



Lynch Hill Enterprise Academy

English Teacher
Application Pack



Contents

Thank you for your interest in the post of English teacher at Lynch Hill Enterprise Academy

This pack contains:

- Letter to candidates
- Information about Lynch Hill Enterprise Academy
Details of the Slough and East Berkshire Multi Academy Trust
- The job description and person specification

We hope that you find the pack informative. If you do have any further questions, please contact Lynch Hill Enterprise Academy via the details below:

Sharifa Salahudeen

HR Manager

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01753 691583 ext. 2239

You can also visit our website at

www.lhea.org.uk

Closing date: 2 July 2024

Interview dates: w/b 17 June 2024 (we reserve the right to interview promising candidates prior to this date if applications are received early)

If you wish to visit the Academy prior to application, then please contact Sharifa Salahudeen.

We are a school that places the safeguarding of all students as our number one priority. Please take the time to review our Child Protection & Safeguarding Policy:

<https://resources.finalsite.net/images/v1578476649/sebmatcom/tdwye22vatvtdcp2cstp/ChildProtectionandSafeguardingPolicy2019-2020.pdf>

Dear Applicant

Thank you for your interest in the post of English teacher at Lynch Hill Enterprise Academy. This is an exciting opportunity to join our rapidly improving school community.

The school received its first Ofsted inspection in March of 2023, following its move to join the Slough and East Berkshire Multi Academy Trust (SEBMAT). That inspection reflected the significant progress made since the school was first inspected and, most importantly, highlighted the strengths of our student body.

A typical Lynch Hill member of staff is someone who is highly committed, motivated and resilient, with a clear focus on improving the life chances of all young people. We firmly believe that high achievement for each and every student is our shared responsibility. Our school community celebrates excellence and enables students to flourish as happy, successful individuals who achieve their best in all they do. It is a special place to work!

“Lynch Hill Enterprise Academy is a happy and welcoming community. Teachers know pupils and their families very well. Relationships between pupils and staff are strong and supportive. Leaders have high expectations regarding pupils’ behaviour and they ensure that responses to incidents are measured and fair. This leads to pupils behaving very well. They are courteous and respectful. Lessons and the atmosphere around the site are calm and purposeful. Pupils say that any instances of bullying or harassment are rare and always followed up. This helps pupils to feel very safe and happy at this school.”
(Ofsted 2023)

If you have enthusiasm and energy and want to be part of our dynamic culture working to ensure:

- teaching and learning engages and challenges
- our students’ aspirations are raised
- our students are happy, supported and motivated

then I would be pleased to receive your application. Together with your completed application form, I would also request an accompanying letter of no more than two sides of A4 outlining your previous experience and how you would fulfil the role. Within this letter, please detail examples of your successes, especially how you have impacted positively on results and life chances for young people.

Yours faithfully



Chris Thomas
Headteacher of Lynch Hill Enterprise Academy



The school

Lynch Hill Enterprise Academy is a free school which opened in September 2014. We moved into our new building in April 2017 and, in January 2019, Lynch Hill became part of the Slough and East Berkshire Multi Academy Trust. There are approximately 880 students on roll.

We are fortunate to have a new building, which provides an outstanding learning environment in which to deliver both an exciting curriculum and broader learning opportunities. The school was first inspected in June 2017 at which it was found to be inadequate. Significant improvements had been made by the first monitoring visit in June 2018, where the inspector noted:

At Lynch Hill Enterprise Academy our curriculum intent is deliberately designed to reflect all aspects of school life, not just that which happens in the classroom and is guided by these three important aims:

Aspire: To be the best you can be.

Achieve: High achievement is the shared responsibility of all.

Succeed: To aim for success in academic, personal and future work life, and for this aim to be a personal and collective endeavour.

I would urge you to visit this wonderful school and see for yourself what makes Lynch Hill Enterprise Academy such a special place to work.

The Trust

Lynch Hill Enterprise Academy is a member of the Slough and East Berkshire C of E Multi Academy Trust (SEBMAT). SEBMAT includes both primary and secondary schools, which may have a Church of England link, but this does not prevent non Church of England schools from joining the Trust. SEBMAT supports schools to achieve very effective education with high levels of performance through coaching, sharing good practice and helping to secure good value for money.

SEBMAT values

We fully subscribe to the National Society's determination since 1811 that the education we offer as Church of England schools does not depend on the background of the pupil but on a profound investment in their character and in the sparking of their aspiration. Every pupil will be encouraged to respect and honour their similarities and their differences as well as achieve success and be a positive contributor to the local and wider community.











Schools joining SEBMAT will be expected to commit themselves fully to open, honest and transparent collaboration that aims to help every pupil in the Trust to achieve the highest standards.

SEBMAT aims to provide:

- School improvement and has a track record of success
- Excellence in leadership
- Sustained momentum across the improvement journey
- Curriculum innovation
- Standards monitoring, data analysis and trend information
- Links to local, national and international groups
- Facilitated school-to-school networks, coordinating and brokering expertise
- Excellent staff by attracting the best to the Trust and by providing good development opportunities
- Excellent financial management and value for money



Staff Benefits

	<p>Healthcare and mental health</p> <ul style="list-style-type: none"> • Free annual flu vaccination • Eye care vouchers to cover some/all the costs of eye tests and spectacles. • Free confidential and independent counselling helpline • Healthcare package opt in for staff and their families which includes a 24/7 GP advice line and a 24/7 Mental Health helpline.
	<p>Social connection</p> <ul style="list-style-type: none"> • Staff social committee who arrange social events • Buddies scheme for new staff • End of term events with refreshments provided • Supportive and committed team of staff
	<p>Timetabling and cover</p> <ul style="list-style-type: none"> • Additional protected PPA time for form tutors • We employ Cover Supervisors to reduce the amount of cover by teachers • Maximum teacher contact time set at 43 hours (about 2 days) per/fortnight
	<p>Planning, marking, assessment and reporting</p> <ul style="list-style-type: none"> • Specific staff support for administration planning of educational visits and other activities • Teachers encouraged to set homework when it is meaningful, not to a rigid timetable • Feedback policy designed to make marking and feedback demands on staff manageable • Reporting requirements reviewed regularly and streamlined where possible • Friday afternoon department planning meetings run from 2.30-3pm each week.
	<p>Communications and technology</p> <p>All staff are supplied with a laptop Communication streamlined using daily message document and weekly staff briefing ClassCharts used to help teachers work more efficiently and flexibly</p>
	<p>Calendar planning</p> <ul style="list-style-type: none"> • Deadlines and events scheduled to spread workload where possible • Programme of after school meetings is relatively light compared to many schools • Term dates are carefully set to maximise the number of weekends in school holidays
	<p>Professional development</p> <ul style="list-style-type: none"> • Extensive in-house CPD programme and opportunities for external training • Funding to support teaching and support staff working towards relevant professional qualifications • In-house Outstanding Teacher Programme
	<p>Flexible working and leave of absence</p> <ul style="list-style-type: none"> • Staff absence policy is applied generously • Informal and formal requests for flexible working considered • End of term early finish for all staff
	<p>Staff wellbeing</p> <ul style="list-style-type: none"> • 2-week Autumn Half-term • Free tea/coffee and biscuits • Friday treats such as cheese/biscuits, doughnuts, fruit and chocolate for all staff at break • On site Dining Hall which offers a free lunch when you 'dine in'. • Late start following Open evening
	<p>Other benefits</p> <ul style="list-style-type: none"> • Cycle to work scheme and ample on-site parking. • Refer a friend incentive of £500. • Long service awards • London fringe allowance

The English Department

We seek an outstanding and creative teacher of English, who must have a desire to learn and grow as a practitioner in addition to having a strong sense of moral purpose.

Our students are wonderful, open-minded and have a great love of learning. This is a successful department, ready for the next stage of its development.

There are currently a team of six experienced practitioners with expertise in SEND, behaviour and well-being, literacy and assessment for learning. Over the last 18 months, lots of exciting work has been done to develop the department to provide active, challenging and creative learning experiences for our students.

Curriculum and Literacy

We study a rich and broad curriculum that embraces literature from all cultures and eras. Our KS3 curriculum prepares our Year 7-9 students for the challenges of the new GCSEs and allows GCSE students the opportunity to learn with an experienced AQA Examiner, study within target groups at GCSE and enjoy regular 'English in the Hall' subject lectures to prepare them for their post-16 study.

Indeed, the very best thing about our school is the students we serve. Their open-mindedness and love of learning enables us to boost their literacy skills through whole school event days including 'International Literacy Day' 'National Poetry Day', 'No Pens Day Wednesday', 'Martin Luther King Day' and 'World Book Day'. Students also enjoy our new and fully resourced library. There are also bespoke library lessons and a new literacy programme to support students' literacy.

Accommodation

Students learn in a suite of seven, large classrooms, all of which have SMART Board technology and interactive whiteboards. The English department also have their own computer suite, where we encourage our practitioners to use Information Technology to enhance learning.