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**Enquire Learning Trust Application Pack**

**Class Teacher**

Laceby Acres Academy

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**A group of kids playing outside

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**A group of girls in school uniforms

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**The Enquire Learning Trust**

We are a multi-academy trust currently responsible for 32 academies in four clusters across the North of England; North East Lincolnshire, Hull, Manchester, Teesside and North Yorkshire.

We work in complete collaboration with each of our academies and place a strong emphasis on school-to-school support and learning. Our academies work in collaboration with one another, sharing both their talent and ideas with others, giving employees the opportunity to learn from individuals within our other academies.

We recognise that the most important assets we have are our employees, and for our academies to succeed we need to ensure we employ the very best people in every single role. Our core values and beliefs are consistent throughout all of our academies, and our keys to success are at the heart of everything we do.

Every role across the Trust is valued, appreciated and purposeful. We believe that the outcome of every role across the Trust should improve the education each of our learners receive. Whether teaching, support or leadership, every single role is vital to the success of our academies.

We also recognise that all of our academies are different, and we encourage individuality. Whilst we believe our academies should work together to support best practice and to share ideas, we don’t believe that implementing blanket priorities and objectives is pertinent to a successful academy, and we encourage autonomy for academy leaders wherever possible.

**Values**

* We believe that all learners can be powerful learners given access to extraordinary learning experiences. We want children and the academies they attend to be confident, successful and ambitious.
* We envisage a Trust where well led, highly skilled and committed professionals collaborate, learn and innovate together to ensure that all academies are successful and where all learners have access to effective and innovative provision that meets their needs and aspirations.
* We want to add value to achievement and raise standards. We also want to change lives. We know this requires our provision and our practice to be world-class – because of the distance we have to travel, we understand that good will not be good enough and that we need to develop a shared appreciation of excellence and then strive to enact this every day.
* We take learning seriously and work together to create a vibrant culture in which this can happen.  We know that it’s what we do that counts and that our thinking must be visible in classrooms if it is to have leverage.  Children are at the forefront of all that we do and aspire to do. We take serious steps to engage them, to hear their voice in authentic ways and then to use their insight and expertise to develop radical pedagogies that tap into their passions and interests and use the potential of emergent technologies.

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Vision Statement

**Reach for the Stars!**

We aim to ensure that pupils leave Laceby Acres Academy having a sense of their own special individuality.  Our children are taught to challenge self-imposed restrictions. They are encouraged to foster high aspirations and develop positive self-esteem, enabling them to leave our school secure in the knowledge that the world is at their feet.

We motivate and inspire pupils through creative teaching which is innovative and well-paced.

We endeavour to remove barriers to learning and expect that children in our community reach their full potential judged upon a range of measures including national standards.

At our school, we teach pupils to take responsibility for their own actions; children understand that they have choices and learn to evaluate the consequences of the decisions they make.

All members of the school, including pupils, parents, staff and governors, recognise that they hold a stake in our school and the wider community. We are all committed to establishing a life-long love of learning, enabling our children to take their place confidently within a rapidly changing world.

Our Aims

**Creativity**: We aim to have the freedom to be able to enjoy, express feelings and seek solutions.

**Enjoyment**: We aim to have fun and feel enthusiastic at school.

**Responsibility**:  We aim to develop independence enabling us to take ownership of our own learning.

**Compassion**: We aim to develop trust and respect between everybody in our school.

**Co-operation**: We aim to work together to achieve an overall purpose.

**Health and Wellbeing Package**

The Enquire Learning Trust offers an extensive health and wellbeing package to support employees in maintaining health and wellbeing including:

* an employee assistance programme through Westfield Health;
* a mental health first-aid programme;
* access to formal supervision through Applied Psychologies;
* access to a wide range of training and development opportunities;
* subsidised gym/sports facilities;
* a stress risk assessment;
* employee wellbeing support plan;
* special leave arrangements;
* opportunities for flexible working;
* support for workers with disabilities;
* counselling for all employees through Westfield Health;
* counselling through Education Mutual
* support from trade union representatives.



The Trust offers a cash plan through Westfield Health which allows you to claim money back, up to set limits, towards the cost of your essential healthcare, as well as providing access to valuable health and wellbeing services.​

**Mosaic Health Cash Plan:**

* 12 healthcare benefits and services​
* Money back towards your everyday healthcare bills​
* 100% reimbursement, up to set limits, with one year benefit periods​
* Health & wellbeing services​
* Voluntary upgrades and partner cover available by Direct Debit

**Key Features:**

* No medical required before joining​
* No limit on number of claims, up to limits of your cover level​
* ​Pre-existing medical conditions covered for all eligible employees​
* Worldwide cover on most benefits​
* Dependent children covered on key benefits at no extra cost

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Advertisement

Laceby Acres Academy

Class Teacher

 Full Time, Permanent

Salary: MPS 1- MPS 6

 Start date: September 2024

Laceby Acres Academy is a one form entry primary academy situated on the outskirts of Grimsby. We have extremely high aspirations for our children and aim for every child to reach their full potential. We are a part of the Enquire Learning Trust and therefore we enjoy the benefits of being part of a forward thinking and innovative community of 32 schools. We are lucky to benefit from a wealth of CPD opportunities as well as having the opportunity to engage with fellow professionals who share our passion and commitment to children’s learning.

The Academy is committed to safeguarding and promoting the welfare of all its pupils and prides itself on the standards achieved in all areas.

We are seeking a teacher who:

* Has proven ability as a good or outstanding practitioner or the capability to become outstanding
* Understands what constitutes good and outstanding teaching and learning.
* Has the ability to plan clearly differentiated sequences of lessons, which meet the needs of all learners.
* Has an understanding of how to develop excellent relationships with children so that they feel safe when being challenged.
* Who has the very highest of expectations of children.
* Who understands the concept of ‘beautiful work’ and ‘quality’
* Who is a reflective practitioner willing and able to develop own teaching and to contribute to our professional learning community.

We can offer:

* Motivated, enthusiastic children, who love to learn
* An ethos of shared development and a culture of learning from each other
* Supportive, skilled and happy colleagues
* A commitment to your professional development including a wealth of CPD opportunities both ‘in house’, locally within our Hub Cluster and throughout the Trust
* Opportunities to be innovative and to learn from the most recent research and developments in the teaching profession

Laceby Acres Academy is an excellent place to work; we value all members of our school community and the children are at the heart of every decision that we make and everything that we do.

Applications are welcome from both ECTs and experienced teachers.

The closing date for completed applications is 12 noon on Friday 14th June 2024. Interviews will be held w/c. 17th June

For further details and to apply on line, please visit enquirelearningtrust.org. Alternatively, please contact the school on 01472 320601.

Visits to the school are welcomed; If you would like to arrange a visit to the Academy, please contact:

Miss L Gale, Business Manager on 01472 320601 or email- office@lacebyacres.org

Laceby Acres Academy is committed to safeguarding and promoting the welfare of all children. This appointment will be subject to safer recruitment procedures and a full enhanced DBS check and references will be taken up. Shortlisted candidates will be informed that the school may carry out online checks as part of the due diligence process. This is to reflect paragraph 221 of KCSIE 2023.

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**JOB DESCRIPTION – MAIN SCALE TEACHER**

**Post Title: Class teacher**

Teaching Standards

Teachers make the education of their pupils their first concern, and are accountable for achieving the highest possible standards in work and conduct. Teachers act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills as teachers up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils.

Accountability

Teachers areaccountable for the standards and achievement within the class/ability groups and co-ordinating or managing the work of support staff

All teachers are subject to the conditions of employment set out annually in the School Teachers’ Pay and Conditions Document. These detail the professional and particular duties required of teachers, together with requirements for management time, working time, guaranteed planning and preparation time. The school complies with these requirements in order to make reasonable demands of teachers.

**A Teacher Must:**

**Set High Expectations which Inspire, Motivate & Challenge Pupils:**

Establish a safe and stimulating environment for pupils, rooted in mutual respect.

Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions.

Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

**Promote Good Progress & Outcomes by Pupils:**

Be accountable for pupils’ attainment, progress and outcomes.

Plan teaching to build on pupils' capabilities and prior knowledge.

Guide pupils to reflect on the progress they have made and their emerging needs.

Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching.

Encourage pupils to take a responsible and conscientious attitude to their own work and study.

**Demonstrate Good Subject & Curriculum Knowledge**

Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils’ interest in the subject, and address misunderstandings

Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship

Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of Standard English, whatever the teacher’s specialist subject

If teaching early reading, demonstrate a clear understanding of systematic synthetic phonics

If teaching early mathematics, demonstrate a clear understanding of appropriate teaching strategies.

**Plan & Teach Well Structured Lessons**

Impart knowledge and develop understanding through effective use of lesson time

Promote a love of learning and children’s intellectual curiosity

Set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired

Reflect systematically on the effectiveness of lessons and approaches to teaching

Contribute to the design and provision of an engaging curriculum within the relevant subject area(s).

**Adapt Teaching to Respond to the Strengths & Needs of All Pupils**

Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively

Have a secure understanding of how a range of factors can inhibit pupils’ ability to learn, and how best to overcome these

Demonstrate an awareness of the physical, social and intellectual development of children, and know how to adapt teaching to support pupils’ education at different stages of development

Have a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them.

**Make Accurate & Productive Use of Assessment**

Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements

Make use of formative and summative assessment to secure pupils’ progress

Use relevant data to monitor progress, set targets, and plan subsequent lessons

Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback.

**Manage Behaviour Effectively To Ensure a Good & Safe Learning Environment**

Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school’s behaviour policy

Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly

Manage classes effectively, using approaches which are appropriate to pupils’ needs in order to involve and motivate them

Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.

**Fulfil Wider Professional Responsibilities**

Make a positive contribution to the wider life and ethos of the school

Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support

Deploy support staff effectively

Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues

Communicate effectively with parents with regard to pupils’ achievements and well-being.

**Personal & Professional Conduct**

A teacher is expected to demonstrate consistently high standards of personal and professional conduct.

Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by:

Treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher’s professional position

Having regard for the need to safeguard pupils’ well-being, in accordance with statutory provisions

Showing tolerance of and respect for the rights of others

Not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs

Ensuring that personal beliefs are not expressed in ways which exploit pupils’ vulnerability or might lead them to break the law.

Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach and maintain high standards in their own attendance and punctuality.

Teachers must understand and always act within, the statutory frameworks, which set out their professional duties and responsibilities.

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Person Specification

|  |  |  |  |
| --- | --- | --- | --- |
|  | Essential | Desirable | Evidence |
| Qualifications | Qualified Teacher Status  Degree | Continued Professional Development | Application Form  Interview |
| Experience | Proven ability as a good or outstanding practitioner or the capability to become outstanding | The ability to lead developments in teaching and learning in Maths | Application Form  Interview |
| Professional Knowledge, Understanding and Skills | Understand what constitutes good and outstanding teaching and learning.  The ability to plan clearly differentiated sequences of lessons, which meet the needs of all learners.  An understanding of how to develop excellent relationships with children so that they feel safe when being challenged.  Having the very highest of expectations of children.  Understand the concept of ‘beautiful work’ | Able to develop and promote independent learning in the classroom.  The understanding of how to create an outstanding learning environment within the classroom and around the school in order to support and extend learning.  Able to carry out research to engage with new pedagogical approaches to teaching and learning. | Application Form  Interview  Lesson Observation |
| Curriculum | Excellent subject knowledge across the curriculum.  Able to use AFL techniques confidently in all subjects in the curriculum. | An understanding of how to use all areas of the curriculum to improve learning in maths, reading and writing.  A passion for the teaching of reading.  Proven experience and a love of teaching the Arts. | Application Form  Interview  Lesson Observation |
| Professional Values | High expectations of yourself, other members of staff and children.  Reflective practitioner willing and able to develop own teaching and to contribute to our professional learning community.  A commitment to the personal welfare and safeguarding of children. | Willing to help provide extra-curricular activities and first hand learning experiences. | Application Form  Interview  References |
| Personal Qualities | Total commitment to and an enthusiasm for teaching and learning.  Reflective and forward thinking with the ambition to become the very best teacher possible.  A believer in teamwork.  A well organised teacher, who is able to prioritise.  Ability to communicate effectively at all levels. | Ability to lead others in the delivery of the curriculum.  A willingness to collaborate both within and beyond the school to improve the quality of provision. | Letter of application  Interview  Reference. |

Laceby Acres Academy

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