



the ST LAWRENCE academy

Second in English

The St Lawrence Academy
Doncaster Road
Scunthorpe
DN15 7DF



**DIOCESE OF
LINCOLN**

 **THE CHURCH
OF ENGLAND**

Transforming Lives

GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH



Contents

1. Working for St Lawrence Academy
2. Copy of the Advertisement
2. The St Lawrence Academy Staffing Structure
3. Welcome Letter from the Chair of Trustees, Jackie Waters-Dewhurst
4. Welcome Letter from the Head of School, Phill Dalowsky
5. Welcome Letter from the Head Boy and Head Girl
4. Job Description and Person Specification
6. Academy Location
7. Living in North Lincolnshire
8. How to Apply



Working for The St Lawrence Academy

We would like to offer the opportunity to work in our diverse and vibrant academy community and join our fantastic team of staff at The St Lawrence Academy. We are an oversubscribed academy for 11-16 year old boys and girls of all abilities with a roll of 765, potentially increasing to 825 by 2024. Our PAN has increased since the academy opened from an intake of 120, to 150 and is currently 165 for 2020/21 and 2021/22. We always fill our PAN allocation with first choice parental preferences. We serve a diverse community in Scunthorpe, North Lincolnshire. Ofsted stated that we continue to be a good academy (February 2020). Our SIAMs inspection (April 2016) rated us as outstanding in all areas.

We are sponsored by the Diocese of Lincoln and have a strong Christian ethos. The Diocese of Lincoln has a strategy for the creation of six multi academy trusts across the Diocese of Lincoln and, as part of this strategy, The St Lawrence Academy is in the early stages of looking to form The St Lawrence Multi Academy Trust. This is an exciting time to be joining a thriving and growing academy community.

At the academy, we want all students to feel included and be inspired to develop their talents - whatever they may be. We offer a broad balanced curriculum and an environment for learning which inspires our students to do their very best. We are an inclusive academy striving to meet the needs of all our learners in our caring environment. We welcome students from all backgrounds and faiths, regardless of ability. We are an equal opportunities employer as well as a real living wage employer.

Our students are excellent ambassadors for the academy and are proud to wear our uniform and be part of our aspirations for their future. We want them to be determined to succeed, confident in their abilities and fully involved in the life of the academy, the local community and beyond.



Job Advert

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

Second in English Required for September 2021

This is an exciting opportunity to join a vibrant and thriving English or Humanities department. You will be part of a fantastic and highly motivated team that is determined to provide a transformational learning experience for every individual.

The successful candidate will:

- Provide high quality leadership in support of the English Curriculum and Progress Leader
- Assist the Curriculum and Progress Leader with the collection and analysis of attainment and progress data
- Work alongside the Senior Leader responsible for literacy in order to promote reading across academy
- Plan and coordinate the provision of enrichment and extracurricular activities
- 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 trustees 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 timetabled enrichment programme in Year 9
- 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 VPN link

This post would suit:

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

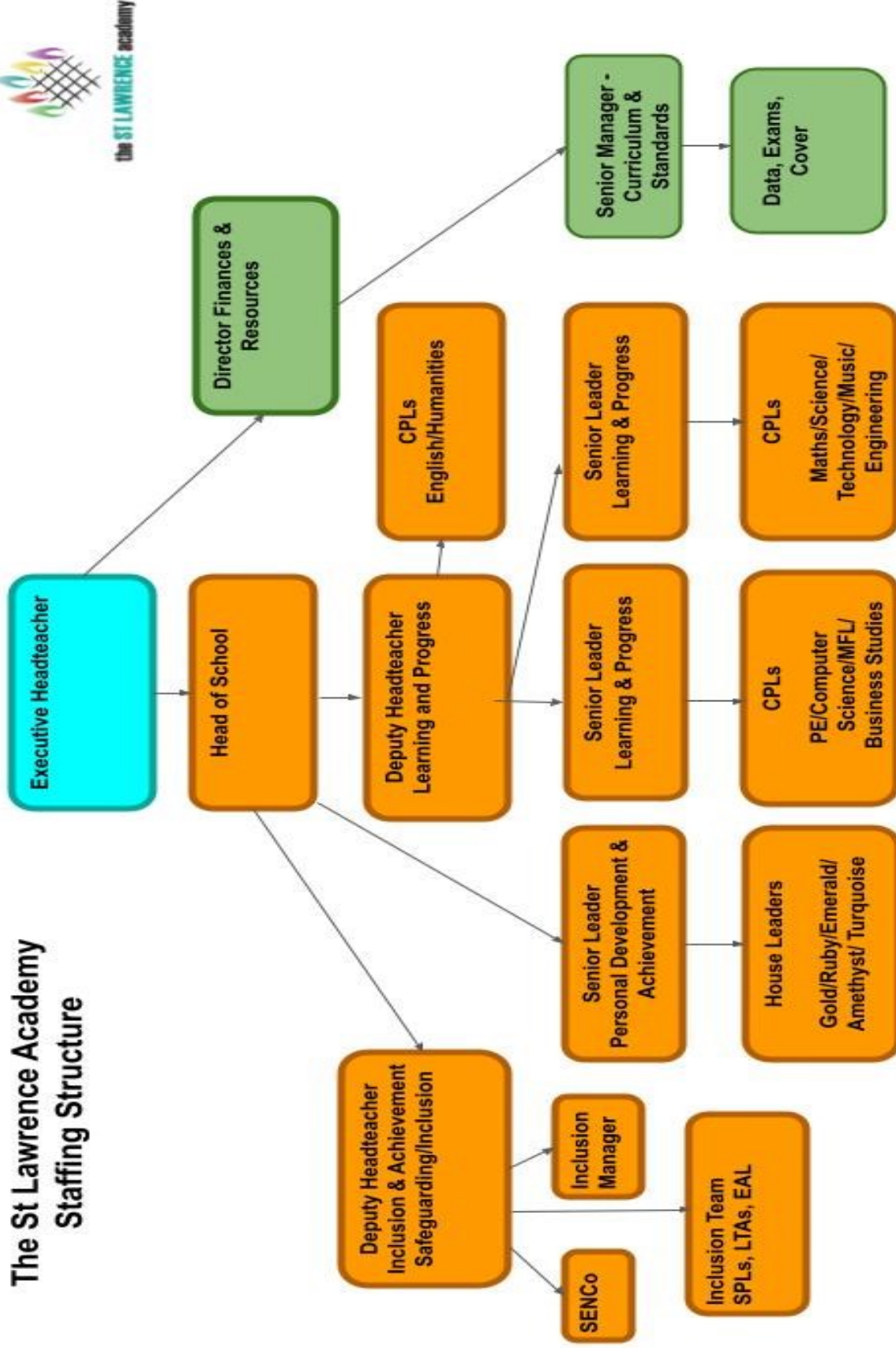
For further details about the academy and an application pack please see our website at www.tsla.co.uk

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 the role please contact the Deputy Headteacher for Learning and Progress, Dan Ellerby on 01724 842447 or email to dellerby@tsla.co.uk

To apply please submit your completed application form, together with your formal letter of application to Lorna Johnson, Admin and Finance Manager, to ljohnson@tsla.co.uk

Closing Date : Monday 10th May 2021 at 9am. **Interviews**: week commencing 17th May 2021





The St Lawrence Academy



Welcome Letter from the Trustees

Dear Applicant

Many thanks for your interest in this post here at The St Lawrence Academy.

We are a Church of England sponsored Academy who successfully welcomes students of all faiths. We rejoice that in this multicultural part of Scunthorpe we have 44% of our students who we would identify as from other faith traditions.

Our Academy vision is underpinned by the Christian ethos with its core values of truth, justice, forgiveness, generosity and respect. Our values are explicit and implicit in every aspect of Academy life. We believe that our Academy is a place where students and staff are able to realise their full potential, and believe that this aspiration is achieved when the God-given dignity of each person in the community of the Academy is celebrated and respected. We believe that spirituality, in its broadest sense, should be a feature of the life of the Academy. We are an inclusive community offering a rich curriculum that enables our students to flourish, be inspired, and continue to inspire us to love to work with them.. The impact of our approach is proven in the outcomes our students achieve in and beyond the Academy.

We strive for every single student to feel happy, feel safe, and learn. So as Trustees we are keen to ensure that The St Lawrence Academy would be the place for you to help us continue our journey from Good to Great.

The scope of this letter precludes us from celebrating with you all the details of our successes, and also of the journey yet to be undertaken. We strongly suggest that if you are interested in finding out more about us, you visit our website www.tsla.co.uk and contact Sally Simpson, Clerk to the Trustees, ssimpson@tsla.co.uk, to arrange to meet our team and students.

We look forward to hearing from you.

Yours sincerely

Jackie Waters-Dewhurst

Chair of Trustees



The St Lawrence Academy



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.

Our academy has placed the quality of education at the heart of all that we do since we opened our doors back in 2008. We have continued to grow during this time and year upon year we have not only been full but also oversubscribed.

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 our own training and inset sessions.

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.

Trips, visits, extra curricular activities and a whole host of community and celebratory events continue to be an excellent measure and reflection of our ethos, vision and mission. Utilising our strengths and talents as a body of staff is important so that we can offer our students breadth and depth and the opportunities to grow and develop.

If you are curious and interested in us then take the time to contact or visit us. Get in touch and see how we can satisfy your curiosity.

I look forward to hearing from you.

Phill Dalowsky
Head of School



The St Lawrence Academy



Messages from The St Lawrence Academy Head Boy and Head Girl

What qualities does a school need to be identified as an amazing one? Is it their teachers, the students themselves, the facilities or perhaps a mixture of the 3? Whilst these are essential to making a first-rate school, I personally believe that it is the diversity and culture of the school that makes it truly amazing, which is something that The St Lawrence Academy possesses to a very high standard. With a wide variety of nationalities and backgrounds from all around the world, it is the perfect place to both teach and learn. After experiencing its welcoming, hard-working and most importantly friendly learning environment for 5 years I can confidently say it is an amazing place to learn, and I have no doubt you would say the same!

Kodi Chapman-Bright
Head Boy

As Head Girl of The St Lawrence Academy, I know how great of an opportunity it would be to teach here. You may wonder what would be so good about working with us? Our academy is especially welcoming and you would be surrounded by a friendly team of staff, as well as lots of high achieving, motivated young people. Personally, I love the learning environment; the teachers are easy to get along with and offer fantastic support to the students. Overall, you would definitely enjoy your time here and I'm positive it would be an excellent experience!

Jessica Wright
Head Girl



Job Description

Post: 2 i/c English Department

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

Core Purpose:

To teach English across Years 7 – 11, coordinate and develop innovative learning and teaching leading to inspired, exciting opportunities and raising attainment and achievement. To support the Curriculum and Progress Leader in leading, managing and developing English across the academy.

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 Responsibilities:

- To be Second in Charge of the English Department, working with the Curriculum and Progress Leader and undertaking duties at the direction of the Curriculum and Progress Leader.
- To work alongside the Senior Leader in order to promote reading across the whole academy and to develop a positive reading culture in students. To identify individuals and groups of students to target with appropriate reading intervention.
- To embed reading as an activity within the academy for Year 7 students.
- To assist the Curriculum and Progress Leader in the organisation of internal and external examinations, specifically in the preparation of examination papers.
- To assist the Curriculum and Progress Leader with the collection and analysis of attainment and progress data
- To plan and coordinate the provision of enrichment and extracurricular opportunities within the department
- With the Curriculum and Progress Leader, be responsible for and contribute to the preparation, maintenance and organisation of materials, resources and policies in English
- To lead on the design and development of departmental displays
- To mentor and support less experienced staff within the department and/or act as an academy based mentor to trainee teachers within the subject area when required.
- To work with outside agencies in order to enhance the delivery of the curriculum.
- Liaison with parents/carers and staff as required as a tutor, class teacher and as 2nd in charge.
- To teach English throughout the academy to Years 7 – 11, teaching classes of all ability ranges and differentiate materials where appropriate.
- To prepare students for accredited courses in language & literature which may include Key Skills, GCSE, Diplomas..
- To contribute to curriculum planning, according to the requirements of the National Curriculum and contribute to curriculum development within English.



- To be able to regularly evaluate classroom practice and adapt as necessary to ensure effective delivery of the National Curriculum.
- To assess students' work regularly following the academy's and subject area's assessment and marking procedures and policies.
- To be knowledgeable about the English curriculum and be able to use its underlying principles in the planning of lessons, expectations and rate of progress and for assessment.
- An understanding of the needs of students for whom English is a Second Language.
- To be familiar with the academy's Equal Opportunities Policy.
- To act as a Form Tutor and be a member of an Achievement Team and to take an active part in the Character programme of the academy.
- Understanding of the pastoral needs of students from a wide range of backgrounds.
- To carry out a share of academy supervisory duties in accordance with published rotas.
- To carry out duties undertaken at the direction of the Principal according to the School's Pay and Conditions.
- Willingness to support the vision and ethos of the academy.
- To uphold and implement the aims, values and policies of the academy and the Eng-

Selection Criteria (skills, knowledge, experience, etc)

- Experience of teaching English.
- Experience of working with mixed ability classes.
- Evidence of the ability to cooperate with colleagues, students and parents in differing situations.
- An understanding of English teaching in a multi-ethnic situation.
- The ability and willingness to cooperate with other departments, Achievement Team Leaders and staff.
- Familiarity of the current writing and theory of English.
- An understanding of the pastoral needs of students from a wide range of differing cultural backgrounds.
- Adaptability: The ability to adapt to the demands of a developing curriculum.
- 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.



The St Lawrence Academy



Person Specification for 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 learning.
- 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

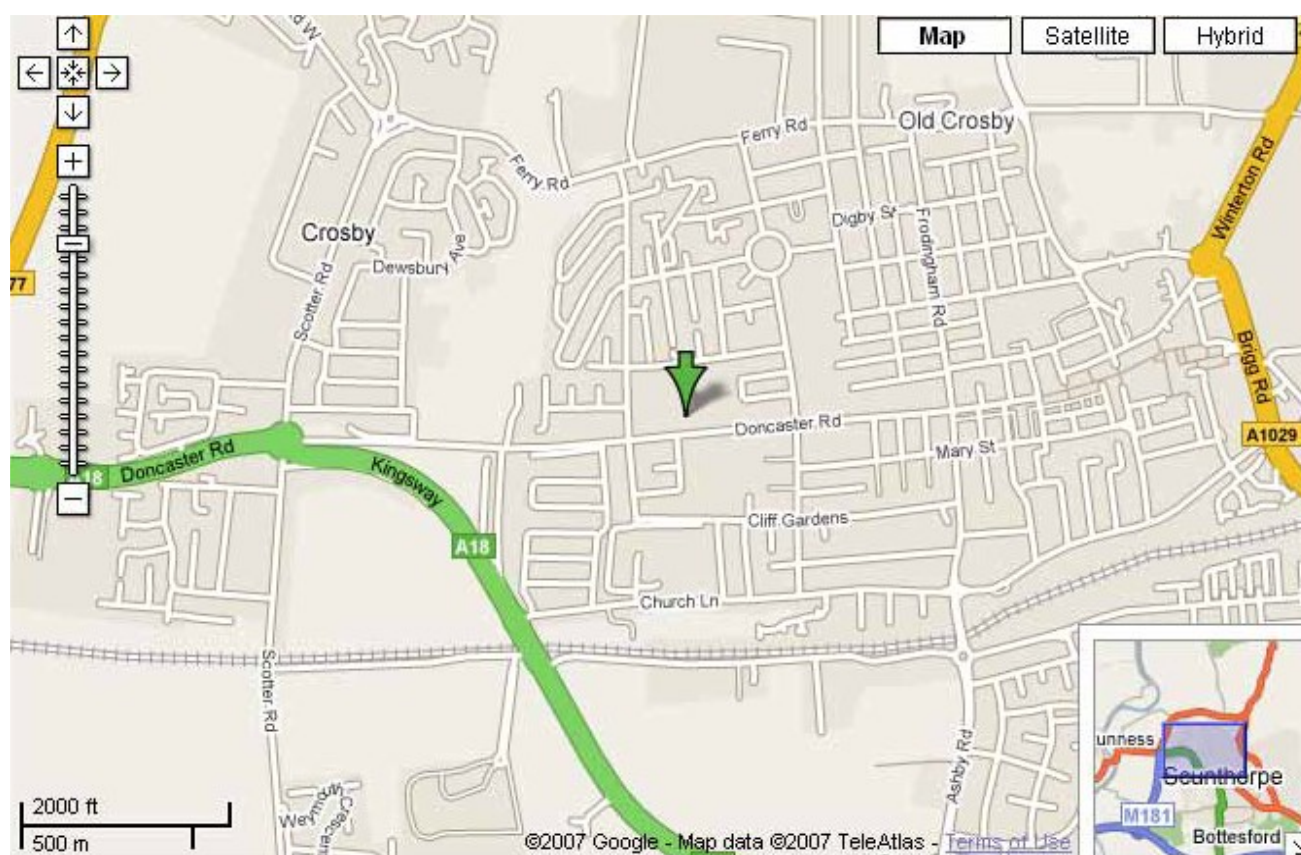
Impact and Influence -

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



Location for The St Lawrence Academy

Doncaster Road
SCUNTHORPE
North Lincolnshire
DN15 7DF





The St Lawrence Academy



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.

Following millions of pounds of private sector investment over the past few years, Scunthorpe town centre has a vibrant mix of high street names and speciality boutiques. The town centre offers two main shopping precincts. The Parishes and The Foundry, independent retailers and a thriving general market as well as a multi-screen cinema, visual arts centre, an adjacent bus station and ample car parking.

Location

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.



Scunthorpe is home to Scunthorpe United Football Club. The St Lawrence Academy is base for the Scunthorpe United Youth Squad who train in the academy grounds they also mentor and conduct workshops and projects with our students.





The St Lawrence Academy



How To Apply

Closing date: Monday 10th May 2021 at 9am

Interviews: Week commencing 17th May 2021

Visits to the academy:

Candidates who wish to visit the academy prior to completing their application, or would like a For an informal discussion about the role please contact the Deputy Headteacher for Learning and Progress, Dan Ellerby on 01724 842447 or email to dellerby@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.

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.

To apply please submit your completed application form, together with your formal letter of application to Lorna Johnson, Admin and Finance Manager, to ljohnson@tsla.co.uk