



CANDIDATE INFORMATION BROCHURE

LANGER PRIMARY ACADEMY



To inspire young people to make their best better

Dear candidate,

Thank you for your interest in the KS1 Teaching role at Langer Primary Academy. We are very proud and privileged to serve the young people in and around Felixstowe. We place learning at the core of everything we do and we have a great team of staff and governors to help achieve improving outcomes for our students.

Langer Primary Academy is part of Academies Enterprise Trust network of 63 primary, special and secondary academies. We are passionately committed to inspiring children and young people. We firmly believe that all young people deserve to become world class learners - to learn, enjoy, succeed and thrive in a world class educational environment, which has the best facilities, the best teaching and the most up to date resources available to them.

Being part of the Trust has enabled us to work closely with our 'Essex and Suffolk' Cluster' of primaries all of which have been judged to be at least 'good' by Ofsted. The Trust provides a high degree of support and expertise to the whole school community and we enjoy significant partnerships with other primary and secondary academies across the school network.

We warmly invite you to look at our website and read through the information about what we do, our achievements both inside and outside of curriculum time and the other accolades the academy has achieved.

In the meantime, we very much look forward to hearing from you. We appreciate the amount of time that goes into an application, so thank you in advance.

If you share our vision and values then we would be very excited to hear from you.

Yours sincerely

The Talent Team

Langer Primary Academy

Langer Primary Academy is a small primary school with big ambition. We provide places for pupils from Reception to Year 6 arranged in three Key Stages, the Early Years Foundation Stage (EYFS), Key Stage 1 and Key Stage 2. We, at Langer Primary Academy, firmly believe that children only get one chance at a quality education and are, therefore, a school that is committed to raising standards for children in all areas of school life. We promise you that we will do our best to ensure that your children receive the best whilst they are with us.

Langer Primary Academy is a mere stones-throw from the sea front, situated in attractive grounds with a large playing field, which includes climbing apparatus for the children to play on, and dedicated space for children in the Reception class to use. We also have a wildlife area for use in our science lessons.

The school celebrated its centenary in September 2012 and has 7 classes. We have a main hall; a purpose built Early Years setting for Reception; a library; an ICT suite; a Nurture room; activity areas and administrative offices. There is disabled access to the building. There are currently 164 children on roll, meaning that the academy is large enough to offer a range of exciting opportunities for the children, but small enough for the staff to get to know the children and their individual needs very well.

At Langer we have high expectations and provide a rich, broad and balanced curriculum. In addition to the acquisition of skills, knowledge and understanding, importance is placed on developing the child as an individual, capable of independent learning and self-discipline. We pride ourselves on our positive, friendly atmosphere and caring attitude. The whole school works together to create a positive environment and a sense of community.

Ofsted



[Ofsted reports](#)

Our vision

At LPA we aim to provide a happy and safe school where children reach their potential and enjoy learning in a stimulating and inclusive environment. Teamwork and collaboration are at the centre of our work with the local community and our parents and we take pride in belonging to the Langer Family. We are passionate in our desire to inspire, challenge and enrich every day to prepare children for their role in the wider world.

Our core values of being Resilient, Reflective and Responsible (the three Rs) under our core mantra of **Learn, Progress, Achieve** (LPA) lie at the heart of everything we do, aiming for everyone to **make their best better**!

VISION

When we **Learn** we become:

Responsible

Determined
Enthusiastic
Adaptable
Respectful

When we **Progress** we become:

Resilient

Confident
Collaborative
Independent
Nurturing

When we **Achieve** we become:

Reflective

Aspirational
Inquisitive
Creative
Compassionate

The curriculum comprises all learning and other experiences that we plan for our pupils. The central aims of our curriculum is to work in collaboration with families and the local community to provide opportunities for all pupils to learn and to achieve; to promote pupils' spiritual, moral, social and cultural development and prepare all pupils for the opportunities, responsibilities and experiences of life. The curriculum of the academy is organised so that children are stimulated, encouraged and challenged to develop their individual potential and personality to the full.

Core Subjects are: -

- Literacy
- Mathematics
- Science

Foundation Subjects are: -

- Computing
- Physical Education (P.E.)
- History
- Geography
- Art and Design
- Design & Technology
- Modern Foreign Languages (MFL) - French
- Music
- Religious Education (R.E.)



Job description

Job title: KS1 Teacher	
Description	
General	<ul style="list-style-type: none">• Carry out the duties of a teacher, being held directly responsible for the educational progress and pastoral welfare of students in a designated class/phase or group across the academy• Adopt and implement appropriate educational provision for students in accordance with the academy's agreed policies, procedures and practices• Have high expectations of every child whatever their background or starting point
Teaching and Learning	<ul style="list-style-type: none">• Inspire and motivate young learners in order to raise achievement and ensure success for all• Plan, prepare and teach lessons where all students are challenged in accordance with the curriculum of Langer Primary Academy• Set high expectations of students' learning attitudes and behaviour• Use a variety of teaching strategies to ensure high levels of student engagement and motivation• Use technology to engage and enhance learning• Establish a safe and supportive learning environment where students are encouraged to make mistakes in order to learn• Create a stimulating learning environment where displays and resources are used to help children learn effectively

Monitoring assessment and student progress	<ul style="list-style-type: none"> • Employ effective Assessment for Learning strategies to promote excellent progress for all children • Report on children's attainment, development and learning attitude • Identify children with additional learning needs and provide appropriate provision • Analyse data in order to provide targeted interventions where necessary • Evaluate the effectiveness of one's own teaching and children's learning in order to make any changes as appropriate
Other professional requirements	<ul style="list-style-type: none"> • Contribute to the development, implementation and evaluation of the academy's policies, practices and procedures in such as way as to support the academy's core framework • Work with others on curriculum and/or student development to secure co-ordinated outcomes • Promote the safety and well-being of children and to have shared responsibility for their safeguarding and welfare • Establish and maintain a constructive working relationship with colleagues • Participate in arrangements for the appraisal and review of their own performance • Participate in arrangements for their own further training and professional development • Adhere to all policies and procedures set out by the academy • Show a willingness to support opportunities that promote the enrichment of the whole academy curriculum, extra-curricular activities, field trip visits and liaison with other year groups and parents

Other clauses:

1. The above responsibilities are subject to the general duties and responsibilities contained in the Teachers Pay and Conditions document (TPCD).
2. 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.
3. The job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and it may be subject to modification or amendment at any time after consultation with the holder of the post.
4. This job description may be varied to meet the changing demands of the academy at the reasonable discretion of the Head teacher.
5. This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.
6. Post holder may deal with sensitive material and should maintain confidentiality in all academy related matters.

Safeguarding

We are committed to safeguarding and protecting the welfare of children and expect all staff and volunteers to share this commitment. A Disclosure and Barring Service Certificate will be required for all posts. This post will be subject to enhanced checks as part of our Prevent Duty.

Person specification

<u>Qualifications</u>	<u>Skills</u>
<ul style="list-style-type: none">• Qualified Teacher Status (QTS)• Qualified to at least degree level in a relevant subject• Qualified to teach and work in the UK	<ul style="list-style-type: none">• Strong interpersonal, written and oral communication skills• Team player and committed to team building.• Ability to plan for the use of additional adult support.• Ability to prioritise, use initiative and good time management.• High standard of presentation skills.• IT literate with experience of a range of teaching aids.• Aware of current primary educational initiatives and issues.
<u>Knowledge</u>	<u>Professional practice</u>
<ul style="list-style-type: none">• An excellent understanding of effective teaching strategies• A knowledge of effective AfL strategies and techniques• Excellent understanding of the primary phases, especially Key Stage 1, including how they are assessed nationally	<ul style="list-style-type: none">• High standards in everything, including acting as a role model to staff and students• A passion for teaching and learning• Good communication and organisational skills• Ability to reflect critically on own and colleagues' practice• Lead and take responsibility for self-continual professional development• Willingness to lead and/or support enrichment activities• A clear commitment to inclusion.• A determination to 'personalise' learning to meet the needs of all pupils.• A child centred approach.

<u>Experience</u>	<u>Qualities</u>
<ul style="list-style-type: none"> ● Planning and delivering excellent lessons in Key Stage 1 ● Planning of engaging and inspiring cross-curricular learning opportunities ● Supporting students of all abilities and varying learning needs ● Using positive behaviour management strategies 	<ul style="list-style-type: none"> ● Approachable to all members of the school community and committed to communicating with the wider school community. ● Ability to assist in the effective management of change. ● Willingness to support strong links with parents/carers and governors. ● Good organisational skills and enthusiastic about child led learning.

Academies Enterprise Trust

Academies Enterprise Trust is a network of 63 academies (Primary, Secondary and Special) across England.

Click [here](#) to view a map of our Academies across the country.

We believe that all young people deserve to become world class learners – to learn, enjoy, succeed and thrive in a world class educational environment, which has the best facilities, the best teaching and the most up to date resources available to them.

Our vision is to help students achieve world class learning outcomes by developing world class teachers in a world class community.

Ethos Statement

Every young person deserves the opportunity to have a life that can be described as 'good quality', free from fear and danger, where they can give and receive respect to and from others with a sense of well-being, belonging, worth and achievement.

AET academies will become High Performing Organisations and, therefore, must be the:

- Education provider of choice for students
- Employer of choice for staff
- Investment of choice for parents

Values and Beliefs

Through our actions and behaviours we will strive to develop young people who:

- Respect themselves and the community (people, property and the Environment), and seek to have a positive impact on society
- Are polite, calm, caring, honest, trustworthy and helpful
- Are responsible, independent and supportive of each other
- Are tolerant, open minded and not prejudiced
- Are determined and have a strong work ethic
- Will be thoughtful and compassionate with the ability to listen and challenge in a considerate fashion
- Have good communication skills
- Offer themselves as good role models for future generations of learners and citizens;
- Can demonstrate strong self-belief and confidence and have high aspirations
- Are team players who can work and support others, and where necessary are able to take on leadership roles

Learning and Development

We welcome colleagues who drive their own professional development and who consider themselves lifelong learners. To encourage this we offer a professional learning journey which can be tailored to your individual needs. We provide experiences, social learning and formal programmes that will enable you to develop new skills, and to work, collaborate, learn and develop with colleagues across our large network.

Your journey will be accessible through the knowledge exchange to enable you to be responsible for your own learning and development. You will have access to the market place, resources and online communities to share good practice and be part of the vast learning opportunities across our network .

We are the largest network of academies in England allowing you to develop your skills, knowledge and expertise in a variety of different settings and locations across the country.

Our journey is designed to create a clear career pathway from induction, to statutory/core development, supporting further development, talent management and career progression. We will support you in achieving excellence together and stretch your learning and development to have greatest impact across our network.



Google for Education

Google for Education is an exciting and innovative way of learning, introducing easy tools to engage students whenever, wherever on any device!

In summer 2012, AET adopted G Suite for Education, the free web-based communication and collaboration suite available to education establishments.

With products including Gmail, Google Calendar, Google Drive, Google Sites and Google Classroom, AET recognised the potential it would bring to classroom learning, knowledge sharing across the academies, improvements in administrative efficiency and providing access from home for all.

This enables all our students and staff to have access to the most up-to-date technology. Our academies have also rolled out many class sets of Google Chromebooks, affordable browser-based laptops that provide quick, simple access to the web!

The latest innovation in an increasing number of our academies includes access to Chromebook Flip for all teachers with the ability to cast the screen from anywhere to the large format screen at the front of the classroom. Where students have access to Chromebooks, teachers can also allow students to cast their work to the screen as well to support with peer assessment, group projects and collaborative working!



Staff Benefits

Career Development

- Apprenticeships
- Financial Support towards achieving further Qualifications
- Leadership Programmes
- Progression Opportunities
- Teacher Training Programmes

Family Friendly

- Childcare vouchers – If you are using registered or approved childcare, you can choose to take part of your salary in childcare vouchers to pay for it which are Tax and National Insurance free. This means you get extra value from your pay packet each month.

Financial

- JTRS Apple Product Store—Employees, students and families are eligible to purchase a range of Apple products at preferential terms.
- EAG Essex Auto Group –Employees are eligible to receive preferential terms on the purchase of new vehicles within the EAG range of vehicle bands they offer. EAG also offer vehicle servicing and repairs, and hold an agency with Motability for those who require a vehicle to their specific disability needs.
- Pension

Health and Wellbeing

- Hi-Tec Sport – Hi-Tec offer staff, students, and parents of the Group a discount on all footwear purchased directly from Hi-Tec via its online store.
- BHSF – The Group works in partnership with BHSF, to support our health and wellbeing agenda. BHSF provides access to support services and employee benefits



Academies Enterprise Trust, Safe Recruitment Procedure

Academies Enterprise Trust is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

Disclosure and Barring Service

A Disclosure and Barring Service Certificate will be required for all posts.

Shortlisting

Only those candidates meeting the right criteria will be short listed.

Interview

1. Those shortlisted will take part in an in-depth interview process.
2. Candidates will be asked to address any discrepancies, anomalies or gaps in their application form.

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 new staff will be subject to a probation period of six months (which may, in certain circumstances, be extended by up to 3 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 academy/trust 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 safe guarding and relationships with pupils.

Equal Opportunities

Academies Enterprise Trust recognises the value of, and seeks to achieve, a diverse workforce which includes people from differing backgrounds with different skills and abilities. AET takes positive steps to create an employment culture through its Board of Governors, managers and other employees, in which people can feel confident of being treated with fairness, dignity and tolerance irrespective of their individual differences. This commitment extends beyond the relationship between and conduct of employees and potential employees, to the whole community and others connected with it. AET is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.

Data Protection

Personal data provided on your application, and for equal opportunities monitoring, is required to enable Academies Enterprise Trust to operate and monitor its recruitment and employment procedures. Data is kept secure and accurate, and disclosure is restricted to those people within the organisation who have a need to access it. Personal data supplied by you is destroyed within prescribed time limits, unless you

are appointed, in which case the data you have supplied will form the basis for your individual staff record.