

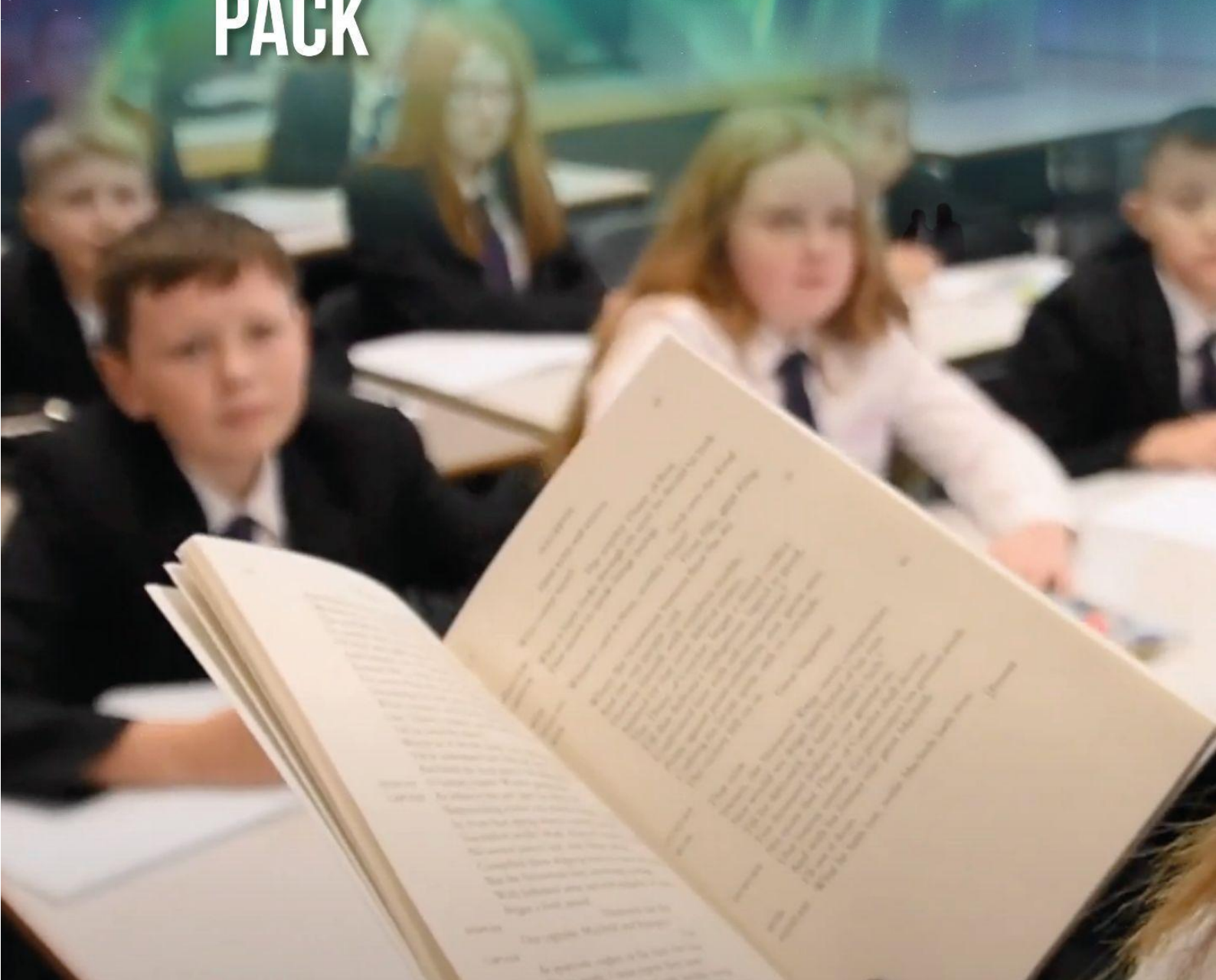


Northern
Lights

LEARNING TRUST

Assistant Head Teacher
VENERABLE BEDE CE ACADEMY

APPLICATION PACK



Northern Lights



We are a Multi-Academy Trust currently comprising seven primary and secondary schools and 3,093 children and young people from Stockton and Hartlepool in Teesside through to Sunderland and Washington.



We are a Teaching School Hub, one of 87 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



Hart Primary School

Hartlepool



St. Peter's Elwick CE Primary School,

Hartlepool



Benedict Biscop CE Academy

Sunderland



St. Helen's Primary School

Hartlepool



Holley Park Academy

Washington, Sunderland



Ian Ramsey CE Academy

Stockton-on-Tees



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 Assistant Head Teacher within Northern Lights Learning Trust.

We are a growing Multi Academy Trust that is currently made up of 2 secondaries and 5 primaries across Wearside and Teesside, with our central offices based in Seaham. We educate over 3000 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 Head Teacher

Thank you for your interest in the Assistant Head Teacher post at Venerable Bede, where it is my privilege to serve as Headteacher. We are a popular and oversubscribed secondary school serving our local community. We sit on the border of Ryhope, Silksworth and Doxford Wards in Sunderland, but we have pupils who attend our school from across the City and beyond. It is our goal to provide an inclusive education, within the context of our local community, in which the rights of everyone are respected, regardless of personal beliefs. We are proud to be a school at the heart of our community.

We are a medium sized secondary school, built to accommodate 900 pupils. Our fundamental aim is to equip our pupils with the qualifications and skills which they will need to take their place in a modern British society. We hope that we play our part in helping our pupils understand how to live “Life in all its fullness” (John 10:10). Our mission statement is “To create a stimulating, secure and caring environment within which all members of our community will realise their potential in the light of the Christian Gospel.” This is embodied in our school motto: “Soar to the Heights Together”.

We want all of our pupils to reach their full potential. For each of our pupils we hope that with the guidance and support of their families and teachers, each of them will be able to develop their individual talents and fulfil their life long goals. As a product of the English Comprehensive system, I am a true advocate. I firmly believe that all children should have equal chance of success. It should be our goal in schools to enable all pupils to thrive, instilling in them a thirst for knowledge, and enabling them to understand how they play their part in unlocking their potential. Every child deserves the right to a broad and balanced curriculum.

At Venerable Bede Academy, we offer a DEEP curriculum to every child, regardless of their academic ability that spans 7 years as we have transitional opportunities with our primaries (Y6) and local colleges (Y12).

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

Best regards

David Airey
Headteacher

ASSISTANT HEAD TEACHER

Permanent position required for September 2023

VENERABLE BEDE CE ACADEMY

Leadership Scale L11 – L15

£56,796 - £62,561 Per annum,

Salary starting point subject to experience

Teachers' Pay and Conditions

Due to the promotion of the current post holder, Venerable Bede CE Academy are seeking to employ a dynamic, outstanding professional who will inspire and motivate all within our school community.

The role of Assistant Head Teacher is a fantastic opportunity for a strong, talented and experienced school leader to work in partnership with families, staff and pupils to create a high-performance culture where achievement, excellence and inclusion are embedded into everything we do.

Do you...

- Have a proven track record of success, leading change within a key school area?
- Have experience of leading and managing teams of staff within school?
- Want to inspire and motivate colleagues and pupils alike?
- Have a desire to remove barriers to learning for children such as attendance, behaviour and welfare?
- Have the ability to 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.

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

<https://www.venerablebede.co.uk/>

CLOSING DATE:

Applications must be received by: **Monday 20th March 2023 at 12pm.**

Short Listing will take place on: **Tuesday 21st March 2023.**

Interviews will take place on: **Monday 27th March 2023.**

HOW TO APPLY:

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

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, please contact Emily Sanger on info@nllt.co.uk or 0191 5947033 (option 2).

JOB DESCRIPTION

POST:	Assistant Head Teacher
RESPONSIBLE TO:	Deputy Head Teacher
RESPONSIBLE FOR:	AHT with key oversight of Pupil Welfare
SALARY BAND:	Leadership Scale L11 - L15
START DATE:	1st September 2023

Strategic Responsibilities:

- Act as a key member of the senior team and play a full part in the life of the school community, supporting its distinctiveness and encouraging all stakeholders to follow this example.
- Ensuring that all our pupils can “thrive” on their journey through school.
- Maintaining high standards of behaviour across the academy by ensuring that the pastoral systems are consistently followed by all.
- Promotion of consistently high-quality teaching and learning to ensure inclusive provision across the school, through leadership, management, development and systematic implementation of pedagogy.
- Maintain a strong sense of teamwork and collective responsibility.
- Ensure the provision of an appropriately broad, balanced and inclusive whole school experience / curriculum for all pupils, and challenge weakness and low standards in meeting the needs of pupils.
- Assist in the Appraisal process and contribute to the process of monitoring and evaluating the curricular or pastoral areas in line with agreed school procedures, including evaluation against quality standards and performance criteria.
- Establish a fair, transparent and working ethos in which creativity and innovation are valued and encouraged.

Duties:

The duties outlined in this job description are in addition to those covered by the most recent School Teachers' Pay and Conditions Document. It may be modified by the Head Teacher, after discussion with you, to reflect or anticipate changes in the job and the current needs of the school, commensurate with the salary and job title.

Teaching and learning:

- Ensure that curricular or pastoral areas to which you are assigned provide the highest standards of excellence.
- Ensure that pupils display the highest standard of behaviors for learning.
- Ensure that staff are supported to be able to deliver a quality first teaching experience to all pupils.
- Identify and promote the most effective approaches to teaching and learning for each pupil to maximize their attainment and progress.
- Ensure that appropriate pastoral support is provided which enables pupils to learn to their full potential.

Leadership

- Encourage all members of staff to recognise and fulfil their statutory responsibilities by setting the highest personal and professional standards.
- Be approachable and professional at all times.
- Provide training opportunities for all who work in the classroom in order to promote excellence in teaching and learning.
- Disseminate good practice in maintaining a positive climate for learning in the classroom.
- Disseminate good practice in maintaining quality first teaching and learning across the school.
- Lead by example; model strong ethical leadership to support the academy to achieve its vision and goals.
- Identify resources needed to meet the needs of all pupils and advise the Head Teacher of priorities for expenditure.

Maintenance of Professional Standards as identified in the Teachers' Standards, particularly:

- Keep yourself fully appraised and aware of educational and other appropriate developments whether national or local, and assess their impact on the school and the team for which you are responsible.
- Ensure the highest standards of professional conduct and confidentiality at all times, and, in particular, when with other staff of the school.
- Ensure the development and maintenance of a team culture that enables all members of the Leadership Team to be effective in their respective roles.
- Ensure the development and maintenance of a collaborative culture which demonstrates loyalty and integrity towards school colleagues.
- Uphold the school's policies and procedures.
- Develop links with governors, the Diocese, the Local Authority and neighbouring schools.

Undertake any other reasonable professional task as directed by the Head Teacher, commensurate with your role.

PERSON SPECIFICATION ASSISTANT HEAD TEACHER

CATEGORY	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
APPLICATION	<ol style="list-style-type: none"> 1. Completed NLLT application form. 2. Well-structured letter of application, outlining suitability for the post. 3. Fully supported in references. 		Application
QUALIFICATIONS	<ol style="list-style-type: none"> 1. Qualified Teacher Status 2. A good quality honours degree, or equivalent 3. A good knowledge and understanding of current educational issues 4. Evidence of recent and relevant professional development 		Application and interview

EXPERIENCE

1. Evidence of outstanding classroom practice.
2. Evidence of inspirational leadership.
3. Substantial teaching experience at secondary level.
4. A track record of excellence in teaching and examination outcomes.
5. Successful management experience of turning theory into practice.
6. Experience of leading innovative change within an area of school development.
7. Building Effective relationships with students, parents and staff, commanding their confidence.
8. Experience of appraisal of colleagues.
9. Experience of direct leadership and management of a significant number of colleagues.
10. No adverse criminal or professional record.

12. Demonstrable experience in a leadership position.
13. Experience of working with and supporting parents/carers.
14. Involvement in effective staff recruitment, induction and development.

Application and interview

	<p>11. Excellent record of attendance and punctuality.</p>		
<p>SKILLS AND KNOWLEDGE</p>	<ol style="list-style-type: none"> 1. Innovative approach to classroom practice and exceptional teaching skills. 2. Ability to interrogate data to track student progress. 3. Ability to monitor and evaluate to ensure that outstanding progress is made by pupils. 4. Ability to review and evaluate the efficacy of all activities. 5. Excellent leadership and management skills. 6. Ability to challenge and inspire colleagues to achieve outstanding practice. 7. Ability to provide effective professional direction and support to staff. 8. Ability to effectively lead and manage change. 		<p>Application and interview</p>

	<ol style="list-style-type: none"> 9. Outstanding communication and interpersonal skills. 10. Organisational skills of a high order; able to multi-task and prioritise effectively. 11. Ability to manage people, projects and resources effectively. 12. Ability to work on own initiative or as part of a team 		
<p>PERSONAL QUALITIES</p>	<ol style="list-style-type: none"> 1. High levels of enthusiasm, motivation and a commitment to working with children 2. “Professional” role model 3. High expectations of others. 4. Are Innovative and able to stimulate initiative in others. 5. Forms and maintains appropriate relationships and personal boundaries with students. 6. Absolute commitment to students and their learning above all else. 7. Passion for learning relentless determination and commitment to 		<p>Application and interview</p>

	<p>constant review and refinement.</p> <ol style="list-style-type: none"> 8. Drive, high expectations and a commitment to achieving standards of excellence. 9. Personal integrity and honesty. 10. keen eye for detail, diligence and have an ability to sustain your work ethic. 11. Emotional resilience and ability to work under pressure. 12. Ability to motivate self and others to work effectively as an individual and a team member. 13. Ability to contribute to the Christian ethos of the school 		
OTHER	<ol style="list-style-type: none"> 1. Have the determination and passion to support every pupil to achieve their best 		Application and interview