

The Shared Learning Trust

THE LINDEN ACADEMY

Early Years Teacher

Are you a qualified Early Years Teacher or hold Early Years Teaching Status?
Would you enjoy teaching in a modern, bright and spacious Academy with fantastic facilities?
Are you seeking a position where you are recognised, valued and supported to develop?
If you have answered yes to these questions, The Linden Academy would love to hear from you!

The Linden Academy is on an exciting journey where we are looking to expand and develop. We are therefore looking to recruit an energetic and personable Early Years Teacher to join our wonderful team! Here at The Linden Academy, we are passionate about inspiring young minds and ensuring that in everything we do, we are making a positive impact on our student's lives.

'94% of children who achieve a good level of development at age 5 go on to achieve the expected levels for reading at KS1, and are 5 times more likely to achieve the highest level' – As you can see, being an Early Years Teacher has a huge impact on children's development and is also incredibly rewarding. They provide the very foundation that the rest of a child's education is built on. They get to open young minds to completely new concepts and help them to read, write and be creative! Therefore, we are looking to recruit a positive, inspiring and knowledgeable Early Years Teacher who can bring new concepts and ideas to life in a fun and engaging way for all our children. We are looking to recruit an excellent candidate and are willing to pay a recruitment and retention allowance for the right person who will make a lasting, positive impact on our children's well-being and development.

Job Specifics:

- **Start date:** Easter 2018 (will consider September 2018 starts)
- **Salary:** MPS/UPS/UQT + Recruitment and Retention Allowance
- **Job Role:** Full time, Permanent (will consider job shares)

Why work for The Linden Academy?

- Linden Academy was previously a fee-paying independent school under the name Moorlands, since converting to 'The Linden Academy' the school has very much kept their traditional values but applied them to a modern context.
- Lovely small class sizes with 18-24 maximum per class with fantastic facilities and resources
- £30 million state of the art modern facilities with new, bright and spacious classrooms
- Brilliant CPD opportunities if you wish to improve and develop
- Experienced and innovative leadership with a fully committed governing body
- Join a lovely close-knit team of teachers and SLT that are genuinely here to support you and want to see you succeed

Teacher Testimonial: *"What first attracted me to The Linden Academy was its ethos. All members of staff were extremely welcoming and I loved the rapport between the staff as well as the relationships they had created with the children. Staff were passionate about the children's learning and progress, not just academically but personally. It was something I wanted to be a part of. During my time here, I have developed both professionally and personally. I started my employment as a timid graduate with little confidence of standing in front of a whole class. With great support and guidance, I have progressed from a Teaching Assistant to Class Teacher. Our Senior Leadership Team have greatly*

supported and built my confidence and ability in becoming a teacher. They have always been approachable and understanding with a genuine care for their staff's wellbeing. Staff across the school continue to support each other in any way they can to make sure we are promoting learning and progress to the highest standard for our pupils. It's a great community to be a part of." – Jessica Day

HOW TO APPLY

Closing Date: Monday 19th February at 12pm Interviews: Thursday 22nd February 2018

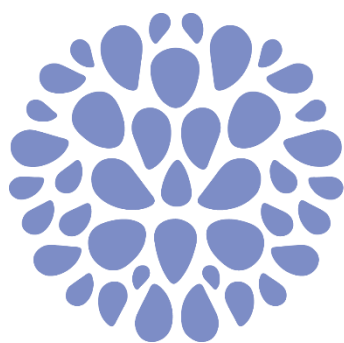
Please read the information in this pack. If you are interested in this job opportunity, please do apply online today via our career site on www.thesharedlearningtrust.careers.eteach.com.

We look forward to hearing from you!

Visits to the Academy are warmly welcomed, please contact Hannah Chandler, Recruitment Officer on 01582 211 226 or email hannah.chandler@thesharedlearningtrust.org.uk

'We believe in the safeguarding and welfare of children and expect all staff to share this view'.

The Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. We are an equal opportunities employer. The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.



The Shared Learning Trust

THE LINDEN
ACADEMY

INFORMATION FOR APPLICANTS:

Early Years Teacher



WELCOME TO THE SHARED LEARNING TRUST



Cathy Barr

The Shared Learning Trust has appointed Cathy Barr as its new Chief Executive Officer. Cathy is already part of the Shared Learning Trust's family of schools, having been Principal of the Stockwood Park Academy in Luton for the last five years. The Shared Learning Trust is a stand-alone Multi-Academy Trust, which runs a family of four schools based in Bedfordshire: Stockwood Park Academy, the Chalk Hills Academy, the Linden Academy and the Vale Academy. Cathy grew up locally, in Harpenden, and went to school in St Albans. She has almost 25 years' teaching experience under her belt, qualifying in 1993 and joining the team at Stockwood Park (then the Barnfield South Academy) in 2009.

Cathy said of her appointment: "I am thrilled to have been appointed CEO of the Shared Learning Trust. I care passionately about the students we teach and will do all I can to ensure each and every child, from the age of two to 18, get the best possible care and education in our academies."

We aim to recruit outstanding people who have the right attitude. If you have a love for teaching and are passionate about seeing children succeed, we would love to hear from you!

Recruiting the right teachers and staff help us to achieve the goals we set for our children. We are always keen to hear from educators who are passionate about working for the schools and communities we serve. We would rather make no appointment than appoint someone who does not share the same positive ethos that runs through our Academies. For this reason, we try to articulate clearly our vision, values and expectations when putting together information for applicants.

We aim to recruit staff who:

- are excited by their role and by the prospect of working with young people, even those who are less well motivated;
- love the processes of learning and teaching and are keen to continually develop their own skills;
- recognise that teaching can be a demanding job but react positively to those demands rather than complaining;
- will subscribe to the ethos of the Trust and 'go the extra mile' in terms of time and commitment to get the very best from our young people;
- see break duty as an opportunity to talk to children;
- are quick to praise and slow to criticise; and are not afraid to admit to seeing themselves as potential leaders of the future.

I am conscious that this may be your first contact with our Academy Trust and first impressions are very important. I hope what you read; coupled with anything else you discover about us, inspires you to apply for this post.

With best wishes,

Cathy

WELCOME FROM THE EXECUTIVE PRINCIPAL



Rebekah Howe

'Mrs Howe' by Evie, Year 1

The Linden Academy is a thriving multi-cultural school in South Luton. As a team, we pride ourselves on providing good quality support and education. The Academy is going through an exciting period of development to accommodate our ever increasing new community.

Teachers are well supported through performance management and external and internal CPD. Aspiring leaders, middle and senior, have access to nationally accredited qualifications such as NAML and Senior Leader programmes. We work closely in partnership with the Luton Authority to provide opportunities for individuals to be recognised as Subject Leaders in Education and Local Leaders in Education.

The Linden Academy works in close partnership with its sister primary Academy, The Vale Academy, and this partnership provides a wealth of opportunity for moderation, joint CPD and professional working.

In joining The Linden Academy, you would be joining a supportive staff team who place the children's needs at the center of everything they do.

I look forward to meeting with you,

Bex

WELCOME FROM THE HEAD OF SCHOOL



Dear Applicant,

Welcome to The Linden Academy! Thank you for taking the time to read this document and for showing an interest in our school.

At The Linden Academy, we pride ourselves on providing an excellent education that meets the needs of every individual child. Our aim is that every child meets his or her full potential and moves on to the next phase of their education with a genuine love of learning.

We are a happy and inclusive school, where learning is fun and where positive relationships are paramount. With small class sizes and a clear focus on traditional values, we provide a stimulating environment where the talents of all children are recognised and harnessed.

As a new 'Free School', we have been able to enhance the breadth of our curriculum offer and invest in new technologies to bring learning to life for the children. Our standards are set high and our staff team are dedicated to ensuring that all children succeed.

As a former independent school, we are proud of our heritage and continue to work hard to provide an unrivalled experience for our children and their families. We are unique in our ethos, passion and plans for the future. Now is a very exciting time to join us and we genuinely believe that The Linden Academy is the place to be. Why not arrange a visit so you can see for yourself?

I look forward to welcoming you into our school family,

Lesley

ABOUT THE SHARED LEARNING TRUST

The Shared Learning Trust is a stand-alone multi academy trust, which runs a family of four schools based in Bedfordshire:

- The Linden Academy, Luton, age 4-11, judged 'Good' by Ofsted
- The Vale Academy, Dunstable, age 4-13, judged 'Good' by Ofsted
- The Chalk Hills Academy, Luton, age 11-18, judged 'Good' by Ofsted
- The Stockwood Park Academy, Luton, ages 11-18, judged 'Good' by Ofsted
- The Sixth Form, Luton, age 16-19, judged 'Good' by Ofsted (A part of both Chalk Hills and Stockwood)

Our Academies are supported in their work by our Teaching School, based at The Chalk Hills Academy. The structure of our family of schools means that we can be with a child every step of the way, from teaching them to tie their shoe laces right through to congratulating them on their university place or their first job.

Our Trust is vibrant and friendly, supported by 3 state-of-the-art buildings. It is a learning environment where all students have the opportunity to be high achievers, make good friends, contribute to their community and take part in a wide range of extra-curricular activities.

VISION & VALUES – *‘Strive, Achieve, Believe’*

At The Shared Learning Trust, we provide opportunities for all our students and adults to be aspirational and develop a passion and excitement for learning. Working with our communities, we ensure all students are able to achieve beyond their targets to reach the success they deserve. Our students develop a strong self-belief so that they flourish and develop into well-rounded, self-respecting young people.

Our commitment to our vision can be seen through:

- Our academies working together to provide more opportunities for all students and staff
- A focus on the development of our staff with opportunities for clear and dynamic career progression and high quality recruitment and retention.
- Strong Trust approaches to our key issues, for example; teaching, assessment, attendance and curriculum development.
- Partnerships with schools outside of our Trust to maximise opportunities for all.
- Close working and communication with our families and local community.
- Care for our families beyond the school day.
- Excellent lessons and learning incorporating effective use of new technologies.
- An interesting yet challenging curriculum.
- 16-19 provision, which ensures progression, routes for all.
- A Cross-Trust focus on high achievement and high standards.
- Ensuring that every child in our Trust reaches their full potential by providing exciting opportunities both inside and outside of the classroom.
- Exemplary behaviour and conduct at all times.
- A can-do attitude across the Trust that fosters belief and high expectation.
- Ensuring no opportunities are missed.

ABOUT THE LINDEN ACADEMY

Converting to Free School status in 2012, Moorlands Free School was previously a fee-paying independent school. Now welcoming children from across the whole of Luton under the name 'The Linden Academy', we are an Ofsted rated 'Good' school. Many of the traditions and values of the previous preparatory school remain as we believe in traditional values in a modern context.

Our curriculum is bespoke to our children and our aim is for both teaching and learning to be exciting, relevant and enjoyable. With a healthy emphasis on the core curriculum and a commitment to learning through modern technologies, TLA children receive a broad and balanced education. A strong element of this is also our care for the children; small class sizes and highly trained staff ensure that our children are safe, happy and healthy throughout their time with us.

In 2016 we finally relocated to our new, purpose built building located in South Luton (next to Venue 360) and will expand to 504 pupils over the coming 2 years with class sizes not exceed 24 – enabling us to further enrich our curriculum offer and to serve even more Luton children and their families.

This is such an exciting time for the school and there is no better time to join us!



CPD AND TRAINING- *We invest in you!*

All four Academies at The Shared Learning Trust are a part of our Teaching Trust, which is held at The Chalk Hills Academy. We aim to offer exceptional teacher training and high quality professional development programmes to new and experienced staff to support them in excelling in their career.

Our programmes are facilitated by experienced school leaders, who have exemplary records in leadership and improving outcomes for their students. We are able to cater for specific requests and can offer custom-made support packages that focus on the quality of teaching and learning, curriculum development and aspects of Leadership and Management.

We currently offer:

- The National Professional Qualification for Senior Leadership
- The National Award for Middle Leaders
- The Outstanding Teacher Programme
- The Improving Teacher Programme
- The Recently Qualified Teacher Programme

As Linden Academy is part of a Multi-Academy Trust, there are fantastic opportunities to climb the career ladder. The Shared Learning Trust are a firm believer in helping all staff reach their full potential and developing their career within our Academies. If you are willing and wanting, we will do all we can to put you on the relevant courses and give you the right opportunities so you can keep achieving more in your career.



JOB DESCRIPTION

Title: Early Years Teacher

Responsible to: Headteacher

PURPOSE OF POST:

The successful candidate will be expected to carry out the duties of a teacher in accordance with the Teachers Pay and Conditions Document and other relevant statutory provisions, and to carry out other such associated duties as are reasonably assigned by the Head teacher.

RESPONSIBILITIES:

- To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for pupils, incorporating the areas of learning for Early Years Foundation Stage in line with the policies of the school.
- To facilitate, support and monitor the overall progress and development of EYFS pupils and designated groups of pupils (FSM, GRT etc.) Prepare and implement I.E.P.s for individual pupils.
- To foster a learning environment and educational experience which provides pupils with the opportunity to fulfil their individual potential.
- To share in the development of the EYFS curriculum, courses of study, teaching materials, teaching programmes, methods of teaching and assessment and their review.
- To support and contribute to the school's responsibility for safeguarding children.

RESPONSIBLE FOR:

- Co-operation and close liaison with parents and guardians, professionals within Early Years Foundation Stage and the wider school, including fellow staff and colleagues from external agencies (for example, specialist teachers from the LA support services, health professionals and social workers).
- Working with others to plan and coordinate work both indoors and outdoors.
- Motivating and stimulating children's learning abilities, encouraging learning through experience
- Liaising with the Year 1 staff to ensure the smooth transition between EYFS and Year 1 in September 2014

GENERIC RESPONSIBILITIES:

- Teaching all areas of the foundation stage, which is focused on helping the children achieve early learning goals;
- To be part of a team to plan, prepare and evaluate all aspects of EYFS provision;
- Providing pastoral care and support to children and providing them with a secure environment in which to learn;
- Developing and producing visual aids and teaching resources;
- Organising learning materials and resources and making imaginative use of resources;
- Assisting with the development of children's personal/social and language abilities;
- Supporting the development of children's basic skills, including physical coordination, speech and communication;
- Encouraging children's mathematical and creative development through stories, songs, games, drawing and imaginative play;
- Developing children's curiosity and knowledge;

- Working with others and contributing to the strong and experienced team ethos of the school, to plan and coordinate work both indoors and outdoors;
- Sharing knowledge gained with other practitioners and parents;
- Observing, assessing and recording each child's progress and preparing reports for external agencies;
- Attending in-service training;
- Attend assemblies, registering the attendance of pupils and supervising pupils, whether these duties are to be performed before, during or after the school session;
- Ensuring the health and safety of children and staff is maintained during all activities, both inside and outside the nursery/school;
- Keeping up to date with changes in the curriculum and developments in best practice;
- To be adaptable, flexible and have a sense of fun and humour.
- To play a full part in the life of the school community, and support its distinct ethos
- To follow and actively promote the school's policies and procedures.
- To comply with health and safety policy and undertake risk assessments as appropriate.
- To actively pursue own personal and professional development.

FULFIL WIDER PROFESSIONAL RESPONSIBILITIES

- Make a positive contribution to the wider life and ethos of the school
- Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support
- Communicate effectively with parents with regard to pupils' achievements and well-being
- This list is by no means exhaustive; it is more of a guide of expected duties. The post holder may therefore be directed by the Headteacher to undertake any other duties commensurate with this role

CONTEXT

Due to the nature of this job, it will be necessary for the appropriate level of Criminal Record Disclosure to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bind-overs or cautions and if so, for which offences. This post will be exempt from the provisions of Section 4, (2), of the Rehabilitation of Offenders 1974 (exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are "spent" under the provisions of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the Academy. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

The Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

PERSON SPECIFICATION

Candidates will be assessed on the following:

Essential Skills	Desirable Skills
Professional: <ul style="list-style-type: none"> Qualified Teacher Status or Early Years Teaching Status 	<ul style="list-style-type: none"> Early Years specialist training
Experience: <ul style="list-style-type: none"> Experience of teaching across the Primary age group To have experience and understanding of transition from Reception to Year 1 with children under five 	
Skills, Knowledge & Aptitude: <ul style="list-style-type: none"> Excellent Early Years Practitioner with a thorough understanding of the Early Years Foundation Stage (including the revised framework) and a commitment to the highest standards of teaching and learning A clear understanding of how young children learn and the ability to plan for effective and high quality teaching and learning in the Early Years Unit An understanding of the principles and practices of observations, assessment and planning and how these can be used effectively to maximise pupil progress for all groups of children To have experiences of working with children with SEND Experience and understanding of the key person role The ability to meet all children's needs to ensure every child makes good progress including those with English as an additional language and children with additional or complex needs or disabilities To be able to manage behaviour effectively using a range of strategies. Experience of planning and organising an enabling learning environment inside and outside A positive approach to the outdoors and the ability to use the outdoor environment to support children across all areas of learning To lead by example through consistently high quality practice in all areas The ability to maintain professional and positive 	<ul style="list-style-type: none"> The ability to contribute to the development of an area of learning Read Write Inc. Trained

<p>relationships with children, staff, parents and external agencies</p> <ul style="list-style-type: none"> • To demonstrate the skills of a good teacher, including the ability to: <ul style="list-style-type: none"> ○ Use first hand experiences to interest and encourage and engage pupils ○ Have very good behaviour management skills ○ Provide appropriate levels of challenge so that all pupils make good progress ○ Use assessment information effectively to plan next steps for children. • To work collaboratively and supportively with colleagues within EYFS, school, feeder schools and outside agencies • The ability to respond to challenges with optimism • To be committed to continual personal and professional development. To be • reflective and learn from past experiences • To be committed to equality, diversity and the inclusion of all • To be able to communicate clearly both orally and in writing 	
<p>Personal:</p> <ul style="list-style-type: none"> • Approachable with excellent interpersonal skills when dealing with others on all levels • Well-organised, enthusiastic, energetic and flexible • Resilient and demonstrates the ability to work under pressure. Manages time effectively • Values and respects the views of children • Self-motivated and able to take initiative and responsibility • A willingness to learn with and from colleagues • A commitment to take part in all aspects of the life of the School, • including meetings, training, special events and other activities as required • Adheres to the School's code of conduct 	