PE Teacher (Boys)

Early applications encouraged

This vacancy may close before the deadline

Application Pack

North Star Community Trust
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NORTH STAR COMMUNITY TRUST

Welcome to North Star Community Trust

Welcome

As partners in our community, our mission is to provide every child and young person with an enriching and inspiring educational experience, where they can thrive academically and socially, both now and in the future. By being 'Stronger Together' in our educational quality, our parent and community engagement, our investment in our people and our sustainability, we can meet our specific pledges to all of our children, communities and staff.

Our vision is to prepare every North Star Community Trust student for the changing world we live in. A world which is more global, more driven by technology, a world where anything is possible with the right preparation and attitude. That means providing a curriculum and learning experience that reflects the highest academic standards and inspires and enthuses pupils through its creativity and openness to the world around us.

Our children will be able to 'be the change they want to see in the world'. They will be resilient, optimistic, respectful, honest and well-rounded citizens, with a love of learning. At the same time, we are all also members of our communities, places where we find friendship, support and common endeavour. Being at the heart of our communities is a hallmark of North Star Community Trust.

We want our children and young people to have a sense of place, knowing the importance of 'giving back' and the value of community and togetherness to their everyday lives.

As a Trust, we will foster a culture that respects diversity, safeguards our children's wellbeing and recognises that we are stronger together than we are apart. In pursuing this vision, trustees, staff and governors will model it every day, knowing that each one of us plays a part in making it a reality for every child and young person.

I would like to wish you the best of luck with your application and should you require any further information please do not hesitate to contact the Trust.

Marino Charalambous

Marino Charalambous
Chief Executive Officer

Multi Academy Trust of the Year 2024

The Multi Academy Trust of the Year 2024 award recognises outstanding leadership, innovation and excellence in education. This prestigious honour celebrates a Trust that has demonstrated significant impact on student outcomes, fostering inclusive, high-quality learning environments across its schools, and driving transformative educational progress at a national level.

Awarded by the Confederation of School Trusts (CST)

ECO - To summarise our mission, we use three words for everyone to remember on a daily basis: ***Education***, ***Community*** and ***Opportunity*** (ECO). By being 'Stronger Together' in our educational quality, our parental and community engagement, our investment in our people and our sustainability, we can meet our specific pledges to all of our children, communities and staff.

Help Us With Our Mission

North Star Community Trust is an educational charity that manages a family of four academies in North London. We have a Sixth Form, two nurseries and a Stay & Play facility. We are educating some 2,600 pupils from 2 years of age to 18. As partners in community, our vision is to help as many children as possible to succeed at school and in life. We believe that every single member of staff has a critical role to play in helping us to meet our mission.

Our Trust and Academies

North Star Community Trust – Central Teams - Edmonton

Our Central Teams provide expert support across all schools in the Trust, working collaboratively to ensure high standards and effective operations. We are committed to delivering a wide range of exceptional services in areas including Finance, HR, IT, Safeguarding, Facilities and Catering, as well as other key disciplines, are all aimed at supporting our academies in the most effective way possible. Our dedicated professionals play a crucial role in enhancing the educational experience for staff, pupils and families.

"We pride ourselves on offering tailored support to each academy, ensuring they have the resources and guidance needed to thrive. Our Central Services teams are integral to the Trust's success, providing a seamless, efficient service that allows our schools to flourish."

Marino Charalambous | Chief Executive Officer | North Star Community Trust

Heron Hall Academy – Ponders End

The Pearson National Teaching Awards 'Secondary School of the Year' Bronze Award 2021

A thriving secondary school, serving pupils from Years 7 through to 11. We are proud of our inclusive and dynamic learning environment, where every student is encouraged to excel academically and personally. Our dedicated teachers provide a broad, high-quality curriculum that prepares pupils for future success, instilling confidence and ambition in all.

"Many of our students come from the Trust's primary schools, which means we know a great deal about them when they join us. Our mission and purpose are clear and supported by all our staff. The Trust approach is having a transformational impact on the lives of these young people."

Mr D Maytham | Interim Headteacher | Heron Hall Academy

Woodpecker Hall Academy – Edmonton

The Pearson National Teaching Awards 'Primary School of the Year' Silver Award 2024

Top 5% of results - Excellence in Reading

A vibrant, three-form entry primary academy, welcoming pupils from Nursery through to Year 6. We provide a nurturing and inclusive environment where every child is encouraged to thrive. Our dedicated staff are committed to delivering high-quality education, inspiring curiosity and a love of learning in every pupil.

"At Woodpecker Hall Academy, our strong sense of community is at the heart of everything we do. As part of a trust that values collaboration, our headteachers, staff and schools work together to serve and inspire the children who are at the heart of our communities."

Ms N Ross | Headteacher | Woodpecker Hall Academy
Trust Leader of Primary Education

Kingfisher Hall Academy – Enfield

A two-form entry primary academy serving pupils from Nursery through to Year 6. We offer a supportive and engaging learning environment where every child is encouraged to reach their potential. Our passionate staff are dedicated to delivering a broad and balanced curriculum, fostering curiosity and confidence in all our pupils.

“We foster a warm, welcoming atmosphere where every child feels valued and supported. Our skilled team is dedicated to providing a rich and engaging curriculum, ensuring that each pupil reaches their full potential and develops a passion for lifelong learning.”

Miss G Vincent | Headteacher | Kingfisher Hall Academy

Enfield Heights Academy – Enfield

A one-form entry primary academy currently serving pupils from Reception through to Year 6. We pride ourselves on creating a close-knit, family-oriented environment where every child is known and valued. Our dedicated team is committed to providing an enriching educational experience, supporting each pupil’s growth and love for learning.

“We create a caring and inclusive space where all children are empowered to succeed. Our experienced staff are passionate about delivering an inspiring education that sparks curiosity, encourages growth, and nurtures a love for learning in every child.”

Mrs J Powrie | Headteacher | Enfield Heights Academy

Our Benefits

NSCT Health Cash Plan

At NSCT, we are committed to the well-being of our employees. As part of our benefits package, we provide access to the Health Shield Health Cash Plan, a taxable benefit funded by the Trust at Level 1. This plan offers financial support for everyday healthcare expenses and a range of additional well-being services to help you and your family stay healthy. Through this scheme, employees can access the following services via the Digital Health App – Breeze:

- **Health Cash Plan** – Claim reimbursements on essential healthcare expenses, such as dental check-ups, fillings, eye tests, physiotherapy, prescriptions, and more, up to agreed limits.
- **GP Anytime** – 24/7 virtual GP appointments via mobile, tablet, or PC.
- **PERKS** – Exclusive discounts from major retailers like Tesco, ASDA, Sainsbury's, Argos, Alton Towers, Cineworld, EE, and many more.
- **Employee Assistance Programme (EAP)** – 24/7 support from qualified counsellors, with up to 8 face-to-face or video counselling sessions.
- **MyGymDiscounts** – Savings on memberships at over 3,600 gyms and digital fitness subscriptions.
- **SkinVision** – A smartphone app for early skin health detection and personalised recommendations.

Dependents up to the age of 21 (or 24 if in full-time education) can be added at no additional cost. Employees can also upgrade to Level 2 or Level 3 for enhanced benefits by paying an additional fee. Partners can also be added to the plan for an extra charge.

Staff Lunch Benefit

We offer a canteen lunch to staff at a reduced cost, making it easier to enjoy an affordable lunch at work.

Pension Scheme

We offer access to the Local Government Pension Scheme (LGPS) for support staff and the Teacher Pension Scheme for teaching staff. These industry-leading schemes provide long-term financial stability, helping you plan for retirement with confidence. Your loved ones are protected with a generous 3x salary life insurance coverage while you're in active service, offering peace of mind for you and your family. We don't just offer a pension—we invest in your future. NSCT makes a generous contribution in addition to your own, ensuring your pension pot grows faster.

Continuous Professional Development

NSCT is dedicated to empowering professional growth through exceptional training and development programs. We offer a diverse portfolio of high-quality courses and qualifications, exclusive partnerships with leading institutions such as the prestigious Warwick University, and dynamic apprenticeship opportunities across multiple disciplines. Our commitment ensures that every member of our team has the tools, knowledge and support to excel and shape the future of education.

Cycle2work Scheme

Once you've completed your probation period, you'll have the opportunity to join our Cycle2Work Scheme, which allows you to access a wide range of cycling equipment at a significantly reduced cost. The cost is deducted from your salary before tax and National Insurance. This means more savings for you, while promoting a healthier and more eco-friendly commute.

Staff Referral Bonus Scheme

We value the power of networking. If you promote our recruitment vacancies and help us fill a role through your recommendation, you'll earn a £500 reward. It's our way of saying thank you for helping us grow our Trust!

What Our Staff Aay

Troy

"I'm an Art Teacher and Deputy Head of Year 10 at Heron Hall Academy. My journey started at Cuckoo Hall Academy, where I worked as a Teaching Assistant, primarily with KS3 students. I supported higher-ability students with SATs and assisted SEN students with reading, writing, and creativity through art clubs. Outside of work, I pursued my passion for art, freelancing for private clients.

Transitioning to Heron Hall Academy, I took on a mixed role supporting both the SEN and Art Departments. Later, I assumed the role of an unqualified teacher, aiding Year 11 students with their Art GCSE alongside another art teacher. In 2018–2019, I pursued my PGCE at the University of Warwick, specializing in Art and Design. While training nationwide, I continued teaching at Heron Hall Academy, applying newfound pedagogy with the support of my mentors. Since obtaining my QTS, I've continued teaching art at Heron Hall Academy, taking on pastoral responsibilities and improving the art curriculum. In 2023, I became the Deputy Head of Year 10, working closely with the Head of Year. Additionally, I began teaching A-level art in the newly opened Sixth Form, attending targeted CPD sessions to enhance my KS5 teaching skills."

Aidan

"I joined Heron Hall Academy in September 2018, straight after completing my A' Levels in Physical Education (PE), Biology, and Art at an Enfield secondary school. Despite not enjoying school much, I persevered and passed all three A' Levels. This experience fuels my passion for working in education, as I want to provide a positive experience for students and show them the benefits of hard work.

When a vacancy for an Apprentice Teaching Assistant at Heron Hall was advertised, I jumped at the opportunity and started in September 2018. North Star Community Trust has continuously supported my development. After completing my first apprenticeship in 2019, I became a PE Technician for two years. In 2021, I began a Degree Apprenticeship, which I will complete in the summer of 2024.

What I love most about working in education is the variety and the motivation I get from seeing students' progress. The Trust, SLT, and my colleagues have been incredibly supportive throughout my training. I have now moved into an unqualified PE Teacher role, where I teach my own classes and plan and deliver the curriculum to secondary students. Once I complete my degree, I aim to obtain QTS and become a Qualified PE Teacher at Heron Hall Academy."

What Our Staff Say

Xavier

“My name is Xavier Cumberbatch, and I currently hold the position of Business Operations Officer at North Star Community Trust. Beginning as a Social Media and Marketing Assistant in 2019, my journey within the Trust has been dynamic. I’ve had the opportunity to explore various business roles, including a 12-month placement in our HR department, customer-facing roles in two of our school offices, collaboration with senior management in strategic planning teams, and involvement in health and safety compliance within the estates and facilities department. The degree apprenticeship has been a pivotal steppingstone, providing me with invaluable skills and insights essential for my professional growth. I am deeply appreciative of the Trust’s unwavering support, which has been instrumental in propelling my career forward.

Contributing to the Trust’s mission goes beyond mere employment; it’s a source of pride. Knowing that my contributions contribute to creating optimal learning environments for schools and students fills me with immense satisfaction.”

Amy

“I am currently a Deputy Headteacher at Woodpecker Hall Academy. I first joined the trust as a trainee teacher, straight after finishing my degree. I embarked on my PGCE course with Buckingham University as part of the Graduate Teacher Programme, meaning that I trained alongside my class-based role.

I have always enjoyed having a challenge, so I always looked for the next opportunity to progress in my career. Fortunately, there has always been an opportunity for me within the Trust, so I became a subject leader for various subjects, as well as a Year Group Leader.

In 2017, I applied for my first Senior Leadership position and became an Assistant Headteacher, before progressing to my current role as Deputy Head in 2023. Throughout this time, I have been given opportunities for further professional development, including studying for a master’s with Warwick and an NPQSL with the IOE. I thoroughly enjoy working here and giving back to our local community.”

Stronger Together

We look forward to receiving your application, and to hopefully welcome you to be part of our wonderful team at North Star Community Trust

Job Description

Role	PE Teacher - Boys
Reports To	Headteacher / Head of Physical Education
Location	Heron Hall Academy
Working Pattern	Monday to Friday (Hours in accordance with the provisions of STPCD)
Contract Type	Permanent and Full Time
Salary	Salary: MPR1 (£37,800.16) – UPR3 (£56,152.31) Depending on current salary and experience NSCT Health Cash Plan + Generous Pension
Holidays	Holiday year runs from 1st September – 31st August Holiday entitlement is included within the annual salary, no additional paid leave is provided and holidays are taken during school closures.

Job Purpose

A passion for teaching and learning and a responsibility for creating a supportive and engaging learning environment that fosters the academic, social and emotional development of pupils.

To deliver high-quality, inclusive and engaging teaching in physical education, rooted in a commitment to pupil development and a love for learning. As a boys PE Teacher, you create a stimulating and well-managed environment where all pupils are supported, challenged and inspired to achieve their full potential. Through well-planned lessons, subject-specific pedagogy, adaptive teaching and effective use of assessment, you meet diverse learning needs and close gaps in progress. This includes delivering a broad and balanced PE curriculum for boys, incorporating a wide range of sports and physical activities across all key stages, including GCSE and A Levels. You will promote physical literacy, confidence, teamwork and healthy lifestyles, while supporting pupils in both practical performance and theoretical understanding of physical education. Lessons will be differentiated to engage and support all learners, including those with SEND and additional needs, and will foster a positive attitude towards lifelong physical activity. You will also play a key role in organising and leading extracurricular sports opportunities, fixtures and events that empower pupils to build resilience, leadership and a strong sense of personal achievement.

Driven by high expectations and professional commitment, you actively contribute to enrichment, pastoral care and the wider life of the academy, while modelling and promoting the values, ethos and culture of excellence.

Employees will be expected to comply with any reasonable request from their line manager to undertake work of a similar level and grade that is not specified in this job description. Following consultation with you, this job description may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

The role involves adhering to the professional responsibilities and expectations set out in the School Teachers' Pay and Conditions Document (STPCD) and Teachers' Standards.

Key Responsibilities

Teaching and learning

- Plan, prepare and deliver high-quality, engaging and pupil-centred lessons within your subject specialism, in line with the national curriculum and departmental schemes of work, under the direction of the Head of Department.
- Teach creative, challenging and effective lessons that inspire and motivate secondary pupils, fostering curiosity, subject confidence and a love of learning and physical education.

- Implement the full range of academy teaching routines and strategies that promote a culture of high expectations and academic excellence, ensuring meaningful learning and sustained pupil progress.
- Use a variety of teaching strategies, differentiated approaches and specialist methods to meet and support the diverse needs of pupils, including those with SEND, EAL and other additional needs, ensuring inclusive practice and equal access to learning.
- Adapt and refine teaching in response to ongoing assessment, learning needs and pupil feedback to ensure all learners achieve and exceed expectations.
- Embed assessment as a central element of planning and delivery, using formative checks, summative measures and baseline data to monitor progress and target interventions effectively.
- Provide high-quality written and oral feedback in line with departmental policy to support pupil understanding and guide next steps in learning.
- Analyse performance data to evaluate pupil progress and implement strategies to support underperforming groups or individuals.
- Support pupils in preparation for internal and external assessments, including the provision of effective revision strategies, targeted interventions and exam practice.
- Collaborate with colleagues to develop and refine schemes of work, moderate assessments, and share subject knowledge, pedagogy and resources.
- Work closely with the SENDCo and relevant staff to implement EHCPs, learning support plans and targeted interventions.
- Contribute to required reports, documentation and references for individual pupils, as part of the academy's assessment and evaluation cycle.
- Participate fully in the academy's quality assurance processes and act on feedback to improve classroom and learning environment practice.

Classroom and learning environment and behaviour

- Foster a safe, inclusive and nurturing learning environment in line with academy safeguarding procedures.
- Implement consistent, positive behaviour management strategies in accordance with the academy's behaviour policy, encouraging self-discipline, respect and responsibility.
- Create a well-organised, stimulating learning environment and classroom with clear displays and accessible resources that support learning and reflect high standards.
- Establish structured routines and predictability to support pupils who benefit from additional clarity, including those with additional needs.
- Incorporate effective use of equipment, technology and digital tools to enhance teaching, learning and engagement.
- Direct and supervise support staff to ensure their effective deployment, particularly in supporting learners with SEND.

Enrichment, communication and community engagement

- Maintain professional and constructive communication with parents, providing regular updates on progress, learning needs, achievements and behaviour.
- Participate in parents' evenings, open events, review meetings and formal communications regarding pupil development.
- Strengthening home-school links and contribute to pupils' broader development through regular engagement in enrichment opportunities.
- Support the wider life of the academy by engaging in extra-curricular, enrichment and aspiration-raising programmes, including school trips, clubs and events that build school identity and community.
- Deliver enrichment sessions as part of the timetabled day and contribute to academy-wide activities such as assemblies, house events and initiatives that promote shared identity and school spirit.

Pastoral and wider responsibilities

- Provide daily form time and pastoral support to a tutor group, promoting their attendance, academic progress, personal development and behaviour.
- Monitor punctuality, uniform, peer relationships and attitude to learning, in collaboration with the wider pastoral team.

- Uphold and model academy's ethos, routines and expectations, supporting all aspects of school life consistently and positively.
- Support colleagues and wider school operations, including supervision duties, collaborative planning and covering lessons when required.
- Stay up to date with subject developments, curriculum changes and evidence-informed pedagogy.
- Promote and help sustain a departmental and whole-school culture of excellence, innovation and ambition.
- Play an active role in the effective daily functioning of the academy, aligned with its values, vision and improvement priorities.

NSCT's Ethos

- Support the Trust's overarching objectives and uphold its ethos, vision and values.
- Represent the Trust with professionalism, serving as a positive ambassador within the community.
- Foster and maintain positive professional relationships with colleagues, parents, stakeholders and the local community.
- Engage staff, pupils, parents and stakeholders in Trust-wide initiatives, campaigns and events.
- Work collaboratively as a team to achieve the Trust's strategic goals and objectives.

Professional Development and Collaboration

- Participate in professional development activities and performance reviews, demonstrating a commitment to continual growth and excellence.
- Collaborate with colleagues across the Trust to share best practices and drive continuous improvement.
- Embrace new practices, technologies and strategies to meet the evolving needs of the Trust.
- Contribute to internal evaluations and work with senior leadership to achieve professional growth.

Safeguarding and Well-being

- Promote and uphold a culture where the safeguarding and welfare of children and young people is everyone's responsibility, regardless of role or location.
- Comply with all statutory and organisational safeguarding policies, including Keeping Children Safe in Education (KCSiE) and the Trust's safeguarding policy
- Report any safeguarding concerns or disclosures promptly and appropriately, in line with Trust protocols.
- Support the creation and maintenance of safe environments, physical and emotional, whether working directly with children or in supporting roles.
- Participate in mandatory safeguarding training and ensure your knowledge remains current and in line with your role's requirements.
- Promote inclusiveness, mental health awareness and well-being across your area of work, recognising their impact on the overall safety and success of pupils and staff.

Professional Conduct and Institutional Compliance

- Adhere to all Trust and academy policies and procedures, ensuring alignment with organisational standards and expectations.
- Comply with health and safety regulations to maintain a safe, supportive environment for pupils, staff and visitors.
- Foster a culture of diversity, inclusion and equal opportunity, ensuring all practices are free from discrimination and harassment.
- Uphold British Values and meet the requirements of the Prevent Duty, in line with statutory guidance.
- Support the Trust's strategic priorities through your everyday work and professional conduct.
- Engage with internal and external audits, inspections and reviews to drive continuous improvement and ensure compliance with statutory and Trust-wide requirements.
- Demonstrate professionalism in conduct and appearance, serving as a positive role model.
- Strengthen relationships with the wider community to support the Trust and academy's objectives.
- Participate in outreach programmes that connect the Trust with local stakeholders and encourage collaboration.

Person Specification

Qualifications (or equivalent qualification)	Essential	Desirable
Grade 4 (C) or above in GCSEs English and Maths	☒	☐
Education to A level standards	☒	☐
Degree in Physical Education, Sports Science (or similar related field)	☒	☐
PGCE or other recognised teaching qualification	☒	☐
Qualified Teacher Status (QTS)	☒	☐
Coaching qualifications or awards	☐	☒
First aid qualification	☐	☒
Evidence of Continuous Professional Development	☒	☐
Professional Experience	**Essential**	**Desirable**
Highly experienced teacher and practitioner in secondary education	☒	☐
Well-versed experience teaching Physical Education across Key Stages 3 to 5	☒	☐
Experience leading and managing sports clubs, teams and competitive fixtures	☒	☐
Lesson planning, curriculum delivery (practical and theoretical lessons) and differentiation to ensure inclusivity and equality needs are met for all pupils to access and enjoy physical education	☒	☐
Working with children with SEND, EAL and other additional needs	☒	☐
Implementing intervention strategies to raise attainment and close achievement gaps	☒	☐
Effective in assessment, progress tracking and target setting to drive pupil success	☒	☐
Demonstrated ability to manage behaviour effectively and maintain a positive learning environment	☒	☐
Actively involved in extracurricular activities and enrichment programmes to support pupils' personal development	☒	☐
Proficient in health and safety standards relating to physical activity, including risk assessment and safe use of equipment and facilities	☒	☐
Skills and Knowledge	**Essential**	**Desirable**
Well-versed in GCSE and A-level syllabus and assessment framework, particularly in your taught subject	☒	☐
Strong subject knowledge in physical education, sports science and health-related fitness	☒	☐
Understanding of child development and how to support physical, social and emotional development through physical education	☒	☐
Awareness of current educational practices and pedagogy in physical education and sport teaching	☒	☐
Understanding of the national curriculum framework and requirements, with particular expertise in your chosen subject area	☒	☐
Knowledgeable of UK education policy and Ofsted framework	☒	☐
Ability to engage and inspire pupils across a diverse range of abilities and needs	☒	☐
Ability developing innovative curriculum content, staying updated on national education developments, curriculum reforms and assessment processes	☒	☐
Implementing strategies for diverse learners, including bilingual pupils, and creating an inclusive and supportive learning environment	☒	☐

Awareness of potential learning barriers and strategies to address them	☒	☐
Use formative and summative assessments to evaluate pupil progress, analyse data to identify underachievement and collaborate with leadership to implement strategies that improve outcomes	☒	☐
Ability to analyse data and implement effective operational and strategic strategies to improve outcomes within your role	☒	☐
Proficient in IT, including Microsoft 365 applications	☒	☐
Familiarity with role-specific platforms and digital tools and resources to enhance teaching and learning experiences	☒	☐
Awareness of online safety and responsible use of digital tools	☒	☐
Understanding of safeguarding, child protection and health & safety	☒	☐
Knowledge of equality, diversity and inclusion	☒	☐
Understanding of GDPR and data protection regulations in schools	☒	☐
Attributes	**Essential**	**Desirable**
A passion for physical education, sport and promoting lifelong health and wellbeing	☒	☐
Communicate professionally and respectfully with pupils, staff and wider community, using clear verbal, written and interpersonal skills	☒	☐
Work collaboratively and constructively with colleagues and the wider academy community to support a positive environment	☒	☐
Handle disagreements and challenging situations calmly and professionally, promoting respect and resolution	☒	☐
Remain calm, approachable and solution-focused under pressure and when challenged	☒	☐
Prioritise the safety, wellbeing and development of pupils and staff	☒	☐
Take the initiative and respond proactively to the needs of pupils and colleagues	☒	☐
Be punctual, reliable and committed to professional responsibilities	☒	☐
Manage time effectively, meet deadlines and adapt well to changing demands	☒	☐
Demonstrate strong organisational skills and ensure accuracy and attention to detail	☒	☐
Exercise discretion and maintain confidentiality when handling sensitive information	☒	☐
Uphold ethical standards and demonstrate high levels of trust and integrity	☒	☐
Aligned with Trust values demonstrate a positive attitude and act as a role model	☒	☐
Value diversity and actively contribute to an inclusive environment for all	☒	☐
Engage in self-reflection, embrace professional development and use creativity and technology to enhance practice	☒	☐

Next Steps

Application by the Deadline

Submit your completed online application form along with a personal statement outlining how you meet the criteria in the Person Specification. These criteria will form the basis of the selection process. We encourage you to apply as soon as possible as we may interview and offer to a candidate before the closing date. Please note that we only accept applications submitted before the closing date.

Visit our website for further information on the Trust and academies: https://www.northstartrust.org.uk/

Shortlisting and interview process

Shortlisted applicants will be invited to participate in a formal interview. Candidates will also be asked to undertake a series of tasks and observations in line with the person specification and role. You will be provided with details upon invitation. References will be taken up after shortlisting and where permission has been granted. An online search will be conducted as part of our due diligence checks on shortlisted candidate. The selection process for senior roles involves a second interview for final consideration.

Feedback

Shortlisted candidates who will unsuccessful post-interview will have the opportunity for professional feedback following the interviews.

Additional information

If you would like to arrange a visit to the Trust or academy you are applying to, you can do this by either sending a message via MyNewTerm or contacting HR via email at **hr@northstarttrust.org.uk.**

Safeguarding

We are fully committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. As part of our recruitment process, the successful candidate will be required to undergo enhanced clearance through the Disclosure and Barring Service (DBS) and any other checks relevant to their role, in line with safer recruitment practices.

Reasonable adjustments

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job holder will ensure that academy policies are reflected in all aspects of their work, in particular those relating to:

1. Equal Opportunities
2. Health and Safety
3. General Data Protection Regulations (2018) and Data Protection Act (2018)
4. Safeguarding children