



**The
St Lawrence
Academy**
A Transformational
Learning Experience

Teacher of Alternative Provision



**St Lawrence
Academies Trust**
Stronger Together



1. Copy of the Advertisement
2. The St Lawrence Academy Staffing Structure
3. Welcome Letter from the Chief Executive Officer
St Lawrence Academies Trust, Mike Adnitt
4. Welcome Letter from the Headteacher, Matt Hire
5. Welcome Letter from the Head Prefects
6. Job Description and Person Specification
7. Living in North Lincolnshire and academy location
8. How to Apply





**The
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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:-

Teacher of Alternative Provision MPS / UPS Required ASAP

This is an exciting opportunity to be part of a growing provision at The St Lawrence Academy. You will support the education of an identified group of students with challenging behaviour. You will support with delivering a curriculum that meets the needs of these students outside of the mainstream classrooms, in our recently created onsite Alternative Provision. The role will focus on supporting students academically and socially; removing barriers to learning and raising levels of achievement. The successful candidate may be required to work with students who have a range of Special Educational and Disability Needs. You will support students to achieve academic and social targets, develop strategies for independent learning, enhance motivation and raise aspirations. 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:

- Have a passion for teaching and the ability to deliver lessons to a high standard
- Have the ability to create an inspiring and dynamic learning environment
- Demonstrate and share excellent subject knowledge and expertise
- Have a proven success and a passion for supporting students with challenging behaviour
- 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
- Have the ability to support and communicate effectively with students, parents, and colleagues
- Have the ability to cope with challenging situations and display relentless perseverance, determination and resilience

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:

- A person with a passion for teaching and previous experience of working with children who display challenging behaviour.

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 the role please contact Helen West, Deputy Headteacher for Inclusion and Achievement on 01724 842447 or email to hwest@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 : Friday 15th December 2023 at 9am. Interviews Tuesday 19th December 2023



**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 are one of the keys that will help to unlock the potential that lies within all our children.

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Community

Integrity

Hope

Aspiration



**The
St Lawrence
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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



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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



Job description

Post: Alternative Curriculum Teacher

Responsible to: Alternative Curriculum Lead / SLT Line Manager

Core Purpose:

- To teach an identified group of students with challenging behaviour engaging all learners using a variety of learning and teaching styles to meet the needs of all students.

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:

- Desirably have a specialism in English, Mathematics or Humanities
- Be prepared to teach classes of all ability ranges and differentiate materials where appropriate.
- To work with the Curriculum and Progress Leader(s) to ensure that the Alternative Curriculum works towards common standards, aims and objectives which are compatible with the academy's aims.
- To have an up-to-date knowledge of developments and innovations in specialist subject.
- To develop and contribute to the alternative curriculum and the implementation of the National Curriculum including the preparation of materials, resources and academy policies.
- To ensure good and varied teaching and learning practices prevail and to monitor standards within the alternative curriculum to ensure all students have access to the curriculum.
- To maintain up-to-date documentation, with particular reference to Schemes of Work and lesson plans.
- To prepare and revise materials in coordination with the Curriculum and Progress Leader(s).
- To build on established good practices in the development of policies and practices in marking, recording and assessment (including National Curriculum assessment) and profiling and to monitor and evaluate these.
- To have an overview of display in the relevant teaching area(s).
- To assess student's work regularly following the academy's and subject area's assessment and marking procedures and policies.
- To chair or participate in appropriate meetings/consultation evenings/academy events/OOHL activities with colleagues and parents/carers relating to the above duties.
- Understanding of the pastoral needs of students from a wide range of backgrounds.
- To promote independence and employ strategies to recognise and reward achievement and self-reliance
- To contribute to the development of 'Individual Education Plans' (IEP) for individual students and to formally risk assess students where appropriate
- To be aware of and comply with policies and procedures relating to Child Protection and all aspects of safeguarding children.
- Willingness to support the vision and ethos of the academy.



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.
- Communication of all relevant information to appropriate colleagues.
- Adhere to all policies and procedures.
- Record student attendance accurately
- 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 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.

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.



Person Specification for Teaching Staff

Personal and professional characteristics

- To foster a culture of inclusion where all students, regardless of background, are nurtured, welcomed motivated and developed.
- The potential, or experience to work collaboratively within a team and in partnership with staff, students and parents/carers alike.
- Excellent communication skills.
- Have the emotional resilience to work with challenging behaviours and when being authoritative to maintain discipline.
- 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 pro-active and self motivating with a readiness to innovate.
- The vision, energy and resilience to lead students.
- A proven commitment to developing their own professional learning.
- The potential to operate effectively, both as a team leader, and team member.
- The ability and commitment to create a learning environment with opportunities to develop and maintain appropriate relationships and personal boundaries, 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 Every Child Matters agenda.
- Be committed to safeguarding and to promoting the welfare of children and young people.
- Be suitable to work with children and young people.
- Be aware, and agree to ensuring that the National Standards for Teachers are abided by.

Experience

- Successful training and/or teaching experience in the secondary sector.
- Possible experience of working with parents and the wider community.

Knowledge, Skills and Aptitudes

- Have a working knowledge of models and theories of learning and how these can be applied in the academy's learning areas, using appropriate skills.
- 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 with a view to identifying the need for change and the ability to plan strategically, and analytically, to plan appropriate changes.
- The ability to work closely with fellow professionals in bringing about improvements.



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Living in North Lincolnshire



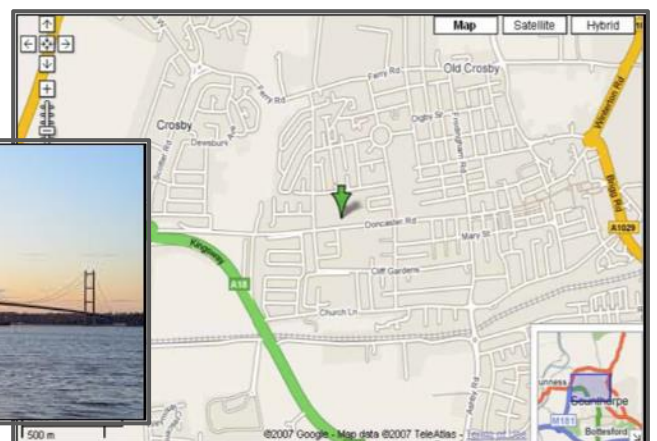
Predominantly a rural area, North Lincolnshire is made up of a series of thriving historic markets towns surrounded by many small villages, hamlets and breath-taking countryside. In its centre is the bustling urban heart of Scunthorpe; this industrial garden town provides North Lincolnshire with its 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 for 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.





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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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