



**Northern
Lights**
LEARNING TRUST

**SECOND IN AREA (SCIENCE)
IAN RAMSEY 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 Second in Area: 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 Teacher

Ian Ramsey Church of England Academy is a popular, over-subscribed academy for 11-16 pupils in Fairfield, Stockton-on-Tees. There are approximately 1180 pupils on roll with a pupil admission number of 237 in each year group.

I truly believe that education should encompass the teaching and learning of specific skills, as well as imparting knowledge. Although exam qualifications are of vital importance to our young people, equipping them with critical life and social skills, as well as enrichment experiences, is also essential. We have a responsibility to educate the whole child: healthy mind, healthy body, and healthy spirit. Ian Ramsey CE Academy's vision is: **'Together to learn, to grow, to serve.'**

Our challenge lies in creating opportunity, realising potential, and achieving excellence for all our young people, ensuring that they feel education is a shared experience. Every learner is considered as an individual and this principle is at the heart of all that we do. There are no limits for any pupil and the academy strives hard to remove any potential barriers to success.

I am a passionate believer in the comprehensive education system. Every pupil, regardless of background or starting point, should have the same entitlement to a high-quality education and the opportunity to reach their full potential. Supporting real, personalised learning, inspiring and encouraging a life-long thirst for knowledge and supporting sustained success in the years ahead are key elements. I want to ensure all members of Ian Ramsey CE Academy become committed, curious, and happy learners so that they grow into flexible, independent thinkers with strong self-esteem and effective communication skills.

At Ian Ramsey CE 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.

Kind regards,



Brian Janes
Head Teacher

Second in Area: Science

Permanent position required for September 2023

IAN RAMSEY CE ACADEMY

MPS1-UPS3 (+TRL 2b)
£28,000-£43,685 pa, starting point subject to experience.
Teachers' Pay and Conditions

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

The role of Second in Area is a fantastic opportunity for a strong, talented, and experienced teacher of science 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?
- 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 Pay & Conditions, Teachers 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.ianramsey.org.uk/>

CLOSING DATE:

Applications must be received by: Tuesday 9th May 2023 at 9am.

Shortlisting will take place on: Tuesday 9th May 2023.

Interviews will take place on: Friday 19th May 2023.

HOW TO APPLY:

Letters of application should be returned, along with a Northern Lights Learning Trust application form, via email to Katy Blakemore, recruitment@ianramsey.org.uk or by post to **Katy Blakemore, HR/Office Manager**, Ian Ramsey CE Academy, Fairfield Road, Stockton, TS19 7AJ.

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 Katy Blakemore on 01642 585205.

JOB DESCRIPTION

POST:	Second in Area: Science
RESPONSIBLE TO:	Director of Science
RESPONSIBLE FOR:	Line management of staff within the curriculum area as identified by the Head of Area, including staff appraisal
SALARY BAND:	M1-UPS3 (+TLR2b)
START DATE:	1st September 2023

KEY AREAS OF RESPONSIBILITY

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 these acts of worship according to the worship and lead worship with tutees.

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.

Strategic Direction and Development of the work of the Curriculum Area:

- Working with the Head of Area and subject teachers, secure high standards of teaching within all subjects taught and thus good progress in learning for all pupils.
- To take specific responsibility for leading, managing and professionally challenging subject teachers within the team.
- Establishing a shared understanding and vision for the curriculum area that every member of the team understands what they are seeking to achieve and what best practice looks like, feels like, and delivers.

- Use all available data to ensure pupils and staff are set challenging targets and that the team aspires to achieve the best outcomes at the end of each academy year and across each key stage.
- Assist the Head of Area in ensuring the rigorous monitoring of progress towards these targets, the quality of provision, teaching and learning, curriculum (both intra and extracurricular), assessment and quality of the learning environment and as a result ensure improvement plans are in place in each subject to maximise pupils' enjoyment, engagement, and attainment.
- To comply with Health & Safety policies, organisations statements and procedures, report any incidents/accidents/hazards and take pro-active approach to health and safety matters to protect both yourself and others, including ensuring suitable risk assessments have been carried out.
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Teaching and learning:

Work with the Head of Area to ensure that there is a common approach to curriculum planning across the curriculum area aligned with academy policies, and that up-to-date Schemes of Learning are in place in all subjects including long, medium and short term in line with National Curriculum and Examination Board Specifications.

- Working with the Head of Area, monitor the quality of teaching and learning, ensuring good practice identified is shared and that where identified, staff know how to improve and are challenged and supported to do so by colleagues, coaching and professional development and appraisal.
- To ensure all work is assessed appropriately and assessment information is used to inform planning.
- To ensure standardised assessment tasks are in place and are used appropriately to review progress for individual learners.
- To ensure staff within the curriculum area maintain up to date knowledge of all external assessment arrangements and that all staff teaching the subject are aware of these.
- To monitor progress towards the subject targets and what actions may be needed at an individual subject, class, year group level to ensure underperformance is addressed.
- To liaise with parents/carers as appropriate.
- To liaise with SLT, pastoral and SEND staff where necessary to ensure that individual pupils' needs are met and that appropriate reports etc are prepared as requested.

Leadership:

- To assist the Head of Area in ensuring all staff within the curriculum area carry out the duties and responsibilities expected of them in line with National standards and academy policies and procedures, providing the necessary induction, training and support where required either directly or through other members of the team.

- To meet staff in your subject in line with the academy's appraisal arrangements.
- To meet with and hold individual teachers to account for the progress of pupils.
- To ensure all staff are aware of the policies and procedures for all external assessment and that these requirements are met.
- To meet with and hold individual teachers to account for the progress of individual pupils in their classes.
- To support ECTs and ITT students within the subject area in line with whole academy policies.

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.
- Always ensure the highest standards of professional conduct and confidentiality, and 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

HEAD OF AREA: SCIENCE

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"> 1. Qualified Teacher Status (A) 2. A good quality honours degree, or equivalent (A) 	<ol style="list-style-type: none"> 3. Evidence of recent and relevant professional development (A) 	Application
EXPERIENCE	<ol style="list-style-type: none"> 1. Experience of outstanding science teaching at KS3/KS4 across the ability range (A, I, R) 2. Understanding of strategies required to ensure all pupil groups make good progress (A, I, R) 3. Understanding of Health and Safety relating to the leadership of science (A, I) 	<ol style="list-style-type: none"> 4. Experience of managing staff or team (A, I, R) 5. Experience of other related subjects i.e., Health and Social Care (A) 	Application Interview References
SKILLS AND KNOWLEDGE	<ol style="list-style-type: none"> 1. Have teaching skills that lead to excellent outcomes (A, I, R) 2. Excellent interpersonal communication skills (I, R) 3. Thorough and up to date knowledge of the way pupils learn. (I, R) 4. A deep knowledge of science and how to plan to best support pupil outcomes. (A, I, R) 5. Ability to work on own initiative or as part of a team (I, R) 	<ol style="list-style-type: none"> 6. Ability to effectively manage change. (I, R) 7. Ability to monitor performance and make decisive judgement that improve practice (I, R) 8. A good knowledge and understanding of current educational issues (I) 	Application Interview References

PERSONAL QUALITIES	<ol style="list-style-type: none"> 1. High levels of enthusiasm, motivation, and a commitment to working with children (A, I, R) 2. Professional role model (R) 3. High expectations of others (I, R) 4. Forms and maintains appropriate relationships and personal boundaries with pupils (I, R) 5. High expectations and a commitment to achieving standards of excellence. (A, I, R) 6. (A, I, R) 7. Personal integrity and honesty (A, I, R) 8. Emotional resilience and ability to work under pressure (A, I) 9. Ability to contribute to the Christian ethos of the school (A, I) 	<ol style="list-style-type: none"> 10. Passion for learning relentless determination and commitment to constant review and refinement (A, I, R) 	Application Interview References
OTHER	<ol style="list-style-type: none"> 1. Recommendation from both referees. 2. Fully enhanced DBS clearance with children's barred list check 		References Enhanced DBS certificate

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