The St Lawrence Academy

Application Pack
for
Teacher of Mathematics
The St Lawrence Academy
Scunthorpe



The St Lawrence Academy

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The St Lawrence Academy

The St Lawrence Academy is a small-oversubscribed academy for 11-16 year old boys and girls of all abilities, we currently have a roll of 750. We serve a diverse community in Scunthorpe, North Lincolnshire. Ofsted stated that we continue to be a good academy (June 2016). Our recent SIAMs inspection (April 2016) rated us as outstanding in all areas. We are an inclusive academy striving to meet the needs of all our learners in our caring environment. We welcome students from all backgrounds and faiths, regardless of ability. We are sponsored by the Diocese of Lincoln and have a strong Christian ethos and we are an equal opportunities employer.

At the academy, we want all students to feel included and be inspired to develop their talents - whatever they may be. We offer a broad balanced curriculum and an environment for learning which inspires our students to do their very best. This is what we expect.

The Maths Department at the academy is both supportive of its staff and ensures that students make excellent progress. There are a variety of different opportunities and responsibilities within the department to help with your continuing professional development. For the Class of 2017, 58% of students achieved a strong pass (Grade 5) or better with the department being a strong contributor to the Academy Progress 8 score.

Our students are excellent ambassadors for the academy and are proud to wear our uniform and be part of our aspirations for their future. We want them to be determined to succeed, confident in their abilities and fully involved in the life of the academy, the local community and beyond.

Teacher of Mathematics (MPS1 to 6)

Required for Summer Term initially

We are looking for a person who:

* Is an outstanding, well qualified and enthusiastic Teacher of Mathematics
* Has experience in teaching Mathematics, across both Key Stages
* Demonstrates excellent subject knowledge
* Demonstrates a clear commitment to raising achievement
* Is passionate about making a difference to the lives of young people
* Is well organised, inspirational, ambitious and hard working as well as committed to high standards
* Is able to assist the Curriculum and Progress Leader in leading, managing and developing Mathematics across the academy
* Has excellent communication skills
* Has the ability to meet deadlines
* Has flexibility, vision and commitment
* Is an outstanding classroom practitioner

We can offer:

* A dedicated and enthusiastic team of teachers and support staff
* 2 year Key Stage 3 curriculum and 3 year Key Stage 4 curriculum
* An excellent reputation in the local community
* A CPD programme for all staff
* Superb facilities and new resources
* Aspirational and hard working students
* Strong parental engagement
* Pastoral and extra curricular opportunities
* Department meeting time and CPD time during the academy day
* High standards and expectations
* Access to a laptop
* Access to documents from home via Google documents

This post would suit:

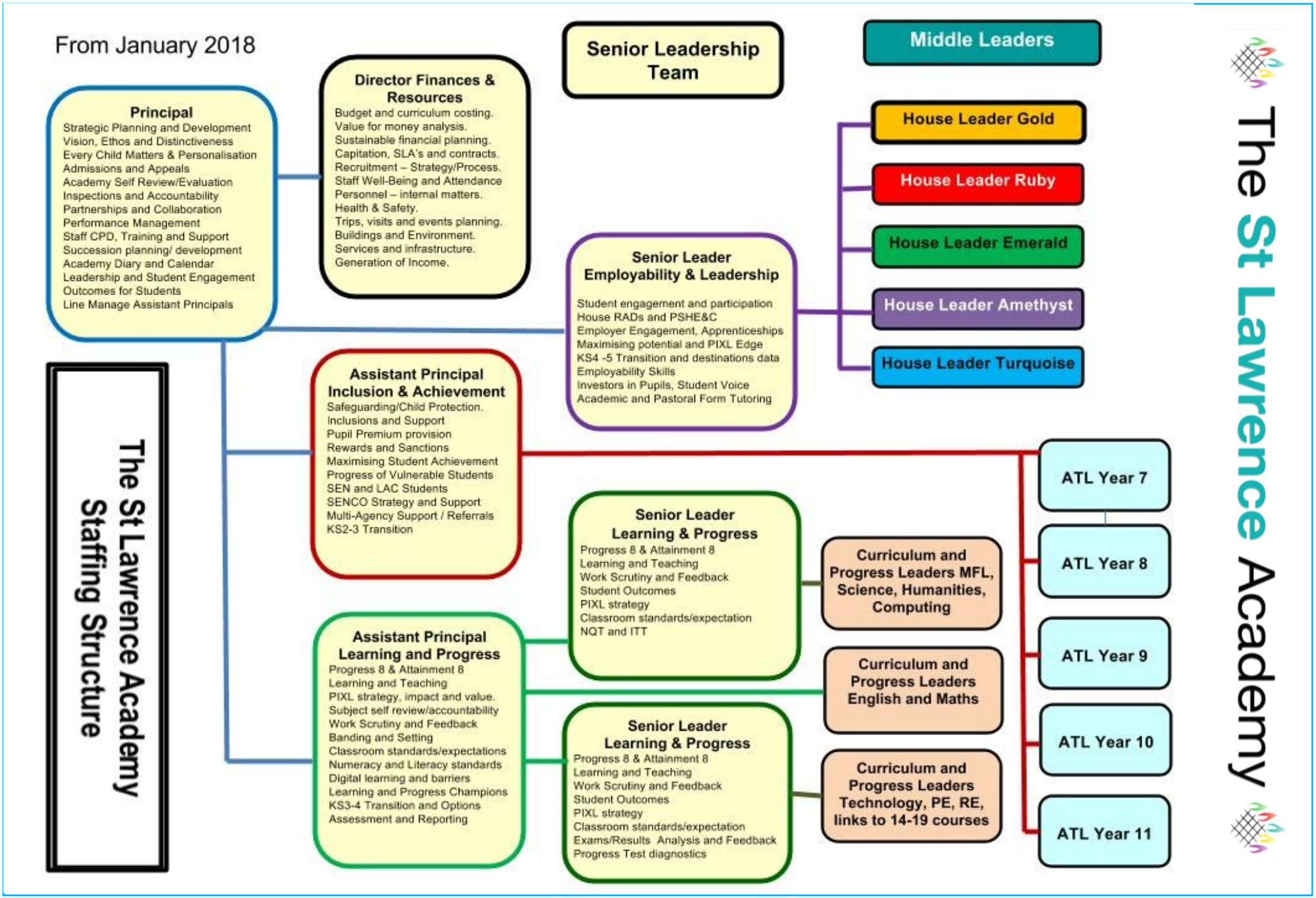
* An NQT as Mathematics a strong department with support available
* An experienced teacher wishing to join our team of fantastic staff

The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be subject to enhanced DBS checks and satisfactory references, including your suitability to work with students. Complete applications will only be considered from individual applicants on our standard application form received by the deadline, and not via CV alone or agencies.

For further information visit our website www.tsla.co.uk , alternatively please contact Sally Walker, Acting Curriculum and Progress Leader on 01724 842447 or via email swalker@tsla.co.uk.

To apply please download and fully complete the application form from our website and submit to Lorna Johnson, PA to the Senior Leadership Team, to ljohnson@tsla.co.uk by the deadline.

Closing Date : Friday 16th March 2018 at 9am. Interviews W/C 19th March 2018.


From January 2018
The St Lawrence Academy
Staffing Structure
Principal
Strategic Planning and Development
Vision, Ethos and Distinctiveness
Every Child Matters & Personalisation
Admissions and Appeals
Academy Self Review/Evaluation
Inspections and Accountability
Partnerships and Collaboration
Performance Management
Staff CPD, Training and Support
Succession planning/ development
Academy Diary and Calendar
Leadership and Student Engagement
Outcomes for Students
Line Manage Assistant Principals
Director Finances & Resources
Budget and curriculum costing.
Value for money analysis.
Sustainable financial planning.
Capitation, SLA's and contracts.
Recruitment – Strategy/Process.
Staff Well-Being and Attendance
Personnel – internal matters.
Health & Safety.
Trips, visits and events planning.
Buildings and Environment.
Services and infrastructure.
Generation of Income.
Senior Leadership Team
Middle Leaders
House Leader Gold
House Leader Ruby
House Leader Emerald
House Leader Amethyst
House Leader Turquoise
Senior Leader Employability & Leadership
Student engagement and participation
House RADs and PSHE&C
Employer Engagement, Apprenticeships
Maximising potential and PIXL Edge
KS4 -5 Transition and destinations data
Employability Skills
Investors in Pupils, Student Voice
Academic and Pastoral Form Tutoring
Assistant Principal Inclusion & Achievement
Safeguarding/Child Protection.
Inclusions and Support
Pupil Premium provision
Rewards and Sanctions
Maximising Student Achievement
Progress of Vulnerable Students
SEN and LAC Students
SENCO Strategy and Support
Multi-Agency Support / Referrals
KS2-3 Transition
Senior Leader Learning & Progress
Progress 8 & Attainment 8
Learning and Teaching
Work Scrutiny and Feedback
Student Outcomes
PIXL strategy
Classroom standards/expectation
NQT and ITT
Curriculum and Progress Leaders MFL, Science, Humanities, Computing
Assistant Principal Learning and Progress
Progress 8 & Attainment 8
Learning and Teaching
PIXL strategy, impact and value.
Subject self review/accountability
Work Scrutiny and Feedback
Banding and Setting
Classroom standards/expectations
Numeracy and Literacy standards
Digital learning and barriers
Learning and Progress Champions
KS3-4 Transition and Options
Assessment and Reporting
Curriculum and Progress Leaders English and Maths
Senior Leader Learning & Progress
Progress 8 & Attainment 8
Learning and Teaching
Work Scrutiny and Feedback
Student Outcomes
PIXL strategy
Classroom standards/expectation
Exams/Results Analysis and Feedback
Progress Test diagnostics
Curriculum and Progress Leaders Technology, PE, RE, links to 14-19 courses
ATL Year 7
ATL Year 8
ATL Year 9
ATL Year 10
ATL Year 11
The St Lawrence Academy

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Welcome Letter from the Trustees

Dear Applicant

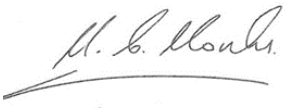
Many thanks for your interest in this post here at The St Lawrence Academy. We are a Church of England sponsored Academy who successfully welcomes students of all faiths. We currently rejoice that in this multicultural part of Scunthorpe we have 44% of our students who we would identify as from other faith traditions.

Our Academy vision is underpinned by the Christian ethos with it's core values of truth, justice, forgiveness, generosity and respect. These values are explicit and implicit in every aspect of Academy life. We believe that our Academy is a place where students and staff are able to realise their potential. We believe that this aspiration is achieved when the God-given dignity of each person in the community of the Academy is celebrated and respected. We believe that spirituality, in it's broadest sense, should be a feature of the life of the Academy. We are an inclusive community offering a rich curriculum that enables our students to flourish. The evidence of this is in the outcomes our students achieve in and beyond the Academy.

Our previous Principal has fulfilled this vision in the fullest possible fashion, and led us into our current strong position and has passed on the challenge to the new Principal, Mike Adnitt. As trustees we are keen to ensure that The St Lawrence Academy would be the place for you to help continue our journey from Good to Great.

The scope of this letter precludes us from celebrating with you all the details of our successes, and also of the journey yet to be undertaken. We strongly suggest that if you are interested in finding out more about us, you visit our website www.tsla.co.uk and contact Sally Simpson, Clerk to the Trustees, (ssimpson@tsla.co.uk), to arrange a visit. We look forward to hearing from you.

Yours sincerely



Martin Monks (Chair of Trustees)

The St Lawrence Academy

Job Description

Post: Subject Teacher

Responsible to: Curriculum and Progress Leader / Senior Leader for Learning and Progress / SLT Line Manager

Core Purpose:

To teach KS3 (Year 7 and 8) and KS4 (Years 9-11), engaging all learners using a variety of learning and teaching styles to meet the needs of all students.

Job Description:

The duties outlined in this Job Description are in addition to those covered by the latest 'School Teachers' Pay and Conditions Document'. It will be reviewed regularly with you, to reflect or anticipate changes in the job, commensurate with the salary and area of responsibility.

Main Responsibilities:

- To teach a specific subject throughout the academy to Years 7 – 11, up to and including GCSE.
- Be prepared to teach classes of all ability ranges and differentiate materials where appropriate.
- To work with the Curriculum and Progress Leader(s) to ensure that the department(s) works towards common standards, aims and objectives which are compatible with the academy's aims.
- To have an up-to-date knowledge of developments and innovations in the subject.
- To develop and contribute to the curriculum and the implementation of the National Curriculum in Key Stages 3 and 4, including the preparation of materials, resources and academy policies.
- To ensure good and varied teaching and learning practices prevail and to monitor standards within the department to ensure all students have access to the curriculum.
- To maintain up-to-date documentation, with particular reference to Schemes of Work and lesson plans.
- To prepare and revise materials in coordination with the Curriculum and Progress Leader(s).
- To build on established good practices in the development of policies and practices in marking, recording and assessment (including National Curriculum assessment) and profiling and to monitor and evaluate these.
- To have an overview of display in the relevant teaching area(s).
- To assess student's work regularly following the academy's and subject area's assessment and marking procedures and policies.
- To chair or participate in appropriate meetings/consultation evenings/academy events/OOHL activities with colleagues and parents/carers relating to the above duties.
- Understanding of the pastoral needs of students from a wide range of backgrounds.
- Willingness to support the vision and ethos of the academy.

For all teaching posts, the main duties and responsibilities are set out below:

- Teach the subject(s) according to the timetable and the appropriate scheme of work.
- Prepare lessons, mark and assess the work of all students taught.
- Monitor, evaluate and report on the work of all students taught.
- Ensure that appropriate class work is set when absence is known in advance.
- Set and mark homework within the policy of the academy.

- Ensure students record homework set.
- Take initial responsibility for rewards and sanctions within the learning area, in line with the academy's Behaviour for Learning policy.
- Communication of all relevant information to appropriate colleagues.
- Adhere to all policies and procedures.
- Record student attendance promptly for every lesson.
- Have regard for the needs of all students.
- The ability to lead and work as a member of a team.

Additional specific responsibilities:

- To act as Form Tutor and be a member of an Achievement Team and a House Team and to take an active part in delivering tutor time activities.
- To carry out related Form Tutor and House Member duties or to carry out these duties whilst covering for an absent colleague.
- To make work-experience visits and / or to cover for colleagues undertaking this task.

General Duties:

- To ensure the principles of equality are followed at all times for students and staff.
- To carry out a fair proportion of cover for absent colleagues.
- To carry out a share of academy supervisory duties in accordance with published rotas.
- To arrange to exchange a duty day with a colleague when absence is known in advance.
- To participate in appropriate meetings with colleagues and parents/carers relative to the above
- responsibilities.
- To participate in performance management arrangements.

NOTES:

The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.

This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. In allocating time to the performance of duties and responsibilities the post holder must use time in accordance with the Academy's needs as identified by the Principal/Line Manager.

This job description is not necessarily a comprehensive definition of the post. It will be revised at least once each year, but it may be subject to modification or amendment at any time after consultation with the holder of the post.

Job descriptions will be reviewed annually.

Updated by Mike Adnitt January 2018

The St Lawrence Academy

Person Specification

Personal and professional characteristics

- To foster a culture of inclusion where all students, regardless of background, are nurtured, welcomed motivated and developed.
- The potential, or experience to work collaboratively within a team and in partnership with staff, students and parents/carers alike.
- Excellent communication skills.
- Have the emotional resilience to work with challenging behaviours and when being authoritative to maintain discipline.
- Have high expectations of themselves and others within the academy community.
- The ability to inspire the trust and confidence of staff, students and parents/carers.
- Be pro-active and self motivating with a readiness to innovate.
- The vision, energy and resilience to lead students.
- A proven commitment to developing their own professional learning.
- The potential to operate effectively, both as a team leader, and team member.
- The ability and commitment to create a learning environment with opportunities to develop and maintain appropriate relationships and personal boundaries, in which the innate spirituality of all human beings can find expression, be nourished and developed.
- The passion to place spiritual development at the heart of the academy.
- The commitment to treat every student as an individual and then seek to develop that individual as fully, and as profoundly as possible.
- Have an up to date knowledge of national and local initiatives which underpin the Every Child Matters agenda.
- Be committed to safeguarding and to promoting the welfare of children and young people.
- Be suitable to work with children and young people.
- Be aware, and agree to ensuring that the National Standards for Teachers are abided by.

Experience

- Successful training and/or teaching experience across the whole age and ability range in the secondary sector.
- Possible experience of working with parents and the wider community.

Knowledge, Skills and Aptitudes

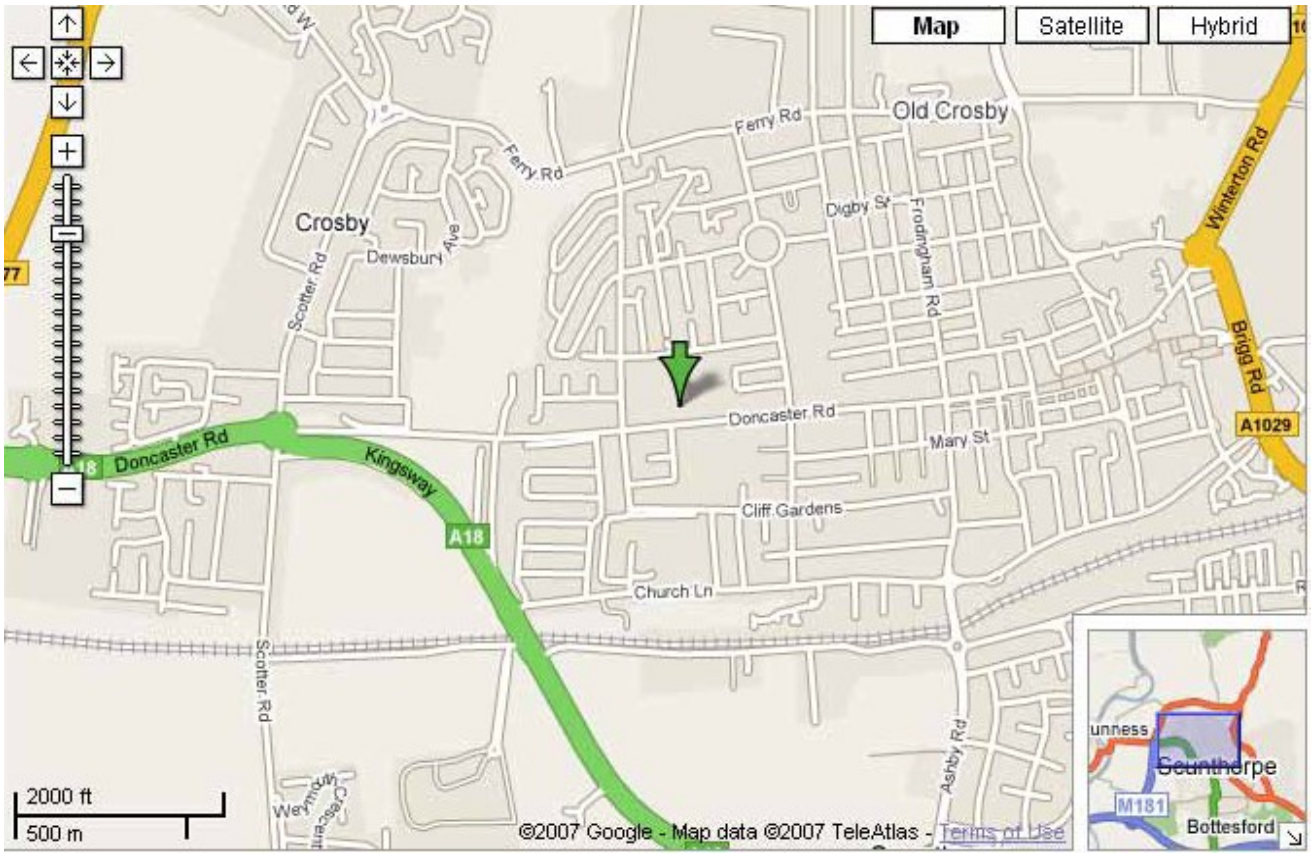
- Have a working knowledge of models and theories of learning and how these can be applied in the academy's learning areas, using appropriate skills.
- An understanding of how student performance data can be managed in order to bring about improvement in standards.
- The ability to monitor and evaluate performance with a view to identifying the need for change and the ability to plan strategically, and analytically, to plan appropriate changes.
- The ability to work closely with fellow professionals in bringing about improvements.

Updated by Mike Adnitt November 2017

The St Lawrence Academy

Location for The St Lawrence Academy

Doncaster Road
SCUNTHORPE
North Lincolnshire
DN15 7DF



The St Lawrence Academy

Living in North Lincolnshire





Predominantly a rural area, North Lincolnshire is made up of a series of thriving historic markets towns surrounded by many small villages, hamlets and breath-taking countryside. In its centre is the bustling urban heart of Scunthorpe; this industrial garden town provides North Lincolnshire with its main focus for education, retail and industry. Homes in North Lincolnshire have remained affordable despite a staggering national rise.

Following millions of pounds of private sector investment over the past few years, Scunthorpe town centre has a vibrant mix of high street names and speciality boutiques. The town centre offers two main shopping pre-cincts. The Parishes and The Foundry, independent retailers and a thriving general market as well as a multi-screen cinema, visual arts centre, an adjacent bus station and ample car parking.

Location
With excellent and uncongested motorways, you can reach North Lincolnshire quickly and easily. The M180 connects directly to the M18, which offers onward links to the M62, A1 and M1. The Humber Bridge is easily accessible, 17 miles away from Scunthorpe.





Scunthorpe is home to Scunthorpe United Football Club who are currently a top team in League One. The St Lawrence Academy is base for the Scunthorpe United Youth Squad who train in the academy grounds they also mentor and conduct workshops and projects with our students.







The St Lawrence Academy

How To Apply

Closing date: Friday 16th March 2018 9am

Shortlisting: Monday 19th March 2018

Interviews: Week commencing 19th March 2018

Visits to the academy:

Candidates who wish to visit the academy prior to completing their application, or would like a professional conversation with the Curriculum Progress Leader should contact the PA to the Senior Leaders Lorna Johnson, ljohnson@tsla.co.uk or call 01724 842447 in order to arrange a convenient time.

Job Description

This tells you the main responsibilities of the post and explains what we are looking for. It tells you about the personal and professional qualities you need for this post.

Person Specification

This specification sets out which criteria will be used to shortlist candidates for interview.

Applying

If you decide to apply for this post please download an application pack along with the Application Form from our website www.tsla.co.uk

We expect a formal letter of application (supporting statement), along with the Application Form, and it should be no longer than 2 sides of A4 and should address the selection criteria detailed in the Person Specification.

Please return your fully completed application to Lorna Johnson ljohnson@tsla.co.uk by the specified deadline.