



Northern
Lights

LEARNING TRUST

TEACHER OF ENGLISH
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 Teacher of English 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 blakemorek@ianramsey.org.uk to express an interest.

Kind regards,

Brian Janes
Head Teacher

Teacher of English

Permanent position required for September 2023

IAN RAMSEY CE ACADEMY

MPS1-UPS3

£28,000- £43,685 per annum, depending on experience.

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

This is a fantastic opportunity for a strong, talented, and experienced teacher to join our supportive, enthusiastic, and collaborative English team.

Do you...

- Have a proven track record of motivating and inspiring pupils with an excellent subject knowledge?
- Want to inspire and motivate colleagues and pupils alike?
- Have a desire to remove barriers to learning for children to ensure they achieve the best in English?
- 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: Monday 22nd May 2023, 9am

Shortlisting will take place on: Monday 22nd May 2023

Interviews will take place on: Thursday 25th 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, **CVs and other forms of application will not be accepted**. For further information, please contact Katy Blakemore on 01642 585205.

JOB DESCRIPTION

POST:	Teacher of English
RESPONSIBLE TO:	Curriculum Leader: English
RESPONSIBLE FOR:	Teaching pupils across the ability range to achieve their full potential
SALARY BAND:	MPS1 – UPS3
START DATE:	1st September 2023

Purpose of role:

- Implement and deliver an appropriately broad, balanced, relevant, and differentiated curriculum for pupils and to support a designated curriculum area as appropriate.
- To act as Form Tutor and teacher to maximise the learning of all pupils.
- To safeguard and promote the welfare of children for whom you have responsibility or meet and to including adhering to all specified procedures.
- To work with colleagues contributing to academy improvement and building effective teams.
- Contribute to the overall ethos, work, and aims of the Academy.

Teaching and Learning

- To plan and deliver sequences of learning which enable pupils to move from their current level of attainment to their target grade or above.
- To plan activities which challenge and engage pupils in lessons and homework tasks which extend learning.
- To regularly assess progress in lessons in line with whole academy policies through effective marking of pupil's work and standardised tests.
- To identify appropriate intervention where individual pupils or classes are failing to achieve their targets. This to include setting additional work, adjusting lesson plans, additional help in lessons and the use of catch-up sessions after the academy day.
- To ensure every pupil completes work to a high standard both in terms of content and presentation in class.
- To ensure every pupil meets deadlines and completes homework and coursework in line with expectations set by targets.
- To follow up where work either in class or homework falls below expectations, aligned to the academy's behaviour policy.
- To ensure parents are made aware of persistent underperformance.

- To share with Curriculum Leaders progress data on a termly/half termly basis and identify barriers to progress and actions to be taken to address these, initially by the teacher with support from Curriculum Leaders and others across the academy.
- To meet with Curriculum Leaders on a regular basis to review progress of individuals and classes, this is to include participation in appraisal and planning personal professional development.
- To personalise learning so that all pupils including those with SEND or who are more able and talented make good progress.
- To manage the work of support staff in your lessons so that they make an effective contribution to learning.
- To comply with Health and Safety policies, organisation statements and procedures, report any incidents/accidents/hazards and take a pro-active approach to matters of health and safety to protect both yourself and others, including ensuring suitable risk assessments have been carried out.

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 acts of worship according to the worship and lead worship with tutees.
- To liaise with parents and pastoral staff to ensure that where these expectations are not being met, action is taken to address this.
- To encourage pupils to develop self-confidence and high self-esteem through praise, reflection upon progress both inside and outside and encourage participation in academy activities and taking on responsibilities within the academy community.
- To monitor pupils general social and personal development, including concerns regarding behaviour, homework, personal and emotional well-being.
- Where concerns arise, identify actions which may be taken to address these including discussions with parents and pastoral staff.
- Where these may relate to Child Protection or Safeguarding issues, ensure that the DSL is made aware of these immediately. More information on Child Protection issues is contained in the staff handbook.
- To use Attitude to Learning data from reports on a termly basis to evaluate current progress and to help pupils review their progress through setting action points for further improvement.

Additional Duties:

- To participate fully in community activities, developing the ethos of the academy and promote the vision 'Together to learn, to grow, to serve.'

PERSON SPECIFICATION TEACHER OF ENGLISH

CATEGORY	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
APPLICATION FORM	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	4. Qualified Teacher Status (A) 5. A good quality honours degree, or equivalent (A)	6. Evidence of recent and relevant professional development (A)	Application
EXPERIENCE	7. Experience of English teaching to KS3/KS4 across the ability range (A, I, R) 8. Experience of planning for effective learning (A, I, R) 9. Understanding of strategies required to ensure all pupil groups make good progress (A, R).	10. Experience of other related subjects i.e., Media Studies (A)	Application Interview References
SKILLS AND KNOWLEDGE	11. Excellent interpersonal communication skills, and the ability to form strong relationships with all stakeholder groups (I, R) 12. Thorough and up to date knowledge of the way pupils learn. (I, R) 13. Ability to work on own initiative or as part of a team (I, R)	14. Organisational skills of a high order (A, I) 15. Ability to raise aspirations of pupils and inspire them to work towards shared goals (A, I, R) 16. A good knowledge and understanding of current educational issues (I)	Application Interview References

PERSONAL QUALITIES	<ul style="list-style-type: none"> 17. High levels of enthusiasm, motivation, and a commitment to working with children (A, I, R) 18. Professional role model (R) 19. Forms and maintains appropriate relationships and personal boundaries with pupils (I, R) 20. Drive, high expectations and a commitment to achieving standards of excellence. (A, I, R) 21. Personal integrity and honesty (I, R) 22. Emotional resilience and ability to work under pressure (A, I) 23. Ability to contribute to the Christian ethos of the school (A, I) 	<ul style="list-style-type: none"> 24. Keen eye for detail, diligence and have an ability to sustain your work ethic (A, I) 	Application Interview References
OTHER	<ul style="list-style-type: none"> 25. Recommendation from both referees. 26. 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.