



The Shared Learning Trust

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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

## 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.

## 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](mailto: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.



## 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 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 love for teaching and are passionate about seeing children succeed, we would love to hear from you!

Recruiting the right staff helps us to achieve the goals we have set out for our children. We are always keen to hear from educators 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.

## **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 your first 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

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.





# MEET OUR LEADERSHIP

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**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 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."*



# 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



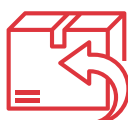
Onsite Indian head or shoulder massage



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.



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.

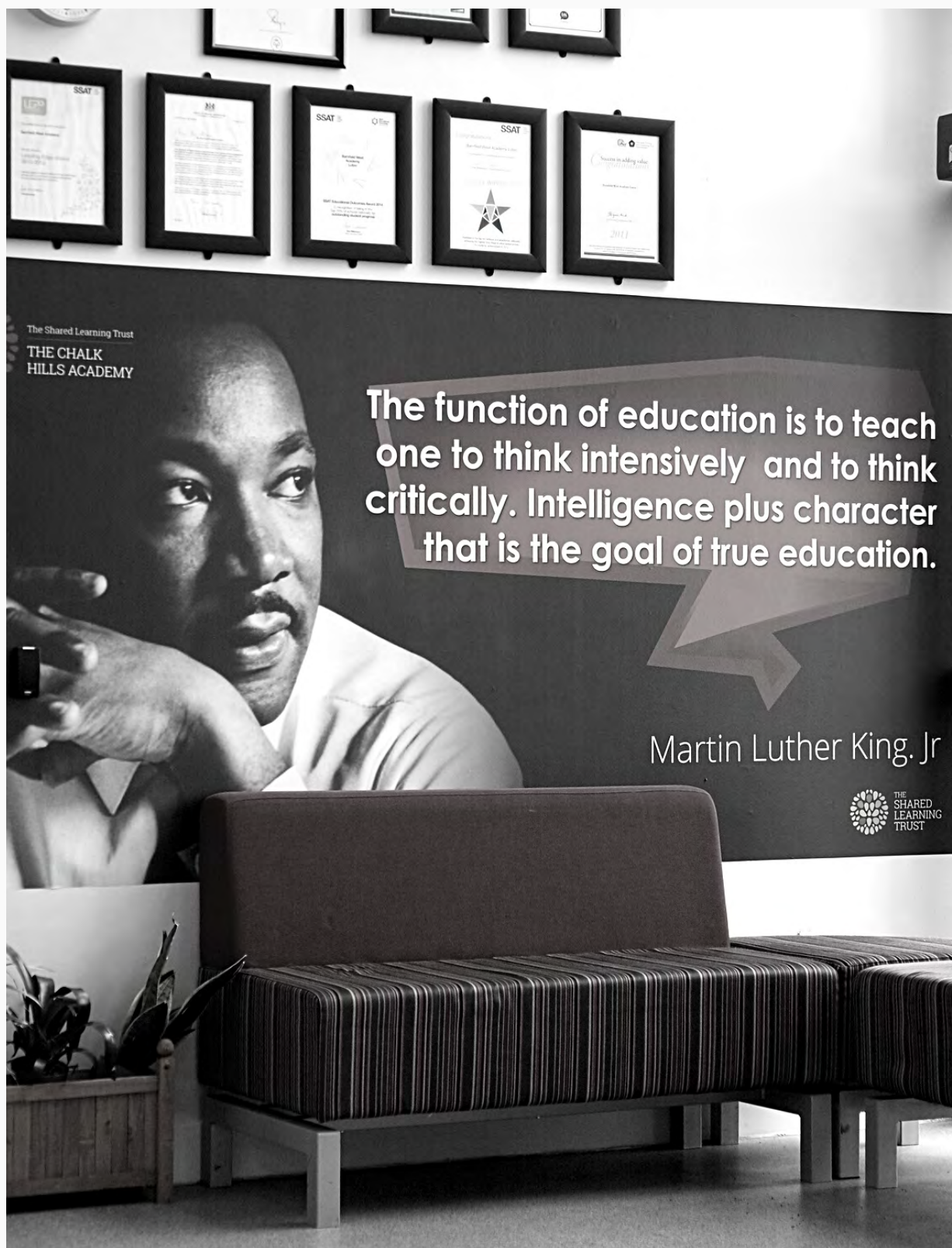


# RECRUITMENT BOOKLET



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The function of education is to teach  
one to think intensively and to think  
critically. Intelligence plus character  
that is the goal of true education.

Martin Luther King. Jr



SEE MORE AT

[WWW.THESHAREDLEARNINGTRUST.ORG.UK](http://WWW.THESHAREDLEARNINGTRUST.ORG.UK)



## **KS4 Lead of PE**

We have an exciting opportunity at The Chalk Hills Academy, KS4 Lead of PE. You will be joining a large, flourishing and thriving PE Faculty. At our academy, we are proud of the unrivalled education experience offered and you will certainly benefit from forward-thinking and supportive leadership, an encouraging and enthusiastic staff body and enterprising students. The Chalk Hills Academy has state of the art facilities, fit for all your teaching needs. Our facilities include sporting and performance equipment which the whole school body are able to enjoy.

With the chance to make a difference to children's and young people's lives. Chalk Hills Academy is of the belief that all children have the right to enriching education through a knowledge-rich and child-centric approach: our teachers can therefore make a dramatic impact on the lives of these children.

Fast career progression. Because knowledge and intelligence, rather than length of service, are lauded and rewarded at The Chalk Hills Academy, teachers and support staff can quickly take up great responsibility, adding to their already exceptional experience and knowledge.

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

### **Key Duties**

- To develop, plan and deliver effective and high-quality learning experiences to all students, improving upon GCSE outcomes
- Be accountable for the learning and achievement of all students in KS4
- Adhere to the Academy's rigorous procedures for recording, monitoring, analysing and acting upon a range of data
- Be well informed and up to date with national developments, curriculum innovation and resources for learning.

### **The successful candidate will:**

- KS4 Exam PE experience
- Experienced and aspirational professional
- Enthusiastic, influential and committed to working in pursuit of success for the Academy and its learners
- Highly motivated, respond well to a challenge and have excellent communication skills
- Experienced PE teacher, engaging and ability to hit the ground running and physically fit
- Secondary teaching experience across KS4
- An outstanding, research-informed practitioner with a proven record of raising attainment for students
- A confident and competent user of data, able to empower others in its use to support outstanding pedagogy
- Promote the educational success and outstanding outcomes of all our students through strong leadership
- To be committed to safeguarding and promoting the welfare of children and young people

### **Job specifics:**

**Start date:** September 2023

**Salary:** MPS/UPS + TLR 2a £ 28,000 - £46,702

**Contract:** Full time, permanent, Teacher's T&C's

## **Job description: KS4 Lead of PE**

### **VISION AND PURPOSE**

- To develop, plan and deliver effective and high-quality learning experiences for all students with a clear focus on developing Key Stage 4 PE; content, skills and knowledge.
- To plan Key Stage 4 PE schemes of learning which develop and build significantly on prior understanding and knowledge at all levels.
- To develop a clear Key Stage 4 strategy across the curriculum at The Chalk Hills Academy which is understood by students, staff and wider stake-holders.
- To develop opportunities for both students and teachers to improve transition from Key Stage 3 to Key Stage 4.
- Be accountable for the learning and achievement of all students they teach.
- To liaise with teaching colleagues at The Trust to support strategic development, share good practice and plan collaborative activities.
- To ensure that the Trust of The Chalk Hills Academy is always presented positively within and beyond the Academy.

### **ACCOUNTABLE FOR**

#### **Teaching and learning**

1. Providing high quality subject and personal development curriculum lessons which:
  - a) Ensure that students acquire new knowledge and skills, develop ideas and increase their understanding
  - b) Enable students to develop their learning habits of concentration, working productively both independently and collaboratively, and producing work which is well presented.
  - c) Ensure students understand the progress they are making through;
    - well planned lessons
    - modules based on assessment for learning
    - lessons well matched to students' needs with an appropriate level of challenge
    - well organised and skilful use of resources, including time, information learning technology and learning assistants
    - homework which reinforces and extends the learning undertaken in class
    - consistent and effective behaviour management

#### **Leadership and management**

- Taking responsibility for ensuring they are up to date in terms of their knowledge of the subject(s) they teach, the related teaching methodologies and the external examination requirements for their subject(s), especially the newly emerging vocational qualifications/diplomas.
- Leading on KS4 PE strategies across the academy and develop, monitor and quality assure strategies across the curriculum, and devise and oversee tutorial materials.
- Attending assemblies, register students and assist with supervision before, during and after the working day
- Attending meetings arranged for staff, with parents and, when appropriate, with outside agencies/providers
- Supervising and, so far as practicable, teaching students whose teacher is not available
- Assessing, recording and reporting on the personal development and academic attainment and achievement of students.
- Ensure that work is always set for classes when absence is foreseeable.



## Care, welfare, guidance and support

- 1) As a personal tutor
  - maintain an ongoing overview of the personal and academic development of each student,
  - negotiate the individual learning plan for each tutee,
  - work with others to identify when intervention is needed e.g. when underachievement is identified, or additional challenge is required
  - monitor the effectiveness of additional support, especially from learning mentors and outside agencies
  - maintain effective lines of communication with parents at all times.
- 2) As a subject and personal development curriculum teacher:
  - Identify and exploit opportunities within their curriculum or management role which enable them to support individual student outcomes.
  - Maintain accurate and comprehensive records of individual student's needs, both in the classroom and in extended school activities.
  - Demonstrate how student needs are being met.
  - Monitor student engagement, progress and wellbeing to ensure all are supported appropriately.
  - Contribute to the assessment and reporting of student development in line with Academy policies and achievement across all skills and competences in and out of school.
  - Participate in the arrangements to seek and take action on students' views

## PERSON SPECIFICATION

The successful candidate will be experienced professional who is energetic, innovative and influential, reliable and committed to working as part of a team. More specifically candidates should be able to demonstrate the following minimum requirements:

Essential	Desirable
<b>Qualifications and Experience:</b> <ul style="list-style-type: none"><li>• Qualified Teacher Status</li><li>• A good honours degree or equivalent</li><li>• KS4 Exam PE experience</li></ul>	<ul style="list-style-type: none"><li>• Evidence of further subject-based professional development</li><li>• Teaching experience</li></ul>
<b>Teaching:</b> <ul style="list-style-type: none"><li>• Evidence of excellent classroom practice</li><li>• Excellent understanding of effective and engaging teaching methods</li><li>• The ability to engage, enthuse and motivate students</li></ul>	<ul style="list-style-type: none"><li>• Experience of the use of ICT to enhance the teaching and learning process</li></ul>
<b>Assessment:</b> <ul style="list-style-type: none"><li>• An understanding of the use of assessment to inform planning</li><li>• Evidence of improved student outcomes</li><li>• Evidence of improved outcomes for students at key stage 4 PE</li></ul>	<ul style="list-style-type: none"><li>• Evidence of subject research 14 – 16 PE</li></ul>





<ul style="list-style-type: none"><li>• Evidence and experience of KS4 PE challenges and local/national competitions</li></ul>	
<b>Planning:</b> <ul style="list-style-type: none"><li>• The ability to plan lessons and sequences of lessons with clear objectives to ensure progression for all students</li><li>• The ability to set consistently high expectations for all students through class work and homework</li></ul>	<ul style="list-style-type: none"><li>• Evidence of extended curriculum opportunities in PE</li></ul>
<b>Professional Attributes:</b> <ul style="list-style-type: none"><li>• Highly motivated</li><li>• Respond well to a challenge</li><li>• Maintain high professional standards</li><li>• Excellent communication skills</li></ul>	

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.