



Northern
Lights

LEARNING TRUST

St Aidan's CE Academy
Teacher of Science



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 Caretaker 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



Welcome from the Head of School

Thank you for your interest in the post of Teacher of Science at St Aidan's CE Academy, where it is my privilege to serve as the Head of School. We are an 11-16 secondary school serving our local community in Darlington.

St Aidan's is part of a wider family of schools called Northern Lights Learning Trust. Our Trust has 3 secondary academies and 8 primary academies which are located across the North East of England. As a Trust, we believe that we 'Shine Stronger Together' and to achieve this, secondary academies are now aligning some of their systems and processes to share the very best practice to support our students.

At St Aidan's, our school vision is 'Life in all its fullness', John 10:10. We endeavour to give the students the best possible educational experience both in and outside the classroom. Our dedicated staff go above and beyond for the students, and due to the size of the school, there is a real family feel to the academy with a focus on that sense of belonging.

Recently, we have reset our core values. Through student and staff voice, we selected our new core values which are Integrity, Perseverance, Patience and Courage and these now permeate everyday life at the academy.

We want all our students to reach their full potential. With guidance and support from their families and our staff, we hope each one will be able to develop their individual talents and fulfil their lifelong goals. We set high expectations of behaviour, conduct and, most importantly, learning and progress regardless of the students' background. We strive to remove any barriers so children experience success at school.

Thank you again for your interest in our academy. Visits to the academy are welcome by prior arrangement. Please contact Leanne Brownsword on 01325 373770.

Best wishes,

Laura Porter
Head of School

Teacher of Science
Permanent position required for September 2026
MP1 - UPS3
£32,916 - £51,048
St Aidan's CE Academy

St Aidan's 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 Science?
- 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: Monday, 18th May 2026

Short Listing will take place on: Monday, 18th May 2026

Interviews will take place: W/C 18th May 2026

HOW TO APPLY:

Applications should be submitted via email to SA-Recruitment@nllt.co.uk

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 SA-Recruitment@nllt.co.uk

Details of the school can be found on the school website:
www.staidansacademy.co.uk

JOB DESCRIPTION

Post: Teacher of Science

Responsible to: Assistant Headteacher Science, liaising with Headteacher, Leadership Team, teachers and support staff, LEA representatives, external agencies and parents.

Responsible for: The provision of a full learning experience and support for pupils.

Salary band: MPS/UPS

Start date: 1st September 2026

Purpose of role:

Under the reasonable direction of the Headteacher, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD). To raise pupil attainment by exercising the rights and responsibilities of the post to:

- Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils and to support a designated curriculum area as appropriate.
- Monitor and support the overall progress and development of pupils as a teacher/Form Tutor.
- Facilitate and encourage a learning experience which provides pupils with the opportunity to achieve their individual potential.
- Contribute to raising standards of pupil attainment.
- Share and support the Academy's responsibility to provide and monitor opportunities for personal and academic growth.
- Act as a role model.

Operational/ Strategic:

- Assist in the development of the Curriculum Area and Department.
- Plan and prepare courses and lessons.
- Implement Academy Policies and Procedures
- Contribute to the whole academy's planning activities

Curriculum Provision and Development:

- Assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of pupils, examining and awarding bodies and the academy's Mission and Strategic Objectives.

Staffing: Development/ Recruitment /Deployment:

- Take part in the academy's staff development programme by participating in arrangements for further training and professional development.
- Continue personal development in the relevant areas including subject knowledge and teaching methods.
- Engage actively in the Appraisal process.
- Ensure the effective/efficient deployment of classroom support.
- Work as a member of a designated team and to contribute positively to effective working relations within the academy.

Quality Assurance:

- Help to implement academy quality procedures and to adhere to those.
- Contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed academy procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.
- Review from time to time methods of teaching and programmes of work.
- Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy.

Management of Information:

- Maintain appropriate records and to provide relevant accurate and up-to date information for MIS, registers, etc.
- Complete the relevant documentation to assist in the tracking of pupils.
- To track pupil progress and use information to inform teaching and learning.

Communications:

- To communicate effectively with the parents of pupils as appropriate.
- Where appropriate, to communicate and co-operate with persons or bodies outside the academy.
- To follow agreed policies for communications in the academy.

Liaison:

- To take part in liaison activities such as parents' evenings, review days and liaison events with partner schools.
- To contribute to the development of effective subject links with external agencies.

Inclusion:

- Continuously assess pupils, provide feedback, set targets and ensure they know how to improve
- Work with inclusion team to address issues of misbehaviour
- Promote the use of Behaviour Management
- Set a good example to pupils through presentation, personal and professional conduct

Teaching:

- To teach pupils according to their educational needs, including the setting and marking of work to be carried out by the pupil in school and elsewhere.
- To assess, record and report on the attendance, progress, development and attainment of pupils and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual pupils and groups of pupils.
- To ensure that ICT, Literacy, Numeracy and academy subject specialism(s) are reflected in the teaching/learning experience of pupils.

- To undertake a designated programme of teaching.
- To ensure a high quality learning experience for pupils which meets internal and external quality standards.
- To prepare and update subject materials.
- To use a variety of delivery methods which will stimulate learning appropriate to pupil needs and demands of the syllabus.
- To maintain discipline in accordance with the academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- To undertake assessment of pupils as requested by external examination bodies, departmental and academy procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.

Additional Duties:

- To participate fully in community activities, developing the ethos of the academy

PERSON SPECIFICATION TEACHER OF SCIENCE

CATEGORY	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
APPLICATION FORM	1. Completed application form		Application
QUALIFICATIONS AND TRAINING	2. Qualified Teacher Status 3. A good quality honours degree or equivalent 4. A good knowledge and understanding of current educational issues 5. Evidence of recent relevant professional development		Application
EXPERIENCE	6. Evidence of excellent classroom practice 7. Teaching experience/or ability to deliver History at secondary level. 8. Effective relationships with pupils, parents and staff, commanding their confidence	1. Experience of curriculum development	Application
SKILLS	9. Innovative approach to classroom practice and exceptional teaching skills 10. Ability to interrogate departmental data to track pupil progress and attainment 11. Ability to review and evaluate the efficacy of all activities 12. Ability to challenge and inspire colleagues to achieve outstanding practice 13. Ability to effectively		Application Interview

	<ul style="list-style-type: none"> manage change 14. Outstanding communication and interpersonal skills 15. Organisational skills of a high order; able to multi-task and prioritise effectively 16. Ability to manage people, projects and resources effectively 17. Ability to work on own initiative or as part of a team 		
<p>PERSONAL ATTRIBUTES</p>	<ul style="list-style-type: none"> 18. High levels of enthusiasm, motivation and a commitment to working with children 19. Excellent attendance and punctuality 20. "Professional" role model 21. High expectations of others 22. Innovative and able to stimulate initiative in others 23. Forms and maintains appropriate relationships and personal boundaries with pupils 24. Absolute commitment to pupils and their learning above all else 25. Passion for learning 26. Relentless determination and commitment to constant review and refinement 27. Drive, high expectations and a commitment to achieving standards of excellence 28. Personal integrity and honesty 		<p>Application Interview</p>

	<ul style="list-style-type: none"> 29. Keen eye for detail 30. Diligence and ability to sustain work ethic 31. Emotional resilience and ability to work under pressure 32. Ability to motivate self and others to work effectively as an individual and a team member 33. No adverse criminal or professional record 		
OTHER	<ul style="list-style-type: none"> 34. Recommendation from both referees 35. Fully enhanced DBS clearance with children's barred list check 	<ul style="list-style-type: none"> 3. Strong recommendation 	<ul style="list-style-type: none"> References Enhanced DBS certificate

St Aidan's CE Academy, part of the Northern Lights Learning Trust, is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

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: hradmin@nllt.co.uk

