

**The Langley Academy Secondary**

**Slough, Berkshire**

Lead Practitioner in Science



Thank you for your interest in the Lead Practitioner in Science post at The Langley Academy Secondary.

**This pack contains:**

* Letters to candidates
* Details about the Sponsor and The Annabel Nicoll Foundation
* Information about The Langley Academy Secondary
* Information about The Langley Academy Primary and the Parlaunt Park Primary Academy
* The job description and person specification

We hope that you find the pack informative and useful. If you do have any further questions, then please contact The Langley Academy via the details below:

**Tara Mackay**

[tara.mackay@langleyacademy.org](mailto:tara.mackay@langleyacademy.org)

01753 214468

Deadline for application:

9am Friday 18 May

Interview date: 22 May 2018

If you wish to visit the academy prior to application then please contact Tara Mackay [tara.mackay@langleyacademy.org](mailto:tara.mackay@langleyacademy.org)

You can also visit our Trust website at: [www.langleyacademytrust.org](http://www.langleyacademytrust.org)

Please take the time to review our Child Protection Policy:

<http://www.langleyacademytrust.org/documents/policies/trust/ChildProtectionPolicy(TLAT)(February2017).pdf>

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Dear Applicant

Thank you for your interest in The Langley Academy and the position of Lead Practitioner in Science. This is an exciting opportunity to join our very vibrant school community and work in a beautiful setting.

We are looking for someone who is highly committed, motivated, and resilient with a clear vision for the role. We need an individual who will contribute to the Academy’s vision for the future, playing a pivotal role in going the extra mile to ensure that all students and staff achieve their very best.

At the Academy, we believe that students come to school to learn and achieve in order to live full and enriching lives. We want to empower them to contribute positively to their family, the community and the wider world. The staff, governors and trustees work hard together, along with parents and carers, to ensure that each of our students leave with a set of results of which they can be proud.

We place a strong emphasis on developing students’ confidence through opportunities in and beyond the classroom so that they can develop their personal and academic interests. Teachers and support staff seek to meet the needs of all within a rich and balanced curriculum, underpinned by our strapline of Curiosity, Exploration and Discovery. In return, we expect all students to be fully prepared and active participants in their learning. An agreed and established set of ground rules based on respect allows everyone to get the best from lessons, activities and unstructured time.

We also believe in lifelong learning and dedicate time and resources to ensure high quality professional development is available to all. The staff are very enthusiastic and would warmly welcome all teachers with a passion for learning. Please come and visit the academy to truly understand what we are aiming to achieve and whether you would like to be a part of our journey.

Yours sincerely



Alison Lusuardi

Headteacher of The Langley Academy

Dear Applicant

I am delighted that you are showing an interest in the Lead Practitioner in Science position here at The Langley Academy Secondary. I want to set out the reasons why we think it is so exciting. The Multi-Academy Trust (MAT) encompasses The Langley Academy Secondary, The Langley Academy Primary and Parlaunt Park Primary Academy. Our vision is to ensure we provide an outstanding education for every child in the Trust through high aspirations and quality learning through curiosity, exploration and discovery. By 2021, when The Langley Academy Primary has a full complement of year groups, we will have approximately 2,500 students and 350 staff working in the Trust.

We are looking for someone who is looking to be part of this vision. The Trust is in its fourth year and therefore very much still in its infancy and the continued development of an appropriate infrastructure is vital if we are to meet our strategic objectives. Both Primaries will be the main feeder schools with right of entry as part of the admissions policy. This means that the curriculum, assessment and pedagogy will be developed as a Trust to ensure our young people make rapid progress throughout.

A significant advantage of our approach is the capacity to provide outstanding in-house CPD as we will have excellence in each academy that can support professional development for those starting their careers or for those wishing to gain further responsibility. This capacity is further enhanced by understanding the significant resource the student body provides. Students in the secondary develop programmes of study for their careers whilst providing an invaluable service at each Primary. This might take place through the Duke of Edinburgh programme, our community service programme or the Child Development NVQ. In essence an academy improvement programme ‘on tap’ for each academy in the Trust. This will also give us the ability for each academy to respond to problems quickly. For example, staff across the Trust are able to lead on INSET days allowing us to access best practice.

One of the greatest qualities of the Trust is the Sponsors. Having worked with them since my appointment as Principal of The Langley Academy in April 2012, I cannot praise them highly enough. Annabel Nicoll is the Sponsor of the Trust. She has boundless energy and enthusiasm all directed at giving youngsters a better life. As a result of her work, students here have quite simply been afforded opportunities that many young people elsewhere in the country just would not get. The successful applicant will be able to draw on this support and networking opportunity to develop their own career and importantly offer a better education for the young people.

We are aspirational and want to be the best MAT in the country with each school rated outstanding as soon as possible. We believe the economies of scale, the cross-phase opportunities for students and staff development, the ability to respond to each other’s needs quickly and the ‘can do’ approach to everything we do, will make the working environment simply extremely exciting.

Yours sincerely



Rhodri Bryant

Executive Principal of The Langley Academy Trust

About the Sponsor and the Trust

**The Annabel Arbib Foundation** is a registered charity. Originally named The Arbib Foundation it was established in 1987 to support the philanthropy of Sir Martyn Arbib and his direct family. The Foundation provides charitable donations and financial support to organisations and causes around the UK with a focus on the Thames Valley. The Foundation took a leading role in establishing the River & Rowing Museum in Henley-on-Thames which opened in 1998 and attracts over 100,000 visitors per year. The Foundation continues to be the main sponsor of the educational side of the museum.

The other principal beneficiary of the Annabel Arbib Foundation is The Langley Academy Trust. The Foundation is the sponsor of the Trust, created through Department for Educations Academies Programme, and The Langley Academy opened in September 2008.

In 2015 Sir Martyn Arbib retired as Chairman of The Arbib Foundation and his daughter Annabel took up the Chair and uses the Foundation, which has been renamed The Annabel Arbib Foundation, to support her own philanthropy continuing the focus on The Langley Academy Trust. In September 2016, Oona Stannard became our new Chair of the Trust, allowing Annabel time to focus on the things she really wants in the Trust, working and talking with children. Oona comes with a wealth of experience in the education sector as do a majority of our Trustees and Governors, indeed this is a real strength. You can find out more about the team on our website.

**The Langley Academy Trust** is a unique Trust that serves the young people of Langley, Slough and further afield. Our Trustees are a Board of interesting and experienced professionals who bring energy, enthusiasm and wisdom to their role. They share the ambitions of the Trust senior leaders to achieve the best possible outcomes for all children and students within the Trust.

**The Langley Academy** **Primary** is a three-form entry Free-School, sponsored by The Langley Academy Trust. It opened in September 2015 with 90 very excited Reception children and parents; the intake will grow year on year until it reaches capacity of 630 children in September 2021. In September 2016, we opened the new build which now serves 2 year groups with 180 children in total and an ever increasing nursery.

The Trust’s strong vision, high aspirations and determination to succeed in providing an outstanding education for children in the community are clearly evident throughout The Langley Academy Primary’s positive learning environment. Our supportive ethos, child-centred approach, rich curriculum based on first-hand experiences have ensured children are confident, independent learners, displaying Curiosity, Exploration and Discovery.

Although still in our early days, we have received very positive feedback from our latest DfE monitoring visit in March 2017 and the Local Authority Early Years Team. The visits confirmed the Trust’s review of the school and highlighted that the likely judgment in any future Ofsted inspection would be outstanding.

Throughout their growth period, under the guidance of The Trust and by working closely with Parlaunt Park Primary Academy, The Langley Academy Primary looks forward to shaping a new 21st Century Educational Experience.

**Parlaunt Park Primary Academy** is a popular school with recently modernised buildings that converted to a sponsored Academy within The Langley Academy Trust in September 2014.

Parlaunt Park Primary Academy caters for children between the ages of 3 and 11 years. The school was originally built in 1952 as a separate Infant and Junior School. The two schools were amalgamated in 1987 under one Headteacher. Major works were undertaken to enlarge its buildings following an expansion to a three- form entry school in 2009. The school has 635 children on roll plus a part time 39 fte Nursery provision.

The pupils come from diverse ethnic backgrounds which is typical for Slough, with the major groups being White British, Indian and Pakistani. There are smaller proportions of pupils from a wide range of other minority ethnic groups including Eastern European as well as a small group of Traveller children. The proportion of pupils with learning difficulties and/or disabilities is average. Just over a third of pupils speak English as an additional language. The proportion of pupils known to be eligible for free school meals is average. There is a breakfast and an after-school club.

Every child who attends Parlaunt Park Primary Academy is viewed as unique and treated as such. Children are encouraged to become independent thinkers with a love for life and learning. Their enthusiasm is stimulated by dedicated staff members who share the ambitions of The Langley Academy Trust to motivate the pupils to be inquisitive and thoughtful learners who will go on to success at Secondary School and beyond.

Parlaunt Park Primary Academy has developed holistically since it joined the Trust in September 2014. The curriculum has been honed to reflect the learning needs of the children and the strengths of the staff. RWI and T4W [Read Write Inc/Talk for Writing] are two key components of our literacy pathway. The wider curriculum is under review with both The Langley Academy Primary and Parlaunt Park Primary Academy embarking on an exciting journey over the next six years to map a new Primary curriculum and educational direction for the children encompassing first hand experiences, based on a thematic approach to learning and linked to visits and journeys and encompassing Museum Learning.

About The Langley Academy Secondary

The Langley Academy is housed in an iconic building, and bases its curriculum model on curiosity, exploration and discovery. We specialise in Science and strive to be at the forefront of Science education. We pioneer the use of museum learning and have developed links with national and regional museums to add an external dimension to learning. We aim to become a centre of excellence for sports, notably rowing and cricket. We have won our first rowing competition on the water and we have several National and European indoor champions. We are the only state school that runs an MCC Foundation Hub to spot cricket talent in Slough. At the heart of our vision, we aim for the highest achievement for all and to provide a welcoming, imaginative and creative environment which enriches the lives of all involved. You will see this in our building. We aspire to instil traditional values and promote respect for other beliefs. We are proud of what we and our students have achieved and we are confident that we will continue to achieve high standards for all our students and our local community.

In our most recent Ofsted inspection in February 2013, The Langley Academy was rated “good with outstanding elements”. The Ofsted report states that:

*The main reason why achievement is good is because the majority of teaching is typically good and sometimes outstanding, and it is well matched to the needs of most students. Students have outstanding attitudes to learning. Behaviour is excellent. Relationships throughout the academy are extremely positive and this ensures that the academy is a calm, purposeful environment in which to learn. The sponsors’ vision permeates all aspects of academy life and the Principal, Leadership team and those who lead subjects and house groups are relentless in driving improvement.*

We recognise this report is 4 years old but the above statement remains very accurate today.

Our results in each Key Stage are strong. At KS4 we achieved 67% A\*-C including English and Maths with a progress 8 score of +.22 placing us in the top 20% of schools. KS5 results were ALPS 3 in 14/15 with a slight dip in performance in 15/16 although we are confident we will move back to our high standards this year. Overall our VA data for the last 4 years have been sig+ with 9 out of the 18 KPI as significantly above the national average. You will be able to find out more about our results and trends if you are invited for interview.

Benefits of working across the Trust

* We have a Wellbeing Group who meet on a regular basis. The group consists of teaching and non-teaching staff. Staff Wellbeing is very important to us.
* We have a generous Staff Absence Policy that reflects strong staff attendance and a can-do attitude
* Access to a weekly CPD programme that includes various Leadership programmes eg Across the Trust, NPQH, NPQSL, NPQML
* A subsidised Christmas Party is offered to all staff across the Trust.
* Flu vaccinations are offered every September to all staff across the Trust.
* PPA periods are on timetables and cannot be used for cover purposes.
* We have 4 Cover Supervisors reducing the amount of cover required by teachers.
* A very strong Behaviour for Learning Policy in place supports staff. Poor behaviour is not tolerated.
* A generous contribution is made towards pensions.
* Enhanced sick pay arrangements.
* Free car parking.
* Lunch provided for staff on INSET days.
* Working in a very modern environment.

The Langley Academy

Job Description

Lead Practitioner of Science

**Post Title**

Teacher of Science

**Salary/Grade**

Teachers’ Mainscale plus London Fringe Allowance

### Purpose of the job

To promote and achieve the Academy vision and purpose, the Lead Practitioner will be to consistently plan and deliver outstanding lessons. He/she will be supporting the development of others through a variety of practices thus moving the academy towards delivering consistently inspirational teaching with a specific focus on the Science Faculty. As Head of House for Darwin, he/she will develop our Science Specialism across the Trust to ensure that students are fully engaged in a range of activities (including STEM) across the academic year.

### Reporting to

Deputy Headteacher responsible for Teaching & Learning

**Liaising with**

Executive Principal, Headteachers across the Trust, Directorate, Leadership Team, Heads of Faculty, Raising Standards Leaders, SENCO, Student Support Managers

#### KEY FUNCTIONS/RESPONSIBILITIES

* Working with the Teaching and Learning team and Head of Faculty for Science in developing outstanding teaching practice across the Science Faculty
* To support the Head of Faculty in the running of the Science Faculty with the management of a key stage including the overview of schemes of work, resources and assessments
* To work with the Head of Faculty to develop and extend the Science specialism at TLA and supporting the trust primary schools, TLAP and PPPA, with their Science curriculum development and extra-curricular programme
* To liaise with and work closely with the Directorate and the Head of Faculty for Science in reviewing, implementing and evaluating teaching and learning policies and practice within the Science Faculty
* Work with Head of Faculty for Science to develop high quality teaching materials and schemes of work ensuring consistently good pedagogy is embedded across the Science Faculty
* To support the development of best practice across the Science Faculty to enhance standards of teaching, learning and assessment
* To lead on the design and implementation of the Science CPD programme
* To contribute to the Teaching and Learning group and support the Deputy Headteacher with responsibility for Teaching and Learning in developing a range of activities and strategies to strengthen teaching and learning across the Science Faculty and Academy as a whole
* Carry out regular quality assurance within the Science Faculty such as learning walks, book reviews and student voice interviews and to give constructive feedback to teachers
* Support Science staff through coaching/mentoring in order to develop and extend their pedagogic repertoire
* Provide support to teachers with specific focus on Science teachers who are experiencing difficulties in performance, including those being supported through a supplementary support programme or going through a capability process, to enable them to improve their practice
* To research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues
* To develop the STEM provision across The Trust
* To implement academy systems that relate to the role of Head of House including:-
* Organisation of whole school Science week and to lead the delivery of the House focus throughout the year
* To work with Academy House Council and others to organise and promote House activities and competitions
* To lead House Assemblies
* To lead House Tutor briefings
* To attend HoH meetings

Person Specification

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| --- | --- | --- |
| **Qualifications and experience** | **Essential** | **Desirable** |
| QTS, Degree or equivalent teaching qualification in Science or other relevant subject | ✓ |  |
| Relevant CPD Training Courses |  | ✓ |
| A first class teacher with a track record of 3 years of successful teaching experience |  | ✓ |
| Proven track record in raising standards of student achievement |  | ✓ |
| Experience of constructive cooperation with parents | ✓ |  |
| Leading /Managing an Science Faculty initiative/change |  | ✓ |
| Experience of working with staff on whole school initiatives/change |  | ✓ |

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| **Professional Knowledge & Understanding**  The successful applicant will need to demonstrate knowledge and understanding of: | **Essential** | | **Desirable** |
| Strategies for raising student achievement | ✓ | |  |
| Effective practice and approaches to Teaching and Learning | ✓ | |  |
| Current educational trends and thinking |  | | ✓ |
| Current developments in Science teaching | ✓ | |  |
| Sound understanding of assessment, tracking and analysis |  | | ✓ |
| **Personal Qualities and Skills**  Ideally, we are looking for someone who: | **Essential** | **Desirable** | |
| Can lead, motivate, enthuse and inspire staff and students, and win the confidence of parents and governors | ✓ |  | |
| Has the ability to think strategically with imagination, vision and originality | ✓ |  | |
| Is reflective, self-critical and open | ✓ |  | |
| Is self-confident, motivated and ambitious | ✓ |  | |
| Has passion and believes that every student can succeed | ✓ |  | |
| Is an effective communicator and presenter | ✓ |  | |
| Can plan, organise and delegate effectively | ✓ |  | |
| Possess excellent interpersonal skills | ✓ |  | |
| Can make tough decisions | ✓ |  | |
| Has sound judgement, especially when working under pressure | ✓ |  | |

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| **Safeguarding** | **Essential** | **Desirable** |
| Staff uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school by;   * treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher’s professional position * having regard to the need to safeguard students’ well-being, in accordance with statutory provisions * showing tolerance of and respect for the rights of others * not undermining fundamental British Values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs * ensuring that personal beliefs are not expressed in ways which exploit students’ vulnerability or might lead them to break the law | ✓  ✓  ✓  ✓  ✓ |  |
| Staff must have a proper and professional regard for the ethos, policies and practice of the academy and maintain high standards in their own attendance and punctuality | ✓ |  |
| Staff must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities | ✓ |  |

How to apply

Pleasecomplete the online application form,which can be found at**:**

[**https://langleyacademy.careers.eteach.com/**](https://langleyacademy.careers.eteach.com/)

**Closing Date:**

9am Friday 18 May 2018

**Interview Date:**

22 May 2018

If you have any queries about the role or would like to arrange a visit to the school, please don’t hesitate to contact Tara Mackay, PA to Executive Principal and HR Assistant on 01753 214468 or email [tara.mackay@langleyacademy.org](mailto:tara.mackay@langleyacademy.org)

*References will be sought when we shortlist. Your application will be treated in the strictest confidence.*

*The Trust reserves the right to interview and appoint a suitable candidate before the closing date.*

*The Arbib Foundation and The Langley Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to Funding Agreement and subject to pre-employment checks. References will be sought and successful candidates will need to undertake an enhanced Disclosure & Barring Service (DBS) check. LAT is an equal opportunities employer.*