



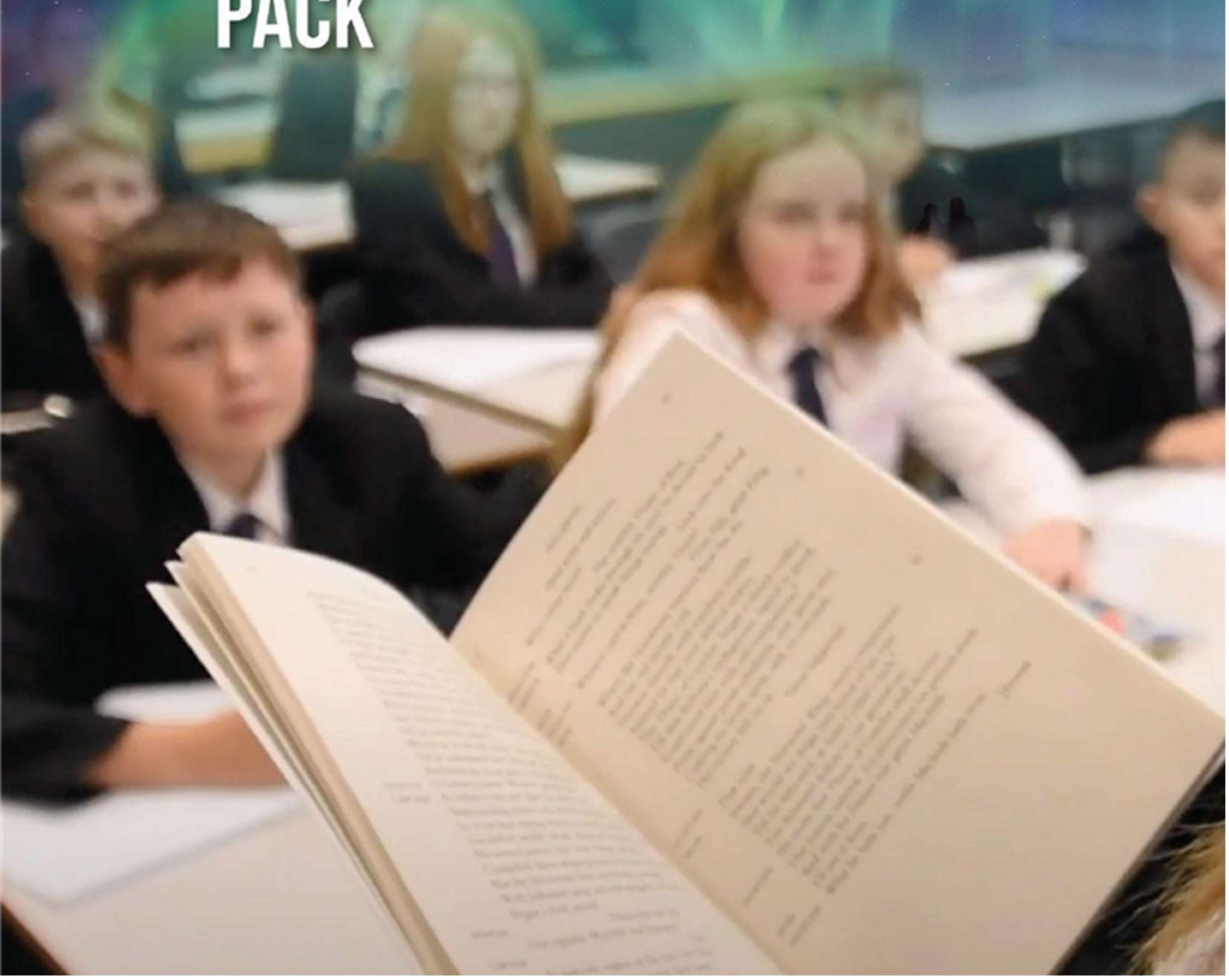
Northern  
Lights

LEARNING TRUST

**DT Teacher**

**Venerable Bede CE Academy**

# **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 DT Teacher 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 DT Teacher at Venerable Bede, where it is my privilege to serve as Head of School. We are a popular secondary school serving our local community. We sit on the border of Ryhope, Silksworth and Doxford Wards in Sunderland, but we have pupils who attend our school from across the City and beyond. It is our goal to provide an inclusive education within our local community, in which the rights of everyone are respected, regardless of personal beliefs. We are proud to be a school at the heart of our community.

We are a medium-sized secondary school with a capacity of 900 pupils. Our fundamental aim is to equip our pupils with the qualifications and skills which they will need to take their place in a modern British society. We hope that we play our part in helping our pupils understand how to live “Life in all its fullness” (John 10:10). Our mission statement is “To create a stimulating, secure and caring environment within which all members of our community will realise their potential in the light of the Christian Gospel.” This is embodied in our school motto: “Soar to the Heights Together”.

We want all of our pupils to reach their full potential. For each of our pupils, we hope that, with the guidance and support of their families and teachers, they will be able to develop their individual talents and fulfil their lifelong goals. I firmly believe that all children should have an equal chance of success. It should be our goal in schools to enable all pupils to thrive, instilling in them a thirst for knowledge and helping them understand how they play their part in unlocking their potential.

Every child deserves the right to a broad and balanced curriculum. At Venerable Bede Academy, we offer a curriculum spanning 7 years, with a range of transitional opportunities for our primaries (Y6) and local colleges (Y12).

Thank you for your interest in our academy. Visits to the school are welcome, by prior agreement. Please contact the school on 0191 5239745 to express an interest.

Kind regards

Tracey Burgess  
Head of School

**Teacher of Design Technology**  
**Permanent position required as soon as possible**  
**Main scale/UPS**  
**£31,650 - £49,084**

Venerable Bede CE Academy is seeking to employ a dynamic, outstanding professional who will inspire and motivate all within our school community.

This is a fantastic opportunity for a strong, talented, and experienced teacher to join our supportive, enthusiastic, and collaborative team.

Do you...

- Have a proven track record of motivating and inspiring pupils with an excellent subject knowledge?
- Want to inspire and motivate colleagues and pupils alike?
- Have a desire to remove barriers to learning for children to ensure they achieve the best in DT?
- 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 package through Education Mutual 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

### **Employee benefits package through Vivup including:**

- Cycle to work scheme
- Lifestyle savings including discounts on shops, food and drink and days out

**CLOSING DATE:**

Applications must be received by: 16<sup>th</sup> January 2026 at 9:00am

Short Listing will take place on: w/c 19<sup>th</sup> January 2026

Interviews will take place on: w/c 26<sup>th</sup> January 2026

**HOW TO APPLY:**

Completed application forms should be submitted to [recruitment@nllt.co.uk](mailto:recruitment@nllt.co.uk) or by post to Venerable Bede CE Academy, Tunstall Bank, Ryhope, Sunderland, Tyne & Wear, SR2 0SX.

**GRADE:  
STANDARDS:**

This post is paid on Main Professional Scale in accordance with the current National Teachers Pay and Conditions  
The post holder is expected to have met and to maintain the National Teacher Standards.

**LINE MANAGER:**

**Curriculum Leader**

**JOB PURPOSE:**

1. As Form Tutor and teacher to maximise the learning of all pupils.
2. To safeguard and promote the welfare of children for whom you have responsibility or meet, to including adhering to all specified procedures.
3. To work with colleagues contributing to academy improvement and building effective teams.
4. Contribute to the overall ethos/work/aims of the Academy.

**KEY AREAS OF RESPONSIBILITY**

**Form Tutor**

1. To set high expectations for individual pupils in terms of dress, attendance, and punctuality.
2. To treat pupils with respect and adhere closely to all academy policies in relation to the safety and welfare of every child.
3. Contribute to the production of resources for these acts of worship according to the worship and lead worship with tutees.
4. To liaise with parents and pastoral staff to ensure that where these expectations are not being met, action is taken to address this.
5. To encourage pupils to develop self-confidence and high self-esteem through praise, reflection upon progress in academy and outside and encourage participation in academy activities and taking on responsibilities within the academy community.
6. To monitor pupils general social and personal development, including concerns re behaviour, homework, personal and emotional well-being.
7. Where concerns arise, identify actions that can be taken to address these including discussions with parents and pastoral staff.



8. Where these may relate to Child Protection or Safeguarding issues ensure that the DSL is made aware of these immediately. More information on Child Protection issues is contained in the staff handbook.
9. To use Attitude to Learning data from reports on a termly basis to evaluate current progress and to help pupils review their progress and set action points for further improvement.

## Teaching and Learning

1. To plan and deliver sequences of learning which enable pupils to move from their current level of attainment to their target grade or above.
2. To plan activities which challenge and engage pupils in lessons and homework tasks which extend learning.
3. To regularly assess progress in lessons in line with whole academy policies through effective marking of pupil's work and standardised tests.
4. To identify appropriate intervention where individual pupils or classes are failing to achieve their targets. This to include setting additional work, adjusting lesson plans, additional help in lessons and the use of catch-up sessions after academy.
5. To ensure every pupil completes work to a high standard both in terms of content and presentation in class.
6. To ensure every pupil meets deadlines and completes homework and coursework in line with expectations set by targets.
7. To follow up where work either in class or homework falls below expectations, aligned with the academy's behaviour policy.
8. To ensure parents are made aware of persistent underperformance.
9. To share with Curriculum Leaders progress data on a termly/half termly basis and identify barriers to progress and actions to be taken to address these, initially by the teacher with support from Curriculum Leaders and others across the academy.
10. To meet with Curriculum Leaders on a regular basis to review progress of individuals and classes, this to include participation in appraisal and planning personal professional development.
11. To personalise learning so that all pupils including those with SEND or who are more able and talented make good progress.
12. To manage the work of support staff in your lessons so that they make an effective contribution to learning.
13. To comply with Health and Safety policies, organisation statements and procedures, report any incidents/accidents/hazards and take a pro-active approach to health and safety matters to protect both yourself and others, including ensuring suitable risk assessments have been carried out.

THIS POST IS SUBJECT TO ENHANCED DISCLOSURE. THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING CHECKS BEFORE AN OFFER OF APPOINTMENT IS MADE.

**Venerable Bede CE Academy is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.**

## PERSON SPECIFICATION

| CATEGORY                      | ESSENTIAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | DESIRABLE | METHOD OF ASSESSMENT  |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------------------|
| <b>APPLICATION FORM</b>       | 1. Completed application form                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |           | Application           |
| <b>EDUCATION AND TRAINING</b> | 1. Good honours degree in a relevant subject.<br>2. Qualified Teacher Status.<br>3. Evidence of recent, relevant CPD and a commitment to continuous learning for life.                                                                                                                                                                                                                                                                                                                                       |           | Application           |
| <b>EXPERIENCE</b>             | 1. Experience of teaching Design Technology at KS3/KS4 across the ability range.<br>2. Thorough and up to date knowledge of the way pupils learn.<br>3. Experience of planning for effective learning.<br>4. Track record as a classroom teacher, achieving high quality examination results with pupils of all abilities.<br>5. Understanding of strategies required to ensure all pupil groups make good progress.<br>6. Understanding of Health and Safety relating to the teaching of Design Technology. |           | Application Interview |

## APTITUDE AND SKILLS

1. Have teaching skills that lead to excellent outcomes.
2. Excellent interpersonal communication skills, and the ability to form strong relationships with all stakeholder groups.
3. Ability to raise aspirations of pupils and inspire them to work towards shared goals.
4. Ability to effectively manage change.
5. Organisational skills of a high order; able to multi-task and prioritise effectively.
6. Ability to manage people, projects, and resources effectively.
7. Ability to work on own initiative or as part of a team.

Application (1)

Interview and References (2-7)

## PERSONAL QUALITIES TO INCLUDE

1. Uphold the Christian ethos of the academy.
2. High levels of enthusiasm, motivation, and a commitment to working with children.
3. Professional role model.
4. Innovative and able to stimulate initiative in others.
5. Forms and maintains appropriate relationships and personal boundaries with pupils.

Application  
Interview

|              |                                                                                                                                                                                                                                                                          |  |  |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
|              | 6. Relentless determination and commitment to constant review and refinement.<br>7. Drive, high expectations and a commitment to achieving standards of excellence.<br>8. Personal integrity and honesty.<br>9. Emotional resilience and ability to work under pressure. |  |  |
| <b>OTHER</b> | 1. Recommendation from both referees<br>2. Fully enhanced DBS clearance with children's barred list check                                                                                                                                                                |  |  |

### 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](mailto:hadmin@nllt.co.uk)