

**The Langley Academy Secondary**

**Slough, Berkshire**

Teacher of Science



Thank you for your interest in the Teacher of Science post at The Langley Academy Secondary

**This pack contains:**

* Letter to candidates
* Details about the Sponsor and The Annabel Nicoll Foundation
* Information about The Langley Academy Secondary
* Information about The Langley Academy Primary and 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 Trust via the details below:

**Tara Mackay**

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

01753 214468

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 Teacher of Science post. 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 Teacher of Science position here at The Langley Academy Trust. 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 the 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 wishes to be part of this vision. The Trust is in its fifth 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. The post holder for this position will provide robust, reflective, informed and high-quality support to ensure we provide an outstanding education for every child across our Trust.

As a Trust we are always looking to maximise opportunities to support every child in the Trust and part of that strategy is to consider MAT growth. It may well be that we do grow as a Trust and this role would have every opportunity to develop alongside that growth which we believe is very exciting. We would be able to discuss this further at interview.

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.

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 as the Sponsor 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 contribute towards bettering education for the young people across the Trust.

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 extremely exciting. Please apply if you understand what we are trying to achieve and you would like to be a part of our journey.

Yours sincerely



Rhodri Bryant

Executive Principal

About the Sponsor and the Trust

**The Annabel Arbib Foundation** is a registered charity (number 296358) that supports the philanthropy of Sir Martyn Arbib and his daughter Annabel Nicoll. Sir Martyn set up the Henley-on-Thames based Perpetual Investment business in 1974 and established the Arbib Foundation in 1987. The Foundation has provided charitable donations and financial support to organisations and causes around the UK, with a focus on the Thames Valley. Sir Martyn Arbib, and the Foundation, took a leading role in establishing the River & Rowing Museum in Henley-on-Thames that opened in 1998 and attracts over 100,000 visitors per year. The Annabel Arbib Foundation continues to be the main sponsor of the educational side of the museum.

The principal beneficiary of the Annabel Arbib Foundation is The Langley Academy Trust in Slough. The Annabel Arbib Foundation is the sponsor of The Langley Academy Trust, which comprises The Langley Academy, Parlaunt Park Primary Academy and The Langley Academy Primary. Annabel Nicoll is Sponsor at The Langley Academy Trust.

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.

**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.

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 a DfE monitoring visit 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. This was shown to be accurate, when, during our first Ofsted inspection in July 2018, we achieved an outstanding judgement:

“There are four key factors that contribute towards making teaching outstanding at this school. Firstly, teachers know every pupil well as an individual. Secondly, teachers have the very highest expectations of what can be achieved. Thirdly, teachers understand how young pupils learn best and, finally, teachers have excellent subject knowledge.”

Throughout our 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** was 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. 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.

**The Langley Academy Secondary** is housed in an iconic building, it specialises in Science, pioneers the use of museum learning and aims 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, The Langley Academy aims 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. The Academy strives to be at the forefront of Science education and has developed links with national and regional museums to add an external dimension to learning. 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 November 2017, we were rated as good and improving. Highlights from the report include:

*“Governors and leaders actively promote the vision through fostering a shared love of learning together with high aspirations for all pupils.”*

*As one parent commented: ’My son and daughter have both made spectacular progress under the guidance of passionate teachers …The leadership team, along with the staff, are an absolute asset to the school community and in helping shape the next generation of learners.’*

*‘Morale is high and staff recognise that the school is improving. Pupils and sixth formers confidently welcome visitors and are proud to share their work and enjoy working with their teachers. There is a sense of pride, both in The Langley Academy and in the outcomes pupils achieve, that is shared between staff, governors, trustees and pupils.’*

Our results are strong. At Key stage 4 we achieved 63% good passes (4+) in English and Maths with a Progress 8 score of +.23. KS5 results dipped last year but we anticipate a return to previous high standards this summer. A growing number of our leavers move on to university and we were very proud to have our first student take a place at Oxford this academic year. You will be able to find out more about our results and trends if you are invited to interview.

Benefits of working in 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 NQT and Middle Leader Programme 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

Teacher of Science

**Salary/Grade**

Main Scale plus London Fringe

#### Purpose of the job

To provide high quality teaching, and enable effective learning and achievements, within an environment where students feel challenged, valued and secure.

### Reporting to

Head of Faculty

**Liaising with**

Headteacher, Leadership Team, subject leaders, teachers and parents.

#### KEY FUNCTIONS

* To teach the subjects, classes and groups as allocated by the Head of Faculty for Science and the Leadership Team
* To ensure that high quality teaching and learning takes place in all allocated classes
* To support and participate in the curriculum development work of the Science faculty, including the writing of schemes of work and development of resources.
* To assist the Head of Faculty for Science in the maintenance of high standards of work and behaviour
* To be a House Tutor or 6th Form Tutor and to carry out the specified duties in accordance with the job description of a House or 6th Form Tutor
* To support the Leadership Team in the effective operation of the Academy

#### SPECIFIC RESPONSIBILITIES

***The main responsibilities of the post are to:***

* teach the classes allocated, and provide a well-planned, challenging and purposeful learning environment for all students
* support and carry out policies and practices to promote positive student behaviour and achievement in Science.
* set homework on a regular basis and mark student work promptly
* assess, monitor, record and report on student achievement in line with Academy and Curriculum Area policy, including attending parents’ meetings
* assist in the identification of student special educational needs, and support the work of the Learning Support Team, including participation in the writing and review of individual education plans
* share in the development of course outlines, syllabuses and schemes of work in Science.
* make effective use of student performance data, and student and staff target-setting; and provide relevant information to the Head of Faculty, Raising Standards Leaders and Academy Directors
* monitor and record student attendance in line with Academy and Curriculum Area policy, and support the Head of Faculty and/or Raising Standards Leader in the maintenance of high levels of student attendance
* prepare for and attend Science Curriculum Area and Year Team meetings and support the work of the Science Curriculum Area and the House or 6th Form Team
* promote and safeguard the welfare of children and young people you are responsible for or come into contact with
* be aware of and comply with policies and procedures relating to safeguarding, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
* actively support and participate in the museum learning programme
* participate in and support the Performance Management Policy
* undertake specific duties within the Humanities Team as agreed with the Head of Faculty
* undertake such other duties as reasonably required by the Headteacher

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 |  | ✓ |
| Successful teaching experience | ✓ |  |
| Provision of differentiated activities | ✓ |  |
| Evidence of consistently good and outstanding teaching and pupil progress | ✓ |  |
| Evidence of commitment to ensuring the highest level of achievement for all students regardless of background and/or ability | ✓ |  |
| Evidence of continuing personal and professional development |  | ✓ |
| Effective use of ICT |  | ✓ |
| Current developments in the teaching of Science | ✓ |  |
| **Professional Knowledge & Understanding**  **The successful applicant will need to demonstrate knowledge and understanding of:** | **Essential** | **Desirable** |
| Excellent subject knowledge | ✓ |  |
| Effective practice and approaches to teaching and learning | ✓ |  |
| How to use data and information to effect improvement | ✓ |  |
| Strategies for raising student achievement | ✓ |  |
| Evidence of successful behaviour management | ✓ |  |
| Ability to contribute to collaborative planning and schemes of learning | ✓ |  |
| Ability to teach in Key Stages 3, 4 and 5 | ✓ |  |
| Experience of constructive co-operation with parents and carers |  | ✓ |
| **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 | ✓ |  |
| **Health and Safety** | **Essential** | **Desirable** |
| Be familiar with and adhere to relevant parts of the Academy’s Health and Safety policy | ✓ |  |
| Promote and safeguard the welfare of children and young people you are responsible for or come into contact with | ✓ |  |
| Be aware of and comply with policies and procedures relating to safeguarding, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person | ✓ |  |

How to apply:

Pleasecomplete the online application formwhich can be found at**:** [**https://langleyacademy.careers.eteach.com/**](https://langleyacademy.careers.eteach.com/)

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 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.*