

The Shared Learning Trust

THE CHALK HILLS ACADEMY

WHY WORK FOR THE CHALK HILLS ACADEMY?

ABOUT US

- £30 million state of the art building with well-equipped classrooms, in an Ofsted rated 'Good' school.
- You'll be working alongside a collaborative, forward thinking Principal and Senior Leadership Team who are here to support and develop you
- Unparalleled CPD opportunities with free courses every Thursday, catered to your development needs
- Excellent opportunities to develop and grow in a successful and expanding academy
- Freshly brewed coffee for staff on arrival to the academy every morning in your own 12oz Bamboo reusable cup
- Employee of the month scheme, winning shopping vouchers
- Fantastic staff benefits that make a difference to your work-life balance
- 15% of annual membership for Active Luton Gym

WE LOOK FORWARD TO HEARING FROM YOU

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on: https://www.thesharedlearningtrust.org.uk/vacancies3/60982.html

If you have any questions about the role or would like to visit the academy, please contact **HR Recruitment, Jay Powell on 01582 211 226** or j.powell@thesharedlearningtrust.org.uk

If you decide to apply, you should include a letter with your application form on no more than two sides of A4, giving your reasons for applying for the post, addressing information you have read in the pack with particular reference to the person specification and outline any relevant experience you would bring to the trust. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.



SAFEGUARDING

"We believe in the safeguarding and welfare of children and expect all staff to share this view.'

The academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. We are an equal opportunities employer.

The Department of Education (DfE) has set out statutory guidance 'Keeping Children Safe in Education' for schools and colleges on safeguarding.
Safeguarding is defined in paragraph 4 as: "Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes."

The definition of 'children' includes everyone under the age of 18.

HERE'S WHAT OFSTED HAVE TO SAY

"Together with your leadership team, governors and the trust, you have established high expectations for behaviour, teaching and achievement. Leaders have made sure that strategies are in place which have to led to improvements in the quality of teaching, learning, assessment and the curriculum. Leaders have high expectations for pupils' behaviour. Leaders work well with staff to ensure that the school is typically a calm, orderly and purposeful environment." ***Ofsted May 2018***

WELCOME TO THE SHARED LEARNING TRUST



Cathy Barr,
CEO

We aim to recruit outstanding people who have the right attitude. If you have a lov for teaching and are passionate about seeing children succeed, we would love to hear from you!

Recruiting the right staff help us to achieve the goals we have set out for our children. We are always keen to hear from edcators who are passionate about working for the schools and communities we serve. We would rather make no appointment than appoint someone who does not share the same positive ethos that runs through our academies. For this reason, we try and clearly articulate our vision, values and expectations when putting together information for applicants.

Firstly, let me start by thanking you for taking the time to read our information pack and allowing us the opportunity to tell you more about The Shared Learning Trust.

I first began working for The Shared Learning Trust as principal of The Stockwood Park Academy in 2009. Since then, the trust has grown from strength to strength, employing some 500 fantastic staff members who serve over 3,700 children within our communities. It is my privilege to be CEO of our family of schools and work with each principal or head of school to ensure the best possible education in their own academy.

Our ethos is simple; to build a collaborative partnership of academies and schools that will provide exceptional educational provisions, both in and outside the classroom for all our children. Our academies ensure students are supported, monitored and encouraged, ensuring that their learning experience will be challenging, rewarding and memorable. Students enjoy their time at our academies and give back to the wider community. They are role models and young leaders, who contribute to collegiate ethos with maturity.



We aim to recruit staff who:

- Are excited by their role and by the prospect of working with young people, even those who are less motivated
- Love the processes of learning and teaching and are keen to continually develop their own skills
- Recognise that teaching can be a demanding job and react positively to those demands
- Will subscribe to the ethos of the trust and 'go the extra mile' in terms of time and commitment to get the very best from our young people
- See break duty as an opportunity to talk to children
- Are quick to praise and slow to criticise and are not afraid to admit to seeing themselves as potential leaders of the future

I am conscious that this may be first your contact with the trust and first impressions are very important. I hope what you have read, coupled with anything else you discover about us, inspires you to apply for this post.

With best wishes, Cathy

MEET OUR LEADERSHIP



LOUISE LEE,
EXECUTIVE PRINCIPAL



RAZA ALI,
HEAD OF SCHOOL

Dear Applicant,

It is a privilege and an honour to lead Chalk Hills Academy.

Our students are extremely motivated and have an exceptional desire to achieve and behave impeccably. Our staff are highly qualified and work tirelessly in the pursuit of world class progress for all of our students. The facilities at Chalk Hills Academy are state of the art, providing students with the opportunity to develop their interests and skills in a wide range of areas.

As an Academy within the Shared Learning Trust, we believe our key aim is to give every child the best possible opportunity to flourish and develop into decent, disciplined, well-educated and employable adults. Learning is clearly at the heart of all we do.

I am delighted to extend a warm welcome to you.

Best wishes,

Louise Lee & Raza Ali

'IT IS THE SUPREME ART OF THE TEACHER TO AWAKEN JOY IN CREATIVE EXPRESSION AND KNOWLEDGE.'
- ALBERT EINSTEIN



VISION & VALUES



'STRIVE, ACHIEVE, BELIEVE'

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve more that than they ever thought possible. At The Shared Learning Trust, we will provide exceptional opportunities for all to be aspirational and develop a passion and excitement for learning! We will ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well-rounded, self-respecting people. Our commitment to this vision can be demonstrated by our behaviours:

STRIVE

We will:

- Provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be
- Continue to work together to share innovative practice and to provide a wealth of opportunities for all pupils and staff
- Have a Cross-Trust focus on high achievement and standards, where children are supported to meet ambitious targets
- Focus on the development of all our staff through quality recruitment and retention, with excellent opportunities for clear and dynamic career progression

ACHIEVE

We will:

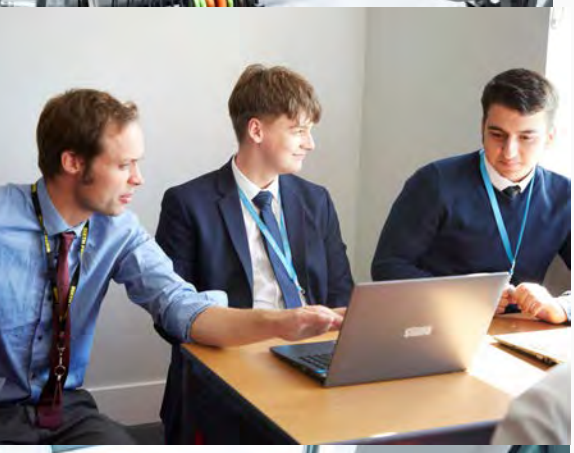
- Aspire to provide exceptional lessons and learning opportunities, incorporating effective use of new technologies, enabling our learners to be successful and innovative
- Shared strong trust approaches to our key issues, e.g. teaching, assessment, attendance and curriculum development
- Offer an interesting yet challenging curriculum in each of our academies
- By our all-through education, guarantee excellent 2-19 provision, with clear progression routes for all
- Continue to expect good behaviour and conduct at all times, allowing all to make progress and achieve excellence
- Place emphasis on collaboration with partners outside of our trust to maximise opportunities for all in our trust

BELIEVE

We will:

- Enable all of our learners to develop and flourish, through close working and regular communication with our families and local community
- Care for our families beyond the school day, supporting the development of high self-esteem and belief
- Ensure that every child in our trust reaches their full potential by providing exciting opportunities both inside and outside of the classroom
- Promote can-do attitudes and resilience across the trust that develop belief and high expectation









ABOUT THE CHALK HILLS ACADEMY

Providing the very best education for all our students is the simple goal for The Chalk Hills Academy. Whilst firmly rooted in traditional values, we have made our Academy a vibrant and exciting place with a positive ethos that runs throughout the Academy. We want our children to flourish and develop into decent, disciplined, well-educated and employable adults.

We have an innovative curriculum, which makes the transition from primary to secondary education an enriching and enjoyable experience and enables students to follow a personalised route to success. Our students are achieving the highest standards in the classroom, on the sports field and among the community.

Our state of the art building which we moved into in February 2011 offers cutting edge facilities that are benefiting students even further. Our hardworking and motivated staff are providing outstanding lessons and are given the best possible support. We work closely with parents and carers, encouraging their children to achieve and ensuring that excellent progress is made.

With the rigorous use of data, constant assessment of student progress and quality assurance methods, together, we are achieving more than we ever thought possible. We instantly respond if students experience difficulties. Dialogue with teachers is encouraged as a framework for students to develop ideas, ask questions think about their learning.

TEACHER TESTIMONIAL

NATASHA JABBAR, ASSISTANT PRINCIPAL

"Moving from Industry to Teaching was a daunting yet exciting experience; I joined Stockwood Park Academy as an instructor to see if teaching was for me and have never looked back! The seamless transition into education was exciting, demanding, and the best decision I made. Like many teachers at the school, my role has evolved, and I have been fortunate enough to work across the Trust in different positions. The Trust has provided me with multiple opportunities to grow and develop. I now work as an Assistant Principal at The Chalk Hills Academy, with a focus on The Teaching Trust, Admissions and Science. I feel extremely privileged to be working for an organisation that inspires learning, growth, confidence and creativity, and challenges students to rise to their full potential in a warm and caring environment."

Ofsted
...a good school

STAFF BENEFITS

We offer a fantastic range of benefits across our trust, supporting our staff in a variety of ways. From an extensive **Wellbeing package,** to an onsite car wash, you can be reassured that we have your best interests at heart.

- Staff social events, including 5-a-side football and BBQs
- Free eye test vouchers
- Free, onsite car parking at all academies
- Reduced gym membership & free onsite gym*
- Reduced rates for onsite professional car wash
- Cycle to work scheme
- Staff recognition with reward shopping vouchers
- Support for all staff with an experienced licensed counsellor
- Enhanced pension employer's contribution & death in service payment
- Onsite Indian head or shoulder massage
- Free tea & coffee plus a reusable Bamboo coffee cup for new starters
- Dry cleaning & ironing service
- Online delivery drop off service, including Amazon deliveries
- Support with relocation, including a range of information and contacts
- Refer a friend £500 bonus scheme

CAREER PROGRESSION

Offering all our colleagues the opportunity to progress and flourish within their careers is paramount at The Shared Learning Trust.

Therefore we have partnered with the Teacher Development Trust, offering our colleagues to further their professional development by studying for specialist NPQs which are all completely funded.

We also offer CPD through The National College, offering a huge variety of CPD courses to all staff.

TEACHER DEVELOPMENT TRUST

The National College®

perkbox

All colleagues have access to Perkbox, our Employee Benefits Programme, offering them a huge range of perks from vouchers, to free hot drinks or sausage rolls, from online gym classes to free online movies and a substantial **wellbeing package**.

When it's your birthday, you can also choose from a wide range of birthday boxes, complimentary of us!

MEDICAL

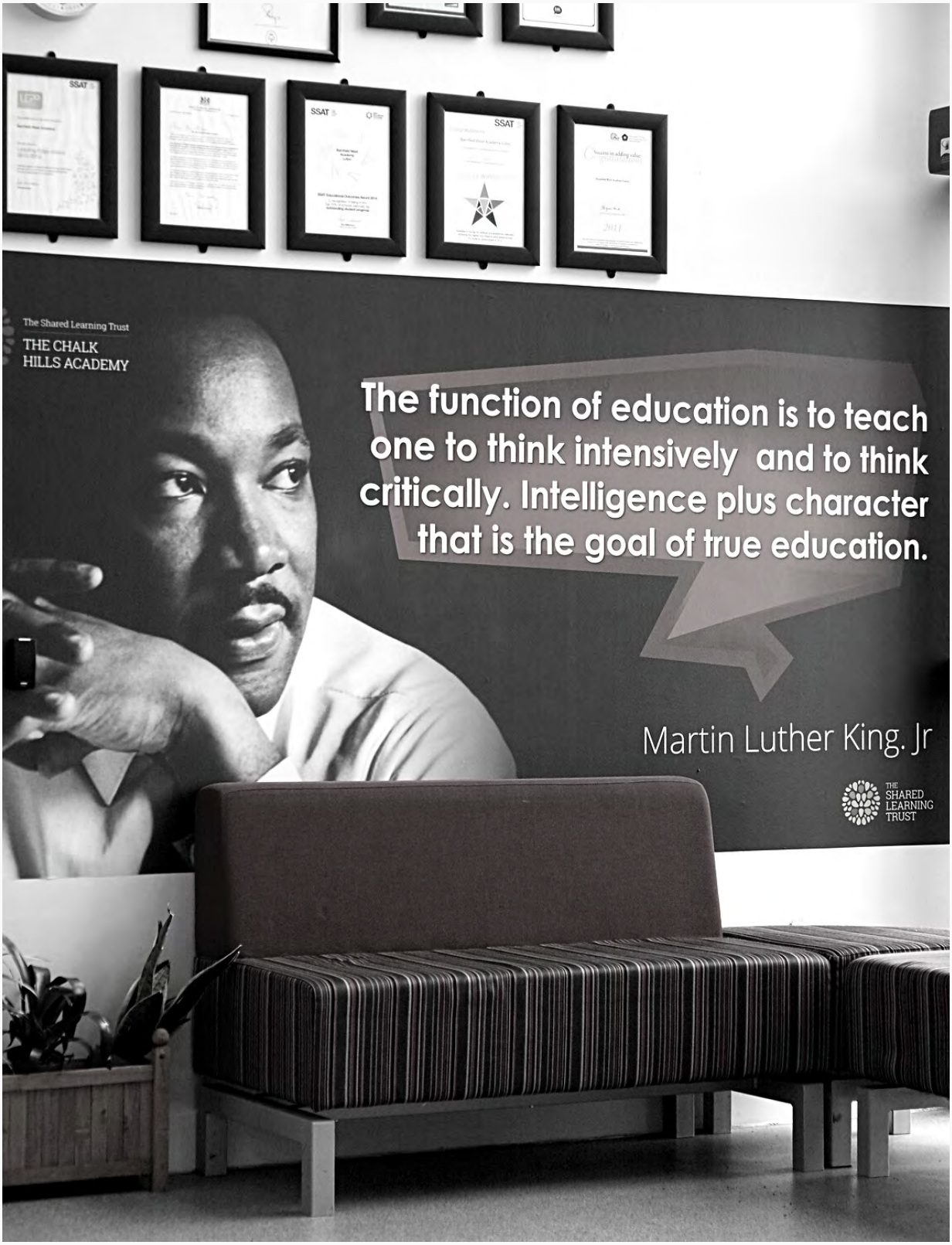
Perkbox also provides access to 24/7 access to GP appointments, confidential support and guidance through our Employee Assistance Programme.

Colleagues have access to a team of fully qualified counsellors and advisors, with support for a range of emotional, legal and financial issues, along with a **wellbeing portal**, full of resources and videos.

RECRUITMENT BOOKLET

The Shared Learning Trust

THE CHALK HILLS ACADEMY



SEE MORE AT

WWW.THESHAREDLEARNINGTRUST.ORG.UK

Teacher of Music

We have a wonderful opportunity for a Teacher of Music to join our team. We are happy to appoint a newly qualified teacher or a more experienced colleague, wishing to work with us. We have fully equipped music rooms and everything you need to bring your classes to life. The Chalk Hills Academy are proud of the unrivalled education experience offered. You will certainly benefit from forward-thinking and supportive leadership, an encouraging and enthusiastic staff body and enterprising students. Our academy has state of the art facilities, fit for all your teaching needs. Our facilities include a brand new gym with new equipment from April 2019 which is available for staff to use after school hours and a new sixth form block.

We are looking for a motivated teacher who can inspire young minds and break down learning barriers to ensure pupils excel in your subject area.

It's incredibly important to us here at The Chalk Hills Academy that all our teachers feel valued, listened to, mentored, challenged and given adequate opportunities to develop. As a Teaching Trust, we offer exceptional teacher training and high-quality professional development programmes catered to your needs. Consequently, we have many success stories of teachers that have joined us and been given excellent CPD and training that has allowed them to climb the career ladder.

If you want to grow and develop in a fast paced, dynamic and successful Academy, come and join us at The Chalk Hills Academy!

What does our Expressive Arts Faculty offer?

- We have a large team which includes staff members in the fields of Visual Art, Dance, Drama, and Music.
- Recent success; Our students will be studying both GCSE Music and the new BTEC Tech Award in Music Practice during the 2022-23 school year. We will also be advising students in music centered projects in the WJEC Extended Project Qualification as we continue our growth into the Sixth Form.
- Opportunity for extra responsibilities in the team; Candidates are asked to sponsor music clubs that reflect the passions of the practitioner and students after the school day.
- Opportunity for promotion; Excellent CPD allows our practitioners to expand their curriculum knowledge to allow us to offer a cutting-edge, student-centered music curriculum.
- Grades / Levels achieved in department; We have recently rewritten the scope and sequence of the KS3 music curriculum to be congruent with the UK Model Music Curriculum. Students learn performance, composition, and appraising skills as well as introduction to music technology.

The Successful Candidate will

- We are looking for an outgoing, coachable team member to join a very passionate Expressive Arts department to teach Music at Key Stage 3 and 4.
- Candidates that are passionate practitioners with successful experience in urban education are sought.
- Candidates that are fluent in music technology software packages and with hardware. Additionally, piano keyboarding skills are also ideal.
- Passionate educators that are reflective team players that take initiative. Active performers that can model musicianship in the classroom.

Job specifics

Start date	September 2023
Salary	MPS/UPS £28,000-£43,685 dependent on experience
Job Role	Permanent, Full time

The Shared Learning Trust
THE CHALK HILLS ACADEMY

Job Description: Secondary Class Teacher

PURPOSE OF POST:
The appointed candidate will be qualified and experienced in Secondary teaching. We are looking for candidates with a passion and proven success of working with children.
Applicants should have a clear understanding about effective teaching, raising and sustaining achievement and the support required for well-motivated students. They should be good communicators and should be able to engage effectively.

The School Teacher's Pay and Conditions Document gives details of the role and professional responsibilities of teachers. This job description is set within that framework and on the National Standards for Qualified Teachers and is aligned with teacher's expectations for Performance Management.

Responsibilities	**Key Tasks MPS1-6**	**Task Evidence**
Teaching Responsibility	• Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions • Consistently demonstrate the positive attitudes, values and behaviours which are expected of pupils • Plan and prepare lessons to meet the needs of all pupils. • Use teaching time and resources effectively to promote learning objectives. • Use appropriate classroom organisation for curriculum objectives. • Set/mark appropriate, differentiated/challenging work and monitor completion. • Record and report on the progress and attainment of pupils. • Provide appropriate homework.	Planning file. Lesson observations. Work sampling. Tracking date and pupil report
Pastoral Care and Supervision	• Establish a safe and stimulating environment for pupils, rooted in mutual respect • Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly • Maintain an ordered and disciplined working atmosphere in lessons. • Provide guidance to pupils on social and behavioural issues. • Supervise pupils in lessons, breaks, moving around the school and off-site.	Lesson observations. Planning file and behaviour logs
Communication and Liaison	• Inform parents of half-termly curriculum plans. • Attend parent evenings to discuss curriculum issues and pupil progress. • Liaise with parents and outside agencies to support pupils. • Provide relevant information to other schools. • Provide information for Governors and educational agencies. • Attend staff meetings and work collaboratively with colleagues.	Parent meetings. Communication to parents. Liaison meetings/transfer forms. Committee/staff meeting minutes. Communication books.

	• Work in partnership with support staff and provide clear guidance for class helpers which promotes learning objectives.	
Performance Management and Training	• Be accountable for pupils' attainment, progress and outcomes • Be aware of pupils' capabilities and their prior knowledge, and plan teaching to build on these • Guide pupils to reflect on the progress they have made and their emerging needs • Demonstrate knowledge and understanding of how pupils learn and how this impacts on teaching • Make a positive contribution to the wider life and ethos of the school • Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support • Communicate effectively with parents with regard to pupils' achievements and well-being • Encourage pupils to take a responsible and conscientious attitude to their own work and study • Attend agreed professional development courses/school INSET to update skills. • Participate in school performance management. • Proactive role in keeping PM file containing suitable evidence for teaching standards and targets set.	INSET/Training record.
Curriculum and Management Duties	• Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain pupils' interest in the subject, and address misunderstandings • Demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship • Demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy, and the correct use of standard English, whatever the teacher's specialist subject • Draw up and review, as necessary, with staff and governors, the curriculum maps, schemes of work and policies. • Set up resource areas and manage a curriculum budget. • Monitor planning for the provision of PP, SEND, More able and EAL. • Ensure that subject leader monitoring and development folder are kept up to date. • Monitoring quality and standards of implementation. • Contributing to school planning and self-evaluation. • Providing professional support to other teachers and support staff. • Lead appropriate professional development sessions.	Policy, scheme of work. Subject leader monitoring sheets. Subject portfolio

UPS 1 & 2
Teachers in the Upper Pay Scale are expected to make a substantial and sustained contribution to building team commitment in line with the statutory requirement to meet threshold standards. Teachers are expected to contribute significantly to implementing work based policies and practice. • Teachers are expected to deliver consistently good and outstanding teaching. • Teachers are expected to ensure that all pupils achieve in line with school expectations, with many exceeding them. • Teachers are expected to play a proactive role in leading the professional development of key stage colleagues.
UPS3
As above and: UPS3 teachers play a critical role in the life of the school. They provide a role model for teaching and learning, make a distinctive contribution to the raising of pupil standards and contribute effectively to the work of the wider team with a substantial and sustained approach. They take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning.

This list is by no means exhaustive; it is more of a guide of expected duties. The post holder may therefore be directed by the Head of school to undertake any other duties commensurate with this role.

Person Specification

Candidates will be assessed on the following:

Essential Skills	Desirable Skills
Professional: • Qualified Teacher Status • An enhanced DBS certificate	• Additional professional qualifications
Experience: • Experience of teaching within Secondary education	
Skills, Knowledge & Aptitude: • Ability to create a stimulating learning environment • An understanding of the role of assessment in teaching and learning • An ability to communicate effectively with parents and other members of staff both orally and written • Willingness to involve parents in their child's learning • A caring and supportive attitude towards all children and a commitment towards meeting the needs of children of all abilities • Ability to manage appropriately children's behaviour. • Ability to teach in a fully inclusive environment	• A good understanding of school self-evaluation • Ability to demonstrate a clearly identified personal educational philosophy • A clear vision of their immediate professional development needs • A sound understanding of different learning styles • Experience of leading the development of a school policy • A good understanding of work-life balance and how to achieve this

• An ability to plan coherently and seek further opportunities to enhance the curriculum • A sound Knowledge of National Curriculum at Key Stage 3, 4 and 5 • Positive role model with strong leadership skills. • Self-motivated, creative and confident • Willingness to learn, share experiences and influence the work of others • Ability to work effectively and flexibly both independently and as part of a team and meet deadlines • Ability to lead, advise and manage other staff within the classroom environment • Confidence and appropriate training • Computer literate • Experience of leading an area of the curriculum • Ability to reflect upon one's practice, to evaluate performance (both strengths and areas for development) and to seek further professional development	
Personal: • Well organised and efficient • Ability to work on own initiative • Ability to work as part of a team within a busy environment – good team player • Excellent verbal and written skills • Enthusiastic with a positive approach to new ideas and developments • Flexible to meet the changing needs of the school • Energy, drive and enthusiasm to support change in the future development of the school • Self-motivated • Demonstrate commitment • Approachable and compassionate • Aspirations for the future	

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.