



NEWARK
ACADEMY



JOB APPLICATION PACK
Teacher of Geography

Salary: MPS1/UPS3

Contract: Full-time, permanent

Closing Date: Wednesday 23rd April 2025 at 9am

Start Date: 1st September 2025





NEWARK
ACADEMY



Welcome from the Head Teacher

Dear Applicant,

Thank you for your interest in this role at Newark Academy. I extend you a very warm welcome and hope that you are encouraged to apply after reading the information contained in this pack.

I am enormously proud to be the Head Teacher of a vibrant, dynamic and values driven community school where 'working hard' and 'being kind' permeate every aspect of academy life.

We are committed to providing stimulating, challenging and engaging learning experiences for our students and invest heavily in professional development to ensure that every member of staff can be the very best they can be.

We are a community academy and work in partnership with students, parents and carers to secure strong academic achievement but we are equally passionate about personal and social development outside the classroom and we encourage our students to take an active part in a range of enriching experiences that compliment academic studies as well as opportunities to develop as life-long learners.

Following a very successful Ofsted inspection, our academy is now rated Good in every area with Leadership and Management rated as Outstanding.

With a first class, state of the art building and a passionate and committed staff team, the future is

extremely bright for Newark Academy. We are in fact oversubscribed for the first time in the history of our academy, which is a clear sign that our community see us as the local school of choice and trust us with the care, guidance and education of their children.

Every single member of our academy team makes a significant contribution to the experience of our students and we are hugely privileged to work within such a warm, caring and compassionate environment where people come first.

If you are encouraged to apply for this position, you will join our team at a very exciting stage of its development as we are about to enter a period of significant recruitment due to the rapid expansion of our transformed academy.

I do hope that this information encourages you to apply and I look forward to receiving your application.

Inma Peña

Head Teacher

About Newark Academy



At Newark Academy, we are highly aspirant and ambitious for our students and our community. We are committed to providing an outstanding, local education and are relentless in our pursuit of high standards of academic achievement and excellence for all.

Our vision

We have the highest expectations of both staff and students in all aspects of academy life and demand nothing but the best. Through strong discipline and outstanding teaching, every student will be supported to achieve success and realise their full potential.

We are committed to providing stimulating, challenging and engaging learning experiences that ignite imagination and a thirst for knowledge in our students. We invest heavily in staff development to ensure that Teaching, Learning and Assessment are very much at the heart of everything we do.

Whilst academic excellence is important, we are equally passionate about developing students as lifelong learners and promote core values of hard work, courtesy, co-operation and service. We provide a safe, secure and nurturing environment where every student is cared for and supported to become a well rounded and respectful citizen, fully prepared to make a sustained and substantial contribution to both the local and global community.

Please take time to explore our website. We encourage visits to our state-of-the-art academy building, particularly during the day where you will meet some of our talented and dedicated students and staff who are all immensely proud to belong to Newark Academy.

Ethos

Newark Academy has a very clear ethos focused on the achievement and well-being of all our students.

We believe that a school should be at the very heart of the community and place great value on collaboration, partnership and service alongside a range of core values that compliment academic excellence.

Work Hard, Be Kind

We develop commitment, independence and courtesy in all of our students. We expect the very highest standards and in return we value and respect student ideas and opinions.

We are relentless in the pursuit of academic excellence for every student.

We insist on the highest standards of behaviour at all times.

We care deeply about our students and expect them to work hard and be kind.

We encourage staff to be creative, independent and ambitious. We expect them to challenge and inspire our students, providing high quality learning experiences that motivate students to be the very best they can. High standards and academic rigour underpin our daily work.

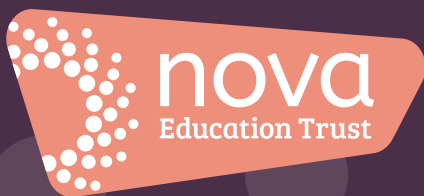
We promote the development of leadership skills and offer a range of opportunities for students to take an active role in improving their school.

We believe that a wide-range of enrichment opportunities promote independent learning. Students are expected to learn beyond the classroom and to develop the skills and attributes they need to lead full and successful lives.

Our GREAT values

- **Gratitude** — we take the time to show thankfulness and appreciation to those who help us along our way. We have social and emotional intelligence and show kindness to others on our journey to both academic and personal success.
- **Responsibility** — we hold ourselves to account in how we act and treat others, living self-control. We honour our commitments to ourselves, our families and our community. We earn our success through our understanding of our responsibilities.
- **Excellence** — we hold ourselves to high standards and celebrate with zest, the achievements of ourselves and others whether they be team mates, family or members of our community. We are continually reflective and constantly strive to grow as learners and as members of our local and global communities and set new and challenging goals that enable us to always aim high.
- **Aspiration** — we set aspirational goals for ourselves and are relentless in our efforts to realise our dreams. We embrace our opportunities and work hard to achieve our aims and goals so that we can live choice filled lives and contribute positively to society.
- **Tenacity** — we do not allow obstacles or barriers to block our path to success. We show resilience, grit and determination to face challenges positively. Where there is a problem, we find a solution. We will show an unrelenting commitment to realising our dreams by never giving up and always seeking a way to achieve success.





Welcome from the CEO

Dear Applicant,

Thank you for your interest in working at the heart of **Nova Education Trust**. I hope that you will find this pack useful and informative in helping you to find out more about our organisation and to complete your application.

Since 2011, Nova Education Trust has successfully supported schools of all phases to secure improved educational standards. Over the last two years, our organisation has undergone a significant transformation and is unrecognisable culturally, educationally, financially and in governance terms from the organisation it was pre-2021.

Educationally, we go from strength to strength. 96% of our academies are now judged by Ofsted as Good or Outstanding, compared to 47% that weren't when they joined us. Nova's MAT performance for Progress 8 and 5+ EM across all of the schools is currently ranked as one of the highest in the region. We are highly valued and respected by the DfE, the Local Authorities and other local trusts. This is testament to our brilliant pupils, staff and the communities that we serve. Our trust support and governance is strong and has been externally recognised as amongst the best in the sector and our organisation is financially stable. We understand and we believe that schools belong to their communities — the mission is the same, but the vision may look different in our range of contexts and settings.

We are committed to our vision, values, ambitions and principles, and we are determined to achieve our mission of creating transformational schools. We are looking for a talented and inspirational leader who is committed to transforming the lives of our learners, with the imagination, passion and experience to support and challenge us to even greater things in the service of our young people.

Nova Education Trust is an organisation that trusts and empowers its staff. Front and centre to this is our commitment to well-being and engagement because we believe in enabling people to be at their best. We

are changing the way we support people to grow and develop, through 'coaching, not telling' — we now have over 150 professionally-trained coaches in the organisation and we have plans to train all middle and senior leaders. We think it's essential that colleagues can access excellent professional development and progression pathways which suit their individual needs. We pledge to lead the way with Diversity, Equity and Inclusion in our organisation. We will introduce new and innovative ways to increase the diversity of our workforce and continue to strive for an inclusive culture in which people have a voice and can contribute, feel a sense of belonging and are able to be themselves.

It is such a pleasure and privilege to lead such a talented group of staff who are forever looking for new and innovative ways to make us even better, each and every day. I am so proud of what we have achieved so far but I know that we can do even better, despite the challenging educational landscape that we find ourselves in. We have a highly skilled, experienced, dynamic and diverse board. They are so supportive yet professionally challenging and there is a great synergy and trust between the board and the executive team.

If you have got a sense of humour, drive, energy and enthusiasm to make us even better then we'd love to hear from you. This is a fantastic opportunity to join a values-driven trust at an exciting stage in our development.

Further information can be found at novaeducationtrust.net/careers.

We look forward to receiving your application.

A. Rahman

Ashfaq Rahman

Chief Executive Officer



About Nova Education Trust

As a cross-phase Multi Academy Trust, we create compelling school cultures where all are motivated to aspire and grow.

We establish aspirational, purposeful, celebratory and inclusive learning cultures for pupils, staff and our wider community.

We are committed to excellence; we are confident about our future and determined to achieve our aims.

Our mission is to create transformational schools.

Our family is currently made up of 15 academies (five primaries, nine secondaries and one sixth form college). In 2019, we entered into a long-term support partnership with Madani Schools Federation in Leicester to work with their two schools. We are also excited to report that we are in the final stages of welcoming another school to our family in the coming weeks. The trust is growing and has plans to expand into other areas and regions in the very near future.

We also run a successful School Centred Initial Teacher Training (SCITT) programme making us a key player in the region by developing new teachers and providing training and development programmes for existing teachers and support/operational staff throughout their careers.

Our values

We work with **honesty, integrity, humility** and **professionalism**.

We **trust** and are **loyal** to each other — we demonstrate a selfless commitment in all that we do.

We **innovate** and **influence** — we create opportunities for sharing and learning, and we pioneer civic collaborations.

We all **learn** together in our **vibrant, creative, diverse** and **inclusive** family of schools.

We are highly **ambitious** — staff and learners believe through **kindness** and **hard work**, all can succeed and grow.





WORK
HARD

BE KIND



Our principles

Excellence: We will always aspire for excellence in all that we do by showing courage, heart, determination, hard work and discipline. We want excellence to become a habit.

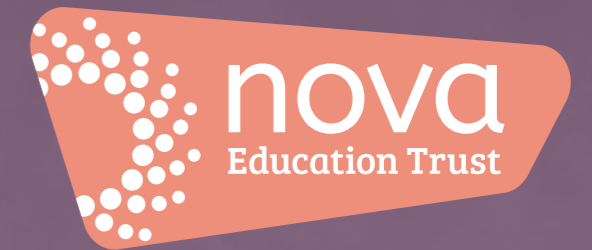
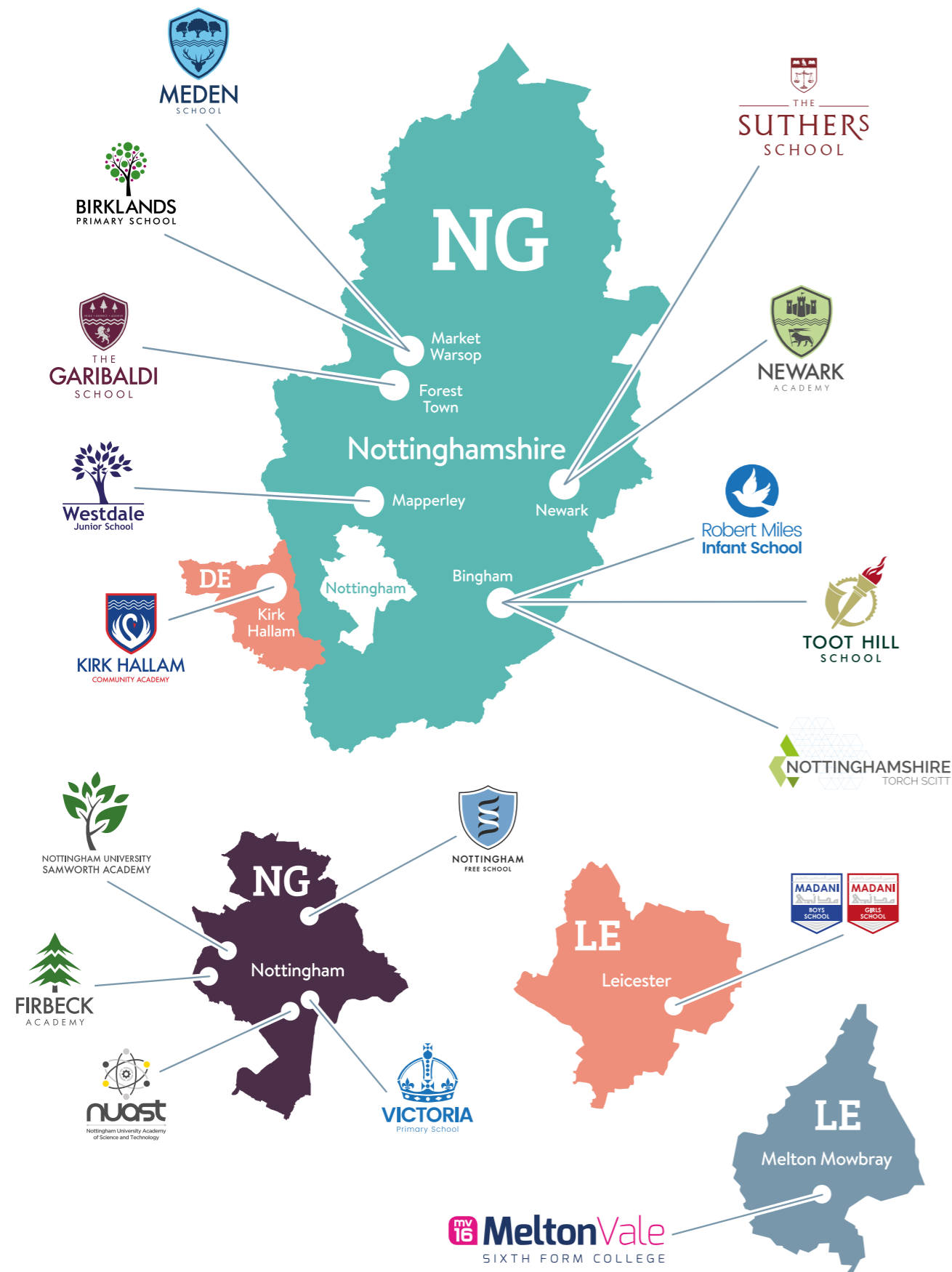
Partnership: By listening to our whole communities, opening conversations and providing opportunities for everyone's voice to be heard.

Expertly trained and professional staff: By investing in the professional development of all our staff so that they become experts in their professions.

Trust and empower all staff: By demanding that we act with honesty, integrity, clarity, rigour and simplicity in all that we do.

Focus on learning: An exceptional curriculum and highly effective pedagogy at the heart of all that we do, ensuring our strategy is evidence informed.

Our family



Our central team

We employ a skilled cohort of colleagues to provide specialist support to our family of schools to enable them to be operationally sound and to provide capacity for them to focus on teaching and learning and leadership development.

Our central team is based at the University of Nottingham Innovation Park (UNIP) on the Jubilee Campus as the central hub of all of our schools.

The Executive Leadership Team, with the CEO, meet weekly to support the development and improvement of the trust and deliver three Head Teacher training and briefing sessions as scheduled throughout the academic year.

We employ circa 40 colleagues across the **central team**.

We pride ourselves on our vibrant and dynamic team and foster a sense of collaboration and connectedness through our daily interactions, weekly briefings and our purposeful and deliberate Away Days.

We operate an informal hybrid model of working, which includes working on-site from the head office, school visits and remote working through our Dynamic Working Policy.



Supporting our colleagues

We're proud to offer an exciting, dynamic and collegiate place to work. Our colleagues are dedicated to having an impact and they make a lasting difference to the lives of our children and young people.

We nurture a culture within our trust where everyone feels respected, valued, safe, trusted and ultimately have a sense they belong. We feel, it's that sense which enables people to be their best selves, to grow and succeed as highly competent professionals and add transformational value.

We put well-being and engagement front and centre:

- You'll have access to regular check-ins with your line leader, to discuss how things are going and to talk about what's important to you.
- You'll have opportunities to directly influence trust plans for well-being and engagement.

We develop leaders who:

- Actively listen, communicate clearly, invest time in coaching and nurturing talent, and recognise your contributions.
- Cultivate supportive and inclusive teams who are open and committed to learning from each other, sharing different ideas and practices.

We will encourage and support you to develop and grow:

- Ensuring you have access to focused growth conversations so you can develop both personally and professionally.
- Facilitating trust wide professional networks and communities where you can draw on expertise and collaborate with like-minded and diverse talented colleagues.
- Providing opportunities to network with colleagues outside of the trust as part of our commitment to civic collaboration.

Providing access to range of fantastic benefits through 'Nova Perks', including:

- Bike scheme
- Technology scheme
- Motorsave
- Lifestyle benefits
- Instant discounts
- Savings club
- Workplace ISAs
- Financial planning
- Financial education resource module
- Peer-to-peer
- Lift-share
- Car salary sacrifice
- Health cash plan
- Gym scheme
- Healthy living resource module

Nova Perk Day

In addition to our standard leave provision, we offer all colleagues the opportunity to take one paid '**Nova Perk Day**' per academic year. This can be taken during term time for any chosen reason. This is in support of our continued commitment to colleagues to achieve a healthy work-life balance.

Sick pay

All colleagues are entitled to a generous sick pay entitlement depending on their continuous service.

Pension

All colleagues are auto-enrolled into the relevant pension scheme. LGPS for support staff and Teachers Pension for teaching staff.

Job description



Post: Teacher of Geography

Department/Faculty: Geography

Responsible to: Head of Humanities

Relevant qualifications

- Qualified Teacher Status (PGCE or equivalent qualification)
- Good Honours degree (First or Second Class)

Key responsibilities

• Requirements of a classroom teacher

- Teach pupils within allocated classes, enhancing their learning and providing the opportunity for achievement for all pupils.
- Planning and preparing tasks which challenge pupils and ensure high levels of interest during lessons.
- Monitor the academic progress of pupils within allocated classes and implement appropriate strategies to address underachievement.
- To assess, record and report on the progress and attainment of all pupils within allocated classes.
- To register the attendance of pupils in class.
- To set appropriate homework.
- To mark pupil's work and give appropriate and constructive feedback.
- To research new topic areas, maintain up-to-date subject knowledge, and devise and write new curriculum materials.
- Manage pupil behaviour in the classroom and on school premises and apply appropriate and effective measures in cases of misbehaviour.
- Communicate with parents and carers over pupils' progress and participate in departmental meetings, parents' evenings and whole school training events.
- Undergoing regular observations and participating in regular in-service training (INSET) as part of continuing professional learning (CPL).
- Undertake critical self-evaluation and then participate in continuous professional development designed to enhance the quality of teaching or other working practices.

• Responsibilities of a Crew Leader

- To address any issues concerned with the wellbeing, personal development and academic progress of pupils within the crew, following the academy's safeguarding policy.
- To check the standard of uniform and general appearance daily.
- To monitor the behaviour of pupils and reinforce our GREAT values through the use of common language and high-quality pastoral care.
- To deliver the Active Crew Programme as set out by the senior pastoral team and continue to support the development of the whole child in line with the school's values and ethos.

• Appraisal responsibilities

- All members of staff are required to participate fully in the school's appraisal system.

- **Other professional requirements**

- Have a working knowledge of teachers' professional duties and legal liabilities.
- Operate at all times within the stated policies and practices of the school.
- Establish effective working relationships and set a good example through their presentation and personal and professional conduct.
- Contribute to the corporate life of the school through effective participation in meetings and management systems necessary to coordinate the management of the school.

General

Dear Candidate,

Many thanks for expressing an interest in joining the geography department at Newark Academy. The successful applicant will be joining the school, and department, at an exciting point in its growth, development and success. We are incredibly proud of the ambition and excellence of curriculum design and delivery in geography and the commitment of both staff and students to a journey of continued improvement. The impact of this work is clearly evidenced in consistently positive engagement in lessons, attitudes to learning and strong outcomes at both Key Stage 4 and Key Stage 5.

Geography at Newark Academy is taught by a team of subject specialists who work in close collaboration to ensure all students receive consistently high-quality and equitable teaching and learning experiences. We are passionate about the importance, relevance and power of geography to transform our students' understanding, attitudes and lives. We therefore ensure they are intellectually challenged and stimulated and equipped with the knowledge, understanding and academic literacy they require to flourish in their local, national and international communities. Our students develop into critical thinkers. They leave us feeling empowered to go on to make a positive contribution.

We invest much time, energy and resources into our curriculum, and frequently review topics and case studies to ensure core content delivered is as relevant as possible. Key Stage 3 curriculum choices have been carefully sequenced to foster a deeper understanding and appreciation of how interconnected our world is. As a result, students can articulate links between what they have been taught and what is happening around us today; they also make meaningful connections between their geography curriculum and that of other subjects and aspects of wider school life.

We deliver AQA GCSE and the uptake at Key Stage 4 is very strong and something to celebrate. We have both internal and external students joining us for their post-16 studies and geography is one of the more popular option choices. At Key Stage 5 we also follow the AQA specification. For more detail on geography exam unit choices and/or further information on our Key Stage 3 provision, please visit the curriculum section of the school website.

I am delighted to be able to share with you the final Ofsted report following our ungraded inspection on 4th and 5th February. This 'significantly improved' rating **surpasses** our previous 'Good' outcome and is the highest option Ofsted can select and award following an ungraded inspection.

Thank you for showing an interest in working at Newark Academy, and we look forward to receiving your application.

Inma Pena
Headteacher



Person specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Qualified Teacher Status (PGCE or equivalent qualification)• Good Honours degree (First or Second Class)	<ul style="list-style-type: none">• Higher professional qualification.
Experience	<ul style="list-style-type: none">• Successful experience of teaching in the subject across the full age range of a secondary school• Experience of teaching a wide range of abilities• Proven record as a teacher whose pupils reach high standards of learning and achievement.	<ul style="list-style-type: none">• Experience of pastoral/tutor role
Skills and knowledge	<ul style="list-style-type: none">• Excellent teaching skills, including effective communication skills, ability to motivate students and staff and the capacity to create good learning environments.• A clear understanding of the characteristics of high-quality teaching and learning and achievement for all pupils.• Knowledge of current issues and recent developments in the curriculum area.• Capacity to use ICT as integral part of teaching.• Knowledge and understanding of the value-added agenda, including levels of progress.• Ability to lead initiatives, support the process of change and work effectively in a team.• Ability to prioritise, plan and organise.	<ul style="list-style-type: none">• Understanding of needs of pupils with SEN• Awareness of factors affecting language and learning across the curriculum• Knowledge/involvement in other cross curricular initiatives/projects or whole school developments



Personal qualities

- | | |
|---|---|
| <ul style="list-style-type: none">• Secure commitment to a clear aim and direction for the subject• Understanding of safeguarding and promoting of welfare of children issues.• Understanding of equal opportunities issues and their application to work. | |
| <ul style="list-style-type: none">• Enthusiasm for the subject• Ability to use own initiative• A commitment to the vision of the school• A commitment to inclusive education.• Ability to form good working relationships with pupils and staff• High standards and expectations• Ability to use pupil assessment data to raise standards• Outstanding communication skills• Reliability and integrity• A commitment to safeguarding and promoting the welfare of young people | <ul style="list-style-type: none">• A willingness to contribute to extra-curricular activities• A vision for the development of the department.• A commitment to personal and professional development. |

Application details



Application forms

These can be accessed from the school website www.newarkacademy.co.uk. Wherever possible, please provide email addresses for your referees.

How to apply

Candidates should apply for this role through our website at www.novaeducationtrust.net/careers. Wherever possible, please provide email addresses for your referees. Click on the 'Apply' button and follow the instructions to upload Nova's application form and complete the online equal opportunities monitoring form*.

** The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

The closing date for applications is **9.00 am Wednesday 23rd April 2025**.

Interview

Interview date provisionally 28th April 2025. If you have not heard from us within two weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

Safeguarding

Newark Academy is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior consent.

Child Protection statement

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We endeavour to provide a safe and welcoming environment where children are respected and valued. We will be alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice. The procedures contained in this policy apply to all staff, volunteers and governors and are consistent with those of Nottinghamshire Safeguarding Children Board (NSCB).

Equal opportunities

We are an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all colleagues.

Our commitment is to treat every individual how they would like to be treated. This is so that you experience a sense of inclusion, feel respected, valued, safe, trusted, and that ultimately, you belong.

If you would like to discuss any accessibility requirements for the recruitment process or the role, please contact hr@novaeducationtrust.net and we will be happy to discuss.

How we monitor recruitment

On application we will ask you to fill in an anonymised form which indicates your protected characteristics. This is you helping us to achieve our equal opportunities commitments.

We analyse Equalities information to look at trends and to see if our diversity initiatives are having an impact across our recruitment processes. Your data will help us measure our progress and understand where we need to act.

All Equalities data is anonymised and will be kept separate from your application form and will not be forwarded to the interview panel should you be selected.



NEWARK

ACADEMY



London Road
Balderton
Newark
Nottinghamshire
NG24 3AL

01636 615000

office@newarkacademy.co.uk
www.newarkacademy.co.uk

Head Teacher

Inma Peña

BS, PGCE, NPQH

Director of School Improvement

Andy Seymour

BA (Hons), PGCE, NPQH

Chief Executive Officer

Ashfaq Rahman

BSc (Hons), PGDip, PGCE, NPQH, NLE



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