



Northern
Lights

LEARNING TRUST

CLASS TEACHER (EYFS & KS1)

Hart Primary School

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 Class Teacher within Northern Lights Learning Trust.

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 600 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 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 faithfully

Jo Heaton
Chief Executive Officer



Headteacher Welcome

Thank you for expressing your interest in the position of Class Teacher at Hart Primary School, where it is my privilege to serve as Headteacher.

At Hart Primary, our vision is to give all the opportunity to be the best that they can be and have fullness of life. I am deeply passionate about empowering children to pursue their dreams and embrace their individuality. Putting children at the heart of our everything we do is a guiding principle that shapes every aspect of our school culture.

We are committed to fostering an inclusive, vibrant, and welcoming com

munity where every member feels valued and supported. Collaboration with parents and carers is integral to our mission, as we strive to ensure the best possible outcomes for all our children.

Located in the quaint village of Hart, on the outskirts of Hartlepool, we have a close-knit community atmosphere. Our small size fosters a true family feel, creating a nurturing environment where both children and staff can thrive. We take pride in nurturing high aspirations for all individuals and are dedicated to facilitating their journey toward excellence.

Visits to school are welcomed and can be arranged by contacting the school office.

Thank you for your interest in Hart Primary School

Kind Regards,

Marie Crowe

Headteacher

Hart Primary School

Class Teacher (EYFS & KS1)

Temporary position required for 5th January – 31st August 2026

Hart Primary School

Salary band: Main Pay Scale M1– M6

Start date: January 2026

Teacher's Pay and Conditions

Nestled in the heart of Hart Village, Hart Primary School is a warm, welcoming and inclusive learning community committed to nurturing every child's potential. As part of the Northern Lights Learning Trust, we pride ourselves on our strong values—Compassion, Friendship, Trust, Thankfulness, and always striving to be our best.

Our dedicated staff work collaboratively to create a safe, stimulating environment where children aged 3–11 thrive academically and personally. With a strong emphasis on active learning, pastoral care and continuous professional development, Hart Primary is an ideal setting for passionate educators who want to make a meaningful impact.

The successful candidate will:

- Have high expectations of learning and behaviour and the ability to inspire and motivate our children.
- Have experience of working in EYFS and KS1.
- Seek to make learning exciting and a positive experience.
- Communicate well with parents, carers and members of staff, as well as pupils.
- Strive to be driven and proactive.
- Work well as part of a team.
- Show willingness to contribute to school life outside of the classroom.

If this is you, then 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 and benefits package 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
- Cycle to work scheme
- Lifestyle savings including discounts on shops, food and drink and days out

CLOSING DATE:

Applications must be received by: Monday 3rd November 2025 at 9am

Shortlisting will take place on: Tuesday 4th November 2025

Interviews will take place on: Monday 10th November 2025

HOW TO APPLY:

Applications should be submitted via email on louise.metcalf@nllt.co.uk or if you prefer you can submit through post to Louise Metcalfe, Hart Primary School, Magdalene Drive, Hart Village, Hartlepool, TS27 3AP

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, or if you would like to arrange a visit to the school, please contact us on 01429 273283.

Details of the school can be found on the school website:

<https://www.hartelwickfederation.org.uk/hart/>

JOB DESCRIPTION

Post: **Class Teacher**

Responsible to: **Headteacher, Governors, Board of Directors**

Salary band: **Main Pay Scale M1– M6**

Start date: **September 2025**

Purpose of Job:

OVERALL RESPONSIBILITY

- To meet the requirements of a teacher as set out in the School Teachers Pay and Conditions Document and The Professional Standards for Teachers;
- Teach within all areas of the school and model good practice;
- Resource the learning environment to an outstanding level;
- Prepare and present report to the Senior Leadership Team on pupil progress;
- Analyse pupil data and plan to improve provision with improved outcomes for all children.

DUTIES

Principal Duties:

- Plan effectively to achieve outstanding outcomes and progress for all learners;
- Teach in a variety of styles to engage and motivate learners securing outstanding behaviours for learning;
- Further develop our outstanding curriculum;
- Responsible for day to day management of resources;
- Observing learning and changing provision to meet pupil needs;
- Develop parental partnerships;
- Ensuring statutory welfare requirements are met;
- Active participation in our whole school team.

Additional responsibilities – the post holder must:

- Promote and safeguard the welfare of the children and young people that they are responsible for or come into contact with.
- Act in compliance with data protection principles in respecting the privacy of personal information held by the Academy.
- Comply with the principles of the Freedom of Information Act 2000 in relation to the management of Academy records and information.
- Carry out their duties with full regard to the Academy's Equal Opportunities Policy, Code of Conduct, Child Protection Policy and all other Academy Policies.
- Comply with the Academy Health and Safety rules and regulations and with Health and Safety legislation.

PERSON SPECIFICATION – Class Teacher

CATEGORY	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
APPLICATION FORM	1. Completed application form		Application
QUALIFICATIONS	1. Relevant Degree 2. Qualified Teacher Status	1. Current valid driving license/appropriate car insurance for business use	Application Certificates
EXPERIENCE	1. Experience working in a primary school environment 2. Evidence of good/outstanding teaching	1. Experience of working across key stages within EYFS & KS1 2. Experience of working with children with SEND 3. Experience of working in a mixed age class	Application Interview Lesson Observation
PROFESSIONAL DEVELOPMENT	1. Professional Development covering curriculum issues 2. Commitment to further develop professional skills and practice		Application
SKILLS AND KNOWLEDGE	1. A clear vision and understanding of the needs of pupils 2. A commitment to ensure that all pupils have the opportunity to achieve the highest standards 3. Ability to offer skills to develop the wider curriculum		Application Interview Lesson Observation
PERSONAL ATTRIBUTES	1. Caring attitude towards pupils and parents 2. A good health and attendance record 3. Ability to work collaboratively as part of a school team 4. Ability to make decisions and take responsibility 5. Understand and regard for safeguarding arrangements for the protection of all children 6. Willingness to contribute to the wider life of the Academy		Application Interview Lesson Observation
OTHER	1. Recommendation from both referees 2. Fully enhanced DBS clearance with children's barred list check	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.

Artificial Intelligence and Recruitment at Northern Lights Learning Trust

Northern Lights Learning Trust is committed to embracing innovation while maintaining fairness and integrity in our recruitment processes. We recognise that candidates may choose to use AI tools to support the preparation of their applications. While this is acceptable, we expect all submissions to reflect the applicant's own experiences, values, and suitability for the role and it is essential that AI is used appropriately.

AI must not be used to:

- provide misleading or false information at any stage of the application journey
- inflate or invent qualifications, skills or experience
- complete assessments as part of the recruitment process
- create generic responses and copy them into your application

If you have any questions about the use of AI in your recruitment process with us, please contact hadmin@nllt.co.uk