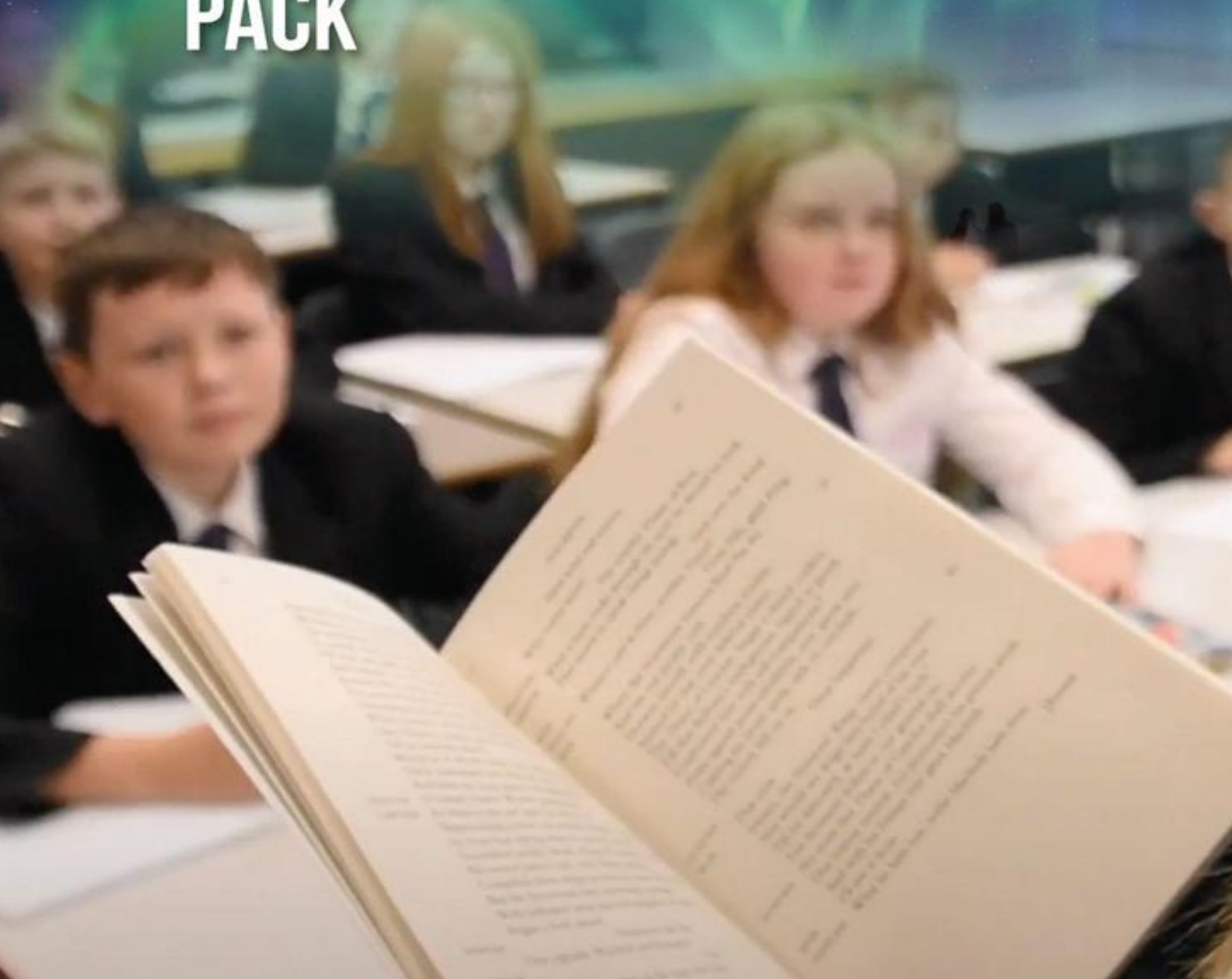




**Northern
Lights**
LEARNING TRUST

**SCHOOL IMPROVEMENT
LEADER
ACROSS SECONDARY
SCHOOLS AT NORTHERN
LIGHTS
APPLICATION
PACK**



Northern Lights



We are a Multi-Academy Trust currently comprising ten schools – primary and secondary – and over 4,200 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



Dame Dorothy Primary School
Sunderland



Grange Primary School
Hartlepool



Hart Primary School
Hartlepool



Holley Park Academy
Washington, Sunderland



Ian Ramsey CE Academy
Stockton-on-Tees



St Aidan's CE Academy
Darlington



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 School Improvement Leader within Northern Lights Learning Trust.

This post will appeal to those of us who are driven by wanting to make a difference. People who are passionate about school improvement and get job satisfaction from developing schools and making a visible difference.

This role is an exciting opportunity to work across all of our secondary schools on their development journeys. The postholder will work with the central education team and the school improvement team, along with the Heads and staff in our schools, to develop the provision for the quality of education in our schools and the wider provision for our children. It also will enable the post holder to visibly show the improvements and difference they have made. If this excites you to apply, then we want to hear from you!



We are a passionate, experienced team at Northern Lights and work collaboratively together, in our Northern Lights' Way. We are looking for someone who shares our relational approach, with the expertise and experience of effective school improvement and secondary education provision, to drive forward with us together.

We are a growing Multi-Academy Trust that is currently made up of 3 secondaries and 7 primaries across Wearside and Teesside, with our central offices based in Seaham. We educate over 4200 pupils and employ over 550 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. This aspect of our Trust provides our staff with a unique opportunity to work across the system in a range of ways.

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.

I would welcome a conversation with any interested applicants and look forward to receiving your application.

Yours faithfully

Jo Heaton
Chief Executive Officer

SCHOOL IMPROVEMENT LEADER working across Secondary Schools at Northern Lights Learning Trust

Permanent position required from May 1st 2025
for Northern Lights Learning Trust
L18-L22 £75,675 - £83,464 per annum,
Salary negotiable for right candidate
Teachers' Pay and Conditions

We are seeking to appoint a dedicated and inspirational School Improvement Leader for Northern Lights Learning Trust, to work across our secondary schools. This role involves working as part of the Central Education Team, working closely with the Heads and Senior staff to ensure all three schools provide high quality education for the young people they serve and enable everyone to flourish.

Do you have:

A drive for school improvement?

Experience in developing secondary schools/colleagues in their quality of education and wider provision?

A relational collaborative approach, but with high expectations and vision?

Expertise in secondary education?

A desire to work across multiple secondary schools, as part of a central education team?

A commitment to the creative aspirational vision of what our Northern Lights' schools will be?

If this is you, we would really welcome your application!

In return you will receive:

- A supportive working environment that puts people at the heart of the organisation
- The opportunity to work as part of a growing Trust and shape this role
- Continuous professional development
- A range of Trust initiatives that improve wellbeing. Current initiatives include an annual wellbeing day
- National Terms and Conditions of Employment
- Teachers' Pension Scheme/ Local Government Pension Scheme

Employee welfare package through Education Mutual including:

- 24-hour GP access
- Nurse support service
- Mental health services, including stress management, mental health first aid training and bereavement support
- Free Flu vaccinations
- Counselling Services
- Physiotherapy
- Financial wellbeing coaching
- Maternity and Paternity support
- Menopause support
- Access to useful wellbeing resources

Employee benefits package through Vivup including:

- Cycle to work scheme
- Lifestyle savings including discounts on shops, food and drink and days out

CLOSING DATE:

Applications must be received by: 8am Monday 17th February

Short Listing will take place on: Monday 17th February

Interviews will take place on: Thursday 20th and Friday 21st February 2025

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, CVs and other forms of application will not be accepted. For further information, please contact Emily Sanger on 1911 594 7033 option 2. A conversation with the CEO or Central Education Team can be arranged.

Details of the Trust can be found on our website: <https://northernlights.education/nllt/>

JOB DESCRIPTION

POST: School Improvement Leader
RESPONSIBLE TO: Central Education Team
RESPONSIBLE FOR: Heads and Senior Staff
SALARY BAND: L18-L22 Salary negotiable for right candidate

To work as part of the school improvement and central education team to provide school improvement support and development for the secondary schools in Northern Lights Learning Trust, ensuring all three schools provide a high-quality education for the young people they serve and enables everyone to flourish. Sharing good practice, professional development and working collaboratively across the three schools, should be an integral part of both the short-term and long-term vision for the schools. This role should provide strong expertise and knowledge in order to support the Central Education Team to drive school improvement through working alongside senior leaders, middle leaders, teachers and support staff in our schools.

Key Accountabilities

- To line manage staff, as directed.

Responsibility for Standards and School Improvement

- Support the Central team to review school level data, and to challenge and support senior and middle leaders to use data to raise standards.
- Participate in Performance and Outcomes meetings along with the Central Education Team.
- Attend Standards Committee Meetings, presenting to Trustees if required.
- Attend 'Tell it Once' meetings, presenting as required.
- Attend Local Governing Body meetings, presenting as required.
- Attend any related meetings linked to under-performance, presenting as required.
- Work alongside the School leaders and staff to implement the Improvement Plans and rigorous actions Ensuring actions needed to bring about improvement are implemented quickly and effectively to improve students' outcomes, development and welfare.
- Work with Headteachers on identified areas of underperformance, supporting the schools.
- Secure, sustain and quality assure effective, high-quality teaching and learning by ensuring sound strategies for monitoring and evaluating the quality of teaching, standards of student progress and achievement, supporting the Central team and Headteacher in setting targets for rapid improvement of all students.
- Work closely with the Education Team on ensuring school development priorities and self-evaluation are accurate are accurate.
- Lead staff to enable the achievement of the highest possible standards via bespoke , high quality professional development
- Support the Central Education team and Headteachers to review and develop effective organisational and management structures and systems, to ensure sustainability and effective succession planning.

- Support the Central Education Team on all aspects of the coordination of whole school reviews and subject deep dives where necessary and ensure they lead to sustained improvement.
- Fully support Headteachers and Education Team when Ofsted and SIAMS inspections take place.
- Work alongside Education Team to implement external reviews as required.
- Ensure each school continues to improve through the cycle of school improvement.
- Support the Central Education Team to oversee an accurate assessment framework in order to embed consistently high standards and accurately judge the quality of teaching and learning.
- To develop effective networks to drive school improvement, alongside the Executive and Education Team.
- Support induction of NLLT staff where appropriate
- Work as part of the wider system supporting school improvement of schools outside of the Trust, as required.

Leadership of Behaviour and Inclusion

- Ensure all students are in a safe, secure learning environment in accordance with Northern Lights Learning Trust safeguarding policies and statutory guidance; taking into account whole school strategies that promote awareness of and responses to risks of students.
- Support schools on policy and strategies to ensure high standards of behaviour and attendance.
- Support the Headteachers with suspension/exclusion processes, where required.
- Support in holding teachers to account for attendance and punctuality rates.
- Hold teachers to account for ensuring high levels of behaviour and positive attitudes amongst students.

Curriculum

- Support Headteachers to implement a balanced, broad progressive and personalised curriculum that meets individual student needs and has a positive impact on students' outcomes and their personal development, behaviour and welfare. The curriculum should be effective, innovative and creative, using new technologies where appropriate.
- Support the Education Team on ensuring the school staffing and curriculum model ensures financial viability, whilst improving student outcomes.
- Support the Education Team to develop & implement a robust Secondary Trust (Year 7 – 11) assessment cycle.
- Monitor quality of education, identify needed improvements and offer relevant support, whether from within the Trust or external, alongside Education Team.
- Secure high-quality teaching and learning through research informed sustained professional development for all staff, alongside Education Team so that expertise is shared and talent grown.
- Support schools in ensuring Alternative Provision (both internal and external) meets the needs of students, is inclusive in nature and involves high quality teaching and experiences as standard, alongside Education Team.

PERSON SPECIFICATION SCHOOL IMPROVEMENT LEADER

CATEGORY	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
APPLICATION FORM	1. Well-presented and complete application form		Application
QUALIFICATIONS & TRAINING	1. Qualified Teacher Status. 2. Educated to degree level. 3. Evidence of ongoing professional development.	1. Post graduate level Qualification 2. NPQH	Application
EXPERIENCE	1. Experience of successful leadership in the secondary phase 2. Ongoing engagement on leadership development. 3. Track record of delivering and sustaining progressive improvements in areas of responsibility. 4. Experience of implementing a successful school-wide strategy. 5. Experience of leading on secondary teaching and learning and using robust assessment. 6. Experience of successful and robust staff management	7. Experience of effective behaviour/pastoral management leadership 8. Experience of wider effective school improvement impact	Application

SPECIAL SKILLS AND KNOWLEDGE	<ol style="list-style-type: none"> 1. Proven track record of delivering change. 2. Have a good, up-to-date working knowledge and understanding of a range of teaching and learning strategies and know how to use and adapt them, including how to personalise learning to provide opportunities for all learners to achieve their potential. 3. Excellent knowledge and understanding of the use of data and key performance indicators to set school targets. 4. Knowledge of evidence-based best practice in school leadership, management and development. 5. Up to date knowledge of suspensions and permanent exclusion legislation and processes 	<ol style="list-style-type: none"> 6. Experience of coaching and mentoring staff 7. Experience of impacting on outcomes significantly 	<p>Application E1, 3-5</p> <p>Task/Interview E2</p>
PERSONAL QUALITIES	<ol style="list-style-type: none"> 1. Ability to develop 		<p>Interview</p>

	<p>effective relationships with students and staff.</p> <ol style="list-style-type: none"> 2. Excellent communication skills, both verbal and written, with the ability to negotiate and consult tactfully and effectively, to achieve desirable outcomes. 3. Strong ability to present to a wide range of audiences. 4. Excellent ability to make well-judged decisions based upon accurate analysis and interpretation of appropriate data or information. 5. Excellent collaborative working skills to perform effectively as part of the wider leadership team. 6. Expert and robust people management and leadership skills; to lead by example. 7. Determination to promote equality of opportunity. 8. Ability to set, expect and monitor excellent standards. 		
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OTHER	<ol style="list-style-type: none"> 1. Satisfactory references (which will be requested for all candidates progressed to interview under safer recruitment practices) 2. Enhanced DBS with barred list check 		References Enhanced DBS certificate
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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.