



Northern
Lights

LEARNING TRUST

TEACHER OF SPANISH AND FRENCH
Ian Ramsey 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 a 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 Teacher of Spanish and French 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.

The values of community, pride, support, integrity and the voice of the child are the foundations of our Trust. It is our mission to ensure they are embedded in everyday life, underpinned by Christianity in our Church schools. Every decision we make recognises that these values can be lived out wholeheartedly across our schools.

We operate on a culture of respect, always mindful of the quote from Maya Angelou: 'People will forget what you said, people will forget what you did, but people will never forget how you made them feel.' 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, OBE
Chief Executive Officer

Welcome from the Acting Headteacher



It is my pleasure to welcome you to Ian Ramsey CE Academy, where I am privileged to serve as Headteacher. We are a popular and oversubscribed secondary school at the heart of the Stockton community and its surrounding villages. There are approximately 1180 pupils on roll with a pupil admission number of 237 in each year group.

I truly believe that every child has the right to receive a high-quality, personalised education irrespective of ability, culture, or denomination, something reflected in the inclusive ethos and vision of Ian Ramsey CE Academy. We live in a rapidly changing society and, as educators, we have a moral obligation to meet the changing needs of the young people whom we are privileged to serve.

We want all our young people to enjoy school and achieve well; we pride ourselves on providing an inspiring learning environment and encouraging our pupils to access all the opportunities that we provide. Our staff nurtures positive relationships, caring for pupils throughout their education, to ensure that they emerge from secondary education well-prepared and furnished with the knowledge, skills, and experiences they will need to flourish in modern British society and live 'life in all its fullness' (John 10:10).

Our Academy's mission statement, '**Together to learn, to grow, to serve**', encompasses our commitment to ensuring all members of our community use the gifts we have been given to serve others to learn as individuals and build the confidence to achieve their aspirations.

Through our DEEP curriculum, we offer all pupils a first-class education based on high-quality teaching and a range of experiences outside of the classroom. Our curriculum aims to provide a broad and inspiring academic experience, which is interesting, challenging, and relevant to the needs of our pupils.

We value the importance of providing a range of life experiences, developing social and leadership skills, independent learning, and supporting our pupils to develop and thrive in new environments. In addition, we aim to remove barriers for pupils, supporting them to become successful in their chosen fields after they transitioned to the next stage of their education, employment, or training.

As Headteacher, I am privileged to work with a team of exceptional practitioners who are determined to ensure that our children realise their potential and pursue the career path of their choice.

Thank you for your interest in our academy. Visits to the school are welcome, by prior agreement. Please contact recruitment@nllt.co.uk to express an interest.

Best wishes,

Mal Patrick
Acting Headteacher

Teacher of Spanish and French

Permanent position required for September 2024

IAN RAMSEY CE ACADEMY

MPS1-UPS3 £30,000- £46,525 per annum
depending on experience.

Ian Ramsey CE Academy is seeking to employ a dynamic, outstanding professional Teacher of Spanish and French who will inspire and motivate all within our school community.

This is a fantastic opportunity for a strong, talented, and experienced teacher to join our supportive, enthusiastic, and collaborative Modern Foreign Languages team.

Do you...

- Have a proven track record of motivating and inspiring pupils with an excellent subject knowledge?
- Want to inspire and motivate colleagues and pupils alike?
- Have a desire to remove barriers to learning for children to ensure they achieve the best in Modern Foreign Languages?
- Can communicate well with parent/carers, staff, and pupils?
- Offer high quality pastoral care?
- Understand what it takes to ensure that quality first teaching is an experience for both pupils and staff?

If so, 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.
- The support and satisfaction of being part of a dynamic and creative team led by experienced and highly motivated staff.
- A programme of supported induction and continuing professional development firmly rooted in educational research.
- A commitment to supporting the well-being of all staff.
- Employee welfare package, including 24-hour GP access and access to whole range of wellbeing package.
- Employee benefits package currently in development, including discounts and access to salary sacrifice schemes, including Electric Vehicle Leasing.

Details of the school can be found on the school website: <https://www.ianramsey.org.uk/>

CLOSING DATE:

Applications must be received by: Friday 17th May 2024, 12pm

Shortlisting will take place on: Monday 20th May 2024

Interviews will take place: Friday 24th May 2024.

HOW TO APPLY:

Letters of application should be returned, along with a Northern Lights Learning Trust application form, via email to recruitment@nllt.co.uk or by post to Northern Lights Learning Trust, Spectrum Business Park, Lighthouse View, Building 2, Seaham, SR7 7PR

Applications will only be considered on receipt of an application form, **CVs and other forms of application will not be accepted**. To arrange a visit to the school, please contact Mrs Dawn Dawson, PA to the Headteacher, at dawn.dawson@nllt.co.uk or on 01642 585205.

JOB DESCRIPTION

POST:	Teacher of Spanish and French
RESPONSIBLE TO:	Curriculum Leader: Modern Foreign Languages
RESPONSIBLE FOR:	Teaching pupils across the ability range to achieve their full potential.
SALARY BAND:	MPS1 – UPS3
START DATE:	1st September 2024

Purpose of role:

- Implement and deliver an appropriately broad, balanced, relevant, and differentiated curriculum for pupils and to support a designated curriculum area as appropriate.
- To act as Form Tutor and teacher to maximise the learning of all pupils.
- To safeguard and promote the welfare of children for whom you have responsibility or meet and to including adhering to all specified procedures.
- To work with colleagues contributing to academy improvement and building effective teams.
- Contribute to the overall ethos, work, and aims of the Academy.

Teaching and Learning

- To plan and deliver sequences of learning which enable pupils to move from their current level of attainment to their target grade or above.
- To plan activities which challenge and engage pupils in lessons and homework tasks which extend learning.
- To regularly assess progress in lessons in line with whole academy policies through effective marking of pupil's work and standardised tests.
- To identify appropriate intervention where individual pupils or classes are failing to achieve their targets. This to include setting additional work, adjusting lesson plans, additional help in lessons and the use of catch-up sessions after the academy day.
- To ensure every pupil completes work to a high standard both in terms of content and presentation in class.
- To ensure every pupil meets deadlines and completes homework and coursework in line with expectations set by targets.
- To follow up where work either in class or homework falls below expectations, aligned to the academy's behaviour policy.
- To ensure parents are made aware of persistent underperformance.

- To share with Curriculum Leaders progress data on a termly/half termly basis and identify barriers to progress and actions to be taken to address these, initially by the teacher with support from Curriculum Leaders and others across the academy.
- To meet with Curriculum Leaders on a regular basis to review progress of individuals and classes, this is to include participation in appraisal and planning personal professional development.
- To personalise learning so that all pupils including those with SEND or who are more able and talented make good progress.
- To manage the work of support staff in your lessons so that they make an effective contribution to learning.
- To comply with Health and Safety policies, organisation statements and procedures, report any incidents/accidents/hazards and take a pro-active approach to matters of health and safety to protect both yourself and others, including ensuring suitable risk assessments have been carried out.

Form Tutor

- To set high expectations for individual pupils in terms of dress, attendance, and punctuality.
- To treat pupils with respect and adhere closely to all academy policies in relation to the safety and welfare of every child.
- Contribute to the production of resources for acts of worship according to the worship and lead worship with tutees.
- To liaise with parents and pastoral staff to ensure that where these expectations are not being met, action is taken to address this.
- To encourage pupils to develop self-confidence and high self-esteem through praise, reflection upon progress both inside and outside and encourage participation in academy activities and taking on responsibilities within the academy community.
- To monitor pupils general social and personal development, including concerns regarding behaviour, homework, personal and emotional well-being.
- Where concerns arise, identify actions which may be taken to address these including discussions with parents and pastoral staff.
- Where these may relate to Child Protection or Safeguarding issues, ensure that the DSL is made aware of these immediately. More information on Child Protection issues is contained in the staff handbook.
- To use Attitude to Learning data from reports on a termly basis to evaluate current progress and to help pupils review their progress through setting action points for further improvement.

Additional Duties:

- To participate fully in community activities, developing the ethos of the academy and promote the vision 'Together to learn, to grow, to serve.'

PERSON SPECIFICATION TEACHER OF SPANISH AND FRENCH

CATEGORY	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
APPLICATION FORM	<ol style="list-style-type: none"> 1. Completed NLLT application form (A) 2. Well-structured letter of application, outlining suitability for the post (A) 3. Fully support references (A) 		Application
QUALIFICATIONS	<ol style="list-style-type: none"> 4. Qualified Teacher Status (A) 5. A good quality honours degree, or equivalent (A) 	<ol style="list-style-type: none"> 6. Evidence of recent and relevant professional development (A) 	Application
EXPERIENCE	<ol style="list-style-type: none"> 7. Experience of Spanish and French teaching to KS3/KS4 across the ability range (A, I, R) 8. Experience of planning for effective learning (A, I, R) 9. Understanding of strategies required to ensure all pupil groups make good progress (A, R). 	<ol style="list-style-type: none"> 10. Experience of other related subjects i.e., KS3 German. 	Application Interview References
SKILLS AND KNOWLEDGE	<ol style="list-style-type: none"> 11. Excellent interpersonal communication skills, and the ability to form strong relationships with all stakeholder groups (I, R) 12. Thorough and up to date knowledge of the way pupils learn. (A, I, R) 13. Ability to work on own initiative or as part of a team (I, R) 	<ol style="list-style-type: none"> 14. Organisational skills of a high order (A, I) 15. Ability to raise aspirations of pupils and inspire them to work towards shared goals (A, I, R) 16. A good knowledge and understanding of current educational issues (I) 	Application Interview References

<p>PERSONAL QUALITIES</p>	<p>17. High levels of enthusiasm, motivation, and a commitment to working with children (I, R) 18. Professional role model (R) 19. Forms and maintains appropriate relationships and personal boundaries with pupils (I, R) 20. Drive, high expectations and a commitment to achieving standards of excellence. (I, R) 21. Personal integrity and honesty (I, R) 22. Emotional resilience and ability to work under pressure (I, R) 23. Ability to contribute to the Christian ethos of the school (A, I)</p>	<p>24. Keen eye for detail, diligence and have an ability to sustain your work ethic (I, R)</p>	<p>Application Interview References</p>
<p>OTHER</p>	<p>25. Recommendation from both referees. 26. Fully enhanced DBS clearance with children's barred list check</p>		<p>References Enhanced DBS certificate</p>

Ian Ramsey CE Academy, part of the Northern Lights Learning Trust, is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

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 encounters 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, always, 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.