



# NORTH LIVERPOOL ACADEMY



**Aspire, Community, Experience**



**NORTH LIVERPOOL  
ACADEMY**

# History of NLA

North Liverpool Academy opened in 2006 as one of the first Academies in the country and has benefitted from the various advantages that brings. The Academy is well resourced both in terms of facilities and staff. It is housed in a superbly equipped building, erected in 2009 and enjoys an excellent reputation within the local community.



## The Trust



Northern School Trust is a not-for-profit education charity. It is a well-developed MAT (Multi-Academy Trust) held in high regard by the DFE. There are currently four schools in the Trust including an innovative Studio School and a Life Sciences UTC in the centre of Liverpool as well as Four Oaks Primary School.

The Trust is proud of its collaborative way of working and is developing into a nationally recognised and trusted academy sponsor with an excellent reputation. The Trust has a wide range of expertise and specialised experience to call upon, having access to the FE, University, private and voluntary sectors as well as partner schools and consultant expertise drawn from across the UK.

The Trust has a central team that provides best value and an efficient service delivery in areas of HR, Finance, Enterprise & Marketing, Governance, Strategic ICT Development, Data and Facilities Management to all NST schools.

## Latest Ofsted



North Liverpool Academy's recent Ofsted inspection from March 2022 rated the school officially as a Good School, along with the improving trend in academic results confirms the school as one of the most improved in Liverpool.



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ACADEMY



# Some takeaways from the report:

“Pupils including those with special educational needs and/or disabilities (SEND) achieve well. This is because leaders have high expectations of pupils’ behaviour and learning. Teachers know their pupils and students in the sixth form in detail. Pupils appreciate the respectful relationships that they forge with staff. They said that they feel valued as individuals and that they trust the staff.”

“Students in the sixth form, benefit from a well-designed careers programme. This helps to raise pupils’ ambitions and improves their employability. A high proportion of pupils continue into further education and training. An increasing number of students from the sixth form continue their education at university.”

“Trustees and governors have a clear vision for the school and enact it capably. They provide effective support and challenge to leaders. Their actions have led to improvements in the quality of education for all pupils including for disadvantaged pupils. Leaders are considerate of staff’s workload and well being. Staff said that they are proud to work at North Liverpool Academy describing the school as an extended family.”

# Welcome from the Principal



**Emily Vernon**  
**Principal**

We live in exciting times – our great city of Liverpool is currently undergoing an amazing renaissance, with new jobs, investment and opportunities. We are proud to tell you that North Liverpool Academy is also undergoing its own renaissance. Our most recent Ofsted inspection has graded us as a ‘good’ school in all areas. Our exceptional academic results and reputation continue to confirm us as one of the fastest improving schools in Liverpool.

NLA lies at the heart of the local community. It is our task to prepare our young people for the exciting challenges and opportunities ahead. Our curriculum inspires a lifelong passion for learning and equips our students with the confidence and skills to take advantage of the tremendous opportunities on our doorstep and further afield.

Our ethos and core values are built around a culture of enjoyment and achievement. We believe that when joining our team as a student, parent, member of staff or a member of the local community, by embracing our values of high aspiration, transformational experience, community engagement and excellent achievement we will deliver outstanding educational outcomes for all.

We believe it is our job to ensure that our students take pride in all they do and graduate from North Liverpool Academy with the confidence to take on the competitive and ever-changing world around us. This is a truly exciting time for the North Liverpool Academy as we establish a world class academy with excellence for personal development, leadership, teaching and learning.

If you have any questions, would like a conversation or if you wish to come and see the outstanding work happening across our academy please feel free to contact us.

# Why choose North Liverpool Academy?

## All Staff

- Excellent opportunities for advancement & promotion
- Bespoke training as part of our talent management programme and online accredited CPD courses
- Well lead and managed teams
- Employee Assistance Programme offering staff (& their family members over 16) support through counselling & CBT therapy
- Inclusive induction programme
- Designated reprographics support & ICT helpdesk
- Staff discount scheme including cinema vouchers, days out, shopping and dining out
- Proactive approach to mental health and wellbeing including a supportive HR Department who can provide access to wellbeing services & referrals to Occupation Health
- Free on-site secure parking
- Free access to Fitness suite
- Complementary tea & coffee facilities
- Duke of Edinburgh
- Extended opening hours to promote a better quality of work/life balance
- Access to employee benefits platform - Salary Extras which include discounted cinema tickets, cycle to work scheme, discount at many restaurants amongst other things

## Teachers

- Fast track UPS/Leadership progression
- Training and support for middle or emerging leaders and access to NPQML/SL programmes
- Comprehensive ECT/School Direct/Teach First programme
- Paid Development post opportunities

## Support Staff

- 35 days paid annual leave
- Support for staff wishing to progress into teaching through School Direct
- Membership into the local Government pension scheme, where we as employers pay an additional 11% of contributions
- Time off in lieu when available
- Non contractual discretionary leave during school closure periods

# Our Amazing Facilities



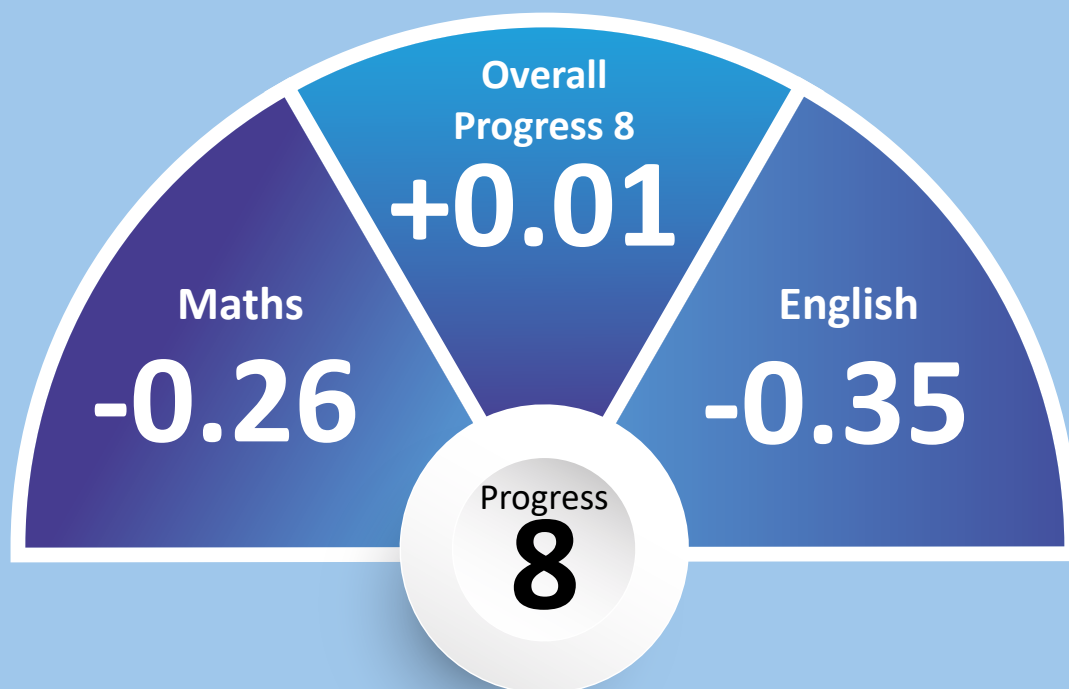
North Liverpool Academy moved into a purpose built state of the art building in September 2009 and has the following outstanding facilities to name a few:



- 7 Technology classrooms
- 13 state of the art Science classrooms which are fully supported by 2 full-time Science Technicians
- Outstanding Drama Theatre which includes movable walls and bleacher seating to accommodate 220
- High quality dance studio with 2 designated teaching spaces
- Music practice and performance rooms
- Designated sixth form provision with LRC, classrooms and space for study or research
- Library
- ICT facilities including banks of I-Pads, Chromebooks and laptops
- Multi-purpose media suite
- Teaching & learning hub
- Sports hall and fully equipped Gym and Fitness Centre
- Full size Astro pitch
- On site Scoot 66 Scooter supplies shop
- Secure car parking with spaces for up to 140 cars



# Progress:



# Attainment:

- Average Attainment 8 Score 45.22
- 69% gained grade 4 or above in English
- 57% gained grade 4 or above in Maths
- 53.1% gained grade 4 or above in English and Maths
- 47.3% gained grade 5 or above in English
- 39.5% gained grade 5 or above in Maths
- 31.4% gained grade 5 or above in English and Maths
- 15.1% of students entered for EBacc
- 8.1% of students achieved an EBacc Standard Pass
- EBacc Average Point Score 3.48



## KS5 DATA

- Overall Value Added Score -0.02
- Progress Scores by Qualification Category
- A Level -0.35
- Academic -0.34
- Applied General +0.49

# Our House System

At North Liverpool Academy we run a house system through all key stages which incorporate a range of different events throughout the year for all students to be a part of to compete and celebrate of being part of their house. Each house is named after a famous Liverpoolian. The five houses are McGough, Patten, Redmond, La Plante and Russell. Each house has a member of SLT who lead their house throughout the year and celebrate the success each term in an awards assembly. Recently we ran a house competition for students to redesign their house logo. The winning badges are displayed below. Other competitions that take place throughout the year run through the curriculum and link to what the students are learning in that subject area. Points are also awarded for sports days, rewards points, attendance and community contribution for all of our exciting events we run throughout the year.



# Our Maths Department



The Department consists of 14 full time teachers with a range of experience and levels of responsibility both within the department and across the Academy. It is led by Emma Van Deventer, Curriculum Leader and overseen by Chris Welch, Assistant Principal with responsibility for Data. Each key stage is also managed by a:

- KS5 Co-ordinator
- KS4 Co-ordinator
- KS3 Co-ordinator
- Lead practitioner for Teaching and Learning

Mathematics is a thriving department, achieving good results, and encouraging students to study both Maths and Further Maths at A-Level. All members of the department are supportive of each other and have an excellent team ethos. We are constantly striving to improve and we are truly invested as a team in providing the best possible outcomes for our students. We have a growing cohort in our Exponentials pathway in KS5 and we are striving to roll this out into the lower key stages. We have forged strong links with AMSP and Liverpool University and try to offer as many enrichment opportunities as possible. Students at NLA will openly say that Maths is their favourite subject.

## Key Stage 3

Key Stage 3 Mathematics provides students with the opportunity for three years, to explore and experience a variety of mathematical areas. Whether students are going to follow a career in mathematics or whether they will require skills in order to follow alternative pathways, maths is key to understanding and modelling the world round us. Numeracy and Problem Solving are the focal points of Key Stage 3 at North Liverpool Academy, as we aim to provide all pupils with the tools necessary to be prepared for GCSE Mathematics. Regardless of their starting point, it is our aim to instil high aspirations into every student so that they leave Year 9 engaged, enthused and resilient; ready for the next steps of their academic journey. We endeavour to provide a fully inclusive KS3 curriculum which has a strong emphasis on problem solving, with stretch and challenge opportunities integrated throughout. It is our aim to ensure our students develop a deeper understanding of Mathematics.



# Maths

## Key Stage 4

Our core purpose at KS4 is to deliver an engaging and challenging curriculum through outstanding teaching and learning. We aim to give students the best opportunities to learn the KS4 curriculum, to have the best possible outcomes for their GCSE examinations in Year 11 and to make them confident and responsible members of the school and the wider community.

We follow Pearson Edexcel GCSE (9-1) which aims to provide evidence of students' achievements against demanding and fulfilling content. We provide a strong foundation for further academic and vocational study and for employment, and aim to give students the appropriate mathematical skills, knowledge and understanding to help them progress to a full range of courses in further and higher education.

The curriculum path is differentiated to either Higher or Foundation and also within topics in order to match the pace and challenge with the needs of the students

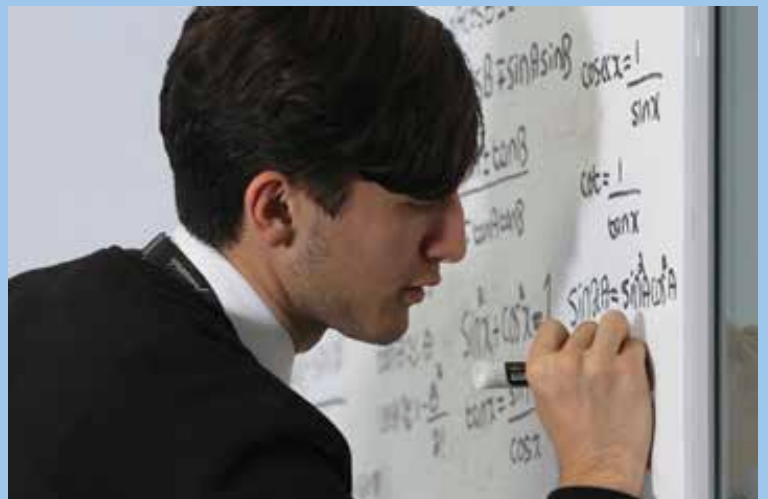


## Key Stage 5

### EDEXCEL ALEVEL Maths and Further Maths

Students in our Exponentials pathway, enjoy working with specialist teachers, in Mechanics, Statistics and Pure Mathematics. They work in a creative and engaging environment to develop the additional skills of collaboration, communication and presentation. Exponentials is much more than working on complex equations, it is about learning how to be a professional mathematician for a successful future career.

Maths A-Level and Further Maths A-Level are offered post 16 at 5 lessons each per week to strong cohort sizes



# Maths

## AMSP

We have developed strong links with AMSP allowing KS4 and sixth form. The AMSP run enrichment events and produce materials to encourage students to study Maths beyond GCSE and offer support for students preparing for university maths tests. We also currently host the Year 10 Maths Feast.



## Alumni

Feiyang is an example of one of our hard-working students. He studied Maths and Further Maths throughout his Key Stage 5 career. Gaining an A\* in both. In September 2022 he began the next part of his Maths journey to specialise in Maths at the University of Oxford. Feiyang's dream career is to be the best in the world of whatever he chooses to do!



## House Competitions and Enrichment

The department believes in supporting all students in becoming 'mathematicians of the future' and offers an extensive extra-curricular provision to all students. All members of the department are supportive of each other and have an excellent team ethos. We are constantly striving to improve and we are truly invested as a team in providing the best possible outcomes for our students.

# Maths

We have a growing Chess community and have worked in collaboration with Liverpool: Chess in Schools to host their Secondary School Chess Tournament



## Come and Join The Team!

### **Job Description**

<b>Post Title:</b>	<b>TEACHER</b>
<b>Purpose:</b>	<ul style="list-style-type: none"> <li>◆ To contribute effectively to the work of the Academy and to the achievement of its mission.</li> <li>◆ To facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential.</li> <li>◆ To contribute to the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students.</li> <li>◆ To actively safe guard and promote the welfare of students in the Academy</li> </ul>
<b>Reporting to:</b>	Subject Leader.
<b>Responsible for:</b>	The provision of a full learning experience and support for students.
<b>Liaising with:</b>	Support staff other teachers other professionals
<b>Salary/ Grade:</b>	The appropriate point on the STPC scale for teachers.
<b>MAIN (Core) DUTIES</b>	
<b>Operational / Strategic Planning</b>	<ul style="list-style-type: none"> <li>◆ To contribute to the whole Academy's planning activities.</li> <li>◆ To assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the Curriculum Area.</li> <li>◆ To plan and prepare courses and lessons.</li> </ul>
<b>Curriculum Provision</b>	<ul style="list-style-type: none"> <li>◆ To assist the Subject Leader to ensure that the curriculum area provides a range of courses which will complement the Academy's strategic objectives.</li> </ul>
<b>Curriculum Development</b>	<ul style="list-style-type: none"> <li>◆ To assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies and the Academy's Mission and Strategic Objectives.</li> </ul>
<b><u>Staffing</u></b>  <b>Staff Development</b>  <b>Recruitment / Deployment of Staff</b>	<ul style="list-style-type: none"> <li>◆ To take part in the Academy's staff development programme by participating in arrangements for further training and professional development.</li> <li>◆ To continue personal development in the relevant areas including subject knowledge and teaching methods.</li> <li>◆ To participate in the Performance Management process.</li> <li>◆ To work as a member of a designated team and to contribute positively to effective working relations within the Academy.</li> </ul>
<b>Quality Assurance</b>	<ul style="list-style-type: none"> <li>◆ To help to implement Academy quality procedures and to adhere to those.</li> </ul>

	<ul style="list-style-type: none"> <li>◆ To contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed Academy procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required.</li> <li>◆ To review from time to time methods of teaching and programmes of work.</li> <li>◆ To take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and academic mentoring functions of the Academy.</li> </ul>
<b>Management Information and Administration</b>	<ul style="list-style-type: none"> <li>◆ To maintain appropriate records and to provide relevant accurate and up-to-date information for MIS.</li> <li>◆ To complete the relevant documentation to assist in the tracking of students.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>◆ To communicate and consult with the parents of students.</li> <li>◆ Where appropriate, to communicate and co-operate with internal/external individuals and bodies as appropriate.</li> <li>◆ To follow agreed policies for communications in the Academy.</li> <li>◆ To show an active and personal commitment to safeguarding students by communication any issues that may arise</li> </ul>
<b>Marketing and Liaison</b>	<ul style="list-style-type: none"> <li>◆ To take part in marketing and liaison activities such as Open Evenings and liaison events with primary schools.</li> <li>◆ To help with the interviewing of prospective students.</li> <li>◆ To contribute to the development of effective subject links with external agencies.</li> </ul>
<b>Management of Resources</b>	<ul style="list-style-type: none"> <li>◆ To contribute to the process of the ordering and allocation of equipment and materials.</li> <li>◆ To assist the Curriculum Leaders to identify resource needs and to contribute to the efficient/effective use of physical resources.</li> <li>◆ To co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the Academy, department and the students.</li> </ul>
<b>Academic Mentoring System</b>	<ul style="list-style-type: none"> <li>◆ To promote a safe environment for all students as part of the safeguarding agenda</li> <li>◆ To promote the general progress and well-being of individual students.</li> <li>◆ To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of Academy life.</li> <li>◆ To undertake regular personal review interviews with students to assist in evaluating their progress and development and in identifying and monitoring personal action plans.</li> </ul>

	<ul style="list-style-type: none"> <li>◆ To evaluate and monitor the progress of students and keep up-to-date the individual student progress file and other records as may be required.</li> <li>◆ To contribute to the preparation of Records of Achievement/ profiles and other reports, including the drafting of references.</li> <li>◆ To alert the appropriate Curriculum Leader to problems experienced by students and to make recommendations as to how these may be resolved.</li> <li>◆ Monitor course work and targets and report any falling off of performance</li> <li>◆ Monitor merits rewards and sanctions and undertake appropriate actions</li> <li>◆ To support the activities of the House and take part in events.</li> <li>◆ To deliver the Academic mentoring programme.</li> <li>◆ To contact the parents, via the Head of House curriculum leader or House manager to keep them informed of any difficulties and problems experienced.</li> </ul>
<b>Teaching</b>	<ul style="list-style-type: none"> <li>◆ To teach, according to their educational needs, including the setting and marking of work to be carried out by the student in the Academy and elsewhere.</li> <li>◆ To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required to provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.</li> <li>◆ To undertake a designated programme of teaching.</li> <li>◆ To ensure a high quality learning experience for students which meets internal and external quality standards.</li> <li>◆ To prepare and update subject materials.</li> <li>◆ To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.</li> <li>◆ To make extensive use of the ICT facilities that are available to enhance teaching and learning.</li> <li>◆ To contribute to the development of the materials on the VLE</li> <li>◆ To maintain discipline in accordance with the Academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.</li> <li>◆ To undertake assessment of students as requested by external examination bodies, departmental and Academy procedures.</li> <li>◆ To mark, grade and give written/verbal feedback as required.</li> <li>◆ To ensure that all cross curricular aspects such as Citizenship are delivered according to the academy's plan and that these are assessed and recorded.</li> </ul>

**UPS 1,2,3** It is the role of post threshold teachers to support others younger in the profession to gain the necessary skills to pass through the threshold or to move higher

in expertise. It is therefore expected that each member of staff will contribute towards the development of the practice of colleagues and be supportive of them so that that the base of knowledge is shared and our expertise as an academy grows. UPS 1,2 and 3 are deemed to be good and very good practitioners and the quality of their work should be always commensurate with that expectation

**Enhanced DBS for all roles**

#### **OTHER SPECIFIC DUTIES**

This job description is current at the date shown but, in consultation with you, may be changed by the Principal.

### **Person Specification**

#### **TEACHER**

#### **QUALIFICATIONS**

##### *Essential*

- Relevant professional qualifications - Degree level or equivalent
- Has up to date knowledge of relevant legislation and guidance in relation to working with, and the protection and safeguarding of children and young people
- Displays commitment to the protection and safeguarding of children and young people
- Teaching Certificate

#### **SKILLS / KNOWLEDGE / QUALITIES**

##### **Teaching**

To be a good very good or excellent teacher

##### **Management of Learning**

##### *Essential*

1. Commitment to and ability to support the distinctive ethos of the Academy
2. very good communication skills
3. Planning and organisational skills
4. Ability to relate well to staff, students and parents
5. Values and respects the views and needs of children and young people
6. Has good ICT skills which can be used in teaching for learning and good presentational skills
7. Is resilient and demonstrates ability to work well under pressure. Manages time effectively
8. Ability to be a fully integrated team member and be adaptable and flexible in approach to meet the needs and aspiration of the students.

9. Is committed to personal and professional development. Is reflective and learns from past experiences.
10. Is willing to work within the organisational procedures and processes to meet the required standards for the role
11. Has problem solving analytical and negotiating skills

### **Curriculum**

#### *Essential*

1. Good understanding of the relevant curriculum area
2. Willingness to keep up-to-date on issues concerning curriculum development
3. Willingness to participate in the evaluation and monitoring of the relevant curriculum area(s) and quality assurance procedures
4. Willingness to identify and implement action points for improvement
5. Ability to maintain confidentiality where appropriate

### **Staff**

#### *Essential*

1. Willingness to participate in Personal Development Review and Staff Development procedures.
2. Commitment to equality of opportunity and fair treatment for all staff and students.
3. Appreciates the significance of safeguarding and interprets this accurately for all individual children and young people whatever their life circumstances
4. Willingness to undertake training to complete individual training needs.
5. Willingness to contribute to the design and delivery of staff development programmes.

**The Academy is committed to the safeguarding of its students and the promotion of the welfare of children and young people and expects all staff and volunteers to share this commitment.**

# Our House System



Mrs Darlington is the Senior Leadership leader of Russell House.

Russell House is named after famous play writer Willy Russell.

Russell House believes there are three keys to success:

Hard work – always try your best.

Honesty – truth is vital in any relationship.

Respect – treat people the way you would want people to treat you.

The House motto for Russell is **‘find your way to fly’**.

Miss Kennedy is the Senior Leadership leader of McGough House.

McGough House is named after the famous English Poet Roger McGough.

In McGough we aim to provide an atmosphere in which all students are confident that they are safe, valued and respected.

This environment will support students to achieve their true academic potential and reach their goals

The House motto for McGough is **“Together we will achieve and succeed.”**



Mr Welch is the Senior Leadership Leader of La Plante House.

La Plante House is named after inspiring author and screen writer Lynda La Plante.

In La Plante we pride ourselves at giving all pupils the space and support to grow in all areas of school life.

The House motto for La Plante is **“With pride we grow.”**

Mr McGhee is the Senior Leadership Leader of Redmond House.

Redmond House is named after English television producer and screenwriter Phil Redmond.

Mr McGhee believes that in Redmond house, everyone is equal and everyone supports each other. “Every time you’re out and about and you see someone do something nice for someone, be that person that people look up to and aspire to be. Be the best version of yourself.

The House motto for Redmond is **“Be who you dare to be.”**



Mr King is the Senior Leadership Leader of Patten House.

Patten House is named after the poet Brian Patten.

Patten is a House where everyone succeeds together, where one person’s strength is used to support others to grow. Patten House wins with modesty and loses with grace; learning from each experience to grow stronger together.

The House motto for Patten is **“Patten for Success.”**

