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LEARNING
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ENGAGE, ENABLE,
EMPOWER



DEYES
HIGH
SCHOOL

LYDIATE
LEARNING TRUST

Applicant Information Pack

Head of Geography

Deyes High School



Start Date:	01 September 2026
Closing Date:	12:00 noon, Friday 15 May 2026
Shortlisting:	Friday 15 May 2026
Proposed Interview Date:	W/c 18 May 2026 (TBC)
Post Scale:	Leadership L01-L05
Salary:	£51,773 - £57,137 (pay award pending)
Contract Term	Full Time/Permanent

Welcome from the Head of School



Dear Applicant,

Thank you for your interest in the position of Head of Geography. This pack has been designed to help you should you choose to submit an application to us, which we sincerely hope you do. We hope it answers all of your initial questions, but if not, please do not hesitate to contact us and we will endeavour to help you through your application.

Deyes High School is proud to have been the founding school in Lydiate Learning Trust. As a Trust we are expanding and working together across both the primary and secondary sectors with the ambition of becoming outstanding. Our place in Lydiate Learning Trust enables us to benefit from a wealth of collaboration in all aspects of school life, from leadership and teaching and learning to professional development and our people strategy.

Deyes High School is a vibrant, ambitious and oversubscribed school that is rated 'good' by Ofsted. Our ambition is to be 'outstanding' in all areas and welcome your application to be part of that journey.

In April 2024, our new state of the art building was completed and is now fully operational. Staff and students are now benefitting from our modern building which spans three floors and boasts a host of state-of-the-art facilities, including high-tech classrooms, specialist science laboratories, a learning resource centre, an art studio and a multi-use games area. Our new building is net zero carbon in operation, with photovoltaic panels for solar power, hybrid natural vent units and three air source heat pumps. When Phase Two is completed in August 2025, the school grounds will include large playing fields and sports pitches, a wildlife garden, a nature trail, and a habitat area to support learning and promote wellbeing for our 1,400 students.

Alongside, and no less important, is our excellent performance. We work hard to ensure that Deyes offers a friendly, welcoming and enriching environment for all, including those who work, visit and study here.

Whilst we are proud of our achievements, we strive to improve year on year whilst maintaining the happy atmosphere for which we are renowned. We match our goals by the whole school community working together as a team.

Our people are at the heart of our success. We have developed a strong culture of collaboration and best practice, with professional development and career planning at its centre. We invest in our staff with support, coaching, mentoring, and a wide range of top-quality training programmes delivered at every level to senior leadership.

If you feel you are up to the challenge, keen to do well and would enjoy working at Deyes High School, then please apply.

We do hope you are that special person we are looking for and we look forward to hearing from you.

Warmest wishes,

Head of School

About Us

Our **mission** is to engage with all within our Trust and beyond to enable them to show the world their particular strengths, their ideas and their passions. We aim to **Engage, Enable** and **Empower** all learners, young and old, across Lydiate Learning Trust to ensure our schools are outstanding.

Our Values

Our values guide the decisions we make every day.

- **RESPECT FOR OTHERS** - Show respect for and value all individuals for their diverse backgrounds, experiences, styles, approaches, ideas and beliefs.
- **TRUST** - We build trust through responsible actions and honesty.
- **PERSONAL ACCOUNTABILITY** - Take personal accountability for behaviour, actions, words and results.
- **SOLUTION FOCUSED** - Focus on finding solutions and achieving great things.
- **CAN DO ATTITUDE** - Adopt a determined attitude and work hard to get the job done.
- **COLLABORATION** - We achieve more when we work together, support each other and collaborate.
- **COMMITMENT TO SELF AND OTHERS** - Personal commitment to success and wellbeing of others in your class or team.
- **RESILIENCE** - We strive harder and are more determined to overcome challenges.
- **PRIDE** - Be proud of being part of Team Lydiate, celebrating your own and others' success.

Our Aims

We pride ourselves on our values and always try to do what is right, so that all learners reach their full potential, regardless of their starting point.

ENGAGING

1. Engaging with all learners, breaking down barriers, to develop an intrinsic love of learning.
2. Engaging with staff so that they are highly valued and listened to.
3. Engaging with families so they can work alongside their child and school on the learning journey.

ENABLING

1. Enabling all of our staff, and those in other academies, to reach their potential through effective CPDL, providing first class quality experiences for all.
2. Enabling a happy, safe, supportive environment for all.

EMPOWERING

1. Empowering learners to take personal responsibility for their future, with a lifelong love of learning.
2. Empowering learners with the tools for academic success and happiness.
3. Empowering learners to develop the self-esteem and confidence which are necessary for a full and happy life.
4. Empowering learners to have a pride in their work, respect for their surroundings and good relationships with others at school and in the local and wider community.
5. Empowering leaders at all levels to lead ethically, with high levels of perseverance, proficiency and integrity.
6. Empowering the wider community to work alongside us to our mutual benefit.

We can we offer you

At Lydiate Learning Trust, we take pride in our inclusive culture. We believe in recruiting talented and capable individuals, developing them to achieve their career ambitions, and thereby engaging, enabling, and empowering our young people. Our staff play a crucial role in ensuring the future success of our students and our Trust. We are proud to have created an environment that prioritises young people and fosters growth and development for all.

Lydiate Learning Trust is forward-thinking, and if you join our team, your professional development will be as important to us as it is to you. We aim to equip our staff to deliver their best by offering a generous benefits and training package. We offer:

- ❖ A future vision map and professional development
- ❖ A highly competitive salary
- ❖ A staff development programme and appropriate CPDL
- ❖ Excellent occupational health and employer assistance programme
- ❖ Cycle and Technical salary sacrifice scheme
- ❖ Family friendly policies
- ❖ Union recognition
- ❖ A friendly Trust which looks after the wellbeing of its staff
- ❖ Coaching (internal and external to the Trust)
- ❖ A high quality and supportive onboarding programme
- ❖ A modern and relevant approach to appraisal
- ❖ Annual Flu Jobs
- ❖ An excellent Pension Scheme
- ❖ Personal recognition and reward

Safeguarding

The Lydiate Learning Trust is strongly committed to Safeguarding and promoting the welfare of students and expects all staff and volunteers to share this commitment and maintain a vigilant and safe environment.

All staff will be expected to follow the school's child protection policy, code of conduct for adults and managing allegations against staff procedures. All posts are subject to an enhanced DBS check and medical clearance.

Equal Opportunities

Lydiate Learning Trust is an equal opportunities employer. The aim of our policy is to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital status, race, religion, colour, nationality, ethnic or national origins or disability or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

How to apply

If you are interested in joining us on our journey, please apply by completing the online application form on TES or via our website [Current Opportunities – Lydiate Learning Trust](#)

Deyes High School – Geography Department

A very warm welcome to Deyes High School, part of the Lydiate Learning Trust. I am delighted that you are interested in this very exciting opportunity to join and lead our Geography Department.

The Geography department currently comprises five members of staff with a range of Geography specialisms and levels of experience. We are looking for a dynamic, committed and passionate Head of Geography to lead the department. You will be joining the department at an exciting time. The department is currently thriving and attracting large numbers of students to continue their studies in Geography beyond Key Stage 3, with over 300 GCSE students and large A-Level offer. This is a fantastic opportunity for an experienced teacher to lead Geography within our hardworking department, supporting the team in raising attainment and challenging students to achieve their best.

Geography sits within the wider faculty of Humanities, and you would have the opportunity to engage with the History and RE teams on a daily basis. The faculty now has a suite of nine classrooms on the first floor of our brand-new state of the art building opened on 15th April 2024. All the classrooms have high specification technology and climate control to support and enhance students' learning. Two of the Faculty's rooms can be configured into one larger space using a folding wall to facilitate a wide range of exciting curriculum activities – debates, drama activities, academic lectures are all possible.

The faculty also sits adjacent to our stunning library which is available to all students and subjects to create powerful and impactful independent learning experiences. A work room and staff social area have been provided to support staff well-being and productivity.

The Geography Department encourages students to be curious and enthusiastic about the ever-changing world we live in. Students extend their knowledge of human and physical processes that shape the world we live in today by studying a broad range of interesting and stimulating topics. We aim to offer an exciting and engaging curriculum, where students develop a curiosity about the world whilst developing geographical knowledge and skills to provide them with the tools needed throughout their education and beyond. We want our curriculum to give pupils a sense of place by learning about countries, cities and regions from different continents, at different levels of development. We want to challenge place misconceptions they may have and give them a balanced sense of their world. We want pupils at all Key stages to be able to understand how physical processes have shaped the landscape we live in and continue to do so today. We want to give pupils opportunities to explore the relationships between humans and the natural landscape, how we are causing changes to the earth and trying to manage them.

We follow the EDEXCEL GCSE syllabus, continuing with AQA A Level Geography and we are always open to developing the breadth and depth of our seven-year Geography journey if you have expertise, passion and drive to bring to this team. Full details of our Geography curriculum can be found here: <https://www.deyeshigh.co.uk/studydeyes/subjects/geography/>

Wider involvement in trips, primary partnership development, student leadership, careers education and specific programmes such as the Duke Of Edinburgh Award by our staff team is actively encouraged and the Humanities Faculty are also very dedicated in this area, giving you a wealth of aspects of school-life to become an integral part of here at Deyes. We are looking for a special person who wishes to empower students in all aspects of their life at school and beyond.

Lydiate Learning Trust has a strong ethos of putting people at the heart of our success and investment in you will be paramount. Our onboarding programme will ensure that you feel well-informed and highly prepared to begin your career journey with us.

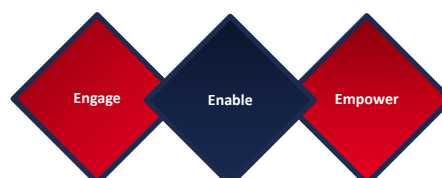
Subsequently, you can access our CPDL programme, coaching and mentoring matched to your needs and experience together with external support such as membership of the Geography Association. Enabling you to progress in your career, whichever direction this takes, will be our priority.

I do hope this introduction to the role of Head of Geography at Deyes High School encourages your application and please don't hesitate to contact me if you have any further questions. I look forward to hearing from you very soon.

Warmest wishes,



Victoria Beaney, Head of School



Job Description – Head of Geography

Purpose	<ul style="list-style-type: none"> • Under the direction of the Headteacher, carry out the professional duties of a schoolteacher as set out in the current School Teachers' Pay and Conditions Document (STPCD). • To raise standards of student attainment and achievement within the curriculum area and to monitor and support student progress. • To be accountable for student progress and development within the subject area. • To develop and enhance the teaching practice of others. • To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students studying in the department, in accordance with the aims of the school and the curricular policies. • To be accountable for leading, managing and developing the subject/curriculum area.
Reporting to	Senior Leadership Team
Contract	Full time/permanent
Salary	L01 – L05
Teaching	<ul style="list-style-type: none"> • To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.
Operational/Strategic Planning	<ul style="list-style-type: none"> • To lead the development of appropriate syllabuses, resources, schemes of work, marking policies, assessment and teaching and learning strategies in the department. • To be responsible for the day-to-day management, control and operation of course provision within the department, including effective deployment of staff and physical resources. • To monitor actively and follow up student progress. • To implement school policies and procedures, e.g. Equal Opportunities, Health and Safety, etc. • To work with colleagues to formulate aims, objectives and strategic plans for the department which have coherence and relevance to the needs of students and to the aims, objectives and strategic plans of the school. • To lead and manage the business planning function of the department, and to ensure that the planning activities of the department reflect the needs of students within the subject area, and the aims and objectives of the school. • To ensure that Health and Safety policies and practices, including risk assessments, throughout the Department are in-line with national requirements and are updated where necessary, therefore liaising with the school's Health and Safety Manager.
Curriculum Provision	<ul style="list-style-type: none"> • To liaise with the Deputy Headteacher to ensure the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which complements the School Improvement Plan and School Evaluation. • To be accountable for the development and delivery of the subjects within the department.
Curriculum Development	<ul style="list-style-type: none"> • To lead curriculum development for the whole department. • To keep up to date with national developments in the subject area, teaching practice and methodology. • To monitor actively and respond to curriculum development and initiatives at national, regional and local levels. • To liaise with the Deputy Headteacher to maintain accreditation with the relevant examination and validating bodies. • To ensure that the development of your subject is in line with national developments.

Staffing	<ul style="list-style-type: none"> • To work with the relevant Assistant Headteacher to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs. • To continue own professional development as agreed with the Assistant Headteacher (Professional Development). • To be responsible for the efficient and effective deployment of the Department's support staff. • To undertake appraisal review(s) and to act as reviewer for a group of staff within the designated department. • To make 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 within the department. • To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with school procedures. • To promote teamwork and to motivate staff to ensure effective working relations. • To participate in the school's ITT programme.
Management Information	<ul style="list-style-type: none"> • To ensure the maintenance of accurate and up-to-date information concerning the department on the management information system. • To make use of analysis and evaluate performance data provided. • To identify and take appropriate action on issues arising from data systems and reports, setting deadlines where necessary and reviewing progress on the action taken. • To produce reports within the quality assurance cycle for the department. • To produce reports on examination performance, including the use of value-added data. • To provide the Governing Body with relevant information relating to the Departmental performance and development.
Management of Resources	<ul style="list-style-type: none"> • To manage the available resources of space, staff, money and equipment efficiently within the limits, guidelines and procedures laid down, including deploying the department budget, acting as a cost centre holder, requisitioning, organising and maintaining equipment and stock, and keeping appropriate records. • To work with the Deputy Headteacher in order to ensure that the Department's teaching commitments are effectively and efficiently timetabled and roomed.
Quality Assurance	<ul style="list-style-type: none"> • To ensure the effective operation of quality control systems. • To establish the process of the setting of targets within the department and to work towards their achievement. • To establish common standards of practice within the department and develop the effectiveness of teaching and learning styles in all subject areas within the department. • To contribute to the school procedures for lesson observation. • To implement school quality procedures and to ensure adherence to those within the department. • To monitor and evaluate the curriculum area/department in line with agreed school procedures including evaluation against quality standards and performance criteria. • To seek/implement modification and improvement where required. • To ensure that the Department's quality procedures meet the requirements of Self Evaluation and the Improvement Plan.
Communications & Liaison	<ul style="list-style-type: none"> • To ensure that all members of the department are familiar with its aims and objectives. • To ensure effective communication/consultation as appropriate with the parents of students. • To liaise with partner schools, high education institutes, Industry Examination Boards, Awarding Bodies and other relevant external bodies.

Pastoral System	<ul style="list-style-type: none"> • To contribute to the planning and delivery of school liaison activities. • To lead the development of effective subject links with partner schools and the community, promoting subjects effectively at liaison events in school, partner schools and the wider community. • To promote actively the development of effective subject links with external agencies.
	<ul style="list-style-type: none"> • To monitor and support the overall progress and development of students within the department. To monitor student attendance together with students' progress and performance in relation to targets set for each individual; ensuring that follow-up procedures are adhered to, and that appropriate action is taken where necessary. • To ensure the behaviour Management system is implemented in the department so that effective learning can take place.
School Ethos	<ul style="list-style-type: none"> • To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage and ensure staff and students follow this example. • Promote actively the school's corporate policies. • Comply with the school's health and safety policy and undertake risk assessments as appropriate.
Specific Department Responsibilities	<ul style="list-style-type: none"> • Administration of all aspects of examination entries and SMSC. • Development and planning of courses. • Assisting with the planning of timetables for courses. • Regular consultation with the other member of the department. • Responsible for the smooth general running of the department.

The above requirements are specific to the role and complement the current duties for this position. It is current at the date shown, but following consultation with you, may be changed to reflect or anticipate changes in the job that are commensurate with the salary and job title.

Person Specification - Head of Geography

Qualifications & Training	
Degree in subject.	E
A DfE recognised teaching qualification.	E
Evidence of appropriate professional development.	E
Experience	
Evidence of use of student-centred methodology.	E
Ability to teach up to KS4.	D
Ability to teach up to KS5.	D
Skills/Knowledge/Aptitudes	
A full understanding of the curriculum.	E

A clear and detailed understanding of what will be involved in addressing the key tasks in the job description.	E
Proven success of planning and managing arrangements for the teaching of a specialist subject in order to achieve high standards.	E
The ability to devise, implement and evaluate systems and procedures for monitoring student achievement.	E
Experience of leading a team of people.	D
The ability to work autonomously and as part of a team.	E
Excellent curriculum knowledge, and experience of curriculum innovation.	E
Commitment to the use of Information and Communications Technology for teaching and administration purposes.	E
Clear understanding of the role of Management in implementing and evaluating policy.	E
Proven experience of monitoring performance.	E
Deployment of Resources	
Efficient organisation of planning, teaching and assessment.	E
Experience of department financial planning and budget management.	D
Committed to setting and maintaining high standards for staff and students.	E
Committed to education principles which are inclusive of all students.	E
Ability to work in partnership with students, parents, staff and governors.	E
Excellent interpersonal skills.	E
Has a presence which inspires confidence.	E
Willingness to engage with students out of school hours.	D
Essential Requirements	
*Following an initial offer of appointment	
Positive recommendation from all referees, including current employer.	E
Enhanced DBS	E
Medical Clearance*	E