



# Cluster Lead - English

## SCHOOL

William Lovell C of E Academy – part of the Lincoln Anglican Academy Trust

## SALARY

Main Scale/UPS + TLR2 (£4k)

## START DATE

17<sup>th</sup> April 2023 (or sooner if available)

## LOCATION

Stickney, Lincolnshire

## APPLICATION DEADLINE

06<sup>th</sup> January 2023

## INTERVIEWS

w/c 16<sup>th</sup> January 2023

# The opportunity to transform lives

What if every child was unique with intrinsic value? What if every member of staff was unique with intrinsic value? What if every school was unique with intrinsic value? At LAAT we believe that they are.

We're a Church of England trust so we call it being made in the image of God. But you don't have to. You just need to be able to look at our children and young people – however deprived or privileged, however difficult or compliant, whatever their background, or ability, or culture, or gender – and know that what you do, how you teach them, what you give to them, how you relate to them can transform their lives. And then you have to have the energy, and passion, and drive, to give them your best.

We don't ask you to do this alone. We'll provide you with the support of an organisation who believes that you too are unique and valuable – valuable for who you really are.

So, is now the time to think hard about what you want and to look at what Greater Lincolnshire and Lincoln Anglican Academy Trust can offer you? A chance to grow your career, professional support and the opportunity to transform lives.

Within fabulous Greater Lincolnshire with its beautiful beaches, woods, wolds, fields and fens its 2-university city and its access to new and growing technologies. Its reasonable priced houses and home to the Red Arrows.

Is now the time to find out more about us and to join our community of excellence, exploration and encouragement? In order to change lives with us, for the better.

**Jackie Waters-Dewhurst**  
**Chief Executive Officer**

**LAAT is a multi-academy trust by the Diocese of Lincoln in 2013, we've grown to serve 20 academies across three local authorities of Lincolnshire, North Lincolnshire, and North East Lincolnshire.**

**The LAAT Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We will require the successful applicant to undertake an Enhanced criminal record check via the DBS.**



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Matthew 13:32*

**For more information about  
LAAT:**  
[www.thelaat.co.uk](http://www.thelaat.co.uk)

**For more information about  
the school:**  
[www.williamlovell.co.uk](http://www.williamlovell.co.uk)



# William Lovell School

This is an incredibly exciting time to join William Lovell Church of England Academy, a small village school in rural Lincolnshire just 30 minutes from the East Coast. We are on an aspirational journey under new and ambitious leadership. There is an ambitious growth plan for the school, its staff, and students.

We are looking for an equally ambitious, enthusiastic, and talented teacher to help write the next chapter in the William Lovell story. You will add significant capacity as we enter a transformational period for the school. The successful candidate will fulfil an incredibly important role within both their subject area and the wider life of the school, contributing new ideas and supporting in the development of enrichment activities and the curriculum.

This is a great opportunity for the right candidate to help shape the future for the school, our students, and the local community.

We are part of the Lincoln Anglican Academy Trust (LAAT). LAAT is a multi-academy trust formed by the Diocese of Lincoln. We are a growing and thriving family of schools who are dedicated to providing an excellent education for pupils across Lincolnshire. We place a strong emphasis on continued development. The relationship with the Trust brings great strength to all schools and enhances CPD opportunities for all staff.

## Our Ethos

At William Lovell, we strive to create an inclusive atmosphere with a family-feel, where strength of character goes hand in hand with academic achievement. Within this we have high aspirations for our students.

Every person is valued within our school and we empower and challenge all, constructively building one another up, so that every person within our community is able to become the best version of themselves and to have the widest possible life choices. Subsequently, we hope to inspire every member of the community to have a positive impact on the world around them and to trust that they have the power to make a difference.

We ask our staff to be positive, creative, and resilient. They need to be able to quickly build strong relationships with students and is determined to give our children the absolute best of themselves. Our school values of Generosity, Respect, Justice, Forgiveness and Truth mean a huge amount to our team, and our teachers should embody these values in everything they do.

In return we can offer you the opportunity to be part of our happy, successful and ambitious school. We have an excellent staff team, wonderful students and a supportive school community.



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# Cluster Lead English – William Lovell School

**Salary:** Main Scale/UPS + TLR2 (£4k)  
**Start date:** 17<sup>th</sup> April 2023  
**Location:** Stickney, Lincolnshire

The successful candidate will have good communication and interpersonal skills, high expectations and a real commitment to achieving the very highest of standards.

Applications are welcomed from candidates who can demonstrate that they:

- Are an excellent and enthusiastic classroom practitioner.
- Have a strong work ethic and a willingness to strive for the best in achieving a caring and nurturing setting.
- Have a positive attitude and can actively contribute to the development of a dedicated and professional staff team.
- Share the schools aims and Christian values.
- Have a caring attitude.
- Have ambition and the drive to develop their skills and support the leadership team.

Visits to our school are warmly welcomed and encouraged and will fall in line with current social distancing rules.

Application packs are available via the school website William Lovell Church of England Academy - Vacancies or the Trust website [www.thelaat.co.uk](http://www.thelaat.co.uk) or by contacting the school directly.

For further information, an informal discussion or to arrange a visit, please contact Mr Hutton, Headteacher on 01205 480352.

Completed applications should be sent to: [recruitment@stickney.lincs.sch.uk](mailto:recruitment@stickney.lincs.sch.uk)

**Closing date for applications:** 06<sup>th</sup> January 2023

**Interviews:** w/c 16<sup>th</sup> January 2023

**Start date:** 17<sup>th</sup> April 2023

## BENEFITS

- 24-hour confidential helpline covering legal, financial, wellbeing, health and nutrition etc.
- Confidential counselling – up to 6 sessions free of charge
- Physiotherapy – up to 4 free sessions
- Stress Coaching – personalises coaching plans over 6 weeks, one to one with an OH Practitioner
- Virtual GP – Accessible by smart phone or computer, same day appointments available at time to suit
- Local Government Pension Scheme for support staff, Teachers Pension Scheme for Teachers.
- 25 days annual Leave for all support staff.
- Growth and Development processes in place for all employees to support CPD and Enhance professional practise.
- Access to over 70 online e-Learning courses to support development.

# Job Description

**Salary:** Main Scale/UPS + TLR2 (£4k)  
**Responsible to:** Assistant Headteacher, Quality of Education

## Core Purpose

To carry out the duties of the Teacher and Cluster Lead in accordance with the Teachers Pay and Conditions Document.

## Key Tasks and Responsibilities

To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils, incorporating the National Curriculum requirements and in line with the curriculum policies of the school.

To facilitate, support and monitor the overall progress and development of all the pupils.

To foster a stimulating and creative learning environment and educational experience, which provides students with the opportunity to fulfil their individual potential and is conducive to the good management of teaching and learning.

To share in the development of the school curriculum, courses and study, teaching materials, teaching programmes, methods of teaching and assessment and their review.

To support and contribute to the school's responsibility for safeguarding children and have high regard for health and safety.

## Responsibilities

Directing and supervising the work of the English Teachers and Teaching Assistants.

Co-operation and liaison with other professionals, including fellow staff and colleagues from external agencies (for example, Specialist teachers, LAAT support services, health professionals and social workers).

To develop literacy across the curriculum.

## Generic Responsibilities

Teach pupils in their assigned group according to their educational needs, including the setting and marking of work to be carried out by the students in school.

To assess, record and report on the attendance, progress, development, and attainment of all pupils and keep such records as are required by the school's systems.

To ensure a high-quality learning experience for pupils, which meets internal and external quality standards.

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Matthew 13:32*

To use a variety of a delivery methods, appropriate to students' learning styles and the varying demands of the curriculum.

To provide a positive, conducive and safe learning environment, encouraging high standards in punctuality, presentation of work and relationships.

To support the school special needs policy on inclusion and to assist in the identification and teaching of children with special needs within the class.

To set high expectations for pupils' behaviour and maintain a good standard of discipline through well focused teaching, fostering positive relationships and implementing the school's behaviour policy.

To play a full part in the life of the school and LAAT community and promote its Christian ethos.

To follow and actively promote the school's policies.

### **Other**

The duties and responsibilities in this job description are not exhaustive. The postholder may be required to undertake other duties that may be required from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the postholder.

The postholder is required to carry out the duties in accordance with LAAT Equal Opportunities policies.

The postholder is required to carry out the duties in accordance with the LAAT Health and Safety policies and procedures.

All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Academies' Safeguarding Policy. In addition, employees working with children have a responsibility to safeguard and promote the welfare of during the course of their work.

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## Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criterion through reference to your work or relevant experience.

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### Training/Qualifications/Experience

### Essential Desirable

Qualified Teacher Status	*	
Have excellent subject knowledge appropriate to the age range.	*	
Ability to teach more than one subject.		*
Quality of teaching is consistently good/outstanding	*	

### Professional knowledge and understanding

A range of strategies which contribute to excellent teaching and learning	*	
The theory and practise of providing effectively for the needs of all children	*	
Statutory National Curriculum requirements	*	
How to effectively monitor, assess and record pupil progress	*	
The Statutory requirements of legislation concerning Equal Opportunities, health and safety, SEN and Child Protection	*	
Current safeguarding requirements	*	
Understanding of and commitment to safeguarding and promoting the welfare of young people	*	

## Safeguarding Children

Current Safeguarding Training	*	
Enhanced DBS Clearance	*	
Awareness of the importance of safeguarding and promoting the welfare of children	*	
A commitment to maintaining up to date knowledge of child protection legislation and guidance	*	

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## Personal and Professional Skills and Attributes

Promote the Christian ethos of the school	*	
Inspire, challenge, motivate and empower others to carry the vision forward to improve outcomes for children	*	
Demonstrate effective teamwork skills	*	
Plan effectively to meet children's interests	*	

## Approach to work – candidates should:

Have a commitment to work effectively with other professionals to plan and deliver activities to meet the needs of the children	*	
Show a commitment to working in partnership with parents, governors, colleagues both inside and outside of the LAAT	*	
Be an outstanding role model	*	



## Our commitment to you

We believe that our all Schools are fantastic places to work. Our commitment to you is important, throughout the recruitment process and beyond. Our culture is one of development, equality, and consistency. We aim to demonstrate this through the below:

**Transparency** – we will treat you with respect, honesty, and fairness.

**Protecting your privacy** – we will ensure your information is secure and handled sensitively and in line with our Privacy Policy for prospective staff.

**Showcasing talent** – we'll provide a good opportunity for you to share your skills, experience, and potential.

**Feedback** – we will provide constructive feedback professionally.

**Listening** – we welcome feedback.

We hope to ensure that you have a positive experience throughout the recruitment process by:

Providing you with clear, accurate and timely information.

Giving you the opportunity to ask questions – and providing you with answers.

Following a fair assessment process.

Please see link to our privacy notice for prospective candidates:  
<https://thelaat.co.uk/wp-content/uploads/2021/09/Privacy-Notice-for-Staff.pdf>

**The LAAT Trust promotes diversity and wants a workforce which reflects Christian Values. Applications are welcome from all, irrespective of gender, sexuality, race, religion, marital status, age, or disability.**

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## Where to find us

William Lovell Church of England Academy,  
Main Road, Stickney, Lincolnshire, PE22 8AA

Telephone: 01205 480352

Email: [william.lovell@stickney.lincs.sch.uk](mailto:william.lovell@stickney.lincs.sch.uk)

