



The
St Lawrence
Academy
Treasuring Everyone
Transforming Community

Leader of Reading / Teacher of English



A Partner School of



St Lawrence
Academies Trust
Stronger Together



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The St Lawrence Academy is a thriving Church Academy that has successfully served its local community since opening in 2008 and provides children with fantastic opportunities for personal and spiritual growth. Directors of St Lawrence Academies Trust and the Diocese of Lincoln are looking for an inspirational, talented and experienced school leader; one who can lead the Academy towards achieving academic excellence for our students and enable them to fully flourish.

The St Lawrence is an-oversubscribed academy for 11-16 year old students of all abilities. Our PAN now stands at 165. We currently have a roll of 790, which is due to be 810 in September 2023.

We serve a diverse community in Scunthorpe, North Lincolnshire. We are an inclusive Academy striving to meet the needs of all our learners in our caring environment. Students from all backgrounds and faiths, regardless of ability, are welcome. We are sponsored by the Diocese of Lincoln and have a strong Christian ethos.

We are looking for an ambitious and highly motivated individual to take on the role of:-

Leader of Reading / Teacher of English MPS / UPS + TLR £3565 Required for April 2024

This is an exciting opportunity to join a vibrant and thriving English department working at The St Lawrence Academy. You will be part of a fantastic and highly motivated team that is determined to provide a transformational learning experience to ensure every individual is treasured. You will lead the academy's reading programme to develop a love of reading for students in the academy and to support and monitor their reading progress, applying intervention strategies where appropriate and assessing their impact.

The successful candidate will:

- Have a passion for teaching and the ability to deliver lessons to a high standard across both Key Stages
- Have the ability to create an inspiring and dynamic learning environment
- Demonstrate and share excellent subject knowledge and expertise
- Demonstrate a clear commitment to raising achievement and developing excellence
- Be passionate about making a difference to the lives of young people
- Be well organised, inspirational, ambitious and hard working
- Have the ability to meet deadlines, whilst remaining calm under pressure
- Have flexibility in approach, vision and commitment and a willingness to lead extracurricular activities

We can offer:

- An inclusive and inspirational church school environment within wonderful and vibrant new buildings
- Superb resources and facilities
- Supportive and engaged leadership team, with a track record of developing staff to middle and senior leadership
- An outstanding community of staff and local governing board who work as a strong team to best support our students.
- A broad 3 year Key Stage 3 curriculum and 2 year Key Stage 4 curriculum with a philosophy of valuing all subjects
- A bespoke programme of induction and professional development personalised to help develop individual staff*

- A culture that prioritises students, their personal development and wellbeing, above everything else
- High standards and expectations of academic success and care, support and personal development of our students
- Access to a laptop and to documents from home via Google documents and web based database

This post would suit:

- An experienced teacher wishing to join our team of fantastic staff

For further details about The St Lawrence Academy and St Lawrence Academies Trust and an application pack please see our website at www.tsla.co.uk

The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be subject to enhanced DBS checks and satisfactory references, including your suitability to work with students. Applications will only be considered from individual applicants on our standard application form, and not via CV alone or agencies.

For an informal discussion about either of the roles please contact the Curriculum and Progress Leader of English Donna MacDonald on 01724 842447 or email to dmacdonald@tsla.co.uk.

To apply please submit your completed application form, together with your formal letter of application to Lorna Johnson, PA to the Headteacher and SLT, to ljohnson@tsla.co.uk

Closing Date : Tuesday 20th February 2024 at 9am. Interviews to be confirmed



**Treasuring Everyone,
Transforming Community**

GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH



St Lawrence Academies Trust

Stronger Together

Welcome to **ST LAWRENCE ACADEMIES TRUST**

Mike Adnitt, CEO The St Lawrence Academies Trust

Thank you for your interest in working at The St Lawrence Academy, which is a valued partner school within St Lawrence Academies Trust.

We believe that, like our schools, staff will be stronger by working together. Strong staff, with the "skill and the will" to put children first, make the biggest impact on the education and life chances of our students.

Our aim is to create a Trust and a family of schools that is new, exciting and different! One where leaders have the freedom and flexibility to be creative with their curriculum. One where staff are encouraged to be innovative and personalise the delivery of the curriculum, so it best meets the needs of children.

We want our children to become the leaders of the future. So, the personal, moral, cultural and spiritual development of our community is key to achieving success for our children and staff. By working together we draw strength for today and give bright hope for tomorrow for our families and our communities.

"Strength for today, bright hope for tomorrow" (Great is Thy Faithfulness, hymn)

We are a Church of England Multi Academy Trust, based in the Diocese of Lincoln. Our Trust embraces children and staff from both church schools and non-church schools, across both the primary and secondary age range.

It is a privilege to work as CEO of St Lawrence Academies Trust. Our aim is to nurture our pupils and allow them to flourish by helping them to find the things they enjoy and are good at. Christian values and the exploration and understanding of the Christian faith underpins our work.

Hopefully you are committed to working in our Trust, as you will help to unlock the potential that lies within all our children.



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Community

Integrity

Hope

Aspiration



**The
St Lawrence
Academy**

Welcome Letter

from the Headteacher

Welcome to The St Lawrence Academy

Firstly many thanks for your interest in us as an educational institution and for considering us at this stage in your career. The fact that you are looking at what we are about and what we can offer is both humbling and also important to us all here at the Academy.

It is an incredibly exciting time to be joining The St Lawrence Academy. Our academy has placed the quality of education at the heart of all that we do since we opened our doors back in 2008. Whilst our outcomes continue to be strong, we focus on the holistic development and education of our students and are proud of their successes.

Our mission statement of "transformation for all" transcends to our students but also our wider body of staff as we seek to develop and guide people through our programmes of education, curriculum delivery but also through prioritising our staff development with a bespoke CPD session with additional time allocated for staff development on a Friday afternoon, where students finish early.

Our core values underpin our intent of creating an enriching and aspirational curriculum so that our young people can become successful learners, confident, well rounded individuals and also responsible citizens. Our building and facilities are something we continue to be very proud of with a significant amount of care and attention placed in ensuring our future plans and budgetary commitments match our ambition and intent.

The importance we place on our systems, digital platforms, technologies and staff access plus training continues to be a high priority to ensure that staff are fully resourced and comfortable but also that our students have the best access to learning resources that support, extend and challenge their learning journeys and outcomes.

We are more than happy to facilitate visits to the Academy and encourage you to come and see what The St Lawrence Academy is all about.

I look forward to hearing from you.

Matt Hire
Headteacher



GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH



**The
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Welcome Letter

from the Head Prefects

"Transform your life": the academy's motto that speaks the truth. During my transformative journey at The St Lawrence Academy, I can confidently affirm that I have transformed my life through experiencing both tremendous educational and personal growth. The academy provided an environment where I flourished, embracing new friendships, fostering self-assurance, and discovering my voice. Immersed in a vibrant community, I have had the privilege of interacting with individuals from diverse backgrounds, opening myself up to endless opportunities for learning and personal development. The prevailing sense of unity within the academy ensured that no challenge was ever faced alone, as both students and staff had support readily available at all times. Guided by a set of core values containing generosity, respect, justice, forgiveness and truth, the academy nurtured a positive mindset among students, emphasising the importance of character development to prepare them for the future. The prospect of teaching students who genuinely value and enjoy their education must be undeniably rewarding. So, why pass up on such a remarkable opportunity?

- Sajid Ahmed - Head Prefect

I can positively say that throughout the four years at The St Lawrence Academy, more than anything, I have grown. Whether it's making new friends, gaining self-confidence or finding my own voice, teachers were always there to provide a supportive environment to do so.

Working at the academy means mixing with an extremely diverse group of people and allowing yourself to learn and experience new things. There is quite a togetherness throughout the building meaning whenever you're facing challenges, it's never alone because students and staff are always willing to help. The core values instil a positive mindset throughout the students and are often mentioned for students to build their moral characters for when they leave. In my opinion teaching students who value and enjoy their education must be rewarding from a teachers point of view, so why miss out on an opportunity like this?

- Martyna Kuc - Head Prefect

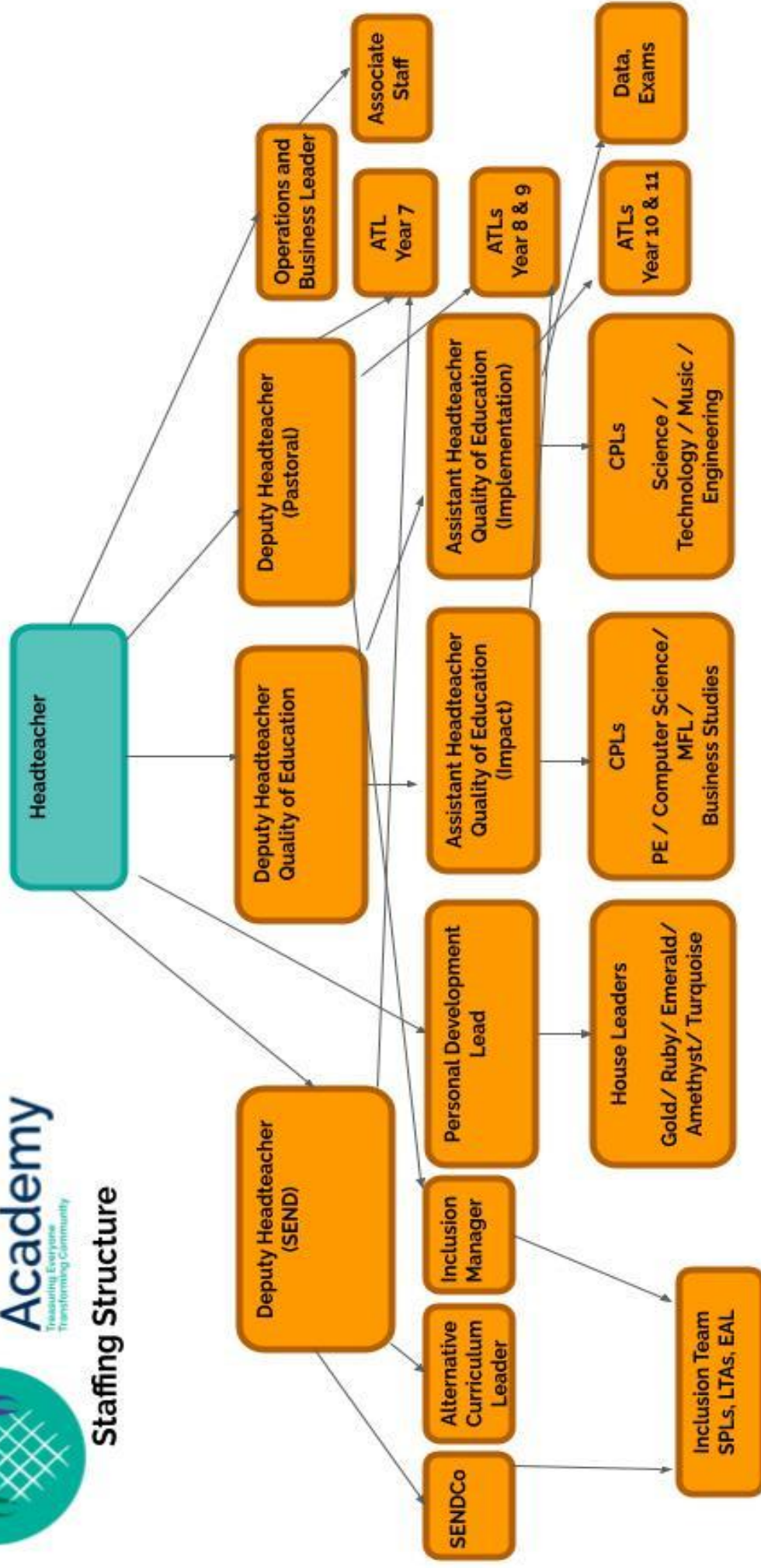
I have been a student at The St Lawrence Academy for 4 years and I can confidently say that this academy is a great place for teachers to work at. My journey in this academy has truly been transformational and has given me many experiences that has improved me as a person. The academy fosters a supportive and collaborative environment that encourages professional development and growth. The leadership team is approachable and supportive of other students and teachers. The students are motivated and eager to learn, which makes teaching a rewarding experience. Overall The St Lawrence Academy is a fantastic place for both new and experienced teachers to work and grow in their careers.

- Muhammad Abdullah - Head Prefect



GREAT

Staffing Structure





Post: Leader of Reading

Responsible to: Curriculum and Progress Leader / SLT Line Manager / Headteacher

Core Purpose:

- To develop a love of reading for students in the academy and to support and monitor their reading progress, applying intervention strategies where appropriate and assessing their impact.

Job Description:

- The duties outlined in this Job Description are in addition to those covered by the latest 'School Teachers' Pay and Conditions Document'. It will be reviewed regularly with you, to reflect or anticipate changes in the job, commensurate with the salary and area of responsibility.

Main duties / Responsibilities of post:

- Organise termly Reading Age Tests for years 7-10.
- Produce termly updates of Reading Ages to be uploaded onto Arbor and shared with staff
- Use reading age data to identify students who are below age appropriate reading age
- To develop key strategies that will improve reading ages of students who are below age appropriate reading
- Monitor intervention strategies to ensure effective impact
- Track Lexia intervention and evaluate its impact
- Work with the Reading Support Coordinator/Literacy LTA to support Lexia provision and impact
- Ensure students who require phonics intervention are identified and appropriate intervention is put in place to support them.
- Coordinate tutor reading programme to ensure fit for purpose. Careful selection of appropriate books to reflect diversity and support; enhancing of cultural capital, but also books to boost reading for pleasure.
- Develop comprehension tasks that ensure understanding of text and context of vocabulary used
- Develop CPD on how to deliver reading lessons.
- Work with the Reading Support Coordinator/Literacy LTA to develop academy-wide reading initiatives to raise the profile of reading for pleasure, eg world book day, PIXL reading virtual authors, 'in your lifetime you must read....'
- Organise student voice activities to assess impact of reading strategy from student perspective and contributions to supporting the Library Resource Centre
- Work with the Reading Support Coordinator/Literacy LTA in the setting up of library assistants to support in the library at breaks and lunches
- Track the progress of reading buddies scheme and assessing impact, retesting every half term
- Work with Curriculum Progress Leaders to ensure reading opportunities are clearly embedded in curriculum plans and that these are appropriate
- Provide CPD to support reading strategies for all staff
- Work closely with the Reading Support Coordinator/Literacy LTA to support individual needs of students

For all teaching posts, the main duties and responsibilities are set out below:

- Teach the subject(s) according to the timetable and the appropriate scheme of work.
- Prepare lessons, mark and assess the work of all students taught.
- Monitor, evaluate and report on the work of all students taught
- Ensure that appropriate class work is set when absence is known in advance.
- Set and mark homework within the policy of the academy.



- Ensure students record homework set.
- Take initial responsibility for rewards and sanctions within the learning area, in line with the academy's Behaviour policy.
- Communication of all relevant information to appropriate colleagues.
- Adhere to all policies and procedures.
- Record student attendance promptly for every lesson.
- Have regard for the needs of all students.
- The ability to lead and work as a member of a team.

Additional specific responsibilities:

- To act as Reflections Tutor and be a member of an Achievement Team and a House Team and to take an active part in delivering tutor time activities.
- To carry out related Reflections Tutor and House Member duties or to carry out these duties whilst covering for an absent colleague.
- To make work-experience visits and / or to cover for colleagues undertaking this task.

General Duties:

- To ensure the principles of equality are followed at all times for students and staff.
- To carry out a fair proportion of cover for absent colleagues.
- To carry out a share of academy supervisory duties in accordance with published rotas.
- To arrange to exchange a duty day with a colleague when absence is known in advance.
- To participate in appropriate meetings with colleagues and parents/carers relative to the above responsibilities.
- To participate in professional development arrangements.

Selection Criteria (skills, knowledge, experience, etc)

- Experience of teaching English across KS3 and KS4.
- Experience of working with mixed ability classes.
- Evidence of the ability to cooperate with colleagues, students, parents and other stakeholders in differing situations.
- An understanding of English teaching in a multi-ethnic situation.
- Familiarity of the current writing and theory of the teaching and learning of English, especially reading and the use of synthetic phonics programmes
- The ability to adapt to the demands of a developing English curriculum.
- The ability to adapt planning and teaching for the differing needs of students.
- A willingness to be a form tutor and take part in the academy's PSE programme.
- A willingness to support the Academy's and Authorities Equal Opportunities Policies.
- A willingness to support the vision and ethos of the academy and drive it forward.

NOTES:

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.
2. This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities the post holder must use time in accordance with the Academy's needs as identified by the Principal/Line Manager.
3. This job description is not necessarily a comprehensive definition of the post. It will be revised at least once each year, but it may be subject to modification or amendment at any time after consultation with the holder of the post.
4. Job descriptions will be reviewed annually.



Senior and Middle Leaders

Personal and professional characteristics

- To foster a culture of inclusion where all students, regardless of background, are nurtured, welcomed and developed.
- The proven ability to lead and motivate staff and students, with vision, energy and resilience.
- High expectations and standards of the working culture and the confidence and ability to appropriately challenge any underperformance in their own work, or the work of others.
- Excellent communication skills.
- A reflective practitioner who is able to give and receive constructive advice
- Have high expectations of themselves and others within the academy community.
- The ability to inspire the trust and confidence of staff, students and parents/carers.
- Be proactive and self motivated.
- A readiness to innovate.
- A proven commitment to developing their own professional development.
- The ability to operate effectively, both as a team leader, and team member.
- The ability and commitment to create a learning environment with opportunities to develop relationships, in which the innate spirituality of all human beings can find expression, be nourished and developed.
- The passion to place spiritual development at the heart of the academy.
- The commitment to treat every student as an individual and then seek to develop that individual as fully, and as profoundly as possible.
- Have an up to date knowledge of national and local initiatives which underpin the safeguarding of children and Keeping Children Safe in Education.
- Be committed to safeguarding and to promoting the welfare of children and young people.
- Be suitable to work with children and young people.
- To fully understand, articulate and live out the professional standards for teachers.

Experience

- Successful teaching experience across the whole age and ability range in the secondary sector, preferably in two different schools.
- An excellent practitioner in the classroom who inspires learning, demonstrating good practice.
- A proven successful management record, particularly the management of change and improvement.
- Proven experience of innovation and involvement in whole school / academy developments.
- Experience of working with parents and the wider community.
- Coaching, supportive and/or mentoring roles for colleagues either formally or informally

Knowledge, Skills and Aptitudes

- Having a working knowledge of models and theories of learning and how these can be applied in the context for students in the academy.
- Appropriate skills and knowledge for the specific role
- An understanding of how student performance data can be managed in order to bring about improvement in standards.
- The ability to monitor and evaluate performance on a whole academy level to identify the need for change, and the ability to plan strategically, and analytically to plan appropriate changes.
- The ability to work closely in a coaching role with fellow professionals in bringing about improvement and to work closely in collaboration with the local community, other education providers and the local authority.
- Continual Professional Development (CPD).
- Attendance at recent relevant training.
- Has applied for, has completed, or is keen to pursue nationally recognised qualifications.



Key Leadership characteristics/competencies that contribute to success at this level are:

Community Engagement -

sensitive to group needs and dynamics
communicates and connects own vision to that of others

Analytical and Conceptual thinking -

analyses variables
sees patterns
uses concepts
takes action to persuade
calculates impact

Initiative and Enterprise -

thinks and acts ahead
willing to take risks
self reliant
ambitious for the development of the academy

Team Working -

gets input from others
builds and sustains team spirit
sets boundaries
demands performance
gives feedback and encouragement

Impact and Influence -

takes action to persuade
calculates an impact
strives for the best possible provision
challenges others in the learners best interest



**The
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Living in North Lincolnshire



Predominantly a rural area, North Lincolnshire is made up of a series of thriving historic markets towns surrounded by many small villages, hamlets and breath-taking countryside. In its centre is the bustling urban heart of Scunthorpe; this industrial garden town provides North Lincolnshire with its main focus for education, retail and industry. Homes in North Lincolnshire have remained affordable despite a staggering national rise.

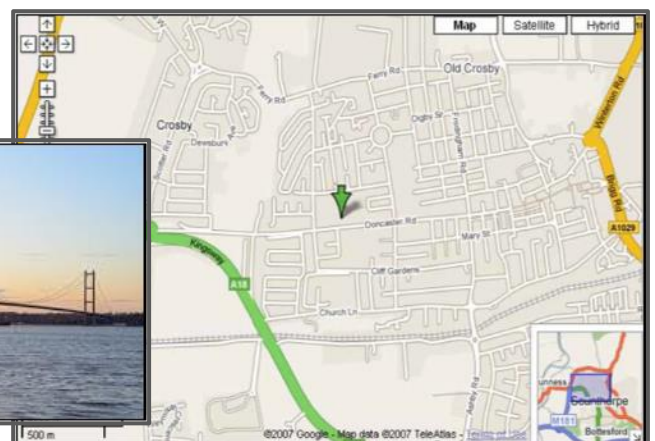
The town centre offers independent retailers and a general market as well as a multi-screen cinema, visual arts centre, an adjacent bus station and ample car parking. There are also shopping centres around the outskirts of the town.

Location

**The St Lawrence Academy
Doncaster Road Scunthorpe DN15 7DF**

☎ 01724 842447 ✉ enquiries@tsla.co.uk 🏠 www.tsla.co.uk
🐦 @TSLA_info 📘 @TheStLawrenceAcademy2008

With excellent and uncongested motorways, you can reach North Lincolnshire quickly and easily. The M180 connects directly to the M18, which offers onward links to the M62, A1 and M1. The Humber Bridge is easily accessible, 17 miles away from Scunthorpe. There is many areas of affordable and appealing housing in the area.





**The
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How to Apply

Applying

If you decide to apply for this post please download an application pack along with the Application Form from our website www.tsla.co.uk

We expect a formal letter of application (supporting statement), along with the Application Form, and it should be no longer than 2 sides of A4 and should address the selection criteria detailed in the Person Specification and job description.

Please return your completed application by the closing date detailed on the advert to Lorna Johnson ljohnson@tsla.co.uk

Visits to the academy:

Candidates who would like a professional conversation about the role or to arrange a visit please contact Lorna Johnson, PA to the Headteacher and SLT on 01724 842447 or email to enquiries@tsla.co.uk

Job Description

This tells you the main responsibilities of the post and explains what we are looking for. It tells you about the personal and professional qualities you need for this post.

Person Specification

This specification sets out which criteria will be used to shortlist candidates for interview.

"The St Lawrence Academies Trust is dedicated to best supporting children, staff and local communities. Our philosophy is that our partner schools will be stronger together. Please visit the trust website www.slatrust.co.uk to find out more about the vision and ethos of The St Lawrence Academies Trust"





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