



HEAD OF GEOGRAPHY (One Year Fixed Term)

SALARY: MPS/UPS (£32,916 - £51,048) + TLR 2a (£3,527)

LOCATION: THE THOMAS ALLEYNE ACADEMY, STEVENAGE

EMPLOYMENT: FULL TIME, ONE YEAR FIXED TERM

START DATE: 13th APRIL 2026

SUMMARY:

We are seeking an inspirational Head of Department who has the passion and experience to take learning to the next level. The successful candidate will be an individual who can demonstrate their commitment to high quality teaching and learning, and have an excellent understanding of the Geography curriculum.

They will have developed effective strategies to secure good outcomes for students in both Key Stage 3 & 4, with the ability to lead a team, and be able to demonstrate the ability to build positive relationships with students, parents and carers. Through their leadership they will provide a learning environment in which students can thrive, and help every individual in our school community to develop the character required to make the right choice for lifelong success.

The Head of Department will have the support of a committed teaching team and many opportunities to work collaboratively with a supportive group of curriculum leaders.

As a school, we offer the following benefits:

- A unique and exciting future as part of the Hart Schools Trust
- Happy, friendly and motivated students
- A dedicated, professional and caring team

ROLE & RESPONSIBILITIES

As a Head of Department you will

- Be an excellent teacher; responsible for carrying out the duties of a teacher as set out in the DfE Teachers Standards document and as outlined in the DfE School Teachers' pay and Conditions document.
- Work to raise standards of student progress and attainment within your curriculum area

COURAGE : DETERMINATION : EMPATHY

- Use data effectively to monitor and support student progress.
- Be accountable for student progress and development within your subject areas.
- Develop and enhance the teaching practice of others.
- Ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for learners studying in the department, in accordance with the aims of the school and the curricular policies determined by the Governing Body and Headteacher.
- Be accountable for leading, managing and developing the subject/curriculum areas.
- Manage and deploy teaching/support staff, financial and physical resources within the department effectively to support the department development plan.
- Keep up to date with the latest developments in your curriculum areas
- Consider how to maximise student potential via extra-curricular activities, trips and visits

PERSON SPECIFICATION

- Qualified teacher status for England (or equivalent)
- Relevant degree (or equivalent)
- Recent, relevant professional learning and development
- Able to work with honesty and integrity
- Ability to work collaboratively with other department heads and the senior team
- Possess excellent interpersonal skills in order to forge positive working relationships with staff, parents and students
- Have strong subject knowledge and keep this up to date
- Interest in continued professional development
- Lead and manage staff effectively and hold them to account
- Be analytical and evaluative of student data and department development plans

WHO WE ARE

The Hart Schools Trust, home to Thomas Alleyne Academy and Roebuck Academy, is embarking on a vibrant new chapter by merging with the Chiltern Learning Trust (CLT) in April 2026. This transition builds upon years of successful collaboration between our staff and CLT leadership. As part of a 18-school network, our community will benefit from expanded

COURAGE : DETERMINATION : EMPATHY

professional development and shared expertise. Furthermore, we are proud that the Hertfordshire Chiltern Training Group has been centered at Thomas Alleyne Academy since 2025, cementing our role as a hub for educational excellence

More information on Chiltern Learning Trust and their staff benefits is available here -

[Chiltern Learning Trust - My New Term](#)

- The Thomas Alleyne Academy: a growing secondary school, with sixth form, in Stevenage. The school was graded 'Good' with 'Outstanding' leadership and management at its last Ofsted inspection in 2024.
- Roebuck Academy: a growing primary and nursery school in Stevenage. The school was graded 'Good' at its last Ofsted inspection in 2021.

If you are keen to make a difference and enjoy working as part of a supportive, dedicated and happy team please come and meet us – visits are warmly welcomed and recommended.

TO APPLY

Please apply via the 'My New Term' website (please note that applications in any other format will not be accepted)

Application Deadline: 9am on Monday 23rd February 2026 (we reserve the right to close the application process early should a suitable applicant be found before the deadline; early applications are therefore recommended.)

Interviews will take place: tba

SAFER RECRUITMENT STATEMENT

Hart Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Successful applicants will be required to undertake a Disclosure and Barring Service (DBS) check and provide proof of their right to work in the UK. In addition, Google searches will be conducted on shortlisted applicants.

The Thomas Alleyne Academy is an equal opportunities employer with a culture of inclusivity, and we welcome applications from all suitably qualified persons. We are committed to treating all people equally and respectfully, regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

COURAGE : DETERMINATION : EMPATHY