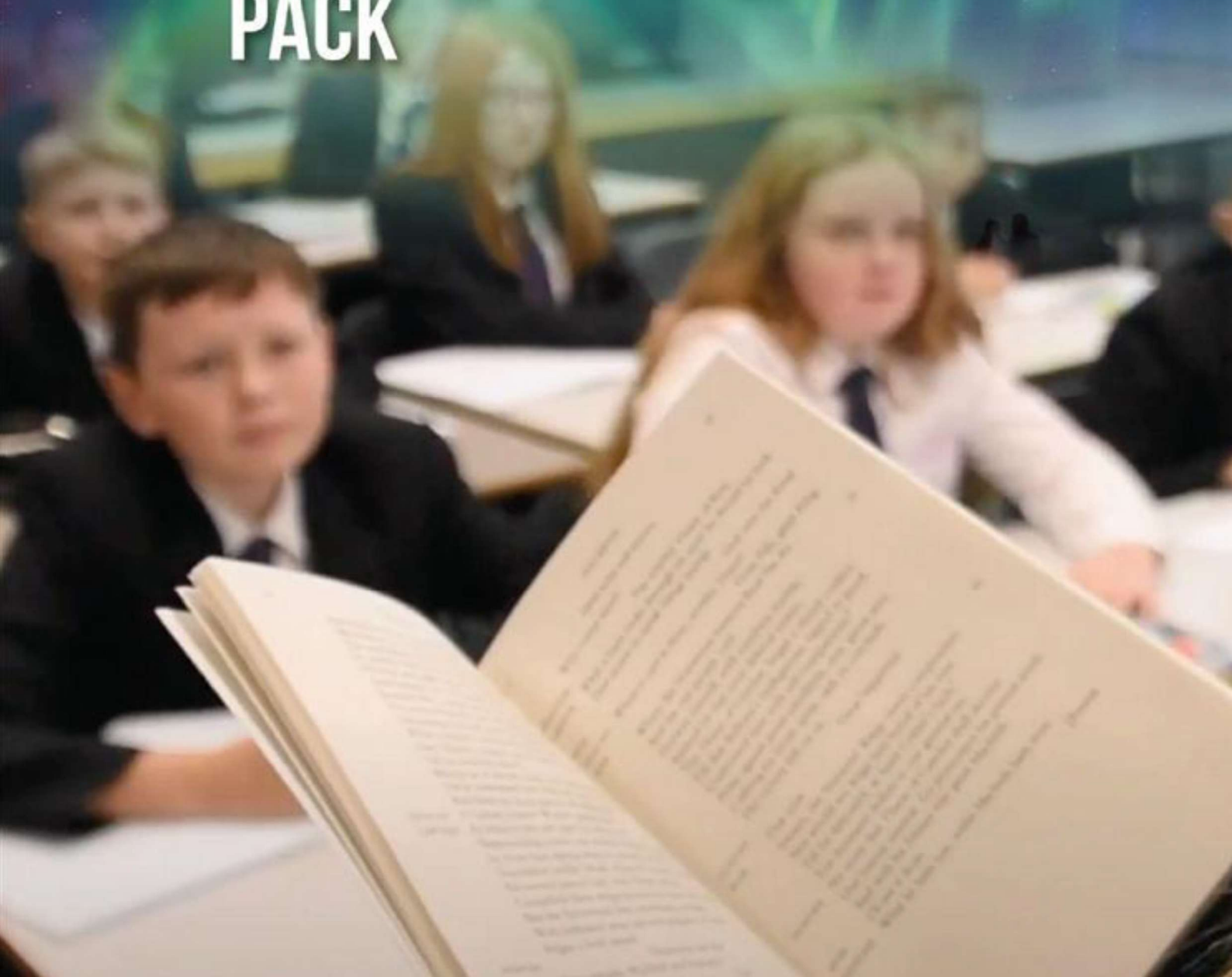




Northern
Lights
LEARNING TRUST

**MATHS TUTOR
VENERABLE BEDE 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 Maths Tutor 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
Chief Executive Officer

Maths Tutor

Fixed Term Contract until December 2026

required as soon as possible

Venerable Bede CE Academy

£35 per hour, 15 hour per week, term time only

The successful Candidate should:

- Demonstrate high expectations of yourself and others.
- Enjoy working collaboratively, being innovative and creative
- Have the skills and knowledge to ensure the school is a safe environment
- Possess excellent organisational skills
- Have an excellent understanding when dealing with children and adults
- Keep calm under pressure whilst maintaining confidentiality
- Have an enthusiasm which would allow you to be supportive of the Trust and school's ethos.

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:

Applications must be received by: Sunday 15th March 2026, 5pm

Shortlisting will take place on: W/c Monday 16th March 2026

Interviews will take place on: TBC

HOW TO APPLY:

Letters of application should be returned, along with a Northern Lights Learning Trust application form, to recruitment@nllt.co.uk or by post to Northern Lights Learning Trust, Spectrum Business Park, Lighthouse View, Building 2, Seaham, SR7 7PR.

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, please contact the school on 0191 5239745.

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

www.venerablebede.co.uk

JOB DESCRIPTION

Post: Maths Tutor

Responsible to: Director of Maths and Head of School

Salary: £35 per hour

Start date: As soon as possible

Deliver Targeted Maths Support

- Provide 1:1 tutoring to pupils who need additional help.
- Focus on closing gaps in mathematical knowledge and improving overall confidence.
- Adapt teaching methods to suit different learning styles and levels.

Deliver Targeted Maths Interventions

- Provide structured 1-1 intervention sessions for pupils identified through school data (e.g., low prior attainment, gaps in learning, underperforming groups). 1:1 intervention session for pupils identified through school data (e.g., low prior attainment, gaps in learning, underperforming groups).
- Deliver short-term and long-term interventions aimed at improving progress, fluency, and conceptual understanding. Short-term and long-term interventions aimed at improving progress, fluency, and conceptual understanding.
- Adapt intervention strategies to support catch-up, challenge, or specific curriculum areas as required

Plan and Prepare High Quality Learning Sessions-Quality Learning Sessions

- Create tailored lesson plans based on assessment data and pupil needs.
- Develop suitable resources, practice tasks, and revision materials.
- Align tutoring content with the school's curriculum and exam board requirements.
- Use Data to Inform Intervention Planning
- Analyse assessment scores, class data, and teacher feedback to identify pupils who would benefit most from support.
- Regularly review progress and adjust intervention content to ensure maximum impact.
- Contribute to school tracking systems by providing accurate, timely progress updates.

Assess and Track Pupil Progress

- Carry out baseline assessments to identify starting points.
- Monitor progress regularly and adjust strategies where needed.
- Provide feedback to pupils to support their understanding and growth.

Work Collaboratively with School Staff

- Communicate with class teachers, SENCO, and pastoral staff regarding pupil needs.
- Contribute to intervention planning and progress reviews.
- Share insights on pupils' strengths and areas needing improvement.

Support Exam Preparation

- Help pupils develop problem-solving skills and exam technique, solving skills and exam technique.
- Provide targeted preparation for GCSE or equivalent assessments.
- Assist with revision timetables and structured practice sessions.

Create an Inclusive and Supportive Learning Environment

- Encourage positive attitudes towards mathematics.
- Promote resilience, independent learning, and confidence.
- Ensure sessions are accessible for pupils with SEN or EAL needs.
- Enhance Pupils' Mathematical Confidence and Skills
- Build positive attitudes towards mathematics, encouraging resilience and independent problem-solving.
- Provide structured feedback to help pupils understand their strengths and next steps.
- Promote mathematical vocabulary, reasoning, and exam skills through guided practice.

Maintain Accurate Records

- Keep clear records of session content, attendance, and progress.
- Report outcomes to school leaders or parents as required.

Safeguarding and Professional Conduct

- Follow all school safeguarding procedures.
- Maintain confidentiality and act in line with school policies.
- Engage in ongoing professional development to stay current in maths pedagogy.

PERSON SPECIFICATION

MATHS TUTOR

Category	Essential	Desirable	Method of Assessment
Application	1. Well-presented and completed application form		Application Form
Qualifications	1. 5 GCSE (A*-C) including Maths and English or equivalent. 2. A level in relevant subject A-C (or equivalent) 3. Appropriate Higher Education qualification such as HND, HNC or degree level 4. Degree in relevant subject.		Application Form Certificates
Experience	1. Experience of working with young people and/or young adults 2. Experience for planning of effective learning		Application Form
Skills and Knowledge	1. Knowledge of the national curriculum and other programmes related to education 2. Demonstrate an ability to use skills, expertise and experience to lead student learning 3. Awareness of planning programmes of study for a range of subject areas 4. Ability to work on own initiative 5. Ability to raise aspirations of pupils and inspire them to work towards a shared goal		Application Form Interview
Personal Qualities	1. Self-motivation and personal drive to support students 2. To be flexible and able to adapt and prioritise appropriately 3. Uphold the Christian ethos of the academy 4. High levels of enthusiasm, motivation and commitment to working with children 5. Professional role model		

	6. Innovative and able to stimulate initiative in others 7. Forms and maintains appropriate relationships and personal boundaries with pupils 8. Drive, high expectations and a commitment to achieving standards of excellence 9. Personal integrity and honesty 10. Emotional resilience and ability to work under pressure		
Other	1. Satisfactory References 2. Satisfactory Enhanced DBS		References 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 email: hadmin@nllt.co.uk