

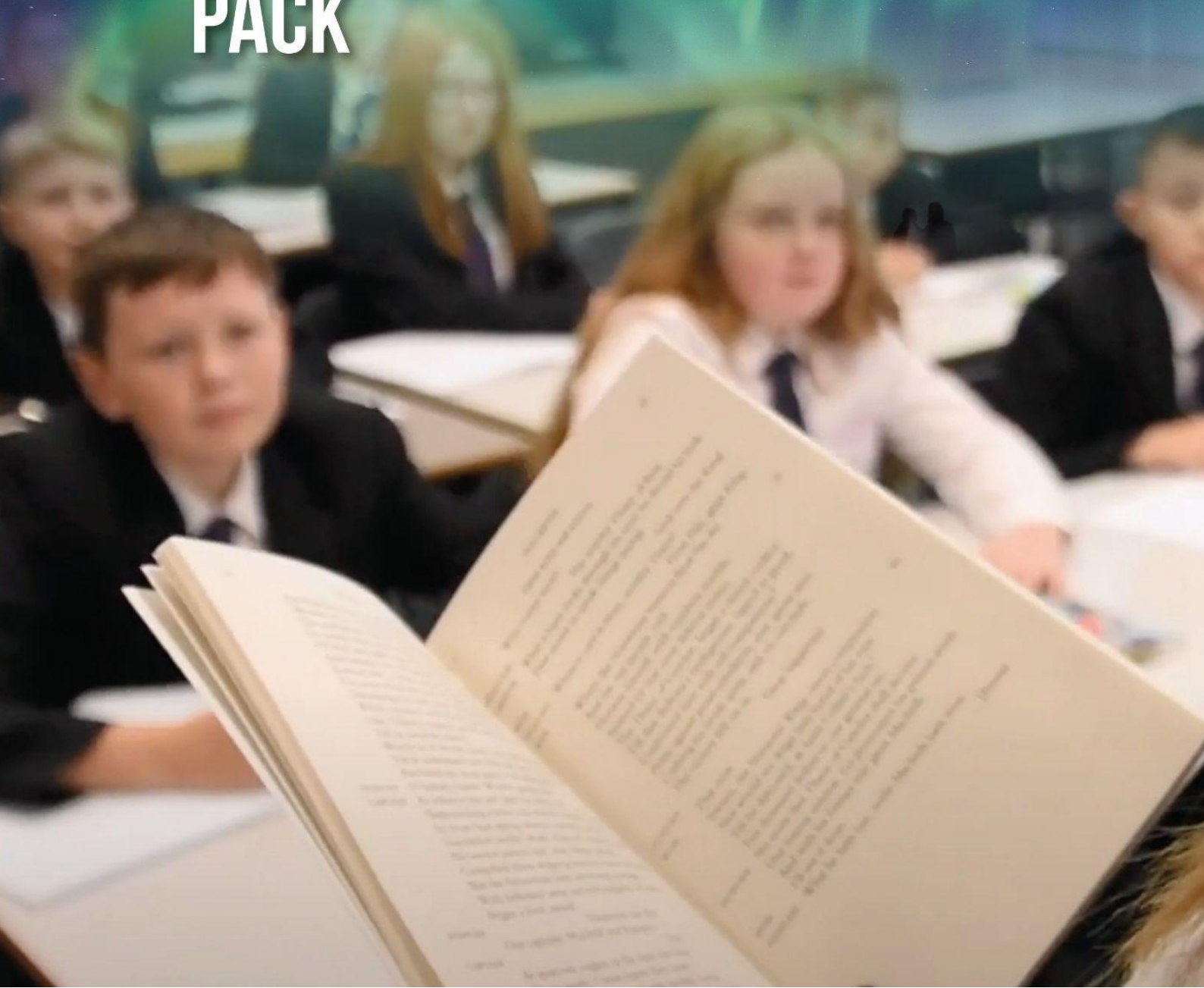


Northern
Lights

LEARNING TRUST

DIRECTOR OF SECONDARY EDUCATION
Central Education Team

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 Director of Secondary Education 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 3,000 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 across the North East. We play a system wide role in school improvement, ITT, AB, NPQs and CPD 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'
(Employee comment)

We are looking for someone whose values align with us as a Trust, who wants to support our schools to be the best they can be and can bring experience of supporting others in a collaborative way, with particular expertise in secondary. The position will work alongside our secondary colleagues as well as part of the Central Education Team in the Trust, including working with our Director of Education (primary) and our other Trust leaders.

This role is new to our Trust and is an opportunity for the right person to shape this, to ensure the young people in our secondary schools achieve the best outcomes and that our staff are well supported in their development. A collaborative approach is key to our culture, with a firm focus on both support and challenge. We believe our schools shine stronger together and this role will be a key part in ensuring this happens, particularly in our secondaries.

If you would like a conversation in relation to the role, please get in touch with me, via an email to our Chief Operating Officer on lisa.cockburn@nllt.co.uk

Yours sincerely

Jo Heaton

Mrs J. Heaton OBE
Chief Executive Officer

DIRECTOR OF SECONDARY EDUCATION
Northern Lights Learning Trust
Permanent position required for 1st September 2023
Start date negotiable for the right candidate
Salary: L28 - L34
Teachers' Pay and Conditions

Northern Lights Learning Trust is a growing cross-phase Multi Academy Trust across Wearside and Teesside with a DfE Teaching School Hub & DfE Early Years Hub.

As a growing Trust we are looking to expand our Central Team and are recruiting a Director of Secondary Education to join the Central Education Team. As a Trust we are firmly rooted in school improvement – wanting all of our schools to be the best they can be. This exciting new role will work as part of the Central Team, alongside the Teaching School Hub Team and will lead education across the Trust.

Do you...

- Have a passion for school improvement and curriculum?
- Keep up to date with the latest research and evidence?
- Want to support the Trust in ensuring our schools and pupils receive the best?
- Enjoy being innovative and creative?
- Want to make a real difference in the education provided in our schools?
- Enjoy working with school staff to develop and enhance their practice?
- Want to be part of a growing organisation that sits within the wider school system both regionally and nationally?
- Have high expectations and enjoy working collaboratively?
- Know how to provide support and challenge in a developmental culture?

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/training.
- A forward-thinking organisation that is firmly part of the DfE 'golden thread' of teacher development
- The opportunity to work as part of a growing Trust and shape this new role
- A trust that embodies its values of Support, Integrity, Pride, Community and Voice of the Child

Closing Date:

Closing date: Friday 28th April at 11.00am

Shortlisting date: Week beginning Tuesday 2nd May

Interview date: Friday 12th May

How to apply:

Applications should be returned marked FAO Jo Heaton (CEO) to info@nllt.co.uk or by post to Emily Sanger, HR Assistant, Northern Lights Learning Trust, Spectrum Business Park, Building 2, Lighthouse View, Seaham SR7 7PR.

Applications will only be considered on receipt of a completed application form, CVs and other forms will not be accepted.

For an informal discussion or further information, please contact Jo Heaton (CEO) via an email to lisa.cockburn@nllt.co.uk

Director of Secondary Education Job description

Post: Director of Secondary Education
Responsible to: CEO
Salary Band: Competitive, available upon request
Teachers' Pay & Conditions
Start date: 1st September 2023

Key purpose of the role:

To support, develop & challenge schools in our Trust to provide the best education, with a focus on secondary expertise
To support the Central Education Team in school self-evaluation and school improvement, working with schools and staff to achieve high outcomes.
To ensure our secondary school teams are supported and challenged with the latest educational research and evidence, to achieve the best outcomes for pupils
To develop our staff across the Trust and contribute to staff development across the region through our Teaching School Hub and School Improvement work
To support the Central Team in due diligence for schools joining the Trust.
To work as part of the Executive Leadership Team.

Duties and Responsibilities:

- Provide excellent leadership on school improvement that focuses on successful outcomes for pupils, staff and the school communities
- Hold high expectations for all schools and pupils
- Work within the values of the Trust when working with others
- Drive an ethos of collaboration and partnership
- Monitor and manage education related policies, writing and reviewing Trust wide policies, supporting schools and monitoring school level policies
- Support schools in ensuring excellent teacher development
- Work alongside school leaders and staff to ensure clear self-evaluation and development priorities
- Monitor school development and support where necessary
- To lead quality assurance across our secondary schools, providing challenge where required
- To contribute to school and Trust self-evaluation, developing related priorities
- To share research and evidence in an appropriate way with our Trust and manage impact on our Trust practices, working alongside colleagues to ensure our practice is up-to-date and having an impact
- To independently engage with current research, evidence and current educational thinking and share information with the Central Education team and the Executive Leadership Team
- Work as part of the Teaching School Hub team to provide teacher development through ITT, CPD design, Appropriate Body support, NPQ and ECF facilitation and design
- Work with the regional partners to develop the best school improvement offer, including research schools and curriculum hubs
- To co-ordinate partnership working across the Trust to impact on school improvement, including Trust school improvement networks, to ensure impact on schools

- To co-ordinate a Trust wide principled approach on curriculum, assessment and feedback to ensure schools can retain their autonomy but shared principles unite the approaches
- To provide information to the Board relating to educational outcomes and school improvement for the Trust
- To lead Trust wide CPD and training
- To develop Northern Lights curriculum materials to support our schools
- To work intensively in specific schools if the level of need requires, including supporting the leadership of the school to improve capacity in the school
- To provide school leadership in a school if required to ensure consistency for pupils and the community
- To support schools in preparation for Ofsted and Church schools for SIAMS, during and post inspection
- Develop the Trust wide commitment and feel for all schools in the Trust through shared ownership of the organisation
- Support induction of Trust staff where appropriate
- Line manage Trust staff, appropriate to role
- Represent the Trust at events or meetings in the wider educational system
- Work as part of the wider system supporting school improvement of schools outside of the Trust

Health and safety

It is the responsibility of individual employees at every level to take care of their own health and safety and that of others who may be affected by their acts at work. This includes co-operating with the Trust and colleagues in complying with health and safety obligations to maintain a safe environment and particularly by reporting promptly and defects, risks or potential hazards. Specifically:

- To report any incidents/accidents and near misses to your line manager
- To ensure own safety and safety of all others who may be affected by the Trust's business

Safeguarding

The Trust has a Child Safeguarding policy and procedure in place and is committed to safeguarding and promoting the welfare of all its students, each student's welfare is of paramount importance to us and you are expected to share this commitment. All staff will fully comply with the Trust's policies and procedures, attend appropriate training, inform the Designated Person of any concerns, record any potential safeguarding incidents appropriately.

Person specification Director of Secondary Education

CATEGORY	ESSENTIAL	DESIRABLE	CRITERIA ASSESSED
Application	1. Well-presented application form and supporting statement		Application form
Qualifications	2. Degree or equivalent 3. Teaching qualification 4. Qualified teacher status		Certificates Application form
Experience	5. Successful teaching experience in secondary school age range 6. Successful school leadership experience including school improvement in their own school 7. Experience of school improvement work outside their own school 8. Successfully designed or implemented a quality assurance system that demonstrates impact. 9. Continuous Professional Development	1. Experience of being a secondary school Headteacher 2. Experience of a role in school improvement and evaluation e.g. LA, Diocese, Ofsted, SIP 3. Experience of supporting underperforming staff 4. Experience of the development of ITT/ECT/NPQ participants 5. Experience of designing and delivering CPD to a range of staff 6. Experience of Sixth Form provision 7. Experience in using EEF guidance on professional development	Application form will assess: Essential 5-9, Desirable 1-6 Other criteria assessed through: Certificates Interview
Skills and Knowledge	10. Evidence of successfully raising standards and outcomes through school improvement 11. Excellent interpersonal and communication skills 12. Knowledge of current up to date research and	8. Demonstrable development of curriculum 9. Experience of leading a school through a period of change 10. Ability to effect change through creative thinking, determination, resilience and	Application form will assess: Essential 10 &12 Desirable 8 &11 Other criteria assessed through: Interview

	<p>educational knowledge in secondary curriculum</p> <p>13. Clear understanding of needs of all pupils, including SEND and disadvantaged pupils</p> <p>14. Up to date knowledge of the current Ofsted framework, teacher standards and Headteacher standards</p>	<p>resource management</p> <p>11. A full, clean driving licence</p>	
Personal qualities	<p>15. Supportive of the Trust's ethos and aims and understands the Trust as one organisation</p> <p>16. Ability to work with a range of colleagues and professionals to provide support and challenge</p> <p>17. Hardworking, energetic and enthusiastic</p> <p>18. A willingness to work flexibly and respond to change</p> <p>19. To uphold confidentiality at all times</p> <p>20. Proactive and self-motivated.</p> <p>21. Work well within a team</p> <p>22. Commitment to collaboration and partnership working</p> <p>23. Be committed to encouraging diversity</p>	<p>12. Commitment to innovative ways of working</p>	<p>Application form will assess Essential 15 &16</p> <p>Other criteria assessed through: Interview</p>
Other	<p>24. Satisfactory references</p>		<p>References and DBS certificate</p>