



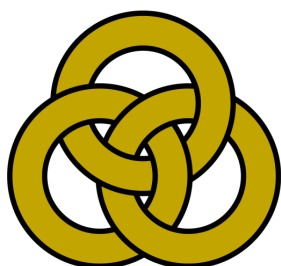
TRINITY CATHOLIC COLLEGE



APPLICANT PACK

Intervention Tutors x3

Trinity Catholic College, Middlesbrough



Letter to Applicants

Dear applicant,

We are delighted you have shown an interest in the role of School Counsellor. Although we are a catholic trust we welcome both staff (and pupils) from all faiths to join our family of schools.

Within this application pack you will find:

- a) Information on how to access the online application form and additional forms related to this (these can be completed electronically and emailed)
- b) Job Description and Person Specification
- c) Further information about our Trust including our Benefits and Wellbeing package.

Applicants should return their application forms to vickers.t@trinity.npcat.org.uk by the **closing date, Monday 2nd February 2026, 9am**. Any gaps in previous employment must be explained.

Should you wish to have an informal discussion about the role, please do not hesitate to contact Rachel Merifield, Trust Learning Lead at merifield.r@trinity.npcat.org.uk

As mentioned in the advertisement, a DBS disclosure is required for this post. It is important to note that:

Nicholas Postgate Catholic Academy Trust is committed to safeguarding and promoting the welfare of children.

We would like to take this opportunity to thank you for your interest in this vacancy and wish you well with your application.

Job Advert

Required:	As soon as possible
Salary:	£25 per hour
Hours:	Relief, as and when required
Contract Type:	Casual worker agreement
Location:	Trinity Catholic College, Lacy Road, Middlesbrough, TS4 3JW

We are looking for a Maths/English/Science tutor to provide additional support to our students and who possess the following skills and attributes:

- Strong subject knowledge in Maths/English/Science
- Ability to adapt teaching style to meet the needs of individual students
- Patience and a positive attitude
- Strong communication skills
- Flexibility and willingness to work as part of a team

The successful candidate will have the ability to:

- Design and deliver teaching materials through use of appropriate teaching, learning and assessment methods
- Challenge thinking, foster debate and develop the ability of students to engage in critical discourse and rational thinking
- Facilitate student projects and/or assignments
- Mark and assess work and examinations and provide feedback to students

For further information or to arrange a visit, please contact Rachel Merifield, Trust Learning Lead at merifield.r@trinity.npcat.org.uk

Please refer to the Job Description and Person Specification enclosed for further details.

Closing date: Monday 2nd February 2026, 9am
Interview date: To Be Confirmed

Refer to the back cover of the application pack for details of how to apply for this position.

Nicholas Postgate Catholic Academy Trust is committed to equality of opportunity, safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The post is subject to an enhanced DBS check along with other relevant employment checks. The successful candidate will be required to sign a Catholic Education Service contract.

Job Description

The Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff to share this commitment.

Post title: Intervention Tutor

Responsible to: Trust Learning Lead

Job Purpose

To operate as a practitioner in a specialist area and bring a breadth of experience and knowledge in the field of expertise which will significantly contribute to the student experience.

To support teaching within the subject area through undertaking one or more of the following key responsibilities.

- Design and deliver teaching materials through use of appropriate teaching, learning and assessment methods.
- Challenge thinking, foster debate and develop the ability of students to engage in critical discourse and rational thinking.
- Facilitate student projects and/or assignments.
- Mark and assess work and examinations and provide feedback to students.
- Contribute to setting assignments.
- To be aware of any Health and Safety, disability, equality or welfare issues, and raise any concerns with the Headteacher.

Planning and Organising

- Postholder will plan their own workload and use teaching resources and facilities as appropriate to deliver designated activities. Will coordinate with others e.g. academic staff in relevant departments, to ensure that student needs and expectations are met. May manage projects relating to their own specialist area of work and the organisation of larger group activities.

Decision Making

- Postholder will contribute to the design and delivery of modules or designated teaching within the subject area. May identify the need for developing the content or structure of modules with academic staff and make proposals on how this should be achieved.

Key Contacts/Communication

- Students; Departmental staff – individuals will routinely communicate complex and conceptual ideas to those with a range of knowledge and understanding using high level skills and a range of media.

Safeguarding, Equality & Diversity and Health & Safety

- To safeguard and promote the welfare of children for whom you have responsibility or come into contact with, to include adhering to all specified procedures.
- To carry out your duties with full regard to the NPCAT's Equality Policy and objectives.
- To comply with Health and Safety policies, organisation statements and procedures, report any incidents/accidents/hazards and take a proactive approach to health and safety matters in order to protect both yourself and others.

These duties are neither exclusive nor exhaustive, and the post holder will be required to undertake other duties and responsibilities, which the Headteacher/Line Manager may determine.

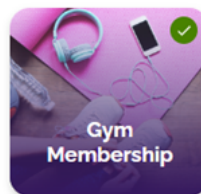
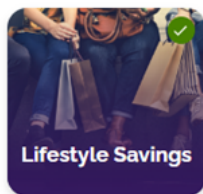
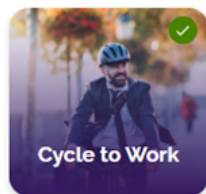
PLEASE NOTE THAT SUCCESSFUL APPLICANTS WILL BE REQUIRED TO COMPLY WITH ALL ACADEMY TRUST POLICIES. THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO FULL ENHANCED DISCLOSURE CHECKS AND THESE WILL BE SUBJECT TO RECHECKING AS APPROPRIATE.

Person Specification

Stage	Essential		Desirable	
Qualifications & Training	E1	Strong subject knowledge in Maths/English/Science		
Knowledge & Experience	E2	Excellent communication skills to communicate effectively, face-to-face or by telephone, with children, parents and carers.	D1	Experience of working with children, young people, and their families within the field of education or voluntary sector.
	E3	Ability to work independently and adapt teaching to suit the needs of the pupils	D2	Strong IT skills, including spreadsheets, databases, word processing, and internet/email.
			D3	Ability to adapt to challenging situations and people and respond appropriately
Personal Characteristics	E4	Empathy and understanding of different family circumstances and barriers to learning		
	E5	Self-motivation and personal drive to complete tasks to required timescales		
	E6	Ongoing commitment to inclusive education practices and equality of opportunity		
	E7	Demonstrates a collaborative, team working approach focused on improvement the outcomes of the pupils		
	E8	Demonstrate a commitment to appropriate professional teaching standards, including core policies relating to safeguarding and child protection		
	E9	Demonstrate a commitment to maintaining and developing professional knowledge and skills		

	E10	To be flexible and able to adapt and prioritise appropriately		
Special Requirements	E11	An understanding of the Catholic ethos of NPCAT		
	E12	An understanding of safeguarding and child protection requirements		

Why work for us



NPCAT recognises the importance of staff welfare and a managed workload and this is reflected in the way we treat our people.

As a responsible and caring employer, we appreciate and value each of our staff. Their holistic health and wellbeing are vital to enabling all of us to maintain the optimum work-life balance.

We see exceptional staff welfare as an essential element towards enabling us to develop a rich, nurturing climate for learning across all our schools.

We offer a broad package of emotional and practical support to our staff.

We are clear about our expectations of employees and offer a positive, transparent and supportive working culture in return.

We offer:

- Competitive pay
- Defined benefit pensions
- Annual pay progression and recognition of additional responsibilities
- Annual cost of living adjustment
- On-site parking at our school premises
- Support with parking and subsistence costs where appropriate.

Additional benefits include access to:

- Vivup - Lifestyle savings - store discounts
- Vivup - Discounted gym membership
- Vivup - Cycle scheme
- Full wellbeing package

NPCAT is committed to equality of opportunity and will not tolerate any harassment, intimidation, discrimination or victimisation.



How to Apply

Application form and further information is available from:

npcat.org.uk/current-vacancies

Applicants should complete and return a **Support Staff Application Form & Recruitment Monitoring Form** to: vickers.t@trinity.npcat.org.uk

Should you be shortlisted for an interview, you will be required to complete a Rehabilitation of Offenders Disclosure Form.

Job Description: This informs you of the main responsibilities for the post and explains what we are looking for. It informs you about the personal and professional qualities you need for this post. These criteria will be used to make the appointment.

Person Specification: This specification sets out which criteria will be used to shortlist candidates for interview.

If you require any additional information about this post, please contact Rachel Merifield, Trust Learning Lead at merifield.r@trinity.npcat.org.uk

Thank you for your interest in NPCAT. We look forward to receiving your application.

Please note that if you do not hear from us within 2 weeks from the closing date you are to assume your application has been unsuccessful on this occasion.