Northern Arch
LEARNING PARTNERSHIP

Work with us

at **Northern Arch Learning Partnership**

Northern Arch Learning Partnership

Our vision for Northern Arch Learning Partnership is to build a learning community that shapes young people's development into happy, productive and independent adults. By bringing together partners from across the whole learning journey, from early years to post-16, we have created a better connected, better supported and hugely ambitious organisation with the determination to empower all of our young people to flourish, not just academically, but also socially and personally.

Whilst the character and individuality of each of our academies is valued, we all share our commitment to the same vision together with our partnership values of aspiration, inclusion, collaboration and empowerment, which underpin our partnership culture.

The scale and scope of the partnership enables us to benefit from powerful relationships with communities, universities and employers, enabling us to connect young people with the individuals and organisations who are key to their future success.

Our name was chosen to reflect the bridge building heritage of this area and the crucial role of the arch in providing strength and support. By working together, we can make a real difference to the young people and families we serve, providing strength, support and inspiration to everyone we work with.

Tim Fisher
CEO

Our Vision & Values

Our vision for Northern Arch Learning Partnership:

To build a learning community that shapes young people's development into happy, productive, independent adults.

Whilst the character and individuality of each academy is celebrated within Northern Arch, we share collective values through our commitment to:

Aspiration

We are determined that all of our people aim high and we strive for educational excellence in all that we do.

Inclusion

We care for every individual, value diversity and respect each other.

Collaboration

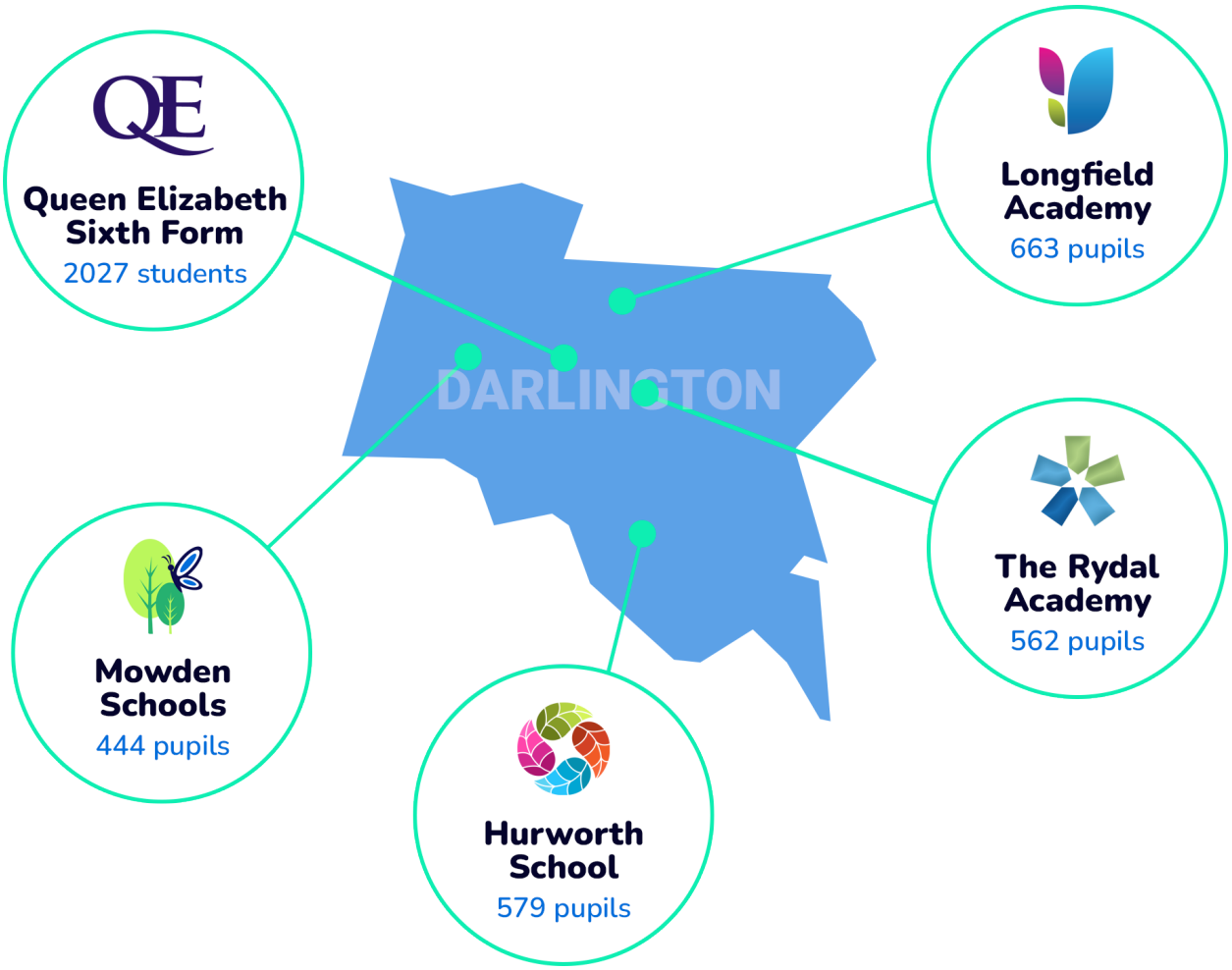
We work co-operatively and constructively as a team to serve our local and wider communities.

Empowerment

We believe in building every individual into a confident, capable and healthy citizen.

Our Academies

Northern Arch now comprises six academies: one sixth form college, two secondaries, one primary with a nursery; one infant and one junior. Numbers on roll at each are as follows:



Mowden

At Mowden Schools, we take great pride in our wonderful community of pupils who bring vibrancy, creativity, and ambition to every aspect of school life. Our academy is far more than a place of learning - it is a thriving, aspirational community where staff are united by a shared sense of purpose and mutual respect.

Relationships among colleagues are strong and supportive, fostering collaboration and innovation in every classroom. Teachers and support staff work closely together to provide an exceptional educational experience, underpinned by a culture of kindness, teamwork, and continuous improvement. The positive energy within the school makes Mowden a genuinely rewarding and enjoyable place to work.

Our impressive, modern site offers first-class facilities that enhance teaching and learning, providing an inspiring environment for both students and staff. With a strong track record of academic excellence, our pupils consistently achieve excellent results - a reflection of our high standards of teaching and our shared determination to ensure that every child reaches their full potential.

As part of Northern Arch Learning Partnership, our staff benefit from access to a wealth of opportunities beyond the academy itself. From bespoke CPD programmes and leadership development pathways to collaborative networks across the partnership, every colleague is encouraged to grow both professionally and personally.

At Mowden Schools, you'll be joining a forward-thinking academy within a supportive trust - a place where you can make a difference, develop your skills, and be part of something truly special.

Lexi Wilkinson

Headteacher

Rydal

At The Rydal Academy pupils, staff, parents and carers are able to develop their skills and knowledge collaboratively through highly productive relationships in an atmosphere of support, understanding and consistency.

We endeavour to harness the attributes of everyone; through using a variety of approaches to teaching and learning and providing a broad, balanced and relevant curriculum (which is extended by a range of extra-curricular opportunities) in order to foster a passion for learning and knowledge which leads to future opportunities.

We celebrate achievement in all areas of academic and personal development no matter how large or small. We believe every member of our community can achieve anything they aim for with the correct encouragement, support and opportunity. We support this aim by providing a vibrant, well-resourced and organised environment which allows for optimal learning, while supporting families through a variety of services and provisions to address economic, cultural or social barriers.

In short, The Rydal Academy looks to provide the best possible experience for all stakeholders by: Targeting Potential | Raising Aspirations | Achieving Excellence

As a member of staff, you will have access to an exceptional range of development opportunities; a highly skilled and collegiate staff; a calm and well-maintained working environment; collaboration opportunities with colleagues from across Northern Arch Learning Partnership and beyond; the privilege of working with exceptional pupils from a wide variety of backgrounds supporting their diverse range of needs. As well of the pleasure of contributing to the continued development of our inclusive and research driven provision. The opportunity to change lives for the better.

We look forward to welcoming you to the team!

John Armitage

Headteacher

Hurworth

Hurworth School is a vibrant, inclusive, and high-achieving learning community where our core values of Respect, Responsibility, Relationships, and Resilience are at the heart of everything we do - not just for our students, but for our staff too.

At Hurworth School, students are at the heart of everything we do. Our vision is to provide a nurturing environment where everyone is encouraged, challenged, and supported to achieve their best. This vision shapes our school community that is inclusive, ambitious, and caring - a place where every student feels a strong sense of belonging and is empowered to thrive.

We are proud to be rated 'Good' by Ofsted, with our students consistently achieving outcomes above national averages across a range of performance measures. These achievements are a testament to the commitment and expertise of our staff, and to the strength of our learning culture.

But at Hurworth, education goes far beyond exam results. We believe in developing the whole child and that means creating opportunities for staff to engage with students in meaningful ways beyond the classroom. Whether through educational visits, pastoral support, or enrichment activities, our staff play a vital role in shaping a vibrant, cohesive school community. These experiences not only strengthen relationships but also enrich professional fulfilment, allowing staff to make a lasting impact on students' lives.

Our staff work in close partnership with parents and carers, creating a collaborative environment where every student is known, valued, and supported to reach their full potential. Whether you're an experienced educator or at the beginning of your teaching career, you'll find a welcoming, purposeful, and forward-thinking community here.

We encourage you to apply to work with us and experience first-hand the energy, care, and excellence that define Hurworth School where values are lived, achievements are celebrated, and staff are inspired to make a lasting difference.

Rachel Somerville

Headteacher

Longfield

Work with us here at Longfield Academy.

We are proud of the significant improvements made since April 2022. In particular, achieving an Ofsted ‘good in all four areas’ in November 2024.

Since my tenure we have worked collaboratively to ensure that Longfield Academy is a place of safety, learning and enjoyment. We are committed to high standards and expectations in academic, social and emotional development.

Our children thrive, our staff are happy, and you will feel the warmth and collegiality as soon as you enter our reception.

We know that staffing is our greatest asset. Our children deserve individuals who have a positive mindset, have good emotional intelligence and who will always go the extra mile. Your reward? Children who respect and admire you and want to develop a curiosity to learn

We have an aspiring leadership programme available for anyone who wants to experience leadership first hand, regardless of whether you are a teacher, administrator or support staff member. We value initiative and solution focused conversations.

Don’t take my word for it. Come and visit us any time you are in the area!

Angela Sweeten

Headteacher

Queen Elizabeth Sixth Form College

At QE, we are proud of the excellent relationships between members of staff and students and of our purposeful, vibrant and friendly atmosphere.

We understand that our members of staff are our greatest asset. It is only by recruiting and supporting the very best individuals for each role that we can build and maintain the team needed to enable every student to be happy and to fully achieve their potential.

In addition to offering teaching and support staff a modern, well-equipped environment the College is committed to ensuring that staff development remains a key strategic priority. Whilst working in a high achieving Sixth Form College inevitably brings challenges, we enjoy high levels of staff motivation and morale due to a supportive and collaborative culture.

In our latest Ofsted inspection in October 2024, QE was awarded “Outstanding” in all categories with no recommendations for improvement.

Life at QE will never be dull and it is a real privilege to be able to help our students to achieve success and to secure great futures. By applying for a job here, you can rest assured that you are choosing a highly respected College that will value you and your contribution and will actively develop you in your role and career.

Thank you for your interest in QE.

Laurence Job

Principal

Your Employment Journey

The Partnership recognises that in order to provide the highest standards, staff need support; whether that's through our induction programme for new members of staff, sharing good practice with colleagues, training opportunities or support with career development.

The culture of the Partnership means that teaching staff have the freedom and autonomy to develop their practice, bringing experitise and creativity to their teaching. At the same time, the structure of each establishment gives the security of knowing that managers and senior staff are all available to support and help. The ethos of the support staff is just that – they are here to support students, pupils and staff in any way they can. This engenders a positive team spirit across our schools and college.

Development

We believe that providing high quality CPD is crucial to ensure the ongoing success of the Partnership, enhancing the learning experience for students and pupils and fostering dynamic and innovative educational environments.

The key purpose of staff development is to facilitate continuous personal and professional development, enabling staff to achieve their full potential and contribute to the organisational strategic aims and objectives.

Continuing professional development will take many forms, ranging from high quality internal staff development and action research opportunities to externally provided courses and opportunities to gain additional qualificaitons (NPQs etc)

Equality Diversity & Inclusion

We recognise and value diversity and inclusion. As we engage with a diverse student/pupil population, we want to ensure we reflect that in our staff population too. For us diversity is about building teams full of people who want to learn and be inspired by each other, by different experiences and backgrounds. It is important to us that everyone achieves their full potential. Diversity is important, but inclusion is equally if not more important. It's not just about having representation, but providing the staff we recruit with opportunities and valuing everyone's contributions and perspectives.

Employee Benefits

Pensions

Staff across the Partnership are entitled to join either the Teachers' Pension or Local Government Pension Schemes. Most staff will be auto-enrolled into either of the schemes on commencement or shortly afterwards. Both schemes are defined benefit schemes.

Holidays

QE: 33 days plus bank holidays (pro rata for part time)

Schools: 32 days plus bank holidays (pro rata for part time)

For support staff working on term time only, holiday pay is included in the pay formula.

Wellbeing

The wellbeing of our staff across the Partnership is important to us. As well as having many staff that opt for part time or term time only working, we promote healthy living and good work-life balance initiatives, which includes free access to the gym at Arch Unlimited. We have a variety of events throughout the year, such as sporting activities, fundraising and social events.

Salary Sacrifice

Cycle to work schemes, Home and Tech schemes are available to all staff, together with discount cards for staff in the public sector. QE also offers a Health Cash Plan providing help with the cost of dental and optical care, among a range of other benefits.

We hope to be able to roll this out across the Partnership in the near future.

Completing Your Application

Recruiting Safely

The Partnership follows safer recruitment practices to help safeguard our pupils and students and make informed recruitment decisions. Please ensure your application form is competed in full, including your full education and employment history since leaving school, with any gaps clearly explained.

A criminal record will not automatically prevent employment. We assess each case on its merits, taking into account its relevance to the relevance to the role and the Rehabilitation of Offenders Act 1974.

As part of our commitment to safeguarding, all posts are subject to an enhanced DBS check and online searches will be carried out for shortlisted candidates. If invited to interview, you will be asked to complete a confidential disclosure form detailing any cautions or convictions, regardless of when they occurred. These may be discussed as part of the recruitment process.

References

Please complete the reference details in full, making sure that any email address you have given are still correct and current.

One of your references must be your present employer and please don't ask family members or close friends to act as referees, as we won't be able to accepot these.

If we invite you for an interview, your referees will be approached and an appointment will only be confirmed once satisfactory references have been received.

If you have previously worked in an education or childcare setting but don't currently, a reference will be required from this employer.

If you have any difficulties completing the online application form, please contact Sam Recruit on 01924 907319 or the People Team at people@nalp.org.uk

Your Personal Statement

This personal statement section is for you to tell us why you believe you are the right person to work for the Partnership. Please use this space to tell us about your career, experience and personal interests and demonstrate how your qualifications, skills and experience meet our job description and person specification. If you don't have any specific or only limited previous experience, you can tell us how your other employment, voluntary work or hobbies demonstrate how you meet the criteria or show us that you have potential.

Use of Artificial Intelligence (AI) in Applications

We recognise that AI can be a useful tool to support the preparation of job applications. However, all information provided within your application, including examples of experience, achievements and personal statements, must be truthful, factually accurate and drawn directly from your own knowledge, skills and experience. During the selection process, candidates will be expected to discuss and demonstrate the evidence provided within their application.

Interview Adjustments

The Partnership welcomes applications from people with a disability. Please let us know as part of your application if you require any reasonable adjustments to be made to enable you to take part in the selection process.

And finally...

If you have any questions or require any further information to help you in applying for a post at Northern Arch Learning Partnership or throughout the process, please don't hesitate to contact us on **people@nalp.org.uk**

We look forward to working with you!