

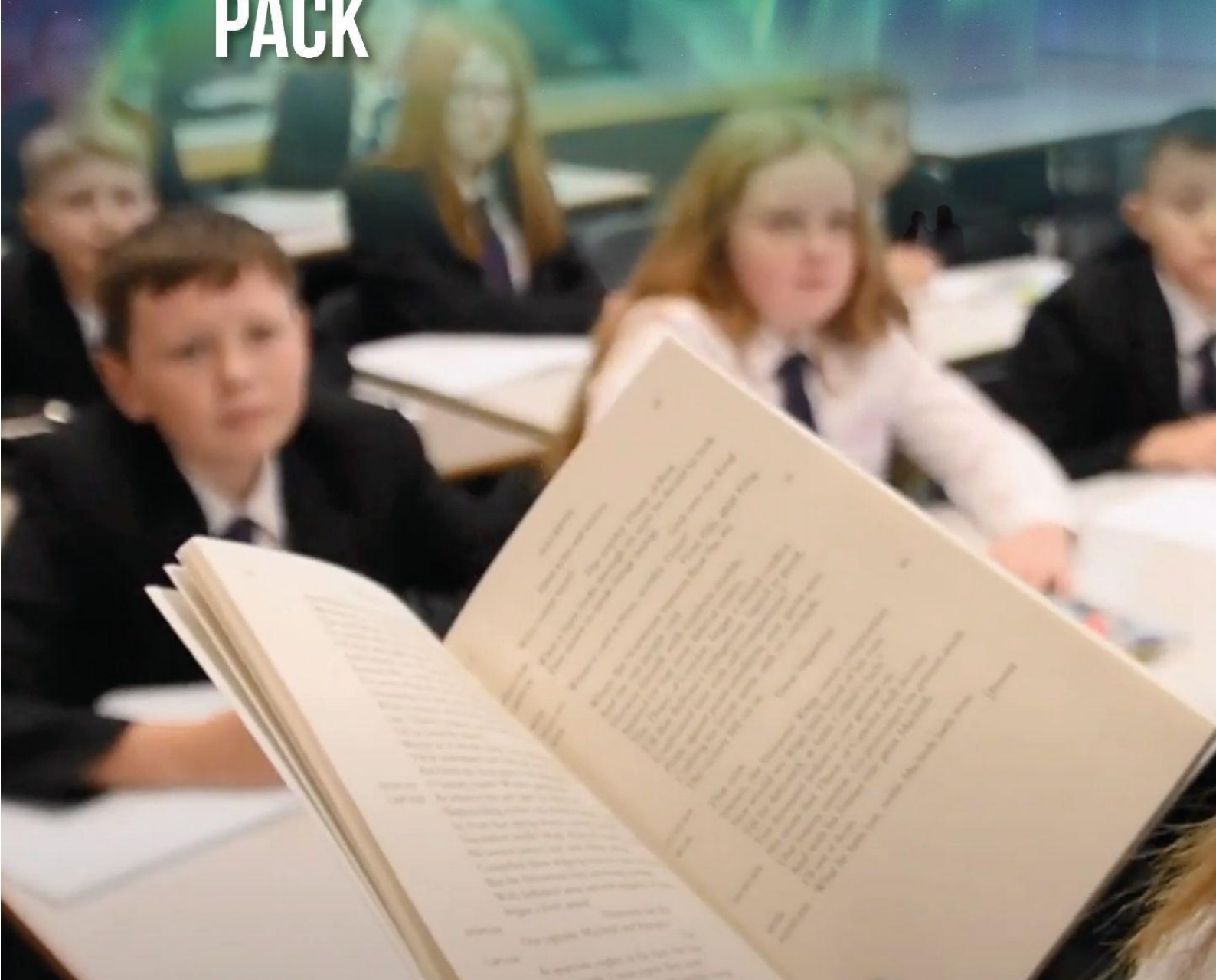


Northern
Lights

LEARNING TRUST

TEACHER OF SCIENCE
VENERABLE BEDE 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 Teacher of Science 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 of School

Thank you for your interest in the Teacher of Science post at Venerable Bede, where it is my privilege to serve as Head of School. 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 lifelong goals. 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 that spans 7 years as we have a range of 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 the school on 0191 5239745 to express an interest.

Kind regards

Tracey Burgess
Head of School

TEACHER OF SCIENCE
Permanent
VENERABLE BEDE CE ACADEMY
MPS/UPS, starting point subject to experience
Teacher's pay and conditions
Full time position

We are seeking to appoint an enthusiastic, dynamic and well qualified Teacher of Science to join our Academy.

A recruitment and retention allowance may be available for the right high calibre candidate who is able to demonstrate their experience and skills, through the interview process; and who is looking for the opportunity to grow and develop their leadership experience.

This is an exciting opportunity for an innovative practitioner to join our supportive, enthusiastic and collaborative Science Team.

The successful candidate will:

- Be a highly motivated and inspirational scientist with excellent subject knowledge, able to ignite interest in Science from both pupils and colleagues.
- Have a direct impact in developing our science department to make it even better, and to help grow within our talented science team to secure the very best outcomes for pupils at our academy.
- Have the desire and commitment to raise the achievement of all pupils by developing exciting and engaging learning experiences regardless of prior attainment.
- Be highly committed to engage all pupils and build excellent positive relationships.
- Be active in working to develop your own teaching practice and take full advantage of our dedicated CPD and support network
- Be a role model to our pupils.

If this is you, we would really welcome your application

In return you will receive:

- The support and satisfaction of being part of a dynamic and creative team led by experienced and highly motivated staff.
- Support to grow within an organisation that wants you to be happy and successful.
- A programme of supported induction and continuing professional development firmly rooted in educational research.
- A commitment to supporting the well-being of all staff.

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

CLOSING DATE:

Applications must be received by: Monday 29th April 2024 at 9am

Short Listing will take place on: Wednesday 1st May 2024

Interviews will take place on: Tuesday 7th May 2024

HOW TO APPLY:

Letters of application should be returned, along with a Northern Lights Learning Trust application form, 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, CV's and other forms of application will not be accepted. Visits to the school are warmly encouraged. For further information, please contact the school on 0191 5239745.

JOB DESCRIPTION

Post: Teacher of Science

Responsible to: Director of Science, liaising with Headteacher, Leadership Team, teachers and support staff, LEA representatives, external agencies and parents.

Responsible for: The provision of a full learning experience and support for pupils.

Salary band: MPS/UPS

Start date: September 2024

Purpose of role:

Under the reasonable direction of the Headteacher, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD). To raise pupil attainment by exercising the rights and responsibilities of the post to:

- Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area as appropriate.
- Monitor and support the overall progress and development of pupils as a teacher/ Form Tutor.
- Facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential.
- Contribute to raising standards of pupil attainment.
- Share and support the Academy's responsibility to provide and monitor opportunities for personal and academic growth.
- Act as a role model.

Operational/ Strategic:

- Assist in the development of the Curriculum Area and Department.
- Plan and prepare courses and lessons.
- Implement Academy Policies and Procedures
- Contribute to the whole academy's planning activities

Curriculum Provision and Development:

- Assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of pupils, examining and awarding bodies and the academy's Mission and Strategic Objectives.

Staffing: Development/ Recruitment /Deployment:

- Take part in the academy's staff development programme by participating in arrangements for further training and professional development.
- Continue personal development in the relevant areas including subject knowledge and teaching methods.
- Engage actively in the Appraisal process.
- Ensure the effective/efficient deployment of classroom support.
- Work as a member of a designated team and to contribute positively to effective working relations within the academy.

Quality Assurance:

- Help to implement academy quality procedures and to adhere to those.
- Contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed academy procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
- Review from time to time methods of teaching and programmes of work.
- Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy.

Management of Information:

- Maintain appropriate records and to provide relevant accurate and up-to date information for MIS, registers, etc.
- Complete the relevant documentation to assist in the tracking of pupils.
- To track pupil progress and use information to inform teaching and learning.

Communications:

- To communicate effectively with the parents of pupils as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the academy.
- To follow agreed policies for communications in the academy.

Liaison:

- To take part in liaison activities such as parents' evenings, review days and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

Inclusion:

- Continuously assess pupils, provide feedback, set targets and ensure they know how to improve
- Work with inclusion team to address issues of misbehaviour
- Promote the use of Behaviour Management
- Set a good example to pupils through presentation, personal and professional conduct

Teaching:

- To teach pupils according to their educational needs, including the setting and marking of work to be carried out by the pupil in school and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils.
- To ensure that ICT, Literacy, Numeracy and academy subject specialism(s) are reflected in the teaching/learning experience of pupils.
- To undertake a designated programme of teaching.
- To ensure a high quality learning experience for pupils which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to pupil needs and demands of the syllabus.

- To maintain discipline in accordance with the academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of pupils as requested by external examination bodies, departmental and academy procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

Additional Duties:

- To participate fully in community activities, developing the ethos of the academy and promoting the motto 'Soar to the Heights Together'

**PERSON SPECIFICATION
TEACHER OF SCIENCE**

CATEGORY	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
APPLICATION FORM	1. Completed application form		Application
QUALIFICATIONS AND TRAINING	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 relevant professional development		Application
EXPERIENCE	1. Evidence of excellent classroom practice 2. Teaching experience/or ability to deliver Science at secondary level. 3. Effective relationships with pupils, parents and staff, commanding their confidence	1. Experience of curriculum development	Application Interview

<p>SKILLS</p>	<ol style="list-style-type: none"> 1. Innovative approach to classroom practice and exceptional teaching skills 2. Ability to interrogate departmental data to track pupil progress and attainment 3. Ability to review and evaluate the efficacy of all activities 4. Ability to challenge and inspire colleagues to achieve outstanding practice 5. Ability to effectively manage change 6. Outstanding communication and interpersonal skills 7. Organisational skills of a high order; able to multi-task and prioritise effectively 8. Ability to manage people, projects and resources effectively 9. Ability to work on own initiative or as part of a team 		<p>Application Interview</p>
<p>PERSONAL ATTRIBUTES</p>	<ol style="list-style-type: none"> 1. High levels of enthusiasm, motivation and a commitment to working with children 2. Excellent attendance and punctuality 3. "Professional" role model 4. High expectations of others 5. Innovative and able to stimulate initiative in others 6. Forms and maintains appropriate relationships and personal boundaries with pupils 		<p>Application Interview</p>

	<ol style="list-style-type: none"> 7. Absolute commitment to pupils and their learning above all else 8. Passion for learning 9. Relentless determination and commitment to constant review and refinement 10. Drive, high expectations and a commitment to achieving standards of excellence 11. Personal integrity and honesty 12. Keen eye for detail 13. Diligence and ability to sustain work ethic 14. Emotional resilience and ability to work under pressure 15. Ability to motivate self and others to work effectively as an individual and a team member 16. No adverse criminal or professional record 		
OTHER	<ol style="list-style-type: none"> 1. Recommendation from both referees 2. Fully enhanced DBS clearance with children's barred list check 	<ol style="list-style-type: none"> 1. Strong recommendation 	References Enhanced DBS certificate

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.