



Northern
Lights
LEARNING TRUST

DIRECTOR OF ENGLISH
IAN RAMSEY CE ACADEMY
APPLICATION
PACK



Northern Lights



We are a Multi-Academy Trust currently comprising 12 schools – primary and secondary – and over 4,600 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



Tilery Primary School,
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 Director of English within Northern Lights Learning Trust.

We are a growing Multi-Academy Trust that is currently made up of 3 secondaries and 9 primaries across Wearside and Teesside, with our central offices based in Seaham. We educate over 4600 pupils and employ over 700 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 OBE
Chief Executive Officer

Director of English

Welcome from the Headteacher



I am privileged to be Headteacher at Ian Ramsey CE Academy. It is my pleasure to welcome you to our school.

Ian Ramsey CE is a popular and oversubscribed secondary school at the heart of the Stockton community and its surrounding villages. There are approximately 1187 pupils on roll in years 7-11. In 2022, Ofsted described our academy as a place where 'Pupils and staff have positive relationships. There is an inclusive culture built on a Christian ethos.'

The Christian ethos shapes the daily culture of our school so our children feel safe and are cared for. Our Academy's mission statement, 'Together to learn, to grow, to serve', encompasses our commitment to ensuring all members of our community use the gifts we have been given to serve others to learn as individuals and build the confidence to achieve their aspirations.

We provide a broad and inspiring academic experience, which is interesting, challenging, and relevant to the needs of our pupils. We want all our children to reach their full potential, to give them the opportunity to flourish, to recognise and develop their individual gifts and talents and approach the outside world with confidence. Our DEEP curriculum, offers all pupils a first class education based on high-quality teaching and a range of experiences outside of the classroom.

The 2025/26 academic year will be an exciting one for all those involved. Whilst the most recent Ofsted inspection judged the academy to be 'good' in all areas, there is still so much potential that is yet to be recognised and harnessed.

Each member of staff plays an essential role in the day to day running of the school and each can positively impact the children and young people in our care; and this post will be no different and is a vital role in the whole academy team.

Thank you for your interest in our academy.

Kind regards

Donna Park
Headteacher

Director of English

Permanent position required as soon as possible

IAN RAMSEY CE ACADEMY

Leadership Scale L9-11
(£63,070-66,368)

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 Director of English is a fantastic opportunity for a strong, talented, and experienced school leader 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
- 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: Sunday 3rd May 2026

Shortlisting will take place on: TBC

Interviews will take place: TBC

HOW TO APPLY:

Letters of application should be returned, along with a Northern Lights Learning Trust application form, via email to recruitment@nllt.co.uk or by post to **Recruitment**, 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.**

JOB DESCRIPTION

POST:	Director of English
RESPONSIBLE TO:	Deputy Headteacher
RESPONSIBLE FOR:	All staff within the department
SALARY BAND:	Leadership Scale L9 – 11
START DATE:	September 2026

Strategic Responsibilities:

- Act as a key member of the curriculum leaders and play a full part in the life of the school community, supporting its distinctiveness and encouraging all stakeholders to follow this example.
- Ensuring that all our pupils can 'thrive' on their journey through school.
- Maintaining high standards in mathematics by ensuring that systems are consistently followed by all.
- Promotion of consistently high-quality teaching and learning to ensure inclusive provision across the school, through leadership, management, development, and systematic implementation of pedagogy.
- Maintain a strong sense of teamwork and collective responsibility.
- Ensure the provision of an appropriately broad, balanced, and inclusive whole school experience/curriculum for all pupils, and challenge weakness and low standards in meeting the needs of pupils.
- Assist in the appraisal process and contribute to the process of monitoring and evaluating the curricular or pastoral areas in line with agreed school procedures, including evaluation against quality standards and performance criteria.
- Establish a fair, transparent, and working ethos in which creativity and innovation are valued and encouraged.

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

Headteacher, 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.

Teaching and learning:

- Ensure strong common purpose and set high expectations for pupils and staff in the department.
- Manage resources efficiently so that teaching and learning is effectively supported in the department.
- Develop comprehensive schemes of learning, which include a range of pedagogical styles providing a rich experience for pupils.
- Incorporate a variety of assessment methods at key points to enable accurate judgements on pupil progress.
- Ensure appropriate pathways are available within the department to allow all groups of pupils to achieve.
- Consider how the subject can promote citizenship, enterprise, SMSC and preparation for adult life.
- Ensure teachers are clear about teaching objectives and provide guidance on methodology.
- Ensure pupils' literacy and numeracy skills are sustained and developed through all aspects of English.

Leadership

- Identify priorities for improvement within the department and contribute to the academy self-evaluation and development planning.
- Contribute to and respond to whole academy priorities.
- Use data and other information to inform strategic planning to identify improvement targets and to inform the academy's leadership team.
- Develop and implement policies and practices for the subject that reflect the academy's commitment to high achievement.
- Analyse current performance of pupils in English throughout the development and devise strategies for improving standards further.
- Ensure that all members of the team, including those with TLRs, have detailed job descriptions which are reviewed and updated annually according to changing needs.
- Establish, with the involvement of your line manager, plans for the developing and resourcing the department to bring about continuous professional improvement in teaching and learning to impact pupil achievement.
- Monitor the progress being made towards targets established in subject planning.
- Evaluate the effects of the department's work in standards of teaching and learning.

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 Headteacher, commensurate with your role.

PERSON SPECIFICATION DIRECTOR OF ENGLISH

CATEGORY	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
APPLICATION FORM	1. Well-presented and complete application form		Application
QUALIFICATIONS	1. Qualified Teacher Status 2. A good quality honours equivalent	3. Evidence of recent and relevant professional development	Application
EXPERIENCE	1. Experience of outstanding English teaching at KS3/KS4 across the ability Range 2. Understanding of strategies required to ensure all pupil groups make good progress 3. Experience of appraisal of colleagues	4. Acute understanding of data and assessment methodologies to inform pupil progress and effective interventions 5. Demonstrable experience in a leadership position 6. Involvement in effective staff recruitment, induction, and development	Application (1-3, 5, 6) Interview (1-6)
SKILLS AND KNOWLEDGE	1. Innovative teaching skills that lead to excellent outcomes 2. Excellent interpersonal communication skills, and the ability to form strong relationships with all stakeholder groups 3. Thorough and up to date knowledge of the way pupils learn	8. Ability to effectively manage change 9. Organisational skills of high order; able to multi-task and prioritise effectively 10. Ability to monitor performance and make decisive judgement that improve practise 11. Ability to raise aspirations of pupils and inspire them to work	Application (1, 4, 5, 7, 9, 11) Interview (1-12)

	<ol style="list-style-type: none"> 4. Ability to manage people, projects, and resources effectively 5. A deep and extensive knowledge of English and how to plan to best support pupil outcomes 6. Ability to work on own initiative or as part of a team 7. Moral courage and determination 	<p>towards shared goals</p> <ol style="list-style-type: none"> 12. A good knowledge and understanding of current educational issues 	
PERSONAL QUALITIES	<ol style="list-style-type: none"> 1. High levels of enthusiasm, motivation, and a commitment to working with children 2. Professional role model 3. High expectations of others 4. Forms and maintains appropriate relationships and personal boundaries with pupils 5. Drive high expectations and a commitment to achieving standards of excellence 6. Personal integrity and honesty 7. Emotional resilience and ability to work under pressure 8. Ability to contribute to the Christian ethos of the school 	<ol style="list-style-type: none"> 9. Innovative and able to stimulate initiative in others 10. Passion for learning, relentless determination and commitment to constant review and refinement 11. Keen eye for detail, diligence and have an ability to sustain your work ethic 12. Ability to motivate self and others to work effectively as an individual and a team member 	<p>Application (8, 10, 11)</p> <p>Interview (1-12)</p>
OTHER	<ol style="list-style-type: none"> 1. Satisfactory references (which will be requested for all candidates) 		<p>References</p> <p>Enhanced DBS certificate</p>

progressed to
interview under
safer recruitment
practices)
2. Enhanced DBS with
barred list check

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 email:

hradmin@nllt.co.uk