



Northern  
Lights

LEARNING TRUST

**CLASS TEACHER AT  
BENEDICT BISCOP CE ACADEMY**

**APPLICATION  
PACK**





# Northern Lights



We are a Multi-Academy Trust currently comprising eight schools – primary and secondary – and over 3,500 children and young people in an area stretching from Teesside through to Wearside.



We are a Teaching School Hub, one of 87 DfE centres of excellence for teacher training and development, focused on some of the best schools and multi-academy trusts in the country.



We are an Early Years Stronger Practice Hub, set up by the DfE to provide advice, share good practice and offer evidence-based professional development for early years practitioners.

## OUR SCHOOLS



**Benedict Biscop CE Academy**  
Sunderland



**Grange Primary School**  
Hartlepool



**Hart Primary School**  
Hartlepool



**Holley Park Academy**  
Washington, Sunderland



**Ian Ramsey CE Academy**  
Stockton-on-Tees



**St. Helen's Primary School**  
Hartlepool



**St. Peter's Elwick CE Primary School,**  
Hartlepool



**Venerable Bede CE Academy**  
Sunderland

Every Northern Lights school has its own values and its own vision and that's really important to us because all of our schools are there to serve our community but equally, our Trust is there to serve each other.

We do that with humility and with an openness because at Northern Lights it's not all about the academic – that is really important to us – but we know, as a Trust, we are successful if we have ensured that in an holistic way our children and young people have had every opportunity to experience, to flourish, to thrive, to understand the wonder and the joy of the world around them.

*- Jo Heaton OBE, Chief Executive, Northern Lights Learning Trust*



## Welcome from the CEO

Thank you for your interest in the position of Class Teacher within Northern Lights Learning Trust.

We are a growing Multi-Academy Trust that is currently made up of 2 secondaries and 6 primaries across Wearside and Teesside, with our central offices based in Seaham. We educate over 3500 pupils and employ over 400 members of staff and serve a diverse range of schools and communities. Each of our schools have their own individual ethos, values and vision, which sit together as part of our Northern Lights vision of 'Shining Together and Stronger Together'. As a CofE MAT, our schools are a mixture of Church and non-Church schools that range in size and levels of disadvantage. We see this diversity as a real strength to learn from and work with each other.

As a Multi-Academy Trust we are at the heart of the current educational landscape, as a designated DfE Centre of Excellence as a Teaching School Hub and DfE Early Years Hub, responsible for teacher development across all ages and phases of education, working with over 300 schools. We are collaborative in our approach and value professional development highly in all we do.

We seek to be an employer of choice, with 100% of staff satisfaction in our latest survey, '*I am proud to work for a forward-thinking Trust who put people development at the heart*'. We seek to support our staff to develop and thrive.

We are looking for someone whose values align with us as a Trust and has the drive and ambition to work collaboratively to provide the best opportunities and outcomes for our young people.

We look forward to receiving your application.

Yours sincerely

Jo Heaton  
Chief Executive Officer



## Welcome from the Headteacher

Thank you for your interest in our current vacancy at Benedict Biscop C.E. Academy.

Benedict Biscop CE Academy is a popular and oversubscribed school, with increasing numbers on roll, following a school expansion and increase in PAN in recent years. At Benedict Biscop C.E. Academy, we are committed to providing the highest quality education and we are continuously striving to improve and innovate in order to deliver the best possible educational experiences to our pupils.

The school is currently rated outstanding by Ofsted and SIAMS and we are the lead primary school in the Northern Lights Teaching School Hub, who deliver National Professional Qualifications, the Early Career Framework and Initial Teacher Training (ITT) across the region. Additionally, we are honoured to serve as the lead school for the Northern Lights Early Years Stronger Practice Hub, recognised for our outstanding EYFS provision. Being part of a strong growing trust, we offer numerous opportunities for collaboration, professional development, and the chance to work across multiple phases of education.

Our strong Christian ethos underpins everything we do, and we firmly believe in educating the whole child. Our school vision, With God, all things are possible, permeates our approach to education and pastoral care.

We are looking for passionate individuals who share our values and are dedicated to making a positive impact on the lives of young people. If you are enthusiastic, innovative, and committed to providing an exceptional learning environment for children, then we would love to hear from you.

Please find attached further details about the vacancy we currently have available. If you would like to discuss the role in more detail or visit the school, please do not hesitate to get in touch.

Kindest regards,

Sarah Armstrong  
Headteacher

## **CLASS TEACHER**

**Permanent position required for September 2024**

**Benedict Biscop CE Academy**

**M1 – UPS3 (£30,000 – £46,525)**

**Teachers pay and conditions**

Are you organised, enthusiastic and welcoming?  
Would like to make a difference to children's learning and well-being?

Northern Lights Learning Trust are looking to appoint an enthusiastic teacher to join Benedict Biscop Academy CE Academy. The position is permanent and is required from September 2024. Candidates must be able to demonstrate high standards of classroom practice, good inter-personal skills and be supportive of the school's ethos and values.

### **The successful candidate will:**

- Have high expectations of learning and behaviour and inspire and motivate our children
- Support, nurture and understand with high expectations.
- Seek to make learning exciting and a positive experience.
- Communicate well with parents, carers and members of staff, as well as pupils.
- Strive to be driven and proactive.
- Work well as part of a team.
- Show willingness to contribute to school life outside of the classroom.
- Consider yourself to be IT literate

If this is you, we would really welcome your application

### **In return you will receive:**

- A supportive working environment that puts people at the heart of the organisation.
- Continuous professional development, including the opportunity to undertake related qualifications.
- National Terms and Conditions of Employment.
- Teacher Pension Scheme
- The opportunity to work as part of a growing Trust and shape this role.

Details of the school can be found on the school website:

[www.benedictbiscopacademy.co.uk](http://www.benedictbiscopacademy.co.uk)

## CLOSING DATE:

**Applications must be received by:** Monday 22<sup>nd</sup> April 2024 at 9am

**Short Listing will take place on:** week commencing 22<sup>nd</sup> April 2024

**Interviews will take place on:** week commencing 29<sup>th</sup> April 2024

## HOW TO APPLY:

Letters of application should be returned, along with a Northern Lights Learning Trust application form, to Danielle Maddison, Office Manager at [danielle.maddison@nllt.co.uk](mailto:danielle.maddison@nllt.co.uk) or via post to Benedict Biscop CE Academy, Marcross Drive, Sunderland, SR3 2RE.

Applications will only be considered on receipt of an application form, CV's and other forms of application will not be accepted. For further information, or if you would like to arrange a visit to the school, please contact us on 0191 5947033.



## JOB DESCRIPTION

Post: **Class Teacher**

Responsible to: **Headteacher, Governors, Board of Trustees**

Salary band: **Main Pay Scale M1– UPS3**

Start date: **September 2024**

### **Purpose of Job:**

### **OVERALL RESPONSIBILITY**

- To meet the requirements of a teacher as set out in the School Teachers Pay and Conditions Document and The Professional Standards for Teachers;
- Teach within all areas of the school and model good practice;
- Resource the learning environment to an outstanding level;
- Prepare and present report to the Senior Leadership Team on pupil progress;
- Analyse pupil data and plan to improve provision with improved outcomes for all children.

### **DUTIES**

#### **Principal Duties:**

- Plan effectively to achieve outstanding outcomes and progress for all learners;
- Teach in a variety of styles to engage and motivate learners securing outstanding behaviours for learning;
- Further develop our outstanding curriculum;
- Responsible for day to day management of resources;
- Observing learning and changing provision to meet pupil needs;
- Develop parental partnerships;
- Ensuring statutory welfare requirements are met;
- Active participation in our whole school team.

**Additional responsibilities – the post holder must:**

- Promote and safeguard the welfare of the children and young people that they are responsible for or come into contact with.
- Act in compliance with data protection principles in respecting the privacy of personal information held by the Academy.
- Comply with the principles of the Freedom of Information Act 2000 in relation to the management of Academy records and information.
- Carry out their duties with full regard to the Academy's Equal Opportunities Policy, Code of Conduct, Child Protection Policy and all other Academy Policies.
- Comply with the Academy Health and Safety rules and regulations and with Health and Safety legislation.



## PERSON SPECIFICATION CLASS TEACHER

| CATEGORY                        | ESSENTIAL   | DESIRABLE  | METHOD OF ASSESSMENT                        |
|---------------------------------|---|--|---|
| <b>APPLICATION FORM</b>         | <ol style="list-style-type: none"> <li>1. Completed application form</li> </ol>   |  | Application                                 |
| <b>QUALIFICATIONS</b>           | <ol style="list-style-type: none"> <li>1. Relevant Degree</li> <li>2. Qualified Teacher Status</li> </ol>   | <ol style="list-style-type: none"> <li>1. Current valid driving licence /appropriate car insurance for business use</li> </ol>   | Application Certificates                    |
| <b>EXPERIENCE</b>               | <ol style="list-style-type: none"> <li>1. Experience working in a primary school environment</li> <li>2. Evidence of good/outstanding teaching</li> </ol>                               | <ol style="list-style-type: none"> <li>1. Experience of working across key stages within primary</li> <li>2. Experience of working with children with SEND</li> <li>3. Experience of working in a mixed age class</li> <li>4. Expertise in Music or Languages</li> </ol> | Application Interview<br>Lesson Observation |
| <b>PROFESSIONAL DEVELOPMENT</b> | <ol style="list-style-type: none"> <li>1. Professional Development covering curriculum issues</li> <li>2. Commitment to further develop professional skills and practice</li> </ol>     |  | Application                                 |
| <b>SKILLS AND KNOWLEDGE</b>     | <ol style="list-style-type: none"> <li>1. A clear vision and understanding of the needs of pupils</li> <li>2. A commitment to ensure that all pupils have the opportunity to</li> </ol> |  | Application Interview<br>Lesson Observation |

|                            |  |  |   |
|----------------------------|--|--|---|
|                            | <p>achieve the highest standards</p> <ol style="list-style-type: none"> <li>3. Ability to offer skills to develop the wider curriculum</li> </ol>  |  |   |
| <b>PERSONAL ATTRIBUTES</b> | <ol style="list-style-type: none"> <li>1. Caring attitude towards pupils and parents</li> <li>2. A good health and attendance record</li> <li>3. Ability to work collaboratively as part of a school team</li> <li>4. Ability to make decisions and take responsibility</li> <li>5. Understand and regard for safeguarding arrangements for the protection of all children</li> <li>6. Willingness to contribute to the wider life of the Academy</li> </ol> |  | <p>Application Interview<br/>Lesson Observation</p> |
| <b>OTHER</b>               | <ol style="list-style-type: none"> <li>1. Recommendation from both referees</li> <li>2. Fully enhanced DBS clearance with children's barred list check</li> </ol>  | <ol style="list-style-type: none"> <li>1. Strong Recommendation</li> </ol> | <p>References<br/>Enhanced DBS certificate</p>      |

**References:**

References will be requested prior to interview, unless there are exceptional circumstances, and the applicant does not give consent to do so on the application form. Please contact us to discuss further if you do not consent.

**DBS:**

Northern Lights Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An application for a DBS certificate will be submitted for all candidates once they have been offered the position. For posts in regulated activity, the DBS check will include a barred list check. During the recruitment process, any offences, or other matters relevant to the position will be considered on a case-by-case basis.

**Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.**

**Safeguarding:**

Northern Lights Learning Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Everyone who comes into contact with children and their families and carers has a role to play in safeguarding children. To fulfil this responsibility effectively, all professionals should make sure their approach is child centred. This means that they should consider, at all times, what is in the best interests of the child.

**Pre-employment occupational health:**

Pre-employment occupational health checks are an essential part of the selection and recruitment process to assess if any reasonable adjustments are required. In some circumstances, an appointment with Occupational Health may be required to assess fitness for the role.

**Equal opportunities:**

Northern Lights Learning Trust are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the community. Applicants with disabilities will be granted an interview if the essential job criteria are met.