



Lea Valley
ACADEMY
aspiration · innovation · respect

Teacher of Religion and Life/Social Sciences

MPS / UPS

Permanent/Full Time

Required September 2026



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Headteacher: Stephen Kinson





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CEO's Welcome

EdAct comprises Edmonton County Secondary School (Bury and Cambridge Campuses), Lea Valley Academy, Edmonton County Primary School, Salmons Brook School and, the Konrad Halls Centre.

Our Academies provide an education for children aged 4-18 in North London. We have been educating young people in this part of London since 1919 and throughout that time our approach has been epitomised by high standards and academic excellence, a tradition that continues today.

Our values of aspiration and achievement, personal responsibility, self-discipline and mutual respect are evident in all our work and result in young people who develop and grow as independent, resourceful and resilient individuals.

The Trust has set out the following vision for its work:

Excellence in all we do

Developing a shared understanding of teaching and learning by sharing strengths and best practice

Ambitious and Accountable to our community for the better use of public funds so more resources are available to address the challenges we face

Creative in our approach to achieving the best for the children

Trusted by the community to provide a high-quality education and a great place to work

As a Trust we are committed to providing the best for the children in our schools but also to offer excellent professional development to our wonderful team of staff. If you join us you will enjoy excellent conditions of service and teach children who are keen to learn and succeed. The success of our Trust means that you will have great career prospects either within the Trust or beyond.

We look forward to hearing from you.

Dr Susan Tranter Chief Executive

<https://reports.ofsted.gov.uk/provider/23/144084>



Headteacher's Welcome

It is my pleasure to welcome you to Lea Valley Academy, where we are dedicated to providing a dynamic and supportive learning environment that fosters academic excellence, personal growth, and social responsibility. Our school ethos is rooted in mutual respect, inclusivity, and collaboration, creating a safe and welcoming atmosphere for all.

All members of our community are guided by the core values of our Academy: Aspiration, Innovation, and Respect. These principles are central to everything we do at Lea Valley Academy.

We believe every student possesses unique strengths and talents. Our dedicated team is passionate about nurturing these qualities, encouraging curiosity, and inspiring a lifelong love of learning. We offer a curriculum that is both challenging and engaging, designed to prepare our students for future opportunities.

Lea Valley Academy is more than just a place of learning; it is a diverse and vibrant community where students feel respected. We emphasise the importance of strong relationships among students, staff, and parents, striving to create a safe and inclusive atmosphere where everyone can thrive.

Ensuring the well-being of our community members is at the forefront of our work. Our efforts to support students' well-being have been recognized by both Ofsted and the local authority as models of good practice. Additionally, we have adopted an innovative approach to staff well-being, resulting in staff surveys indicating that teachers at Lea Valley Academy are significantly happier at work compared to the national average. I believe that happy staff lead to happy students.

We are proud of our state-of-the-art facilities, which provide an ideal setting for academic, athletic, and artistic creativity. From our well-equipped classrooms to our modern sports and performing arts spaces, we are committed to offering the best possible resources to support our students' education.

Lea Valley Academy is also dedicated to the holistic development of our students. We offer a wide range of extracurricular activities, clubs, and programs that encourage students to explore their interests, develop new skills, and contribute to their community. We believe that education extends beyond the classroom, and we strive to cultivate well-rounded individuals who are prepared to make a positive impact in the world.

As Headteacher, I am immensely proud of our school community and the achievements of our students. I invite you to explore our website to learn more about the exciting opportunities at Lea Valley Academy and discover what makes it a special place to learn and grow.

Stephen Kinson - Headteacher



Job Description

Teachers (MPS) are required to carry out general duties and responsibilities in addition to their teaching and pastoral responsibilities.

General Responsibilities

- a. Maintaining good order and behaviour thereby facilitating learning and safeguarding health and safety in school and authorised school activities elsewhere.
- b. Participating in whole school, departmental and pastoral and individual arrangements for her/his in-service training and professional development, including Performance Management.
- c. Sharing in statutory duties in accordance with published rotas.
- d. Taking part in scheduled meetings with colleagues and parents in accordance with the School's published calendar.
- e. Taking delegated responsibility for the implementation of the Health and Safety Act in accordance with the School's and the LEA's Health and Safety Policy.
- f. Ensuring children are safe within school.

Teaching (under the guidance of the Head of Faculty)

- a. Planning and preparation of courses and lesson for the classes assigned to her/him in accordance with the department's curriculum planning, including the implementation of the National Curriculum where relevant.
- b. Teaching appropriately the students assigned to him/her according to their needs. (This includes the setting, marking, assessing of class work, homework and other projects and field work etc.)
- c. Keeping records of students' attendance, class work and homework.
- d. Participating in public and internal examination arrangements as well as other assessment programmes, including profiles and records of achievement.
- e. Communicating with parents about students' progress in accordance with school and departmental policies.
- f. Being responsible for the room(s) in which he or she teaches with regard to appearance and display and for resources and equipment as appropriate.
- g. Sharing in the Department's work in curriculum development with regard to courses of study, teaching material and methodologies used.
- h. Adhering to all agreed departmental and whole school policies e.g. marking, homework, S.E.N and equal opportunities.
- i. Undertaking additional administrative duties as directed by the Head of Department.

Job Description

Pastoral (Under the guidance of the Head of Year)

All members of staff will either be a tutor or will be allocated to a particular cohort of students. Duties of a tutor include:

- a. Mentoring students.
- b. Keeping accurate and up to date tutor group register following up all lateness and absences in accordance with school procedures.
- c. Contributing to the monitoring of the achievement of pupils in the tutor group through the process of academic review.
- d. Checking students' homework diaries regularly
- e. Checking on students' school uniform and enforcing school rules regarding jewellery etc.
- f. Accompanying the tutor set to Whole School and Year Assemblies
- g. Collating and checking the subject profiles for her/his tutor set. Summarising and commenting on **achievements** and **behaviour**. Discussing the reports with students as well we with parents at the parent/tutor meetings.
- h. Contributing to the development of the SMSC programme and delivering materials produced.
- i. Liaising with subject teachers, senior staff and outside agencies where appropriate about members of the tutor group.
- j. Being recognised by all members of the tutor set as a key member of staff from whom to seek advice and support; a teacher who may be relied upon to offer guidance in personal, social and learning matters.
- k. Adhering to and implementing all Pastoral policies.
- l. Any other duties as directed by the Head Teacher.

This job description may be amended at any time after consultation with you. This Job Description is written in accordance with the provisions of the Schoolteachers' Pay and Conditions Document and is subject to the Condition of Service for school teachers in England and Wales. (Both documents are available from the SBM upon request). Salary is assessed in accordance with the School's Pay Policy.

All schools in Enfield are committed to safeguarding and promoting the welfare of children and young people. Therefore, all employees working at this school are expected to share this commitment.



Person Specification

This person specification describes the skills, abilities and experience that we think are needed to do the job successfully. You should think about these carefully when writing the supporting statement part of your application form. We use the person specification as a benchmark against which we assess all candidates.

We will shortlist only those applicants who demonstrate in their application that they meet the criteria set out in the person specification. You should therefore make sure that your supporting statement demonstrates how your previous experience, skills, qualifications and abilities match all those on the person specification.

You may find it helpful to list each of the person specification criteria as a separate heading and explain how you meet that criterion. When outlining your skills and abilities, try to give examples of your successes and achievements.

Suitable candidates will:

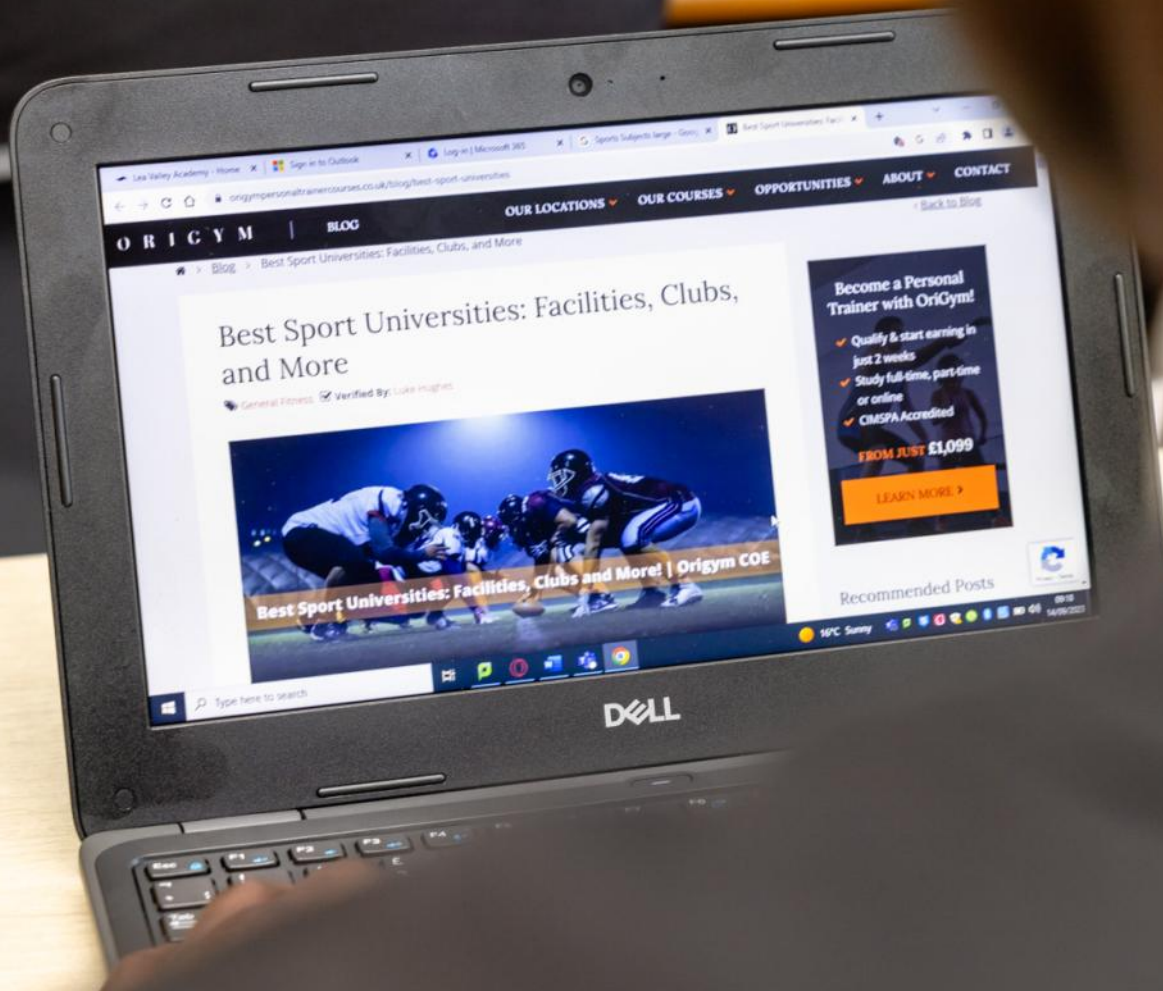
- Have excellent subject knowledge.
- Be able to motivate and inspire students to learn.
- Be highly motivated and willing to use their initiative.
- Have a variety of teaching and learning strategies which they use effectively.
- Be able to maximise the achievements of all students.
- Be able to work effectively as part of a team.
- Be able to support and carry out departmental and whole school policies and procedures.
- Possess good written and verbal communication skills.
- Possess appropriate administrative skills.
- Be willing to contribute to the broader life of the school.
- Be willing to contribute to the development of the department and the school through their own professional development.
- Be aware of the need to ensure children are safe within school.

Vision and Values

The vision at Lea Valley Academy is to create an inspiring learning environment that encourages high expectations and where every student can reach their potential, strive for success and embrace limitless opportunities.

The key for us is to open new horizons and share possibilities to enable each young person to create their individual life journey. This is made possible by the entire school community living by our set of core values of **Aspiration**, **Innovation** and **Respect**.

Together, we aspire to develop an atmosphere where all our students are valued and supported as individuals, enabling them to grow into independent and confident learners.



Staff Testimonial #1

In 2017, I commenced my Teach First training placement at Lea Valley Academy, driven by a belief that all young people deserve access to a high-quality education and a brighter future.

Throughout my time here, I have relished the opportunity to develop my practice by learning from experienced colleagues, while also being entrusted with leadership roles. As an ECT, I was given responsibility for a reading strategy and enjoyed leading a small team to implement weekly reading lessons for KS3 students. Following the success of this initiative, I was appointed Head of English and now take great pride in leading a team of passionate, driven teachers, collaborating on a shared vision to improve life chances for our learners.

What I love most about LVA is its diversity, which allows us all to learn from one another. The inclusivity and celebration of each individual's uniqueness truly make LVA a special place to be.

I feel fortunate to continue growing here, with plans to start my NPQSL in the spring term, as I remain committed to helping our young people succeed.



Staff Testimonial #2

Having been at LVA since 2005 I have had a number of roles which have enabled me to work in both pastoral and curriculum pathways. I have seen over the years the tremendous energy and enthusiasm the staff possess which has transferred to positive outcomes for students.

Whilst at LVA I have also had the opportunity to be a LVA parent as my own child attended the school and stayed on at 6th form and like many others left having achieved their desired grades.

I have personally stayed at LVA as we have a strong community, and it has been a pleasure coming into work everyday.

As it is coming to nearly 20 years as a staff member, I look forward to continuing and making a positive contribution.



Staff Testimonial #3

I only started at LVA recently and whilst it can be, like any school, at times challenging it's also rewarding. I have quickly built bonds with staff outside my department, taken on a club responsibility and look forward to seeing my progression here.

The school prioritises teacher wellbeing at the highest levels, we have an amazing timetable. Professional development is necessary and informed. Inset time is given to both development and preparation appropriately and these small things just make it much easier to have work life balance.

Being a teacher will never be an easy job, but I am proud to be a teacher at Lea Valley Academy

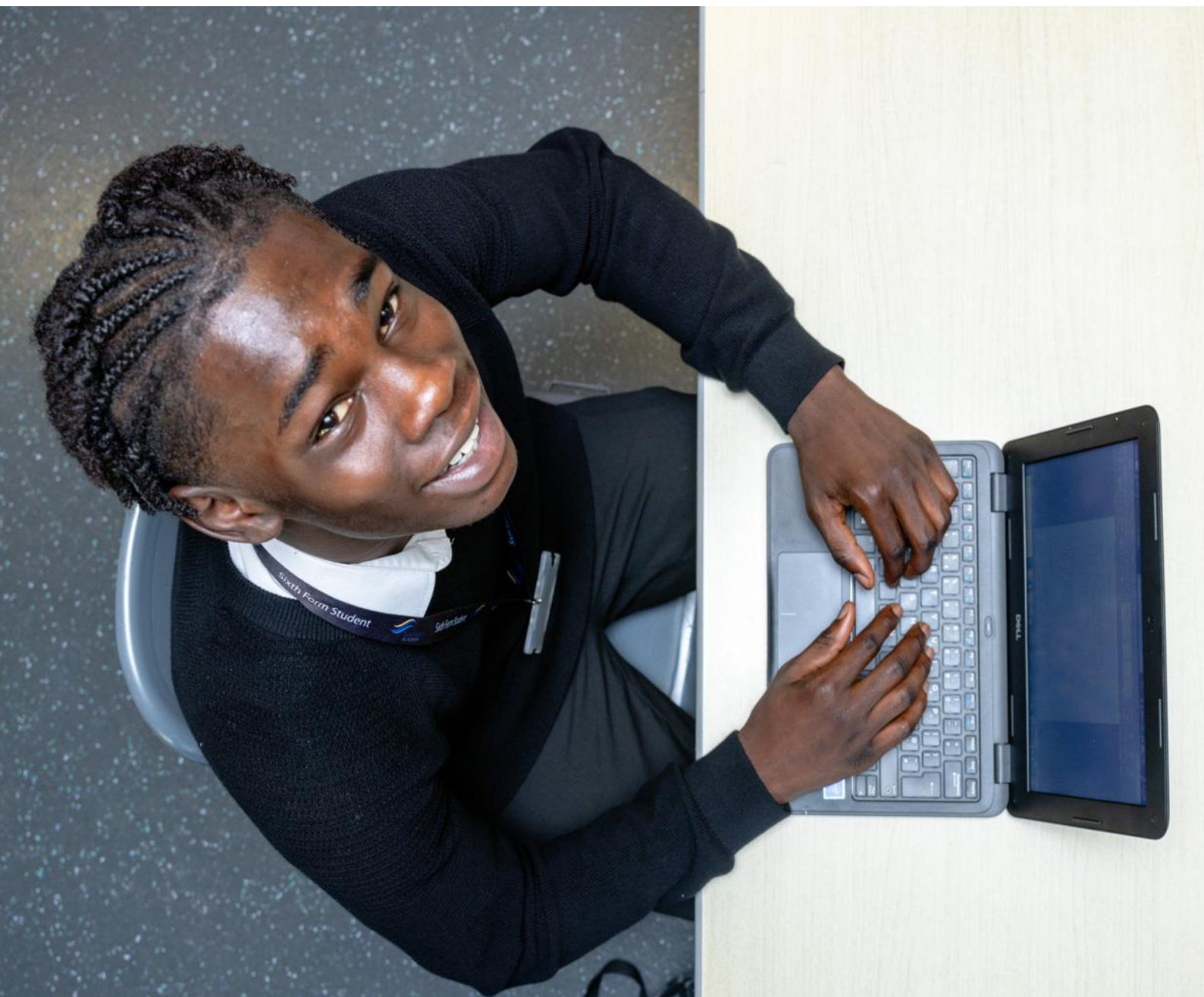


Staff Testimonial # 4

I started working at LVA in March 2024 and it has been a great journey so far. Lea Valley Academy provides a dynamic and diverse working environment empowering the next generation to achieve their very best.

I work in the office as an SLT/SENCO Administrator, and I can confidently say that no two days are the same. I have thoroughly enjoyed working with an amazing team, the staff are very lovely and supportive, and they really care about each other and the students!

I love that staff well-being is recognised, and I love that students are supported and nurtured. I look forward to continuing to learn in this challenging yet rewarding and vibrant environment. It has been an absolute pleasure being part of the Lea Valley community and I hope to progress within the school in the near future.



Benefits of working at W/A

- ☒ Friday early finish for teaching staff
- ☒ Two week Autumn Half Term
- ☒ Directed time allocated for marking and moderating mock exams and assessments
- ☒ All teachers have their own classroom.
- ☒ Calendar designed to spread workload (whole school and department level)
- ☒ Some staff have a blanking code so they can come in later or leave earlier
- ☒ Access to BUPA services
- ☒ In-school counsellor available.
- ☒ Line Management meetings (wellbeing is first item on agenda)
- ☒ Every staff member has their own laptop
- ☒ Cycle to work scheme
- ☒ Staff induction programme, including support throughout the year
- ☒ Plenty of on-site car parking
- ☒ On site gym
- ☒ Range of extra-curricular activities for staff and students
- ☒ Well-resourced library, PE faculty and IT department
- ☒ Fully staffed Reprographics department
- ☒ Faculty bases to encourage collaborative working



