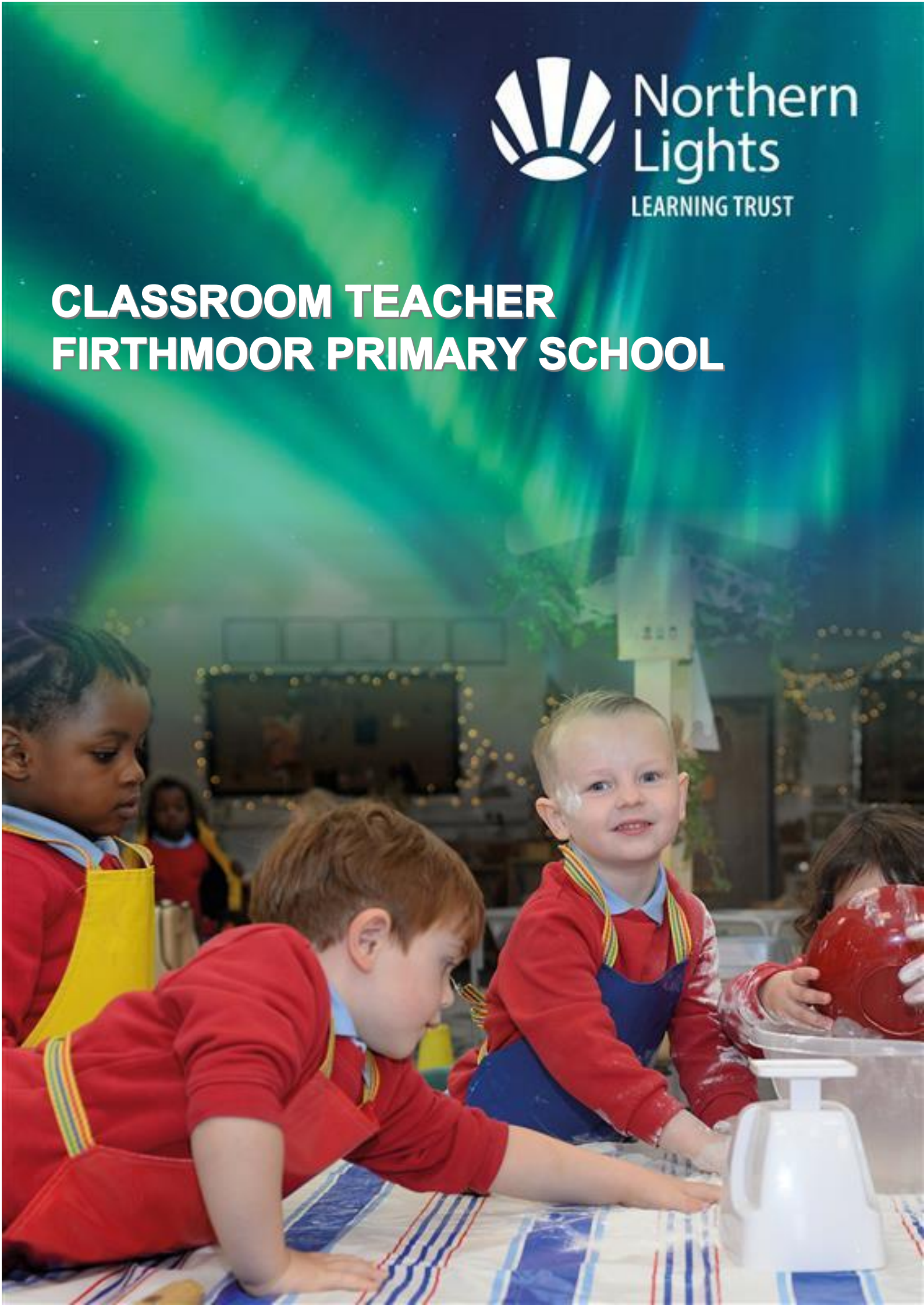
Northern Lights
LEARNING TRUST

CLASSROOM TEACHER
FIRTHMOOR PRIMARY SCHOOL



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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.

Northern Lights
TEACHING SCHOOL HUB

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.

Northern Lights
EARLY YEARS HUB NORTH EAST

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.

Northern Lights
INITIAL TEACHER TRAINING

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 Teaching Assistant 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 Head Teacher



Thank you for your interest in joining Firthmoor Primary School. I am delighted that you are considering becoming part of our dedicated and caring team.

At Firthmoor, we are proud of our warm, inclusive ethos and our commitment to ensuring that every child is known, valued, and supported to achieve their very best. As a school, we strive to maintain high standards in both teaching and learning, while nurturing the personal development and wellbeing of each pupil. Our children are enthusiastic, curious, and eager to learn, and they thrive when surrounded by staff who share our belief in providing rich, meaningful, and engaging learning experiences.

We are equally proud of our supportive and collaborative staff team. Colleagues at Firthmoor work closely together, embracing professional learning, innovation, and reflection so that we continually grow and improve. Whether you are an experienced professional or new to your role, you will find a welcoming environment where your strengths are recognised and your development is encouraged.

Choosing the right school to continue your career is an important decision, and I hope the information within this application pack gives you a strong sense of who we are and what we value. If you share our passion for providing exceptional education and creating a nurturing environment where children flourish, we would be delighted to receive your application.

Thank you once again for your interest in Firthmoor Primary School. I wish you the very best in your application and look forward to the possibility of welcoming you to our community.

Warm regards,

Helen Ashton
Head Teacher
Firthmoor Primary School

CLASS TEACHER

Maternity Cover Position

(until 31st August 2026 or return of the present post holder)

Required for

Firthmoor Primary School

1x Full Time Position (from February 2027)

M1 – M6 Teachers Pay Scale (£32,916 - £45,352)
Teachers pay and conditions

Are you organised, enthusiastic and welcoming?
Would like to make a difference to children's learning and well-being?
Firthmoor Primary School are looking to appoint an enthusiastic and experienced Classroom Teacher. 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

CLOSING DATE:

Applications must be received by: Friday 4th December at 4pm

Shortlisting will take place on: Monday 7th December

Interviews will take place on: Thursday 17th December

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 - info.firthmoor@nllt.co.uk or if you prefer you can submit through post to Christine Samways at Firthmoor Primary School, Ingleby Moor Crescent, Darlington DL1 4RW

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 the school office on 01325 244001. Visits to the school will take place on the following date:

Thursday 26th November 2026

Details of the school can be found on the school website: Firthmoor Primary School

JOB DESCRIPTION

Post: **Class Teacher (Maternity Cover)**
Responsible to: **Head of School, Governors, Board of Trustees**
Salary band: **Pay Scale M1–M6 (£32,916 - £45,352)**
Start date: **February 2027**

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	1-3 Application 1-3 Certificates

		use	
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		14- 18 Application 13, 15, 17, 18 Interview

	wider life of the Academy		
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 email: hradmin@nllt.co.uk