



Northern  
Lights  
LEARNING TRUST

**CLASS TEACHER AT  
BENEDICT BISCOP CE ACADEMY**

**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.



We provide Initial Teacher Training, a school-based learning opportunity where you will train in a highly personal, supportive and creative environment, with purpose and challenge at the heart of it all.

## OUR SCHOOLS



**Benedict Biscop CE Academy**  
Sunderland



**Dame Dorothy Primary School**  
Sunderland



**Firthmoor Primary School**  
Darlington



**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 8 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

## Welcome from the Headteacher

Thank you for your interest in our current vacancy at Benedict Biscop C.E. Academy.



Benedict Biscop CE Academy is a popular and oversubscribed school, with increasing numbers on roll, following a school expansion and increase in PAN in recent years. At Benedict Biscop C.E. Academy, we are committed to providing the highest quality education and we are continuously striving to improve and innovate in order to deliver the best possible educational experiences to our pupils.

The school is currently rated outstanding by Ofsted and SIAMS and we are the lead primary school in the Northern Lights Teaching School Hub, who deliver National Professional Qualifications, the Early Career Framework and Initial Teacher Training (ITT) across the region. Additionally, we are honoured to serve as the lead school for the Northern Lights Early Years Stronger Practice Hub, recognised for our outstanding EYFS provision. Being part of a strong growing trust, we offer numerous opportunities for collaboration, professional development, and the chance to work across multiple phases of education.

Our strong Christian ethos underpins everything we do, and we firmly believe in educating the whole child. Our school vision, With God, all things are possible, permeates our approach to education and pastoral care.

We are looking for passionate individuals who share our values and are dedicated to making a positive impact on the lives of young people. If you are enthusiastic, innovative, and committed to providing an exceptional learning environment for children, then we would love to hear from you.

Please find attached further details about the vacancy we currently have available. If you would like to discuss the role in more detail or visit the school, please do not hesitate to get in touch.

Kindest regards,

Sarah Armstrong  
Headteacher

## CLASS TEACHER

**Full time, permanent position at Benedict Biscop CE Academy  
to start April 2026.**

**M1 – UPS3 (£32,916- £51,048 pro rata)  
Teachers pay and conditions**

Northern Lights Learning Trust are looking to appoint an enthusiastic teacher to join Benedict Biscop Academy CE Academy. This position is a permanent, full time position to start April 2026.

Candidates must be able to demonstrate high standards of classroom practice, good inter-personal skills and be supportive of the school's ethos and values.

### Do you:

- Have high expectations of learning and behaviour and inspire and motivate our children
- Support, nurture and understand with high expectations.
- 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.
- Consider yourself to be IT literate

**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 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:

<b>Applications must be received by:</b>	Monday 9 <sup>th</sup> February 2026 9am
<b>Short Listing will take place on:</b>	w/c 9th February 2026
<b>Interviews will take place:</b>	w/c 16 <sup>th</sup> February 2026

## HOW TO APPLY:

Completed applications should be sent to Danielle Maddison, Office Manager at [danielle.maddison@nllt.co.uk](mailto:danielle.maddison@nllt.co.uk) or if you prefer you can submit through post to or via post to Benedict Biscop CE Academy, Marcross Drive, Sunderland, SR3 2RE.

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 0191 5947033, option 1.

Details of the school can be found on the school website here:  
[www.benedictbiscopacademy.co.uk](http://www.benedictbiscopacademy.co.uk)

## JOB DESCRIPTION

**Post:** Class Teacher  
**Responsible to:** Headteacher, Governors, Board of Trustees  
**Salary band:** Main Pay Scale M1–UPS3  
**Start date:** April 2026

### 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
<b>APPLICATION FORM</b>	1. Completed application form		Application
<b>QUALIFICATIONS</b>	2. Relevant Degree 3. Qualified Teacher Status	4. Current valid driving licence /appropriate car insurance for business use	Application Certificates
<b>EXPERIENCE</b>	5. Experience working in a primary school environment 6. Evidence of good/outstanding teaching 7. Experience of working within KS2 8. Experience of supporting children with a variety of SEND needs	9. Experience of working with mixed age classes 10. Experience of teaching Maths No Problem! 11. Proven experience of subject leadership	Application Interview Lesson Observation
<b>PROFESSIONAL DEVELOPMENT</b>	12. Professional Development covering curriculum issues 13. Commitment to further develop professional skills and practice		Application
<b>SKILLS AND KNOWLEDGE</b>	14. A clear vision and understanding of the needs of pupils 15. A commitment to ensure that all pupils have the opportunity to achieve the highest standards		Application Interview Lesson Observation

	16. Ability to offer skills to develop the wider curriculum		
<b>PERSONAL ATTRIBUTES</b>	18. Caring attitude towards pupils and parents 19. A good health and attendance record 20. Ability to work collaboratively as part of a school team 21. Ability to make decisions and take responsibility 22. Understand and regard for safeguarding arrangements for the protection of all children 23. Willingness to contribute to the wider life of the Academy		Application Interview Lesson Observation
<b>OTHER</b>	24. Recommendation from both referees 25. Fully enhanced DBS clearance with children's barred list check	24. 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 [hradmin@nllt.co.uk](mailto:hradmin@nllt.co.uk)