



**Northern
Lights**

LEARNING TRUST

**CLASS TEACHER AT GRANGE (Maternity Cover)
PRIMARY SCHOOL
APPLICATION PACK**



Northern Lights



We are a Multi-Academy Trust currently comprising ten schools – primary and secondary – and over 4,200 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.

OUR SCHOOLS



Benedict Biscop CE Academy
Sunderland



Dame Dorothy Primary School
Sunderland



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



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 Class Teacher (Maternity Cover) within Northern Lights Learning Trust.

We are a growing Multi-Academy Trust that is currently made up of 3 secondaries and 7 primaries across Wearside and Teesside, with our central offices based in Seaham. We educate over 4200 pupils and employ over 600 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



Welcome from the Head of School

Thank you for your interest in the post of Class Teacher (Maternity Cover) at Grange Primary School.

I am was appointed as the Head of School at Grange Primary School from September 2024. I am extremely proud of all that we achieve as #TeamGrange, driven to ensure every child's journey with us is the best it can be!

I am fully committed to the community of Grange Primary School and strive to ensure that the school serves our local children and their families well, providing the very best support and guidance. Grange Primary School is a fully inclusive school, with an Additional Resourced Provision of 33 planned places to support children with Autism or Physical/Medical needs and High and Complex needs. We are a forward-thinking school, with a solution-focused approach. We learn together every day, looking for ways we can make things even better.

Our Vision is to ***be the first choice of school for every local child and family.***

Our mission is ***to provide a stable, safe and nurturing environment at the heart of the community, where everyone can flourish.*** Each and every member of our school community has an important role to play in achieving this, and we are therefore looking for enthusiastic, positive and resilient individuals to join our team of dedicated, passionate and highly skilled staff. A non-judgemental, kind and compassionate approach is vital for anyone wanting to join our amazing team.

We have recently started our journey to becoming a Thrive school, which demonstrates our continued commitment to ensuring we support the emotional and social development of children through a trauma sensitive approach, alongside their academic development, having high expectations for all.

Our **values** are embedded into our curriculum, and we aim to model and promote these in everything we do. Please visit our website www.grangeprimaryschool.org, where you will find more information about our values, curriculum drivers and other information about the school, which will give a broader picture of who we are and how we work.

If you are excited by this opportunity to become a Class Teacher (Maternity Cover) at Grange Primary School and have any more questions, please do arrange to speak to me. We look forward to receiving your application.

Kind Regards,

Sam Musgrave

CLASS TEACHER (Maternity Cover)

1x Full Time Temporary Position from 3rd November 2025 – when post holder returns (approx July 2026)

based at Grange Primary School

M1 –M6 Teachers Pay Scale

Teachers pay and conditions

Are you organised, enthusiastic and welcoming?
Would like to make a difference to children's learning and well-being?

Northern Lights Learning Trust are looking to appoint an enthusiastic maternity cover teacher at Grange Primary School. Candidates must be able to demonstrate high standards of classroom practice, good inter-personal skills and be supportive of the school's ethos and values.

The successful candidate will:

- Have high expectations of learning and behaviour and inspire and motivate our children
- Support, nurture and understand with high expectations.
- Seek to make learning exciting and a positive experience.
- Communicate well with parents, carers and members of staff, as well as pupils.
- Strive to be driven and proactive.
- Work well as part of a team.
- Show willingness to contribute to school life outside of the classroom.
- Consider yourself to be IT literate

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

Details of the school can be found on the school website: <https://www.grangeprimaryschool.org/>

CLOSING DATE:

Applications must be received by: Monday 29th September 2025 at 9am

Short Listing will take place on: Monday 29th September 2025

Interviews will take place on: Thursday 2nd October.

HOW TO APPLY:

Letters of application should be returned, along with a Northern Lights Learning Trust application form to gpapplications@nlt.co.uk or by post to Grange Primary School, Owton Manor Lane Hartlepool, TS25 3PU.

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 01429 272007.

JOB DESCRIPTION

Post: Class Teacher (Maternity Cover)

Responsible to: Head of School, Governors, Board of Trustees

Salary band: Main Pay Scale M1– M6

Start date: November 2025

Purpose of Job:

OVERALL RESPONSIBILITY

- To meet the requirements of a teacher as set out in the School Teachers Pay and Conditions Document and The Professional Standards for Teachers;
- Teach within all areas of the school and model good practice;
- Resource the learning environment to an outstanding level;
- Prepare and present report to the Senior Leadership Team on pupil progress;
- Analyse pupil data and plan to improve provision with improved outcomes for all children.

DUTIES

Principal Duties:

- Plan effectively to achieve outstanding outcomes and progress for all learners;
- Teach in a variety of styles to engage and motivate learners securing outstanding behaviours for learning;
- Further develop our curriculum;
- Responsible for day-to-day management of resources;
- Observing learning and changing provision to meet pupil needs;
- Develop parental partnerships;
- Ensuring statutory welfare requirements are met;
- Active participation in our whole school team.

Additional responsibilities – the post holder must:

- Promote and safeguard the welfare of the children and young people that they are responsible for or come into contact with.
- Act in compliance with data protection principles in respecting the privacy of personal information held by the Academy.
- Comply with the principles of the Freedom of Information Act 2000 in relation to the management of Academy records and information.
- Carry out their duties with full regard to the school's Equal Opportunities Policy, Code of Conduct, Child Protection Policy and all other Academy Policies.
- Comply with the Academy Health and Safety rules and regulations and with Health and Safety legislation.

PERSON SPECIFICATION

CLASS TEACHER

CATEGORY	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
APPLICATION FORM	1. Completed application form		Application
QUALIFICATIONS	1. Relevant Degree 2. Qualified Teacher Status	3. Current valid driving licence /Appropriate car insurance for business use	1-3 Application 1-3 Certificates
EXPERIENCE	4. Experience working in a primary school environment 5. Evidence of good/outstanding teaching	6. Experience of working across key stages within primary 7. Experience of working with children with SEND	4-7 Application 4,5,7 Interview
PROFESSIONAL DEVELOPMENT	8. Professional Development covering curriculum issues 9. Commitment to further develop professional skills and practice		8-9 Application 9 Interview
SKILLS AND KNOWLEDGE	10. A clear vision and understanding of the needs of pupils 11. A commitment to ensure that all pupils have the opportunity to achieve the highest standards 12. Ability to offer skills to develop the wider curriculum		10-12 Application 10-12 Interview

PERSONAL ATTRIBUTES	13. Caring attitude towards pupils and parents 14. A good attendance record 15. Ability to work collaboratively as part of a school team 16. Ability to make decisions and take responsibility 17. Understand and regard for safeguarding arrangements for the protection of all children 18. Willingness to contribute to the wider life of the Academy		14- 18 Application 13, 15, 17, 18 Interview
OTHER	19. Recommendation from both referees 20. Fully enhanced DBS clearance with children's barred list check	21. Strong Recommendation	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 contact hadmin@nllt.co.uk