**LiFE MULTI-ACADEMY TRUST**

**TEACHER OF ENGLISH**

**COUNTESTHORPE ACADEMY**

**RECRUITMENT PACK**

Maternity cover 23 August 2021 to 31 December 2021

Full Time

MPS / UPS

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**Vision, Values and Ethos**

**LiFE Multi Academy Trust**

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| **Bringing Learning to LiFE**  **Vision:**  We have a compelling desire to provide high quality, personalised and rounded education for everyone, right in the heart of our local community. We believe that no school can be deemed successful unless all those around it is also successful, popular and flourishing. Hence, we believe that dynamic, mutually accountable collaboration and challenge between local schools as members of the LiFE MAT is the cornerstone of our future success.  Each school is seen as a leader of, and vital to its local community; each school is regarded as fundamental to the identity of its surrounding community.  **Values:**   * Ensuring that every student achieves positive, life changing outcomes * Providing a whole education: academic excellence co-existing with an exceptional commitment to activity beyond * **The relentless pursuit of excellence by;** expecting this of every person, every day; recognising and celebrating behaviours that lead to great progress, and promoting and celebrating elite performance inside school and in the wider world * Valuing the diversity and qualities of our staff and students * Ensuring that all students and staff feel known, appreciated and supported * Committing whole-heartedly to collaboration within, between and beyond our academies. |

**Our Trust consists of**

The LiFE Multi Academy Trust currently consists of our lead school Bosworth Academy, Ashby School, Braunstone Frith Primary School, Countesthorpe Aacdemy, Kingsway Primary School and The Winstanley School. Ivanhoe College and Ibstock Community College are due to join the trust during the summer term of 2021.

Our Offer to staff in the LiFE Multi Academy Trust and our schools

**‘We believe in getting the right people, getting them to work together and getting them to stay’**

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| **Strategy** | **Description** |
| **Putting your Trust in our Trust** | We believe in your development.  Everything we do is about creating a team of committed professionals who share our ambition for young people.  If you believe in this too, we are committed to providing an exciting, enjoyable and rewarding working environment. |
| **Coaching** | Coaching is integral to our success.  We support colleagues through coaching; enabling deep reflection, which has allowed us to build a bold, creative and aspirational culture, where collaboration with peers and new approaches to practice are encouraged. |
| **Personal Improvement Plan**  **versus Performance Management** | Instead of the usual Performance Management, we encourage our staff to identify aspirational targets through our ‘Personal Improvement Plan’ (PIP) process.  With your coach, you will look to make significant progress in a critical area of your practice; we believe in valuing the process of improvement not pass or fail numerical targets. |
| **Health and Wellbeing Strategies** | Having happy and healthy staff is key to a successful organisation. The Trust is committed to:   * providing employees with a safe, healthy and supportive environment in which to work * recognising that the health and wellbeing of our employees is important * providing a supportive workplace culture where individuals healthy lifestyle choices are valued and encouraged   We are committed to supporting colleagues to overcome the stigma and discrimination of mental health issues within the work place. To show our commitment to this we have publicly signed up to ‘Mindful Employer’ and the ‘Charter for Employers who are Positive about Mental Health’.  We believe it is important that we are role models to our students of how to be a healthy adult.  We actively promote the importance of a work life balance, offering support to staff on managing stress and workload, as well as a physical activity programme. Access to coaching, counselling and supervision is also available to all staff. |
| **Equality and Equal Opportunities** | Our Trust and its schools are committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust seeks to reduce disadvantages, discrimination and inequalities of opportunity, and promote diversity in terms of its students, workforce and our wider communities we serve. |

Our Offer to staff in the LiFE Multi Academy Trust and our schools continued...

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| **Development of Professional Capital and  Excellence** | As a Trust we always look to invest in our staff and pride ourselves on our ‘home grown talent’.  We are proud of this and believe this has the biggest impact on how our staff understand their communities and make a difference to the lives of our young people.  Quite simply, our aim is to employ people who match our ethos and values and enable them to truly collaborate with colleagues across the Trust so that they are satisfied professionally. We provide outstanding training pathways which draw on excellence both within and outside of our Trust to enable you to build your professional capital.  Support staff have their own Personal Improvement Plan that they use as a tool to create a bespoke professional development plan. All support staff also receive Coaching and training opportunities, in order to help them feel empowered and in charge of their own development.  Across the Trust we pride ourselves on equal opportunities for all staff, irrespective of background, gender, disability, religion, sexual orientation or age. |

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| **Sabbatical and flexible working policies** | We have developed a unique sabbatical policy to support staff to develop their interests.  For some, this has been to develop professionally, whilst others have taken this time to experience travel with their family.  See our policy for further details.  Flexible working arrangements are also promoted across the Trust where possible, to enable our staff to manage their work life and family commitments. |
| **Strong Induction Process** | It is important to us that every member of staff has the right start to working in our Trust.  The importance of a good induction is invaluable for new starters irrespective of previous experience. |
| **Attendance of staff**  **In addition we also offer** | Our staff are committed to their roles and ensure that students are supported to maximise their outcomes.  Levels of attendance are exceptionally high across all staff and well above national averages in the education sector and beyond.   * Training & development opportunities * On-site parking * On-site catering facilities * Staff wellbeing and flexible working * Childcare and cycle to school vouchers * Flexible approach to annual leave * Located in Leicester and Leicestershire our schools have excellent transport links and road networks |

**We are always looking for highly quality teachers and support staff who buy into our values across the LiFE Multi Academy Trust and our schools**

The Advert

**We are recruiting a**

**Teacher of English 1.0 FTE**

**MPS / UPS**

Maternity cover 23 August 2021 to 31 December 2021

As a Trust we believe that the staff we employ to work across our schools share the core value of ‘Bringing Learning to LiFE’. Every member of staff, employed by the Trust, plays a pivotal part in its future success. The values and ethos of our Trust shines through each schools unique and individual culture.

***Our Trust believes in working together to achieve better outcomes for our students, and serving our local communities.***

We are seeking to appoint a Teacher of History who shares the Trusts vision and values. The successful candidate will be based at Countesthorpe Academy.

The Trust has seen rapid growth over the last 18 months. The schools currently in the Trust are:

* Ashby School (March 2021)
* Bosworth Academy (Lead school)
* Braunstone Frith Primary School (September 2019)
* Countesthorpe Academy (March 2020)
* Ibstock Community College (due to join during the 2021 summer term)
* Ivanhoe College (due to join during the 2021 summer term)
* Kingsway Primary School (January 2018)
* The Winstanley School (January 2017)

Application forms and further details can be downloaded from www.lifemultiacademytrust.org.uk or may be obtained from Mrs K Pollard (MAT HR Manager) kpollard@lifemultiacademytrust.org.uk

**The closing date for completed applications is 12 noon Monday 14 June 2021.**

“Our Trust and its schools are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment”

**Countesthorpe Academy**

**Job Description**

**All College Teaching Staff**

**Requirements**

* To carry out the assigned professional duties in accordance with and subject to the provisions of the Education Acts
* To adhere to any relevant Orders and Regulations including the most recent School Teachers' Pay and Conditions Document
* To adhere to any rules, regulations, policies laid down by the Governing Board
* To carry out any duties required by the Principal

**Ethos**

To support the inclusive ethos of Countesthorpe Leysland Community College and help to provide an appropriate curriculum, academic rigour and pastoral support at the College, enabling all students to achieve their full potential in a personal, social and intellectual context. The post holder will help all students to develop skills and competencies and to acquire the confidence to participate in learning at all stages of adult life. The post holder will continue to improve equal access for all students to the full range of educational opportunities.

**Outline of the Role for all Teachers**

* The primary task of all Countesthorpe Leysland Community College teachers is to enable all students to achieve their full potential (social, physical, emotional and intellectual) by helping them to develop relevant skills, competencies, attitudes, concepts and knowledge. Teachers should use their professional judgements and skills to help students to acquire the confidence to tackle all aspects of learning throughout their lives. They should seek to enhance self-esteem and the self-fulfilment of students through a supportive, encouraging, inclusive yet challenging approach to learning.
* All teachers will be expected to follow College policies agreed by Governors and to prepare and teach high quality lessons, mark work in line with Department and College Policies and keep appropriate records of assessment of designated groups within a pastoral team or department areas. This includes periodic submission of data centrally for importing into SISRA for teachers to analyse the performance of their own groups within the department. A wide variety of teaching styles suited to the needs of individuals and small groups as well as whole classes should be adopted. In addition, all teachers will be expected to attend Parents’ Evenings and other after-College events as identified within the annual time allocation of 1265 hours.
* Teachers should have a concern for the academic, pastoral and general welfare of students in their care during specific lessons and around College. In addition all teachers are expected to take a broader responsibility for the development and progression of a group of students and assist in the management of behaviour and the wearing of the correct uniform across the College at all times.

1. **Managing Student Behaviour**

All teachers have a responsibility to implement and uphold the Behaviour for Learning Policy and as such take responsibility for managing the behaviour of students for whom they are responsible including the giving of rewards and application of appropriate sanctions, following up issues with parents, as and when appropriate. In addition, all teachers have a responsibility to ensure that behaviour and conduct around College, in corridors and the outside environment is good and that inappropriate behaviour is challenged and followed up appropriately, including with parents.

At the start of each day and during each lesson all teachers are responsible for checking that the correct uniform is worn and carrying out the agreed procedures if there are any issues.

1. **Contributing to the College Ethos**

* All teachers will be expected to work collaboratively with other staff as members of teams, departments and/or other cross-curricular groups. They will contribute their own particular talents and skills to such groups to support and enhance the work of the College, to aid the production of new initiatives, policies, resources, schemes of work, etc.
* In collaboration with support staff and students, teaching staff are responsible for caring for the College environment, particular staff concerning themselves with specific designated rooms or Department areas.
* Staff are encouraged to assist in the development of any aspects of the College to which they are interested or to which they feel particularly attracted and can gain either additional experience or make a valuable contribution.
* All staff should note that the College campus is a no-smoking area for ***all*** students, staff and visitors. All staff must set an example to show the importance of non-smoking and good health.

1. **Role of the Form Tutor**

* All members of staff are attached to a Year Team and are expected to act as Form Tutors and are accountable to the Heads Year. The role of Form Tutor is vital to the efficient running of the College. Effective academic support and pastoral care and the delivery of the Tutorial and PSHE programmes are essential elements of our College Provision
* Form Tutors are expected to take an active role in managing the behaviour of their tutees, communicating with parents and being the first point of call when issues arise, including outside of the classroom
* The Behaviour Management Policy relies on the class teacher managing behaviour in the first instance but the Form Tutor has the vital role of having the overview of monitoring their tutees and putting into place any appropriate interventions or sanctions required, including contacting parents
* The Form Tutor is responsible for monitoring the academic progress of their tutees and using SISRA to analyse their progress and to identify any underachievement checking the progress students are making and praising and supporting students as and when appropriate
* The Form Tutor has responsibility for checking uniform during the Tutor Period, following up identified issues during the day and carrying out the agreed procedures in the event the correct uniform is not being worn.

1. **Professional Development and Performance Management**

* All teachers also have a responsibility for their own professional development. All teachers have the right to appropriate professional support and Professional Development opportunities through formal and informal contact with other colleagues, including the Senior Leadership Team, Heads of Department, Heads of Year, other teachers and members of support staff. Annually, all teachers will be required to participate in a Performance Management review when professional development needs will be identified and discussed with their line manager
* As teachers progress through the Threshold and request to be assessed against the standards of UPS 2 and particularly UPS 3, they will be expected to undertake additional roles, responsibilities and duties commensurate with the pay scale. These will be discussed and agreed on an annual basis
* In accordance with the provisions of the Equality Act, 2010, teachers must be able to perform all duties and tasks with reasonable adjustment, where appropriate.

**This post is subject to enhanced disclosure from the Disclosure and Barring Service**

The Application Process

Completed application forms together with a letter of no more than 2 sides of A4 outlining why you are the right person for this post, should be returned to [kpollard@lifemultiacademytrust.org.uk](mailto:kpollard@lifemultiacademytrust.org.uk) by 12 noon on Monday 14 June 2021.

or by post to

F.A.O. Mrs K Pollard

HR Manager

c/o Braunstone Frith Primary School,

Cuffling Drive,

Leicester

LE3 6NF

**Queries**

If you have any queries on any aspect of the application or need additional information, please contact Mrs K Pollard on 0116 3033780 ext 1004

There is more information available on the following websites: -

<https://www.lifemultiacademytrust.org.uk>

Thank you

**Please note that we will only consider applications from candidates if they have completed the Trust application form, CV’s will not be considered.**