



Northern
Lights
LEARNING TRUST

Second in Science
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 Second in Science 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



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 2026/27 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

Second in Science

Permanent position required as soon as possible

Ian Ramsey CE Academy

MPS - UPS (+TLR 2b - £5,872)

32.5 hours per week

Teacher's Pay and Conditions

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 Second in Science is a fantastic opportunity for a strong, talented, and experienced teacher of science 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, supporting 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?

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 11th October 2026

Shortlisting will take place on: W/c 12th October 2026

Interviews will take place on: W/c 19th October 2026

Please note we reserve the right to close this vacancy early if we receive sufficient applicants for the role.

HOW TO APPLY:

Applications should be submitted via email on recruitment@nllt.co.uk or if you prefer you can submit through post to Northern Lights Learning Trust, Building 2, Lighthouse View, Spectrum Business Park, 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, or if you would like to arrange a visit to the school, please contact us on recruitment@nllt.co.uk

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

<https://www.ianramsey.org.uk/>

JOB DESCRIPTION

POST: Second in Science

RESPONSIBLE TO: Director of Science

RESPONSIBLE FOR: Line management of staff within the curriculum area as identified by the Head of Area, including staff appraisal.

SALARY BAND: MPS-UPS (+TLR 2b)

START DATE: ASAP

KEY AREAS OF RESPONSIBILITY

Form Tutor

- To set high expectations for individual pupils in terms of dress, attendance, and punctuality.
- To treat pupils with respect and adhere closely to all academy policies in relation to the safety and welfare of every child.
- Contribute to the production of resources for these acts of worship according to the worship and lead worship with tutees.

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.

Strategic Direction and Development of the work of the Curriculum Area

- Working with the Head of Area and subject teachers, secure high standards of teaching within all subjects taught and thus good progress in learning for all pupils.
- To take specific responsibility for leading, managing and professionally challenging subject teachers within the team.
- Establishing a shared understanding and vision for the curriculum area that every member of the team understands what they are seeking to achieve and what best practice looks like, feels like, and delivers.
- Use all available data to ensure pupils and staff are set challenging targets and that the team aspires to achieve the best outcomes at the end of each academy year and across each key stage.

- Assist the Head of Area in ensuring the rigorous monitoring of progress towards these targets, the quality of provision, teaching and learning, curriculum (both intra and extracurricular), assessment and quality of the learning environment and as a result ensure improvement plans are in place in each subject to maximise pupils' enjoyment, engagement, and attainment.
- To comply with Health & Safety policies, organisations statements and procedures, report any incidents/accidents/hazards and take pro-active approach to health and safety matters to protect both yourself and others, including ensuring suitable risk assessments have been carried out.

Teaching and learning

- Work with the Head of Area to ensure that there is a common approach to curriculum planning across the curriculum area aligned with academy policies, and that up-to-date Schemes of Learning are in place in all subjects including long, medium, and short term in line with National Curriculum and Examination Board Specifications.
- Working with the Head of Area, monitor the quality of teaching and learning, ensuring good practice identified is shared and that where identified, staff know how to improve and are challenged and supported to do so by colleagues, coaching and professional development and appraisal.
- To ensure all work is assessed appropriately, and assessment information is used to inform planning.
- To ensure standardised assessment tasks are in place and are used appropriately to review progress for individual learners.
- To ensure staff within the curriculum area maintain up to date knowledge of all external assessment arrangements and that all staff teaching the subject are aware of these.
- To monitor progress towards the subject targets and what actions may be needed at an individual subject, class, year group level to ensure underperformance is addressed.
- To liaise with parents/carers as appropriate.
- To liaise with SLT, pastoral and SEND staff where necessary to ensure that individual pupils' needs are met and that appropriate reports etc. are prepared as requested.

Leadership

- To assist the Head of Area in ensuring all staff within the curriculum area carry out the duties and responsibilities expected of them in line with National standards and academy policies and procedures, providing the necessary induction, training and support where required either directly or through other members of the team.
- To meet staff in your subject in line with the academy's appraisal arrangements.
- To meet with and hold individual teachers to account for the progress of pupils.

- To ensure all staff are aware of the policies and procedures for all external assessment and that these requirements are met.
- To meet with and hold individual teachers to account for the progress of individual pupils in their classes.
- To support ECTs and ITT students within the subject area in line with whole academy policies.

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 SECOND IN SCIENCE

CATEGORY	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
APPLICATION FORM	1. Completed NLLT application form (A) 2. Well- structured letter of application, outlining suitability for role (A) 3. 3. Fully supporting references (A)		Application
QUALIFICATIONS	4. Qualified Teacher Status (A) 5. A good quality honours degree, or equivalent (A)	6. Evidence of recent and relevant professional development (A)	Application
EXPERIENCE	7. Experience of good or better science teaching at KS3/KS4 across the ability range (A, I, R) 8. Understanding of strategies required to ensure all pupil groups make good progress (A, I, R) 9. Understanding of Health and Safety relating to the leadership of science (A, I)	10. Experience of managing staffing or team (A, I, R) 11. Experience of other related subjects i.e., Health and Social Care (A)	Application Interview References
SKILLS AND KNOWLEDGE	12. Have teaching skills that lead to excellent outcomes (I, R) 13. Excellent interpersonal	17. Ability to effectively manage change (A, I, R)	Application Interview References

	communication skills (I, R) 14. Thorough and up to date knowledge of the way pupils learn (I, R) 15. A deep knowledge of science and hot to plan to best support pupil outcomes (A, I, R) 16. Ability to work on own initiative or as part of a team (I, R)	18. Ability to monitor performance and make decisive judgement that improve practice (I, R) 19. A good knowledge and understanding of current educational issues (I)	
PERSONAL QUALITIES	20. High levels of enthusiasm, motivation, and a commitment to working with children (I, R) 21. Professional role model (R) 22. High expectations of others (I, R) 23. Forms and maintains appropriate relationships and personal boundaries with pupils (I, R) 24. High expectation and a commitment to achieving standards of excellence (A, I, R) 25. Personal integrity and honesty (I, R) 26. Emotional resilience and ability to work under pressure (I, R) 27. Ability to contribute to the Christian	28. Passion for learning relentless determination and commitment to constant review and refinement (I, R)	Application Interview References

	ethos of the school (A, I)		
OTHER	29. Recommendation from both referees. 30. Fully enhanced DBS clearance with children's barred list check		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 email: hadmin@nllt.co.uk