



Recruitment Pack

English Teacher

Change lives through a career with our Trust.



WELCOME

River Tees Multi-Academy Trust is a forward-thinking trust committed to ensuring the most vulnerable learners receive the highest quality of education and outcomes. We are firmly committed to our workforce and ensure fantastic developmental and wellbeing opportunities for the right candidate.

If you are ready to take the next step in your career, join us as we 'Change Lives'.

We are recruiting an English teacher to join us at River Tyne Academy Gateshead. The school has two sites, Millway and Birtley. Our learners have been permanently excluded from their usual school, or have been identified as at risk of this. Our relational approach helps them to settle into their new learning environment and our team of aspirational, expert teachers make sure they are well equipped for their future. We offer GCSEs in English Language and English Literature as well as functional skills. It is vital that all our learners have good skills and knowledge in reading, writing and communication from across the curriculum.

We are seeking a dedicated and passionate individual who shares our passion and understanding regarding the importance of teaching in our school family environment and can support our learners to reengage with education.

The right candidate will believe in holistic and relational support for our learners, ensuring they develop skills that will benefit them in the future.

The Trust currently operates 5 schools across two main geographical areas (Gateshead and Middlesbrough). This role is based in River Tees Academy Gateshead, which is based across two sites.

To succeed in this role, you'll need to be organised, self-motivated, and resilient. You will be the sort of person who embraces change, loves a challenge, and enjoys working in a role where no two days are the same. You will be an excellent communicator who uses their compassion and emotional intelligence to form positive relationships with colleagues, and lead and inspire our business team to ensure every aspect of the school's operations runs smoothly and efficiently.

We are dedicated to investing in the training and development of our staff to ensure they possess the necessary skills for their roles. We welcome applicants who may not yet possess all the required skills but are willing to invest in their own growth to acquire the necessary knowledge.

The schools within our Academy Trust improve the character, community and currency of pupils who are excluded or at risk of exclusion from mainstream school, unable to attend school for a variety of medical needs and/or have an Educational Health and Care Plan that requires specialist provision. Changing Lives is our mission and this drives everything we do, in every department.



Who you are and who you want to be



Links to others and the wider world



Learning for your future

'We Change Lives'

OUR TRUST

River Tees Multi-Academy Trust is a small but growing Trust in the North East of England serving some of the most disadvantaged communities in the country. We provide the highest quality education for learners who have struggled within the mainstream schooling system. Children and young people are welcomed into our academies, regardless of their challenges, past history or additional needs.

We use a relational approach with our learners, staff and communities. This helps us build trusting relationships that bring out the best in everyone. All staff are committed to improving the life chances of our learners.

We change lives through our focus on a highly personalised curriculum that provides Currency, builds Character and engages with the Community. Our whole team work together to safeguard our vulnerable learners and give them the confidence to achieve their educational, social, family and career challenges.

We want our learners to gain the skills, knowledge and qualifications they need to move forward but also to enjoy school and develop a love of learning.

River Tees Multi-Academy Trust was set up in April 2016, The Trust currently operates 5 Academies across the North East of England. The Trust works with the most disadvantaged learners. Our intent is to ensure we offer the highest quality provision for our cohort of learners, taking account of their additional needs, social deprivation and gaps in learning.

Our ethos and values are rooted in ethical approaches to partnership working and our drive to ensure that disadvantaged learners receive the best possible education.

OUR VALUES

River Tees Multi-Academy Trust are committed to changing lives. We help our staff, learners and communities to be:

- ❖ Resilient and brave.
- ❖ Trustworthy and kind.
- ❖ Making a positive difference to learners', staff and our wider communities' lives.
- ❖ Aspirational and hopeful.
- ❖ Tolerant and respectful.

WELCOME FROM CEO

I am delighted to extend a warm welcome to all potential candidates interested in joining the River Tees Multi-Academy Trust. Our organisation is dedicated to fostering an inclusive and dynamic educational environment that prioritises the growth and success of both our learners and staff.

River Tees Multi-Academy Trust was established with the mission of providing exceptional educational opportunities across our diverse network of schools. We believe in nurturing talent, promoting well-being, and maintaining high standards of academic excellence. Our core values are centred around character, community, and curriculum.

We envision a future where every learner is equipped with the knowledge, skills, and confidence to succeed in a rapidly changing world. By championing innovative teaching methods and personalised learning experiences, we are committed to making this vision a reality.

We offer extensive training programs and career advancement opportunities to support your professional growth. Our trust is built on mutual respect and inclusion, ensuring a welcoming environment for all. We value teamwork and collaboration, providing a supportive network to help you thrive. Join us in making a significant difference in the lives of our learners and the broader community.

River Tees Multi-Academy Trust encompasses several schools, each with its own unique character and strengths. We pride ourselves on our ability to cater to a broad spectrum of educational needs. Our schools are committed to providing a safe, engaging, and stimulating learning environment for all learners.

We are excited to learn more about you and your potential contribution to our team. We look forward to welcoming dedicated and enthusiastic individuals who share our commitment to educational excellence.

Thank you for considering River Tees Multi-Academy Trust as the next step in your career. Together, we can empower education and inspire futures.

Christina Jones OBE
CEO

ABOUT THE SCHOOL

River Tyne Academy Gateshead is commissioned by the Local Authority to provide educational services to learners aged between 11 and 16 throughout the borough of Gateshead, including those with Special Educational Needs and Disabilities (SEND) and Looked After Children who have been permanently excluded or are at risk of exclusion.

The school offers 103 locally commissioned placements for learners who have experienced permanent exclusion and accommodates learners from neighbouring authorities and schools that commission placements with us.

The school currently operates across two sites:

- Millway Site, Gateshead, NE95PQ; and
- Birtley Site, Birtley Lane, Birtley, DH3 2PP

We use a trauma-informed, relational approach that adapts to each learner. This method builds trust with learners and families and supports meaningful change.

We deliver high-quality education to those who are permanently excluded or at risk of exclusion. Our ethos, “we change lives,” is embodied through our 3C curriculum:

- **Character:** Focusing on personal development and aspirations.
- **Community:** Building connections within the school and the broader community.
- **Currency:** Preparing learners with skills and knowledge for their futures.

The school is committed to expanding opportunities and improving outcomes for all learners by prioritising quality-first teaching. By continually reflecting on and refining our provision, we seek to remove barriers to learning and foster an inclusive environment where every learner can thrive. Our dedicated staff work collaboratively to identify individual strengths and needs, ensuring targeted support is in place to help each young person realise their full potential. With a clear focus on positive relationships and high expectations, we equip our learners with the confidence and resilience they need to succeed both in the classroom and beyond.

ABOUT THE ROLE

The successful candidate will deliver an outstanding, broad and balanced curriculum for our learners. We use a carefully sequenced and personalised approach that maintains age related expectations while intervening to ensure every learner can access the curriculum and become ready for the future world of work. We also welcome applications from trainee teachers who are eager to grow and develop within a supportive specialist setting

We use a relational approach to behaviour. Teachers work closely with our Personal Development Team to ensure that learners get the social and emotional support needed to enable them to succeed academically.

Our Team work together in school and across the Trust, sharing their experience, reflecting on best evidence-based research and innovating to discover pedagogies that work for each learner.

Application closing date	Monday 27 th April 2026
Interview Date/s	
Location	Millway, Gateshead, NE9 5PQ. Birtley Lane, DH3 2PP.
Salary	All teachers are on national terms and conditions including pay scales. Pay point will depend on experience. SEN allowance. You will be entered into the Teacher's Pension scheme.
Contractual hours	Term time only
Working Hours	Monday – Thursday 08:30-16:30 Friday 08:30-16:00
Basis	Permanent

Our Trust celebrates the diversity of our school communities. We actively encourage visits to our school sites – once you see our work in practice, we are certain you will be committed to joining us in Changing Lives.

You are welcome to contact our School Standards Lead, Andy Edwards for an informal discussion about this post prior to application. The Job Description and Person Specification fully outline the requirements of this post and can be found on our website, please click [here](#)

Supporting statements should be written in line with the Person Specification - CVs are not accepted.

This post is subject to an Enhanced DBS check, Social Media check and satisfactory references.

JOB DESCRIPTION

MAIN DUTIES AND RESPONSIBILITIES

The successful candidate will deliver an outstanding, broad and balanced curriculum for our learners. We use a carefully sequenced and personalised approach that maintains age related expectations while intervening to ensure every learner can access the curriculum and become ready for the future world of work.

We use a relational approach to behaviour. Teachers work closely with our Personal Development Team to ensure that learners get the social and emotional support needed to enable them to succeed academically.

Our Team work together in school and across the Trust, sharing their experience, reflecting on best evidence-based research and innovating to discover pedagogies that work for each learner.

KEY ACCOUNTABILITIES:

1. To teach throughout the age and ability range to maximise pupil attainment/achievement including contributing to pupils with SEN, which might include approaches to literacy and numeracy
2. When planning lessons, to consider individual pupils various learning needs
3. To be a tutor and mentor as required
4. To pay close attention to Health and Safety matters

KEY TASKS

i)

- a. Planning, delivering, monitoring and evaluating individual lessons in line with the National Curriculum, to ensure a positive learning environment, continuity and progression in pupils' learning and the maximisation of their attainment and

achievement. This should particularly include delivery of programmes for young people with SEN.

- b. Planning, implementation and delivery of specific programmes to develop progression for young people with SEN.
- c. Marking and assessment pupils work on a regular basis in accordance with River Tees Multi Academy Trust policies and procedures.
- d. Keeping accurate records of each individual pupil's progress.
- e. Monitoring, recording and reporting pupils progress in accordance with River Tees Multi Academy Trust's policies and procedures.
- f. Organising the displaying of pupils works in and around particular Teaching areas and/ or other places as required.
- g. Ensuring that learning resources are used effectively.
- h. Participating in professional development programmes.
- i. Contributing to the achievement of performance targets set by the Trust.

ii)

- a. When planning lessons, taking account of each individual pupils' various learning needs, including those of a cognitive, physical, emotional and/or mental health nature.
- b. When planning lessons, paying attention to each pupils' preferred learning style/s.
- c. Ensuring that any documentation required of individual teachers and which relates to the learning needs of the individual pupils is appropriately maintained and kept up to date.

iii)

- a. Maintaining the tutor group register in accordance with River Tees Multi Academy Trust policies and legal requirements.
- b. Undertaking the role of mentor for an agreed caseload of students and ensuring documentation is accurately and appropriately maintained.
- c. Maintaining pupil records as required.

- d. Monitoring the overall wellbeing and personal development of pupils in the tutor group and class.
- e. Maintaining a welcoming and positive learning environment.

iv)

- a. Following Health and Safety procedures as to help ensure a safe working environment for pupils, themselves, other staff and other users of the premises.
- b. Specifically, ensuring that all health and safety requirements and procedures are followed in respect of educational visits and off-site activities undertaken by pupils.

ADDITIONAL TASKS

To undertake any other duties reasonably required by the Trust, including participation in the Performance Management process in accordance with statutory requirements.

The above duties and responsibilities cannot totally encompass or define all tasks which may be required of the post holder. The outlined duties and responsibilities may, therefore, vary from time to time without materially changing either the character or level of responsibility; these factors are reflected in the post grade.

All employees are expected to demonstrate a commitment to the principles of equal rights both in relation to employment issues and service delivery and to adhere to the policies of River Tees Multi Trust in performance of their duties.

All employees are expected to respect all confidentiality and principles and practice of the Data Protection Act. All post holders are required to comply with Health and Safety policies and legislation.

PERSONAL SPECIFICATION

	Essential	Desirable	Qualifications & Training	Experience	Knowledge & Skills
Two or more GCSEs at grades 9 to 4 or equivalent, including English and maths.	P		P		
Qualified Teacher Status	P		P		
Full clean drivers' licence	P		P		
Relevant Degree	P		P		
Appropriate first aid training.		P	P		
Experience of working in the same or similar position		P		P	
Working knowledge of safeguarding policies, regulations and legal procedures	P			P	
Working with children of a relevant age.		P		P	
Understanding and respecting diverse cultures, backgrounds and family dynamics	P			P	

Working in an education or alternative education setting.	P			P	
Knowledge of data protection and GDPR		P		P	
Effective use of ICT to support learning, recording and monitoring	P			P	
Strong assessment and data analysis skills	P			P	
Full working knowledge of the requirements of the Teacher Standards	P			P	
Strong verbal and written communication skills	P			P	
Ability to build positive relations with children and their families	P			P	
Strong problem-solving skills which enable you to identify patterns, analyse data and create bespoke, evidence-based interventions and/or programmes of study	P			P	
Maintain confidentiality and adhere to policy and procedure	P				
Able to work independently but also as part of a team.	P				
Dedicated to their practice.	P				

Please refer directly to these when forming your supportive documents demonstrating how you are the right candidate for this role.

The Trust is committed to investing in the training and development of its staff to ensure they possess the necessary skills for their roles. If you identify any gaps in your experience, please mention them in your application and express your readiness to acquire these skills.

'We Change Lives'