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**The School:**

Longridge Towers School is a small, thriving independent school for children from the ages of 3 to 18 set in the stunning Northumberland countryside just outside Berwick-upon-Tweed. It is a school with a very special atmosphere, a place where pupils aspire and achieve academically, growing and finding personal fulfilment and developing into rounded, mature citizens.  Individual attention to pupils' needs is a key feature of the school's ethos and it is a place where pupils are valued and nurtured in a secure and stimulating environment.

In recent years the school roll has increased and there are currently 334 pupils. There is a waiting list for some year groups for pupils who wish to join the school in the next academic year. The School is non-selective and attracts children from a wide area both north and south of the Scottish Border; most of which use the extensive school bus network to get to and from school. There are currently 25 children who board at the School and these are a mix of full-time, weekly and flexi boarders. The school is fairly unique in that it is the part-time home for children who live on Holy Island. Holy Island is a very small tidal island, with a community of approximately 150. Access to and from the island is by means of a causeway, which is only navigable at low tide. The majority of pupils study for ten or eleven GCSEs including three sciences and at least one language and most move on into the thriving Sixth Form. One of the features of the school is the small class sizes and the overall pupil teacher ratio is nine to one.

Longridge Towers is a School where pupils are encouraged to fulfil and exceed their potential in academic, sporting and extra-curricular spheres. The School's outstanding reputation is based upon its success in achieving this, whilst ensuring that its pupils are well-mannered, balanced individuals who will make major contributions to the communities in which they lead their future lives. This success is reflected in the excellent public examination results obtained by pupils. This year Sixth Formers achieved a 98% pass rate at A level with 75% of the grades being at A\* to C. All of this year's leavers wishing to pursue further studies at university achieved results that enabled them to do so, with the vast majority going to their first choice institution. In so doing, they added to the School's record of success in enabling its students to proceed to the next stage of their career. At GCSE, 88% of candidates gained five or more GCSE passes at grades A\* to C, with the overall pass rate at grade C or above being 89%. Many pupils achieve more than this, and the average number of GCSE A\* to C passes achieved by an individual candidate in this School is 7.6.

The school runs a whole host of extra-curricular activities and trips and the current academic year has seen pupils visiting Germany on the school exchange programme as well as Poland, Norway, Spain, Italy and Cambodia and Laos. Closer to home, geography field trips have taken pupils to Cumbria and Yorkshire and the thriving Duke of Edinburgh Awards Scheme regularly sees pupils hiking and camping in the Scottish borders.

The school is a registered charity in England (registration number 513534) and a limited company (registration number 1675232). The school has a board of governors who are also directors of the limited company and who are all volunteers. The board comprises of some current parents, some former parents and a number of people who had no prior connection with the school.

**The Facilities:**

Longridge Towers School’s excellent facilities are based around the beautiful original building. An extensive programme of development has seen the creation of additional buildings such as the Stobo Junior School Building and the Sports Hall as well as extensive refurbishment of the main building. The addition of an all-weather pitch in April 2017 has further complemented our already excellent sporting facilities which currently include hockey and rugby pitches on the extensive site.

**The Staff:**

There are currently over 110 members of staff, forty of whom are teachers. The remainder work in administration, maintenance, driving, boarding, catering and cleaning; 40% being men and 60% being women.

Longridge Towers School has its own competitive salary scale. Teachers contribute to the Teachers’ Pension Scheme. Longridge Towers School is an Equal Opportunities employer, actively seeking applications from candidates of both genders and all backgrounds and strives always to live up to the demands of good practice in Equal Opportunities and Race Equality Policy.

**What we are looking for in all staff:**

* Excellent subject knowledge.
* The ability and personality to enthuse students.
* A desire to contribute to the extra-curricular life of the school and a conviction that school extends way beyond the classroom.
* A real desire to be actively involved in school life, where colleagues are mutually supportive.

**Professional Development and General Support:**

Longridge Towers School runs an active induction and development programme for new staff. We run a CPD programme for staff new to teaching and for those who want to take part.  The school fulfils NQT/QTS requirements and regularly puts trainee teachers through an in-service PGCE or equivalent teaching qualification. New teachers are also allocated a mentor from within their department to allow them to discuss all aspects of teaching as well as the day to day life of the school: at least one non-teaching period a week is set aside as dedicated time together for this purpose.

Staff ‘In Service’ Training is provided through Staff Days and after-school discussion meetings which often involve the whole school staff team. INSET includes internal training and invited speakers consider a wide range of relevant educational and occupational matters. INSET is also provided through other means such as department meetings which are held on a regular basis, an annual staff review system, and externally run courses.  Colleagues are also actively encouraged to gain further qualifications and the school has a strong record of supporting colleagues in their personal development.

Teachers are very much at the centre of sharing best practice and developing policy. Good practice is willingly shared amongst staff both informally and through in-school and after-school opportunities.

**Location and Directions:**

Longridge Towers School is just outside the beautiful market town of Berwick-upon-Tweed, being only a mile from the England/Scotland border. The railway station, which is on the main East Coast line is three miles away. Taxis are always available just outside the station building. If travelling by car, the school is just over a mile from the A1 on the A698. There is adequate parking for staff on site and ample visitor parking is situated at the front of the school.

**Northumberland as a place to work and live:**

The rugged county of [Northumberland](http://www.zoopla.co.uk/for-sale/property/northumberland/) borders [Cumbria](http://www.zoopla.co.uk/for-sale/property/cumbria/) in the north east of England and Scotland. Large parts of Hadrian’s Wall stretch through the county and it has the [largest number of castles in England](http://www.visitnorthumberland.com/history-heritage/castles). The region is sparsely populated, making it a quiet retreat from crowded city life. But the Virgin Trains East Coast line provides a convenient route to major cities. Average house prices in the county are one of the lowest in the UK at around £185,000. Northumberland appeals to buyers who prize natural beauty and history. In fact, there are no major cities and no motorways in the county at all. You can enjoy breath-taking natural beauty. The windswept coastline is in the east, the Pennines, a range of mountains and hills, is in the north and west, and Northumberland National Park runs along the border with Scotland. And the county has its fair share of historical sites too. Particularly popular is Alnwick Castle, which was used as Hogwarts in the Harry Potter films.

**How to apply for a post:**

Instructions for applying for teaching posts are individual to each job: please check the specific job description. Nonetheless, in general terms if, having looked through the website and read the job description and this Information for Applicants, you think this particular post at this distinctive school would suit you, please say so (and why) in a letter of application. You must complete the application form, even if you also want to attach a CV. You are asked to apply electronically, e-mailing all documents to ecrossan@lts.org.uk.

Please read this Information for Applicants with particular care before applying. And please note that Longridge Towers applies Safer Recruitment procedures. Our process includes:

* checking that the submitted application provides a continuous record from age 16;
* provision of two satisfactory references, at least one of which must be from your current or most recent employer;
* completion by you of a confidential form of declaration of health (after offer of appointment) and, if necessary, a satisfactory report following a medical examination;
* evidence or other verification of your qualifications;
* a satisfactory Disclosure certificate from the DBS.

**Interviews:**

Interviews will be held on Monday 26th and Tuesday 27th February 2018. We will normally hope to make the appointment at the end of the interview period, generally offering the post and gaining acceptance by phone later that day, so applicants should arrive for interview with a clear idea of what would be involved in moving to the area (if necessary) and working at Longridge Towers School. Potential candidates are welcome to come and visit the school: partners will also be welcome to have a look round in advance or on the day.

**The appointment:**

**Conditions of appointment to a teaching post at Longridge Towers School:**

Any offer of appointment will be subject to the following pre-conditions:-

* Receipt of at least two satisfactory references;
* Receipt of a signed Staff Suitability Declaration form showing that you are not disqualified from providing childcare under the Childcare (Disqualification) Regulations 2009;
* Verification of identity and qualifications including, where appropriate, evidence of the right to work in the UK;
* The completion by you of a confidential form of declaration of health (after offer of appointment) and, if necessary, a satisfactory report following a medical examination;
* The completion of a Contract of Employment in the standard terms offered by the Governors (this is however issued after you take up the appointment: in the meantime the letter of appointment will offer you the employee protection that you need);
* A satisfactory enhanced Disclosure and Barring Service (DBS) with list check. The School is obliged to see this under arrangements introduced for the protection of children. All information given by you, or received from the Police, will be treated in the strictest confidence. The failure by you to declare any conviction or other Court Order may disqualify you from appointment or, if appointed, result in the immediate termination of your Contract;
* A check that that the candidate is not subject to a prohibition order issued by the Secretary of State in the UK or by authorities in the European Economic Area;
* Evidence that you have not been prohibited from participating in the management of independent schools; and
* Satisfactory medical fitness.