



The Lutterworth
Academies Trust

THE LUTTERWORTH ACADEMIES TRUST INFORMATION FOR APPLICANTS



THE LUTTERWORTH ACADEMIES TRUST

The Lutterworth Academies Trust is a small Multi Academy Trust comprising of two schools, Lutterworth College and Sir Frank Whittle Studio School. We aim to recruit outstanding people. For this reason, we try to articulate clearly our vision, values and expectations when putting together information for applicants and we always give a lot of attention to appointing the right person. Employees often work across the two schools because of their adjacent locations however some roles have specific duties and responsibilities aligned to one of the schools.

We aim to recruit staff who:

- are excited by their role and by the prospect of working with young people;
- love the processes of learning and teaching and are keen to continually develop their own skills;
- recognise that teaching can be a demanding job and react positively to those demands;
- 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 students;
- take every opportunity, in and out of the classroom, to talk to students, model expected behaviours and build positive student/teacher relationships;
- are quick to praise and slow to criticise; and
- are not afraid to admit to seeing themselves as potential leaders of the future.

This may be your first contact with The Lutterworth Academies 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 and work for The Trust.

Vision, Values & Ethos

We want the schools within The Lutterworth Academies Trust to be judged as great schools for all the young people that attend them. However, this has to be based on the things we believe matter, that is:

- Offering the right mix of courses for our students (and not introducing courses or approaches that would artificially improve our performance table position rather than directly benefit our students);
- Teaching our students really well so that they enjoy coming to school;
- Having high aspirations for students of all backgrounds: every student should reach their full potential; no student should be left behind;
- A commitment to the development of the whole person - we want students to make the most of participation and leadership opportunities.

The following beliefs apply equally to students, staff and governors:

- A belief that effort can lead to success;
- A belief that everyone has the capacity to learn and improve, therefore it is important to be reflective and to learn from experience;
- A belief in teamwork and working collaboratively and wanting to share good practice in order to improve;
- A belief that schools are the hub of an extended local community and that involving parents and community members in our school is central to our existence and success.

What this means for all of us if we are to put these beliefs into practice:

- We will work hard to be aware of what is happening beyond our school so that we can predict future trends at an early stage and remain in control of our destiny (rather than being at the mercy of external initiatives).
- We will be willing to take risks, to try new things, to experiment so that as an organisation we are flexible and innovative. This can occur only in a climate where mistakes are not automatically seen as negative but rather as an experience from which to learn.

We need to make a conscious commitment to place teaching and learning at the heart of everything we do. Keeping teaching and learning as the 'main thing' requires us to bear two key principles in mind:

1. *Everything in the organisation must be based explicitly upon teaching and learning.* Effective schools display high degrees of internal consistency. One way of achieving this is to make sure there is a shared understanding of, and commitment to high quality teaching and learning, in particular, helping students to become better learners.



2. *Staff must also be learners.* In other words, learning must not be confined to something we do with students. The deeper we understand teaching and learning, the better able we are to facilitate it in others.

Our Ethos

Lutterworth College is an inclusive Church of England school and we welcome young people of all faiths and none. The Sir Frank Whittle Studio School is non-denominational.

Our ethos should be evident in:

- The content of our curriculum. The study of a wide range of religions is to be taken seriously and we will encourage open and honest debate about the nature of faith and the way faith is practiced inside and outside the school;
- The way in which we encourage our young people to become open to serve others and emphasise the importance of service above self;
- The respect for democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs;
- The understanding and appreciation of the range of different cultures within school and further afield;
- The way we acknowledge that we are connected to each other, dependent upon each other, members of one body and in the membership there can be no isolated suffering or joy;
- The way we celebrate. Students and adults should be made aware of the rhythms of the Christian year and the features of the festivals of other faiths;
- The opportunities students have for silence and reflection. This may occur in assemblies or it may occur in worship within a faith room in the schools;
- The ways the schools practice trust and demonstrate forgiveness. The hallmarks of our ethos will be seen in the way we cope when mistakes have been made and the priority we give to providing a safe, structured environment for our students;
- The way we encourage and lead young people into asking the deeper and harder questions about self and our place within the wider world;
- The way we regard education as formation rather than function.

OUR SCHOOLS

Lutterworth College is a larger than average secondary school (1100 students on roll). Lutterworth College was formerly known as Lutterworth Grammar School, founded in 1880, and benefits from a long tradition and history of providing a high quality education for the young people of the Lutterworth community and beyond.



Lutterworth College is a Church of England voluntary controlled school. There are four 'Foundation Governors' within the Trust who are active members of local Church communities, three of whom are serving church ministers. The College employs a Chaplain who takes an active role across the school, promoting the Christian ethos and supporting the holistic development of students.

Lutterworth College has changed age-range as part of the re-organisation of Leicestershire secondary education. The College traditionally held the status of a 14-18 institution, commonly known in Leicestershire as an 'Upper School'. From September 2015 Lutterworth College welcomed the first cohort of Year 7 students since the 1960s and became an 11-18 school. The College initially decreased in size from 1800 to 1100 students over a 2 year period but is now starting to grow again with record numbers of students selecting the school as first choice for a place in Year 7. In September 2017 the College will have students in all 7 year groups, from Year 7-13 for the first time in its history.

The College has been consistent in securing GCSE headline figures above the national average over the last 5 years. In 2014 the College achieved its best ever set of GCSE results with 67% of students achieving 5A*-C grades including English and Maths. Post 16 outcomes have been consistent during the past 5 years and in 2015 the College achieved its highest ever A Level results with 99% pass rate, 52% A*B and 75% A*-C. In 2016 A level results were maintained at A*-C and A*-E and AS grades were the highest in the school's history. GCSE results in 2016 were in line with the highest recorded at the school and English results in terms of attainment and progress were the highest on record at Lutterworth College.



The College has a strong tradition of providing a broad and balanced enrichment programme. The College enters competitions in a wide variety of sports and boasts a vast range of extra-curricular activities that run throughout the year in most subjects. The College has a strong reputation locally for excellence in performing arts and students participate in musicals and productions of a high standard each year. Students can take the Duke of Edinburgh Award up to Gold level and in the Sixth Form students can opt for the Extended Project Qualification to further their studies.

To find out more about Lutterworth College visit www.lutterworthcollege.com

The Sir Frank Whittle Studio School is a small school with a maximum capacity of 300 students. As well as a programme of academic study and work-related qualifications, students have regular work placements: 1 day per week in Years 10 and 11 and 2 days per week in the Sixth Form.



Sir Frank Whittle Studio School offers outstanding education to our students and equips them with the skills that the modern world demands so as to provide a route to employment or further academic study.

A huge emphasis is placed on team work and developing an environment where students feel part of the school, have ownership of their environment and are advocates for the Sir Frank Whittle Studio School in the community. Students adopt behaviours found in the workplace and have responsibility for monitoring their progress with support and guidance from their Personal Coach both academically and in their progress to completing their CREATE Passport.



Our students develop resilience that allows them to overcome adversity and are challenged in constructive ways to provide opportunities for reflection of their progress and outcome. These are set in real world environments and are facilitated not only by staff of the Sir Frank Whittle Studio School but also our industrial partners.

Through the CREATE Skills students develop a key range of non-cognitive learning, enriching them as individuals and developing them to be ready for the opportunities and challenges that will face them after graduating from the Sir Frank Whittle Studio School.

The CREATE Passport allows students to track and evidence their acquisition of the CREATE Skills both while at school but also in the workplace, through volunteering and extra-curricular activities. Feedback and reports to parents are provided by Personal Coaches weekly so that parents and guardians are fully involved in students learning.



This gives everyone the chance to celebrate the students' successes as well as provide vital feedback on challenges that students have faced and working with parents to overcome these issues.

Further details of the Studio School model can be found on the Studio School Trust website <http://www.studioschoolstrust.org/what-studio-school>

THE POST

We are looking for an enthusiastic teacher to join a school in which the staff will certainly help to make you feel part of the team. We would be delighted to hear from you for this exciting opportunity within our Science & Technology Faculty.

This is a permanent, full time post from August 2017 and may be an ideal contract if you are currently training to be a teacher or in your first few years of teaching and we are keen to enable ambitious teachers to develop quickly. The post may also be attractive if you are an experienced teacher seeking a fresh challenge. In short, whether you are new to the profession or an experienced teacher you will find that we have an active commitment to your development.

We are in a fortunate position to have the flexibility not to specify a specialism therefore we are happy to hear from biologists, chemists and physicists.

If you would like to discuss the post, please don't hesitate to get in touch. You are of course very welcome to come and visit the site prior to making an application, please get in touch with the HR Department on 01455 555332 in the first instance.

The Lutterworth Academies Trust
Bitteswell Road
Lutterworth
Leicestershire
LE17 4EW



TEACHER OF SCIENCE

Full time, permanent post from August 2017

*"This is a good school...almost all students are polite and courteous"
(Ofsted, April 2013)*

We are seeking to appoint an outstanding teacher of Science to join our large and vibrant Science & Technology Faculty. We welcome applications from both newly qualified & experienced teachers.

We would like from you:

To be an excellent classroom practitioner.
To be a team player with loads of energy and enthusiasm.
To have high expectations of yourself and students.

We can offer you:

Excellent professional development.
Fantastic students who are a pleasure to work with.
The chance to join a school that is going places.
Plenty of A Level teaching

For further information and details of how to apply please visit the vacancies page of our website www.lutterworthcollege.com and return completed application forms with a covering letter to:
Becky Towe. E-Mail: r.towe@lutterworthcollege.com
or contact The HR Team on Tel: 01455 555332 (24-hour answerphone)

Closing date: 9am Friday 24 March 2017

Interview Date: Friday 31 March 2017

The Lutterworth Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of appointment will be conditional upon a variety of pre-employment checks including an enhanced DBS disclosure, satisfactory references, evidence of your right to work in the UK and medical clearance.

Headteachers: Ben Solly & Paul Hostead

THE SCIENCE & TECHNOLOGY FACULTY

The Science & Technology Faculty at Lutterworth College is a welcoming, good-humoured and exciting place in which to work. The faculty consists of the following departments:

- Science – Chemistry, Biology & Physics
- D&T Food Technology
- D&T Product Design
- D&T Textiles
- Engineering

Science

Science has established a comprehensive bank of innovative resources for GCSE and 'A' Level work, produced and shared by the members of the team. We also use commercially produced resources to complement our in-house materials. We use the Oxford university press Kerboodle resources for AQA Combined, Separate and A Level Sciences. We continue to work hard to stimulate and sustain our students' interest and also aim to empower students to take responsibility and control over their learning.

Students in Years 10 and 11 follow the AQA science syllabus and most of our students follow the Triple science pathway.

We also run a STEM Club which encourages our students to look at areas of Science that are of particular interest to them and explore. It aims to build self-confidence by encouraging students to give presentations and talk to other adults involved in the Scientific Industry as well as work towards CREST and STEM ambassador awards.

Student Achievement:

GCSE Results 2016

Biology	Chemistry	Physics	Food Technology	Textiles	Graphics
94% A*-C with 45% of students gaining A or A* Grade	94% A*-C with 46% of students gaining A or A* Grade	98% A*-C with 62% of students gaining A or A* Grade	70% A*-C with 19% of students gaining A or A* Grade	85% A*-C with 19% of students gaining A or A* Grade	72% A*-C with 16% of students gaining A or A* Grade

A2 Results 2016

Biology	Chemistry	Physics	Food Technology	Textiles	Graphics
71.% A*-C	74% A*-C	47.% A*-C	75% A*-C	61% A*-C	67% A*-C

The Science & Technology Team

PERSON SPECIFICATION

Candidates will be assessed on the following:

QUALIFICATIONS

- Good honours degree
- Qualified Teacher Status
- Evidence of recent/relevant training and development and/or further study

EXPERIENCE, KNOWLEDGE AND UNDERSTANDING

- A real love of Science and the ability to deliver high quality teaching up to and including A Level
- A good practical knowledge of assessment procedures
- Experience and interest in the use of ICT in teaching and learning
- Know about the requirements of GCSE and Post 16 specifications
- Understand how to set appropriate targets for improvement in relation to students' achievements

SKILLS AND ABILITIES

- Be able to work sympathetically with the ethos of the school, developing effective and purposeful relationships
- Be able to communicate effectively and persuasively
- Be able to manage their time effectively
- Be able to plan and organise effectively
- Be able to motivate and inspire students
- Be able to recognise and manage stress in themselves and others
- Be able to understand and interpret a range of data relating to student performance
- Be committed to the professional development of themselves and others (e.g. trainee teachers)

ATTITUDES AND APPROACHES

- A reflective practitioner with a desire for continuous improvement
- Want to develop own learning and do things differently and better
- Committed to high standards and high expectations for all
- Genuinely interested in the learning process e.g. an advocate of assessment for learning
- Possess energy and enthusiasm
- Enjoy relating to, and can build rapport with, students
- Willing to learn from and with others in the development of good practice
- Have a good sense of humour
- Willing to try out new ideas
- Flexible – you are not daunted by change
- Ambitious – can see an opportunity to make an impact and develop own skills

STUDENT SUPPORT AND PERSONAL DEVELOPMENT

- Able to provide effective mentoring for students
- A willingness to get involved in extra-curricular activities

HOW TO APPLY

Please read the information in this pack. If you decide to apply you should include a letter with your application form on no more than two sides of A4, giving your reasons for applying for the post, addressing information you have read in the pack and particularly the person specification, and outline any relevant experience and personal qualities you would bring to The Lutterworth Academies Trust. The application forms can be found on our websites www.lutterworthcollege.com and www.sirfrankwhittlestudioschool.com by following the vacancies links. Please do not send a general letter; we really are looking for someone who is prepared to respond to us as an individual school. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into

it. Please ensure that you send your application to Mrs Becky Towe by email r.towe@lutterworthcollege.com.