



LINCOLN ANGLICAN
ACADEMY TRUST
DIOCESE OF LINCOLN



William Lovell
Church of England ACADEMY

MAKE A DIFFERENCE

Head of English

SALARY

Leadership Pay scale 1- 5

HOURS

As per School Teachers Pay and Conditions Document
Full Time

START DATE

1st September 2024

LOCATION

William Lovell Church of England Academy

APPLICATION DEADLINE

Monday 22nd April 2024 noon

INTERVIEWS

WC Monday 29th April 2024



LINCOLN ANGLICAN
ACADEMY TRUST
DIOCESE OF LINCOLN



Welcome from the CEO of The Trust – LAAT

Be a part of something bigger...

Dear Candidate

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 must 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 a MAT 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 **reasonably 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?** To change lives with us, for the better .

Jackie Waters-Dewhurst
Chief Executive Officer

The 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.





Want to find out more? Join us at our 2024 Trust Careers Fayre!

Time and Date: Thursday 18th April 5.30pm to 7.30pm

Location: William Lovell Church of England Secondary PE22 8AA


- School Tours
- Representatives from Schools and Central Trust Team to talk to
- Refreshments available

This is an opportunity to get to know us, find out more about careers in the Trust and ask any questions that you may have.

Please contact colleagueservices@laat.co.uk for more information.




What our colleagues and Ofsted say about us...




Ofsted 2023 – ‘The school has improved rapidly. Pupils and parents recognise this’.

‘Pupils feel safe in the school and trust staff to help them when they need it’.




“SLT are caring and understand us as humans that have issues out of school. We are treated fairly and as part of a family’ ‘The Christian values of our school are lived out by stakeholders’ ‘As much is done as possible to support mental health and work / life balance”

‘Just think we are flippin’ awesome! We have passionate and dedicated teams and enable staff and children to flourish. I love my role and I am proud to be a part of this Trust. I wouldn’t want to work anywhere else’



‘Good working relationships, easy to talk to senior staff at school and trust level, supportive culture, wealth of knowledge and experience within the trust’ ‘Our links to our community, the children and parents. The support from the trust with curriculum’



‘I like being part of a Christian school. I like how daily worship is valued. I appreciate the staff team in the school I work in. I appreciate the health care package and online health support’

Ofsted 2023 – ‘Staff are proud to at the school’. They work together to create a positive environment for pupils to flourish.

You are the God who sees me (Genesis 16:13)

We see you and believe that you deserve the very best

- We firmly believe that, to ensure the best outcomes for our pupils, we must ensure the best support and career development for our colleagues.
- We provide opportunities from initial teaching training to supporting Headteachers who wish to take on Executive Headship, Specialist Advisor roles or supporting wider Trust work.
- We also offer apprenticeships within the Trust that support career pathways for Teaching Assistants, provide opportunities for Wellbeing Champions and enhance digital skills.
- All colleagues benefit from bespoke learning journeys to ensure that we are not only compliant with our statutory responsibilities, but so that our colleagues can be confident in fulfilling all aspects of their role to the highest standard.
- Our focus on Growth and Development rather than 'performance management', ensures that all colleagues are empowered to do their job to the highest standard and cements our commitment to the continuous support and development of our colleagues, enhancing their skills and knowledge.
- All colleagues have access to;
 - Over 70 online courses to support development
 - 24 hour confidential helpline covering legal, financial and health and wellbeing guidance
 - Free of charge counselling sessions
 - Free of charge physiotherapy
 - Personalised wellbeing coaching
 - Virtual GP - Accessible by smart phone, or computer with same day appointments



William Lovell Church of England Academy

We are on an aspirational journey under experienced and ambitious leadership.

Our vision is to be the best version of ourselves in an environment designed to be rewarding, stimulating, and challenging so that students can actualise their potential. Our strong community creates a place of opportunity which allows its students to flourish, find expression, build strength of character, and make positive decisions when faced with adversity. This is guided and discovered through a rich pastoral system which makes a real difference to students lives.

Our alumni progress onto prestigious pathways that lead students access university, apprenticeships, and impressive chosen careers, contributing significantly to the world.

We are dedicated to building opportunities for all students to not only achieve the highest academic standards but also ensure that their unique personality, talents, and interests are nurtured and developed to the full. There is a synergy between developing a well-rounded individual and a strong academic record; students maximise their potential when nurtured in a positive and enriching learning environment.

Changes to, and investment in, the physical building and the environment saw us recruit some fantastic new members of teaching and support staff. All this, combined with William Lovell's distinctive Christian ethos and strong sense of community, mean that the future is very exciting for students at the school.

Our broad and balanced curriculum is complemented by an extensive range of enrichment activities such as creative arts, sports, music, student leadership and academic master classes, amongst many others.

As a Church of England school, our underpinning values, which are deep-rooted in the Christian story, are the driving force of our academy. They resonate through everything we do, creating an inclusive culture where all faiths are valued, everybody is shown and receives **Respect**, **Truth** is modelled and encouraged, **Generosity** is given without expectation to receive, **Forgiveness** is practised, and **Justice** is demonstrated.

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.



Job Description – Cluster Lead English

Curriculum Leadership

Lead and manage the development of an innovative and rigorous curriculums specifically tailored to the subject of English. Ensure the curriculum aligns with national standards and promotes deep learning experiences.

Academy Development

Take a proactive role in leading the development and implementation of academy-wide strategies aimed at enhancing teaching and learning outcomes. The incumbent will lead the literacy strategy across the curriculum.

Trust-wide Networking

Foster relationships and collaborate with colleagues across the trust to share best practices, resources, and professional learning opportunities, ensuring alignment with trust-wide goals and priorities for the subject.

Professional Development

Take a leadership role in the professional growth and development of staff within English. Provide ongoing coaching and support to teachers to enhance their instructional practices and pedagogical skills.

Cross-Department Collaboration

Foster collaboration and coherence across subjects to enhance cross-curricular learning opportunities that supports English language methodologies. Develop initiatives that promote interdisciplinary connections and integrate subject-specific themes and projects.

Student Achievement

Set high expectations for student achievement and ensure all learners are provided with the necessary support and resources to succeed. Analyse data and implement targeted interventions to address student needs and improve outcomes. Ensure interventions for students are timely and effective across the department.

Subject Examination Coordination

Take the lead in coordinating external examination entries and assessments within English. Work closely with the Student Services Administrator and Data and Exams Officer to ensure smooth administration and compliance with examination regulations.

Cultural Capital

Lead the development of a curriculum that provides students with the cultural capital necessary to succeed in English. Ensure learning experiences are inclusive, diverse, and relevant to the backgrounds and experiences of all learners.

Positive Learning Environment

Collaborate with the leadership team to create a positive and engaging learning environment consistent with the academy's Behaviour Policy and Academy Development Plan. Foster a culture of respect, collaboration, and continuous improvement, whilst enhancing the outcomes of students through positive experiences and enrichment.

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 lead and manage the effectiveness of, and have oversight for, the teaching practise of those within the specified Cluster.

Lead and Develop the professional Growth and Development of a small number of staff within the specified Cluster to include day to day line management and supervision meetings.

Work closely in a coaching role with fellow professionals to embrace a learning culture that delivers and supports on the schools CPD program both too all staff and within curriculum areas.

Be an active and supportive part of the middle leadership and management of the academy, helping to lead, develop and enhance the teaching practise of other staff.

Lead the development of a coherent curriculum within the specified areas that is ambitious and designed to give all learners cultural capital they need to succeed.

Enhance cross curricula learning opportunities that will link with other departmental themes and projects.

Develop with the leadership team the physical, intellectual, and emotional climates for learning that promotes a high quality, engaging and positive environment, consistent with the academy Behaviour Policy and Development Plan.

Lead on coordination of external examinations entries within the curriculum area, supported by the Student Services Officer.

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 students.

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.

Generic Responsibilities

Teach students in their assigned groups 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 students and keep such records as are required by the school's systems.

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

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's 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 students' 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.

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 criteria through reference to your work or relevant experience.

Training/Qualifications/Experience

	Essential	Desirable
Qualified Teacher Status	*	
National Professional Qualification for Senior Leadership (NPQSL) or working towards.		*
Have excellent subject knowledge of Computing 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	*	

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 and colleagues both inside and outside of the LAAT		

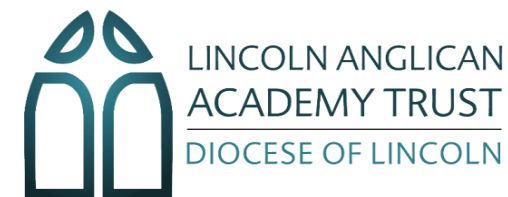
Behaviour Competencies - Candidates should

Be respectful and able to act with tact and diplomacy	*	
Be empathetic and demonstrate an awareness of the differing needs of colleagues and pupils	*	

Other - Candidates should

Be an outstanding role model	*	
------------------------------	---	--

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.



THE LAAT VALUES

These are not values we aspire to, they are the words that members of our tribe have used to describe our Trust. They are our DNA. They inform every action and decision we take. To our staff they are the standards by which we operate, to our leaders they are our code of conduct.



BE PART OF SOMETHING BIGGER



LINCOLN ANGLICAN
ACADEMY TRUST
DIOCESE OF LINCOLN

Our commitment to you

We believe that all our 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.

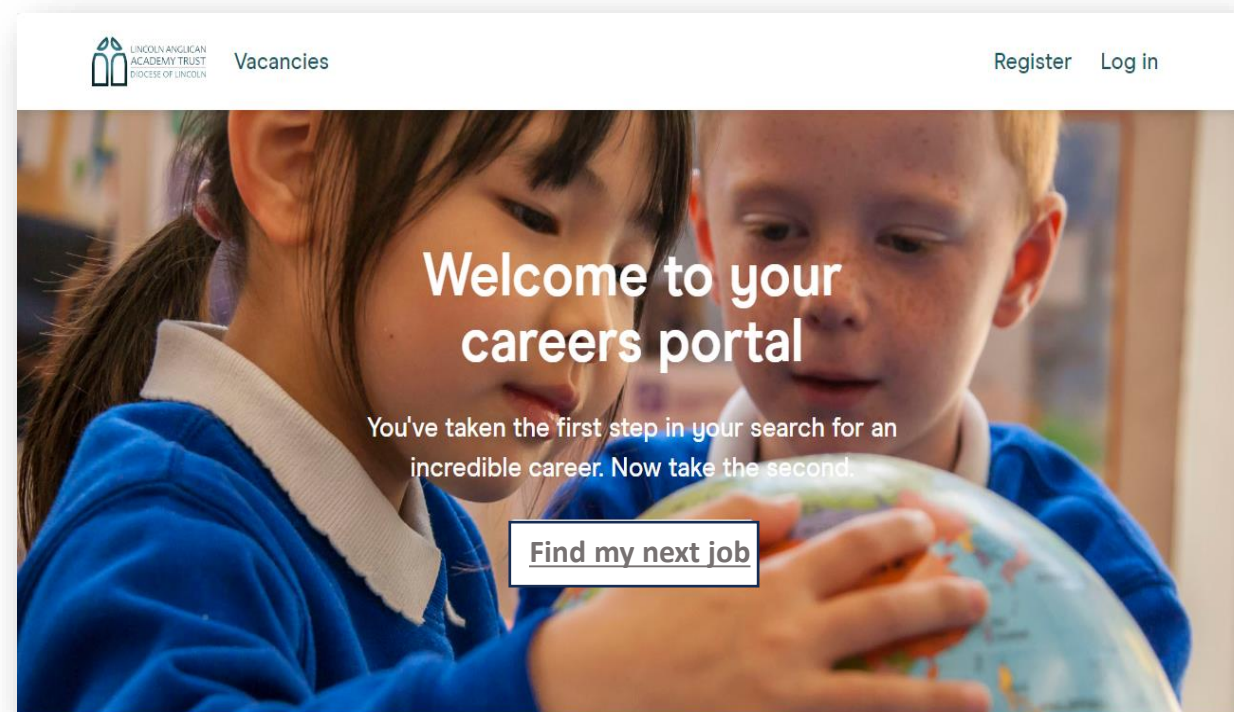
Please see link to our privacy notice for prospective candidates:

[Opportunities - LAAT \(thelaat.co.uk\)](https://thelaat.co.uk)

To apply, register interest or get live updates of all our current vacancies please visit

[My Trust Careers](#) and create an account.

In line with Keeping Children Safe in Education 2023, please be advised that if shortlisted, we will carry out internet searches to support our commitment to safer recruitment. Please note that the purpose of this is to identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with applicants at interview. Internet searches will be carried out by someone who is not directly involved in the recruitment process and only relevant information will be shared with the interview panel.





MAKE A DIFFERENCE

Where to find us

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

Telephone: 01205 480352

Email: enquiries@williamlovell.laat.co.uk

Please contact us if you would like an informal discussion or to arrange a visit the school.

We look forward to hearing from you.

