



ATHENA
LEARNING TRUST

Head of Geography

Applicant Pack

Please note: There are no set interview dates for this position; shortlisting/interviews will occur as applications are received



Join Athena - Inspiring World-Class Education Together!

At Athena, we are a passionate and forward-looking educational organisation committed to providing world-class education and helping individuals **lead great lives**. Our core values of "**dream big, take responsibility**, and **be kind**" guide our mission to create a supportive and inclusive learning environment where everyone can excel and grow.

Job Title:	Head of Geography
School Base:	Bideford College
Closing Date:	Rolling
Interview Date:	tbc
Vacancy Start Date:	September 2026
Salary:	£32,916 - £51,048 plus TLR 2B

Bideford College

Being an Athenian

At Athena, we believe in the power of education to transform lives and shape a brighter future. We are dedicated to fostering a strong sense of community, where students, educators, and parents collaborate to achieve academic excellence and personal growth. Our commitment to "**dream big, take responsibility, and be kind**" underpins everything we do, inspiring our students to aim high, take ownership of their learning, and treat each other with respect and compassion.

We are inspired by wisdom, creativity and learning. Determined to create a world where all children get to go to great schools, our mission is to provide the knowledge and education to bring opportunities, choices and freedom.

If you want to be part of an inspirational team of big thinkers who will support you to develop your full potential and value your knowledge, passion, wellbeing and commitment, it sounds like you could be on your way to joining us and becoming an Athenian.



What makes Athena different

Our Commitment to you

We recognise that all of our people have a role to play in ensuring our students have access to world-class education and so each one is valued. We are committed to creating an inclusive and supportive work environment that promotes both personal and professional growth. We put staff wellbeing first and here are some of the benefits and perks you can enjoy as a member of our team:

Impact: positive outcomes for our students

Leaders: we see everyone as a school leader

Wellbeing: ensuring your time off is for you

Generous pension: the local government pension scheme

Employee Wellbeing Initiatives: support your physical, mental, and emotional health

Benefits: Enjoy access to various discounts, benefits, and rewards to enhance your lifestyle.

Join us on this journey to inspire greatness in ourselves and others. Together, we can create a brighter future and make a lasting difference in the lives of our students and the communities we serve.

People

passionate about making a difference in the lives of each other and our students

Development

investing in our employee's growth and development

No burn out

cut low-impact workload and champion staff wellbeing

Support

valuing our employee time and impact by investing it well and providing wrap around support

Flexibility

flexible working to promote work-life balance where possible



Role Summary

As Head of Department you will be responsible for the inspirational leadership of the department. You will take responsibility for ensuring that world class education is delivered to all our students. You will be accountable for creating a holistic learning environment that maximises learning opportunities. You will create a disruption free environment that focuses on learning outcomes that inspire our students to succeed and strive to lead great lives.



What you will be doing

Build Knowledge

- Lead the development of a broad, balanced, relevant and differentiated curriculum for students, offering a personalised programme of study.
- To promote and lead extracurricular activities
- To actively keep up to date with subject curriculum development and implement this effectively to benefit our students.
- Teaching across Key Stages 3 and 4 (possibly 5 depending on experience).
- Employ a variety of teaching techniques to stimulate learning.
- Contribute to departmental development plans.
- Actively involve yourself in Trust CPD programmes.
- Sound subject knowledge and related pedagogy.

Build Trust

- To work with the senior leadership team to identify development needs and support the development of your department.
- Promote teamwork and motivate staff to deliver world class education.
- Create a high quality learning environment for our students which meets internal and external quality standards.
- Work collaboratively with classroom support and departmental teams to create a supportive learning environment.
- Communicate effectively with students, parents and colleagues.
- Supports colleagues through mentoring or coaching, providing advice and support on raising teaching standards and attainment.

Prioritisation

- Maintain accreditation with the relevant examination and validating bodies.
- Adapt teaching methods according to the students educational needs and to ensure the very best outcomes.
- Creates a happy, stimulating, inspiring and challenging learning environment.

What you will be doing

Clarity and Energy

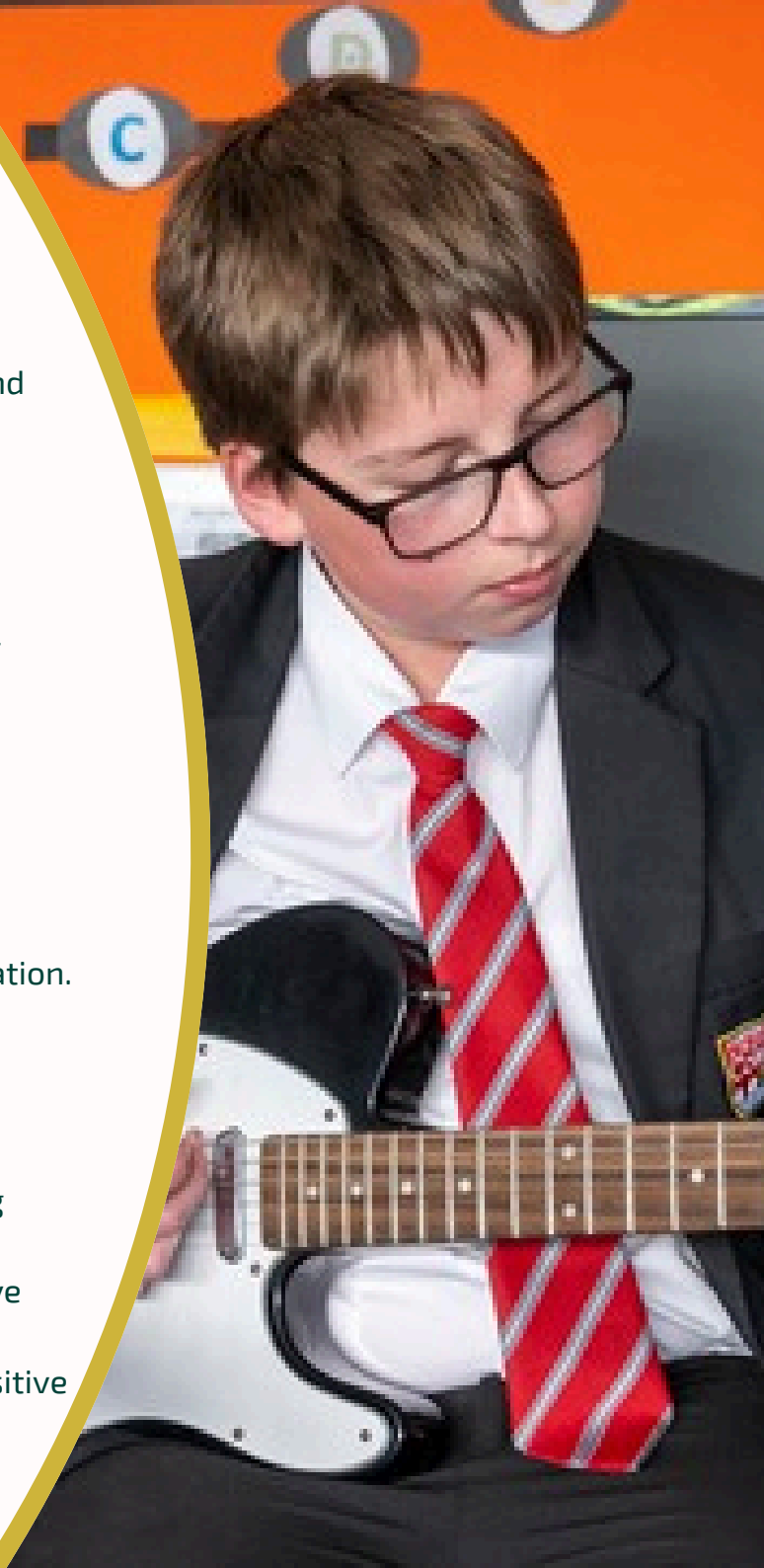
- Consistently apply behaviour standards to encourage a culture for learning.
- Delivering programmes of learning that inspire success in our students.
- Assist in the planning and development of specifications, resources, schemes of work and marking policies.
- Expects challenges and has the ability to inspire enthusiasm and confidence in others.

Follow Up

- Setting clear targets for the department to work towards.
- To monitor teaching across the department including evaluating quality and standard of teaching.
- Review learning outcomes and adapt programmes of teaching to promote world class educational opportunities..
- Prepare and update subject materials.
- Assess, record and report on the attendance, progress and development of students.
- Provide verbal and written feedback to students.
- Challenge and develop current practice to support the achievement of world class education.

Leadership (UPS)

- Lead and manage the department team supporting the day to day operational delivery.
- Actively deliver performance management across the department.
- Act as a role model for teaching and learning, making a distinctive contribution to raising standards across the school.
- Continue to develop your own expertise, providing sustained and consistent collaborative contribution to the wider school.
- Proactively seeking, creating and leading on opportunities that have a demonstrably positive impact on creating a world class learning environment.



How you will be doing it

Dream Big

- Deliver value opportunities for world class education for all students

Take Responsibility

- To maintain confidentiality of information acquired in the course of undertaking duties for the department.
- Ensure Health and Safety and Safeguarding are at the centre of your approach.
- Take accountability for your own development and aspire to deliver the very best practice across all areas of your role.
- To attend staff meetings and school-based CPD days as required.

Be Kind

- To encourage acceptance and inclusion of all students.
- Support positive strategies for promoting equality and for challenging racial and other prejudice.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

You could reasonably be asked to work out of our partner sites to support where required.





Qualifications

Qualified Teacher Status (degree qualified)

Experience

Consistently delivering outstanding teaching

Demonstrating knowledge and understanding of effective teaching practices

Proven record of improving attainment and progress

Demonstrates resilience, determination and positivity

Competent use of IT systems and equipment

How to Apply

If you are passionate about our values and dedicated to making a meaningful impact on education, we invite you to apply. **Please complete the application form on My New Term** and tell us about how you connect with our values of "**dream big, take responsibility, and be kind**" and what you feel you can contribute to our team and our goal to deliver world class education.

Athena Learning Trust is committed to **safeguarding** and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. All posts are subject to Enhanced DBS clearance and appropriate pre-employment checks.

We reserve the right to close this advert and interview and appoint earlier than the advertised closing date should there be a good response to the advert, so early applications are advised.

Apply now

and experience the difference in a rewarding and meaningful career in education.