COLLEGE INFORMATION PACK:

Teacher of Psychology (Part-time)
Temporary Maternity Cover

Welcome to The Latimer Arts College

Thank you for your interest in our College: this is a great time to come and join our team!



Special things are happening at The Latimer Arts College: we are really going places. Visitors to the school can sense it, it was very much recognised in our Ofsted Inspection in February 2018 and we hope that you will as well.

Our students are fantastic and thrive in a happy, safe and purposeful learning environment where '*the culture of being happy and safe at school means pupils can, and do, enjoy being at school.' Ofsted February 2018*

Our staff share a passionate and steely determination to make the College *the best that it can be* for the good of our students. The inspection team acknowledged our *'desire to ensure all pupils surpass their potential'* in a climate where students *'enjoy learning and always try their best.' Ofsted February 2018*

It was therefore with great pride that we remain a 'Good' school. But now we want to be the very best and are looking for staff to join our team who will share this passion.

Our Vision

At The Latimer Arts College we place no boundaries on ambition, no limits on aspirations and no barriers in the way of achievement.



Together we share one key aim: to secure *outstanding* achievement for each individual student in our care by delivering *excellence* in all that we do.

As part of our caring, community-centred environment our students become confident, independent and creative thinkers and we are extremely proud of them!

To us, *every* child really does matter: we work tirelessly to make sure that each of our students feels valued, makes progress and achieves personal success so that they can *be the best that they can be!*

If you share our vision and ethos, are an outstanding teacher and like what you read in this pack, we would love to hear from you!

Siobhan Hearne
Principal

Taking Care of You!

Our staff are one of the secrets of our success and so we are fully committed to their professional development and well-being. At our College, '*the strengths and talents of staff are extremely valued.' Ofsted February 2018*

We have a highly successful induction programme for new staff and we offer an extensive range of training sessions; and we make the most of every opportunity to work collaboratively to improve the service that our students receive.



Through a range of developmental strategies, including a robust appraisal system, all members of staff are able to identify their training needs. Where possible, the College will support staff who wish to study for Masters Degrees and other higher qualifications.

We are looking to appoint staff who thrive on collaboration, innovation and a desire to be amazing; colleagues who will have a passion for improving student outcomes and be bursting with ideas as to how to achieve this. It is our job to nurture you to deliver this success!

Taking Care of Our Students

Our vertical tutoring system epitomises the caring, family ethos that we promote at the College: we share, we laugh and we grow together!



We promote care for others as well and each House supports a local and national charity: we raised over £3,000 last year together.

At The Latimer Arts College we passionately believe that participation in enrichment activities plays a significant contribution to personal growth and high academic achievement. That is why we do our best to provide a range of extended opportunities throughout the academic year (and beyond where we can!).

All students are invited and indeed encouraged to take part in as many of the exciting activities on offer as possible. The activities range from team sports, drama clubs, music groups, chess club and film club to name but a few.

And then we celebrate each phenomenal year at our annual Pride of Latimer Awards – an Oscar style celebration of excellence and contribution. Trust us: there is not a dry eye in the house at the end of the evening!

What Our Students Say: our students describe their college in their own words!

‘Being with students in lots of other year groups in a form is fantastic – we are like a family and help and look after one another all of the time.’

‘Latimer is a school where we all feel safe and comfortable. Students are respectful and kind to each other – they are always happy to help each other out and to help the school out.’

‘The concerts that we do are so amazing – everyone who comes always say so. My mum cried at the last one! Our teachers are so positive and encourage us to get better.’

‘I have just started in Year 7 and I feel like a part of the school already: lessons are fun but we have to work hard. I’m so glad I chose to come here.’

‘An amazing school! What more can I say. It’s the best by a long way!’

What Ofsted Said:

We were inspected in February 2018 and our status as a 'Good' school was once again confirmed.

The Latimer Arts College remains a school where the strengths and talents of pupils and staff are very highly valued.

The Principal and senior leaders have instilled high expectations for pupils and are fully committed to ensuring that each fulfils their potential.

The strength and passion of the leadership team has ensured that there is a strong focus on the part of all staff to develop in the pupils the necessary knowledge, understanding and skills to achieve.

Senior leaders have continued to inspire and motivate staff in your school.

There is a strong focus on the development of the whole child.

The ethos encourages pupils to aspire to achieve their potential, enjoy learning and to always try their best.

During lessons observed, there were no occasions of low-level disruption that affected learning, and most pupils were engaged and involved in their learning tasks

Staff are appreciative of the training opportunities the school provides.

Members of the governing body are ambitious for the school.

The culture of being happy and safe at school, which has been created, means that pupils can, and do, enjoy being at school.

Pupils were unanimous that they would get support from the school if they ever needed it.

Location

The Latimer Arts College is located in Barton Seagrave, in the borough of Kettering, which is situated in east Northamptonshire. This is an ideal location due to its proximity to the A14 and the Kettering to London rail link.

Barton Seagrave enjoys a rural location, surrounded by the Wicksteed estate and farm land, woods and spinneys. It has its own Parish Council and forms the Barton ward of Kettering Borough Council.



There are local shops, a pub, hotel, and historic buildings in the village.

There is also a theatre, The Masque, which is based on the college site. During the school day it is used for lessons, whilst in the evening it is hired out for use by the local community.

Planning permission for 450 new homes has been approved and building is underway. There is also a longer term plan to build a large new housing and facilities development - called Kettering East - to the north and east of the village and this work has now commenced.

Outline planning permission for Kettering East has been granted and includes:

- 5,500 homes
- A secondary school
- Three local centres
- Employment and business opportunities
- Four new primary schools
- A district centre
- A health clinic
- a hotel

Northamptonshire is known as the ‘rose of the shires’ and is a beautiful county and is home to some of the most beautiful countryside in England. There are miles of walks, beautiful country parks, canals and substantial areas of ancient woodland. Rockingham Castle, stately homes and ancestral seats, including that of the Spencer family at Althorp, are all part of the local heritage.



In and around the main market towns there are excellent leisure facilities with great shops, restaurants, museums, galleries, theatres and cinemas, health clubs and spas, and a thriving nightlife.

Rushden Lakes Shopping Centre has also recently opened and is a brand new shopping centre like no other; where big brand fashion meets lakeside restaurants and cafes.

Local sporting highlights include international venues at Silverstone and Rockingham motor racing circuits, the revered Saints rugby team, football league teams and first class county cricket. Enjoy spectacular golf courses, equestrian and country pursuits, and excellent watersports centres.

How to Apply

We hope that you have found the information provided in this brochure enough to persuade you to apply but if you need further encouragement, please visit our website at www.latimer.org.uk or come and visit us in person.

Please visit the vacancies page on our website www.latimer.org.uk to download a copy of the application form. Alternatively an application pack can be requested from Ms J Ridley, PA to Principal – tel 01536 720310 or email vacancies vacancies@latimer.org.uk.

Completed application forms, together with a supporting letter of no more than 2 sides of A4 should be sent to vacancies@latimer.org.uk or posted to:

The Principal
The Latimer Arts College
Castle Way
Barton Seagrave
Kettering
Northamptonshire
NN15 6SW

Please note that we do not accept CVs – any received will not be taken into consideration during the shortlisting process.

Safer Recruitment Procedure

The Latimer Arts College is committed to safeguarding and promoting the welfare of children and young people. In order to meet this responsibility, the College follows a rigorous selection process to discourage unsuitable applicants. This process is outlined below.

Disclosure: All applicants for employment are required to disclose any previous 'unspent' criminal convictions and any cautions which have not expired, or any pending prosecutions. In addition, the job you are applying for is exempt from the provisions of the Rehabilitation of Offenders Act 1974 (exceptions order 1975) which requires you to disclose all spent convictions and cautions **except** those which are 'protected' under Police Act 1997 – Part V and the amendments to the Exceptions Order 1975 (2013) and are not subject to disclosure to employers on DBS certificates and cannot be taken into account. Guidance on the filtering of "protected" cautions and convictions which do not need to be disclosed by a job applicant can be found on the Disclosure and Barring Service website.

The information you give will be treated as strictly confidential. Disclosure of a conviction, caution, warning or reprimand will not automatically disqualify you from consideration. Any offence will only be taken into consideration if it is one which would make you unsuitable for the type of work you are applying for. However, offences relating to children are likely to make you unsuitable since this is a "regulated position" under the Criminal Justice & Courts Services Act 2000. The school's policy on the recruitment of ex-offenders is available on the college website.

If you fail to disclose any relevant offences or give false information then it will disqualify any offer of employment, or result in summary dismissal if you are in post, with possible referral to the police. Confirmation of appointment is subject to a satisfactory Enhanced DBS Certificate.

Shortlisting: Only those candidates meeting the person specification criteria will be taken forward to interview. NB: CVs are not accepted.

Interview: Those shortlisted will take part in an in-depth interview process – candidates for teaching posts will be required to teach a lesson as part of the interview process.

Candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

We reserve the right not to take a candidate forward to formal interview if they are deemed unsuitable for the post.

Reference checking: References from the previous and current employer will be taken up for shortlisted candidates, and where necessary, employers may be contacted to gather further information.

Probation: All non-teaching staff will be subject to a probation period of six months. The probation period is a trial period to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the College with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with students.

Data Protection

The information collected on the application form will be used in compliance with Data Protection regulations. By supplying information, you are giving your consent, if appointed, to the information being processed for all employment purposes as defined by statute. The information may be disclosed, as appropriate, to the governors, to Occupational Health, to the Teachers Pensions Agency, to the Department for Education, to pension, payroll and personnel providers and relevant statutory bodies. This form will be kept strictly confidential but may be photocopied and may be transmitted electronically for use by those entitled to see the information as part of the recruitment process. When the recruitment process is completed, the application form will be stored securely for a maximum of six months then securely destroyed, unless you are employed as a result of this recruitment process, in which case this application form will be retained as part of your personnel record.