORAL SUPPORT

We pride ourselves on the quality of our pastoral care for all students and have a highly skilled team of pastoral staff including Heads of Year, Pastoral Leads, SENCO, Form Tutors and Teaching Assistants. We also work positively with a wide range of external agencies.

WORKING FOR AVON VALLEY SCHOOL

The Avon Valley School is known for its aspirational and caring environment. Our staff are welcoming, committed, and maintain the highest expectations of both themselves and our students. We have a hardworking and committed team of specialist teachers who are dedicated to ensuring the best possible outcomes for our students. Our stable and experienced staff can offer support and guidance to colleagues at any stage of their career, and we actively encourage staff to create a personal improvement and development plan so we can help them realise their career goals and ambitions. Our staff are enthusiastic, have a good sense of humour, and support each other, which makes it a fantastic place to work.

GROWING TOGETHER: BALANCE, BELONGING, AND WELLBEING

"True balance is rarely found in isolation; it is cultivated in a community that values the person as much as the professional. Our collective strength comes from how well we look after each other."

At Avon Valley School, we believe that our students can only thrive when our staff are healthy, motivated, and supported. Working in education can be both immensely rewarding and demanding. Success isn't just about individual performance; it's about the relationships we build with our colleagues and the support system we provide for one another. Because of this, wellbeing is woven into daily life at the school.

Work-Life Balance

We respect the lives of our staff outside of the school gates. A healthy community is made of well-rested people. We try to ensure your home life remains your own.

- **Realistic Deadlines:** We provide an annual calendar of meetings and assessment/reporting dates at the start of the year to help you plan ahead.
- **A Community Right to Rest:** We champion a "Digital Sunset"; we do not expect staff to respond to emails out of the core school hours of 8.30am – 4pm or during weekends and holidays. We respect each other's boundaries so that everyone returns to school refreshed.
- **Additional PPA Time (exceeding the 10% normal offered for teaching staff) designed to promote a healthy work life balance.**
- **Staff Wellbeing is an integral part of the appraisal process.**
- **Flexible Working Arrangements for All Staff:** Where possible, we support flexible working requests. In addition, teaching staff are offered a biweekly work-from-home option, and support staff are offered 2 flexible working days each academic year.
- **A Generous Absence Request Policy:** Do you want to watch your child's primary school sports day or nativity, or attend your best friend's wedding? Not a problem if you work for us.

Professional Growth

We don't just want you to work here; we want you to thrive here. We actively try to seek ways to reduce administrative burdens so you can focus on what matters most: teaching and learning.

- **Dedicated CPD Time:** We dedicate significant time to high-quality professional development, ensuring that staff are equipped with the latest pedagogical tools and have the time and resources to stay at the forefront of their subject specialisms.
- **Collaborative Development:** Our professional development isn't "done to" you; it's built with you. We run workshops where we learn from the expertise within our own walls.
- **Personal Development Integral to Appraisal Process:** We offer mentoring and leadership opportunities to enhance personal and career development goals.
- **Open Door Policy:** A committed and collaborative Senior Leadership Team (SLT), who are active members of the school community. We listen to concerns and act on feedback promptly.
- **Dedicated Classroom** where possible for teaching staff.
- **Successful ECT Programme**, fostering professional growth.

The Power of "We" (Community)

We believe that no one should have to navigate the challenges of education alone. We foster a community where every voice is heard.

- **Structured Induction:** New colleagues receive a comprehensive induction program and a dedicated mentor to help them settle into the Avon Valley family, ensuring you have a friendly face to turn to from day one.
- **Collaborative Planning:** Our faculties work together: sharing resources, schemes of work, and assessment materials to ensure that no single teacher is ever starting from scratch.
- **The Social Heart:** A modern, comfortable staffroom, where you can take time out or work together, in a space for staff to connect as people, not just as colleagues. Our termly "Thank-you Breakfasts" give us the opportunity to celebrate our successes and support each other through the hurdles.
- **A Thriving School Community** with engaged students and supportive parents/carers.

Health & Mental Wellbeing

Your physical and mental health are our priority. We provide a range of tangible benefits to support both your physical and mental health and your financial peace of mind.

- **Private Medical Insurance:** To ensure you have the best care when you need it, all permanent staff are eligible for our comprehensive private healthcare plan. This includes fast-track access to specialists, diagnostic tests, and mental health support.
- **Employee Assistance Programme (EAP):** All staff have 24/7 access to a confidential counselling, legal advice, and financial guidance for you and your immediate family, providing a safety net for those times when life outside school requires extra support.
- **Cycle to Work Scheme:** We encourage a healthy and sustainable commute. Our salary sacrifice scheme allows you to save on the cost of a new bike and accessories, spread over manageable monthly interest-free payments.

We look forward to welcoming you to a school that values you as a person as much as a professional.

Subject Leader - Geography

Salary: TMS/UPS plus (TLR2a: £3,526)

Contract Type: Full Time

Contract Term: Permanent

Start Date: May 2026

THE OPPORTUNITY

Are you an inspirational geography specialist ready to take the next step in your leadership career? The Avon Valley School is seeking an ambitious and dynamic **Subject Leader for Geography**. This is a fantastic opportunity to be part of a successful team and help shape the future of geography education in a school dedicated to high standards and inclusivity.

Geography is a key element of our social studies curriculum, and we are looking for a leader who can cultivate a deep curiosity about the world in our students. You will be responsible for leading the geography department, ensuring high standards of teaching and learning, and overseeing a curriculum that reflects the rapidly changing physical and human landscapes of the 21st century.

The ability to teach another Humanities subject, enriching the learning experiences of our students, would be an advantage.

WHY JOIN US?

At The Avon Valley School, we are committed to nurturing every student's potential, both academically and personally. Our ethos is built on **Ambition, Respect and Care**, fostering a learning environment where students feel valued, supported and empowered to achieve their aspirations.

Avon Valley School offers a welcoming and collaborative environment where every member of staff is valued. We are committed to providing exceptional professional development opportunities and a supportive culture where you can thrive. You will have the chance to work with a fantastic team of staff and students who are all dedicated to building a safe, happy, and successful school.

THE ROLE & RESPONSIBILITIES

As **Subject Leader of Geography**, you will:

- **Strategic Leadership:** Develop and implement a clear vision for the geography department that aligns with the school's improvement plan.
- **Curriculum Design:** Lead the design and delivery of a rigorous, sequenced, and engaging curriculum across Key Stages 3 and 4.
- **Teaching Excellence:** Model outstanding classroom practice and mentor departmental staff through peer observations and professional development.
- **Fieldwork & Enrichment:** Oversee a vibrant fieldwork program that brings geography to life beyond the classroom.
- **Student Outcomes:** Monitor and track student progress, implementing effective interventions to ensure all learners achieve their potential.

WHAT WE ARE LOOKING FOR

The successful candidate will:

- Be a qualified teacher (QTS) with a proven track record of outstanding geography teaching.
- Have a deep subject knowledge and a genuine passion for the environment, sustainability, and global development.
- Possess the leadership skills to motivate a team and foster a collaborative working environment.

AMBITION, RESPECT, CARE

- Be an advocate for the subject, promoting geography as a vital discipline for understanding modern global challenges.
- Have experience in (or the potential for) coaching and developing other teachers.

WHAT WE OFFER

Joining The Avon Valley School means becoming part of a supportive and forward-thinking community. Our staff enjoy:

- **Tailored career development** with annual personal development opportunities.
- **Additional PPA time**, exceeding the 10% normally offered for teaching staff.
- **Flexible working arrangements for all staff**, including biweekly work-from-home option.
- **A generous absence request policy**, for example, do you want to watch your child's primary school sports day, or attend your best friend's wedding? Not a problem if you work for us.
- **A proactive staff wellbeing programme** to support work-life balance.
- **A committed and collaborative Senior Leadership Team**.
- **A thriving school community** with engaged students and supportive parents/carers.
- **Lunch provided** for anyone offering student facing activities during lunchtimes.
- **Paid duties** for anyone joining our lunchtime duty team.
- **Employee benefits**, including a cycle-to-work scheme, employee assistance programme, free on-site parking, and catering facilities.
- **A successful ECT support programme**, fostering professional growth.

TO APPLY:

If you are excited by this opportunity and want to be part of a school where you can truly make a difference, we encourage you to apply by clicking the link below which will take you to our online application form.

Please look at our website to find out more about the school, or contact **Katie Collins, Assistant Headteacher**, at kcollins@avonvalleyschool.uk for an informal conversation about the role.

Application Deadline: 12pm on Friday 27th February 2026
(We reserve the right to close the vacancy early if sufficient applications are received.)

Interviews: Scheduled shortly after the closing date.

For further information, contact chearne@avonvalleyschool.uk or call **01788 542355**.

SAFEGUARDING AND COMPLIANCE

Please note:

- We do not accept CVs without an application form.
- We do not provide working visas.
- If shortlisted, you will be required to complete a declaration regarding any relevant criminal offences as part of our safeguarding duties.
- **Avon Valley School conducts online searches (including social media) as per KCSIE 2025.**
- **We are committed to safeguarding and promoting the welfare of children and young people.**
This post is subject to an Enhanced DBS check (child workforce) via the Disclosure and Barring Service.

Join us in shaping a future of limitless potential. We look forward to hearing from you!

Job Description:

Subject Leader - Geography

Accountable to:	Head of Faculty	Line Managing:	N/A
Post type:	Permanent	Salary/Grade:	TMS/UPS plus TLR2a
Liaising with:	Key Senior and Middle Leaders, Parents/Carers.		

Every member of staff is required to:

- Work towards and promote the vision, beliefs, aims and expectations of the school.
- Support and contribute to the achievement of every child's outcomes.
- Support and contribute to the safeguarding of all students.
- Undertake professional development activities to enhance personal development and performance.
- Maintain high personal professional standards of attendance, punctuality, appearance, conduct and positive relations with students, parents and staff.

All teaching staff are required to:

- Maintain and build upon the standards achieved as a qualified teacher as set out by the Secretary of State.
- Contribute to and promote a clear vision for an effective department and school.
- Adhere and promote departmental school policy and ethos.
- Complete any other reasonable tasks as directed by the Headteacher.

Teaching and Learning

- To develop and lead a creative and inspirational geography programme for Year 7 to Year 11 and organise its delivery.
- To research the latest developments in learning and teaching and share effective learning and teaching strategies with colleagues within the subject, and wider as appropriate.
- To provide effective guidance and oversee the subject curriculum, ensuring it remains broad and balanced and meets the needs of all students, irrespective of ability or need, as well as ensuring all statutory and curriculum requirements are fulfilled.
- To co-ordinate the development of appropriate specifications, resources, schemes of work, assessment and teaching and learning strategies within geography.
- To inspire, lead CPD and train staff in developments in learning and teaching within the Subject, encouraging the sharing of good practice within geography.
- To provide the lead on monitoring and following up pupil progress within geography.
- To lead in establishing appropriate standards amongst pupils within geography.
- To be responsible for raising pupil attainment / achievement within geography.
- To initiate and organise curricular and extra-curricular enhancement activities related to geography.
- To assist the Faculty Leader to ensure consistency of systems and policies throughout the Faculty.
- To provide data for the Faculty Leader to set targets for pupil performance.

Management

- To assist the Faculty Leader in the creation of the Faculty Improvement Plan.
- To contribute at Faculty meetings, keeping subject staff up to date on initiatives within geography.
- To make recommendations as to how data can be used to bring about improvement and ensure the implementation of any consequent changes in geography.
- To provide necessary support and intervention in addressing poor pupil behaviour within geography.
- To contribute significantly to the implementation of School policies and practice. To promote collective responsibility for their implementation, with particular emphasis on ensuring Health and Safety.

Administration

- To assist the Faculty Leader in allocating students to teaching groups and maintaining up to date set lists.
- To assist the Faculty Leader to ensure appropriate work is left for pupils to complete in the event of staff absence within geography.

Staff

- To promote teamwork and to motivate staff to ensure effective working relations within geography.
- To participate in the interview process for new teachers within geography and in the effective induction of new geography staff, including NQT's, in line with school procedures.

Subject Knowledge and Understanding

- Have thorough and up-to-date knowledge and understanding of the National Curriculum programmes of study, level descriptors and specifications for examination courses.
- Keep up-to-date with research and developments in pedagogy in the relevant subject area.

Professional Standards and Development

- Work in accordance with the 2012 *Teachers' Standards*.
- Be a role model to students through personal presentation and professional conduct.
- Arrive in class, on or before the start of the lesson, take registers as required and begin and end lessons on time.
- Establish effective working relationships with colleagues.
- Be familiar with the school's policies and effectively implement them within your daily practice.
- Be involved in extra-curricular activities such as making a contribution to after-school clubs and visits.
- Liaise effectively with parents/carers and other agencies with responsibility for students' education and welfare.
- Be aware of the role of the Governing Body of the school and support it in performing its duties.
- Ensure compliance with data legislation under the GDPR.
- Follow Health and Safety requirements and initiatives as directed.

Continuing Professional development

- Take responsibility for personal professional development, keeping up-to-date with research and developments and changes in the school curriculum.
- Undertake any necessary professional development as identified.
- Maintain a professional learning portfolio of evidence to support the appraisal process including the incorporation of targets related to leadership, evaluating and improving own practice.

Additional Duties

- Contribute to the life of The Avon Valley School and Performing Arts College, and support its ethos and policies.
- Undertake any other duties as reasonably required by the Headteacher.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

Safer Recruitment Statement:

We are committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment. This post requires Enhanced Disclosure (DBS).

Person Specification

Subject Leader - Geography

	Essential	Desirable	Evidence
Qualifications & Experience	<ul style="list-style-type: none"> QTS and a good honours degree relevant to Geography Outstanding classroom practice that inspires students and adds value to their progress Proven track record of having impact on students' outcomes in current post/teaching practice school Evidence of a proactive personal journey of CPD that improves the quality of teaching and learning, therefore impacting positively on standards 	<ul style="list-style-type: none"> Ability to teach Humanities an advantage Further formal professional development Experience of co-ordinating professional development opportunities 	Application Form & References
Skills & Knowledge	<ul style="list-style-type: none"> Passionate about your subject area Substantial knowledge and understanding of developments in the teaching and learning of Geography Ability to relate to teaching staff, other professionals, parents, students and governors Demonstrates the ability to lead and work within teams and ensuring that the team develops positively and creatively Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice Knowledge and experience of how IT can be used to support teaching and learning Ability to use data effectively to monitor student progress 		Application, Interview & References
Personal qualities and skills	<ul style="list-style-type: none"> Leads by example with high professional standards Resilient, energetic and enthusiastic, sensitive, flexible, hard working with a sense of humour and ability to remain calm Student focused commitment Good communication and time management skills Excellent organisational skills and the ability to multitask and delegate Ability to support and challenge Ability to inspire, motivate and influence others Ability to organise events such as the subject component of Open Evening 	<ul style="list-style-type: none"> Ability to ask for help if required Concern for the welfare of the school community 	Application, Interview & References
Special Requirements	<ul style="list-style-type: none"> Willingness to participate in the extracurricular life of the school Excellent punctuality and attendance record 		Application, Interview & References

	<ul style="list-style-type: none">• A demonstrable commitment to supporting and promoting safeguarding, student welfare, equality and diversity• A thorough understanding of up-to-date safeguarding requirements and best practice		
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