



Application Pack **Head of Geography**



Be part of the
#DNAofNIA



Welcome to Northampton International Academy (NIA)

We're a large all-through school based in Northampton, proudly rated GOOD overall by Ofsted.

We're part of East Midlands Academy Trust (EMAT) and are dedicated to its vision that "every child deserves to be the best they can be". This commitment drives us to provide the best education for each and every young person.

This is lived out daily through our DNA of NIA philosophy and our values of collaboration, excellence and respect. We are a fully inclusive school, as shown by our rising intake of disadvantaged pupils, increasing representation of pupils from ethnic minorities, and our thriving pupil led Culture Committees.

This is an exciting time to be part of our NIA family, as we seek to energise our staff and embed the expectations that are already in place across the primary and secondary schools. Since my appointment as Executive Headteacher in February 2023, our school has improved rapidly and sustainably. We now have an improving reputation in our local community, and our recent Ofsted inspection resulted in the school being judged 'Good' overall.

Staff wellbeing is important to us, and when you become part of the #EMATters community you'll have access to a range of employee benefits from confidential support to cycle to work vouchers. You will also be supported in your career, which means that you can expect high quality training, the time to attend training and continuous professional development plus there are many opportunities to connect with fellow professionals across our EMAT network.

If you would like to visit the school prior to applying, or would like an informal chat please contact us via the school office and we would be happy to show you around and answer any questions that you have.

Thank you for your interest in
Northampton International Academy.



Martin Serrao
Executive Headteacher



Post Description:	
Post title:	Head of Geography
Responsible to:	Assistant Head Teacher, Line Manager and Deputy Head
Liaising with:	Line managers, senior and extended leadership team, parents/carers, relevant support staff.
Pay range:	M1 – M6, UPR1 – 3 Plus TLR2b
Contract terms:	Full Time Permanent
Closing Date:	7th November 2025
Interview Date:	W/C 10th November 2025

Job Purpose

To ensure the greatest possible progress and development of students, through high quality teaching and learning. To challenge and support all students to achieve their best by:

- Setting consistently high expectations and standards
- Sharing a love of your subject and of learning
- Enthusiasing, engaging and motivating students
- Inspiring trust and confidence in students and colleagues

Responsibilities include:

- To maintain thorough and up to date subject knowledge and pedagogy
- To plan lessons and sequences of lessons and to support students in meeting their personal and academic potential
- To use a range of effective strategies for teaching and for behaviour management, as detailed in the school's Learning Policy and Behaviour Policy
- To ensure the effective deployment of classroom support where appropriate
- To use and analyse performance data including prior learning data, progress data and external examination data when planning lessons, and in order to establish and set expectations, targets and action plans for individuals and groups of students
- To assess, monitor and record progress of students in teaching and tutorial groups
- To set home learning regularly and in accordance with the school's Homework Policy
- To mark work regularly, provide appropriate feedback, and ensure this feedback is acted upon, in accordance with the school's Homework, Marking and Assessment Policy
- To communicate students' progress with parents and carers
- To take part in activities, such as Open Evenings, Parents' Evenings, Options Evenings and Celebration Events
- To engage actively in your own Performance Management and to take responsibility for your own Professional Development within the context of the school's Performance Management and Professional

Development policies

- To be a team player within your department, contributing to department meetings, improvement plans and evaluation processes.
- To work with, learn from, and support departmental colleagues
- To cooperate with colleagues to ensure a sharing and effective use of resources and to inform the process of ordering and allocation of equipment and materials
- To alert relevant staff to problems experienced by students and to work with those staff to implement solutions
- Be prepared to run field work and school trips to enrich the Geography curriculum and the experiences of our young people

Attribute	Essential	Desirable
Qualifications and training	• Qualified Teacher Status	• Good Honours degree
Experience	• Successful teaching and curriculum experience within KS3 KS4 or KS5 • Successful experience of raising standards with measurable outcomes • Evidence of continuing professional development	• Experience of teaching across the whole secondary age range and working in partnership with parents
Knowledge and skills	• The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies) Statutory National Curriculum requirements at the appropriate key stage • The monitoring, assessment, recording and reporting of pupils' progress • The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN, Child Protection and safeguarding • The positive links necessary within school and with all its stakeholders • Understanding of quality of teaching and learning and how to improve practice • Effective use of data to inform action planning and next steps	• The preparation and administration of statutory National Curriculum tests • Knowledge of key considerations in effective management and deployment of people and other resources • Experience of promoting personal, social, moral, cultural and spiritual development in children • Ability to formulate a strategy for the school and secure commitment to it from others • Ability to drive improvement and challenge underperformance • Ability to establish and sustain appropriate structures and systems and monitor them • Ability to motivate, challenge and influence others to attain higher goals • Ability to develop and empower individuals and teams

	• Promote the school's aims and vision positively, and use effective strategies to monitor motivation and morale • Establish and develop positive relationships with parents, governors and the community • Communicate effectively (both orally and in writing) to a variety of audiences and have effective ICT skills • Develop good personal relationships within a team • Ability to effectively monitor, evaluate and reflect on the quality of education in order to identify strengths and areas of development • Ability to use evidence-based research to plan for and implement change that ensure the raising of standards and is sustainable • Ability to think creatively to anticipate and solve problems • Ability to lead change • Ability to use evidence-based research to plan for and implement change that ensure the raising of standards and is sustainable • Ability to effectively monitor, evaluate and reflect on the quality of education in order to identify strengths and areas of development	
Personal qualities	• Approachable, respectful, empathic and values others • Able to motivate self and others to achieve a shared goal • Resilient, persistent and optimistic when faced with difficulties and challenge • Commitment and dedication to social justice, equality and excellence for all • Flexible, adaptable and can work in collaboration with others	

	• Committed to CPD of self and others within the school • Excellent interpersonal communication and administrative skills • Ability to work independently and as part of a team • Values a coaching ethos that enable self and others to grow and develop • High level of honesty and integrity • Strong commitment to raising standards • Punctual and reliable	
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Compiled by: P&C	Revision Number: v1
Approved by: Headteacher	Revision Date: 04/07/2025

Additional duties

Whilst every effort has been made to explain the main duties and responsibilities, please note that this is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the post holder will carry out. 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.

N.B. The post holder will carry out his/her responsibilities in accordance with the Trust's equal opportunities policy.

This job description is provided to assist the post holder to know what his/her duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of the post.

How can I apply?

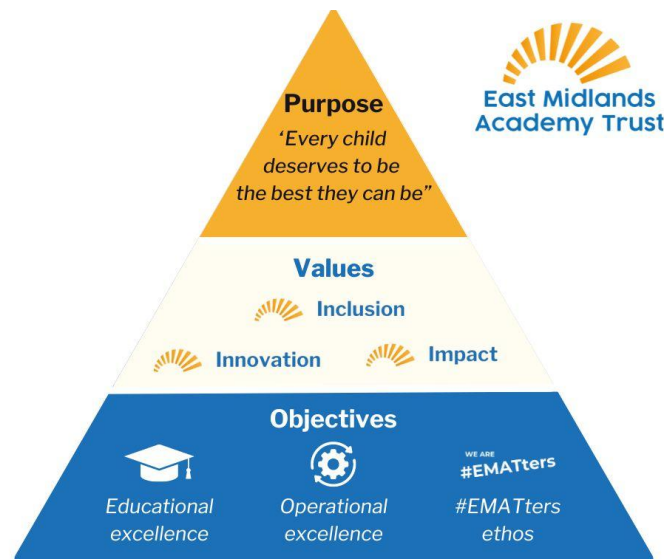
We have an online application form on our careers page under [Job Vacancies](#) and request that you complete the supporting statement in detail, explaining why you are the perfect person for this exciting opportunity. Please be aware that although we will not accept any CVs we welcome applicants to explore the opportunity before applying and if you have any questions about the role or the process, please get in touch with **Hannah Fajemiyo - HR Business Partner**. Please inform us if you require any particular adjustments, arrangements, or access needs as part of the recruitment process.

Vacancy Closing Date: 7th November 2025

Interview Date: W/C 10th November 2025

About East Midlands Academy Trust

All staff should be committed to the school and East Midlands Academy Trust's purpose, values and objectives.



Health and Safety

So far as is reasonably practical, the post holder must ensure that safe working practices are adopted by employees, and in premises/work areas for which the post holder is responsible, to maintain a safe working environment for employees and learners.

Safeguarding

EMAT is committed to the safeguarding of its young persons and expects all staff, volunteers and adults to work within the parameters of the policies and procedures as agreed by the Board of Trustees to ensure the safety of all young persons within its care.

Equal Opportunities

It is the policy of EMAT to provide equal opportunities for all individuals; to prohibit discrimination in employment on any basis protected by applicable law, including but not limited to race, religious creed, marital status, sex, sexual orientation, ancestry, national origin, age, medical condition or disability. EMAT promotes equal employment opportunities in all aspects of employment through positive employment policies and practice.

If any special requirements are needed to attend an interview, please inform the trust.

Hello and welcome to East Midlands Academy Trust.

We're a thriving multi-academy trust, which currently includes an all-through school in Northampton, a secondary school in Oundle and five primary schools in Northamptonshire and Milton Keynes serving over 5,000 pupils through the tenacity and professionalism of 600 colleagues. I like to call the members of our immediate and extended community #EMATters.

Every child deserves to be the best they can be, and therefore inclusion is at the heart of everything we do. By joining the #EMATters team, you will have the opportunity to help us ensure that high quality education is available to everyone, regardless of their ability or background.

You will be supported throughout your career journey with us, as we recognise that achieving our aim that every child deserves to be the best they can be is only possible through committed and empowered colleagues and a strong culture of personal and professional development, which includes a host of learning opportunities offered through our in-house training hub.

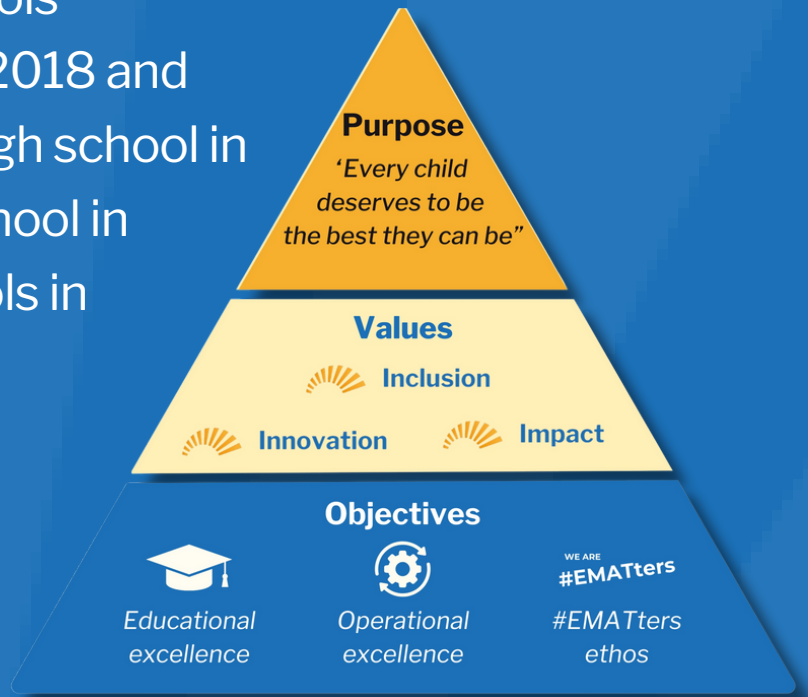
Thank you for your interest in East Midlands Academy Trust. And if you have any questions do get in touch via hrqueries@emat.uk

Joshua Coleman
Chief Executive
East Midlands Academy Trust



About East Midlands Academy Trust

Our community of seven schools collectively became EMAT in 2018 and currently includes an all-through school in Northampton, a secondary school in Oundle and five primary schools in Northamptonshire and Milton Keynes, with more than 600 #EMATters serving over 5,000 pupils.



“Every child deserves to be the best they can be”

This can only be achieved with committed and empowered colleagues. That’s why we have created a strong culture of personal and professional development, which includes access to a host of learning opportunities offered through our in-house training hub to all #EMATters

