



LUTTERWORTH COLLEGE

ENABLING EVERY YOUNG PERSON TO LEARN, FLOURISH AND SUCCEED



RECRUITMENT BOOKLET
INFORMATION FOR APPLICANTS

LUTTERWORTH COLLEGE

Enabling every young person to learn, flourish and succeed.

Formerly known as Lutterworth Grammar School, Lutterworth College is a larger than average secondary school. Founded in 1880, The School benefits from a long tradition of providing a high-quality education for the young people of the Lutterworth community and beyond.

Lutterworth College has changed age range as part of the reorganisation of Leicestershire secondary education. The School traditionally held the status of a 14-19 institution, commonly known in Leicestershire as an 'Upper School'. In September 2015, we welcomed our first cohort of Year 7 to 13, for the first time in our history.

Lutterworth College is a Church of England voluntary controlled school. We employ a Chaplain who takes an active role across the school, promoting our Christian ethos and supporting the holistic development of students.

We have a strong tradition of providing a broad and balanced curriculum supplemented by an extensive extra-curricular programme. We have a strong reputation locally for excellence in sports and the performing arts, and students participate in musicals and productions 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.

The past three years have seen The School achieve its best-ever GCSE and A Level results – both in terms of attainment and progress. However, we know there is much to do to continue this improvement, and so we take great care when recruiting.

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



OUR STAFF

Lutterworth College 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.

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 school 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 Lutterworth College 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 school.

VISION & VALUES

Our Mission statement is: **Enabling every young person to learn, flourish and succeed.**

WE WISH TO SEE:

Happy Students who progress well and go on to thrive into adulthood as well-rounded citizens.

Passionate Staff who inspire students with excellent teaching and support.

A United Learning Community committed to clear common vision.

Values

- **High Aspirations** for all.
- Committed to **Best Practice**, working collaboratively, learning from mistakes.
- Focussed on the **Individual**.
- **Inclusive**, leaving no one behind.
- Everything geared to **Teaching and Learning**.
- Committed to **Shared Values**, including our Christian Ethos.
- A fair, **Supportive Employer**, enabling everyone to learn and develop.
- **Celebrating Success**, having pride in all that we do.
- **Broad** education, giving opportunity for human flourishing.
- Working closely with all **Stakeholders**.
- Connected with the **Community**, encouraging social responsibility.

Aims

- **Strategic Leadership**, with a passionately-articulated shared vision.
- **High Quality Teachers** delivering outstanding teaching in all departments.
- **Multiple Learning Pathways** to meet the needs of every student.
- **Physical Environments** fit for purpose, safe and accessible for all.
- **Aspirational Culture** and behaviour to encourage great learning.
- Excellent systems of **Pastoral Care** to support personal development.



OUR ETHOS

Lutterworth College is an inclusive Church of England school and we welcome young people of all faiths and none.

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 difference 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 feature 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 the faith room;
- The ways the college practices 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.



PERSON SPECIFICATION -
TEACHING STAFF

Candidates will be assessed on the following:

QUALIFICATIONS

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

EXPERIENCE, KNOWLEDGE AND UNDERSTANDING

- A real love of the subject(s) and successful experience of delivering (or able to demonstrate the potential to deliver) high-quality teaching
- The ability to teach across the key stages
- 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/L2 and A Level/L3 specifications
- Understanding of 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 (possess excellent interpersonal skills)
- Be able to manage 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
- 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 – change does not daunt you
- 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

PERSON SPECIFICATION - SUPPORT STAFF

Candidates will be assessed on the following:

QUALIFICATIONS

- Good general education
- Good standard of numeracy & literacy (Maths & English GCSE A*-C or equivalent)

EXPERIENCE, KNOWLEDGE AND UNDERSTANDING

- Of communication with people of all ages and backgrounds
- Of motivating and inspiring others
- Of working on own initiative
- Of working in a fast paced environment
- Of educational environment is preferable
- Recognising the need for confidentiality is essential

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 (possess excellent interpersonal skills)
- Be able to manage time effectively
- Be able to work within a team
- Be able to allocate, organise and monitor resources
- Be able to plan and organise effectively
- Be able to motivate and inspire others
- Be able to recognise and manage stress in themselves and others
- Be committed to the professional development of themselves and others

ATTITUDES AND APPROACHES

- 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 and training process
- Possess energy and enthusiasm
- 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
- Flexibility to vary normal working hours to attend training activities and other event that may be out of normal working hours
- Willingness to respond to unexpected events and cover for colleagues as appropriate

HOW TO APPLY

If you would like to know more about a vacancy, or about The School itself, please don't hesitate to get in touch. We would love to give you a tour, or to put you in touch with the relevant faculty leader who will be more than happy to give you a call to discuss the role.

If you decide to apply, please complete an application form and include a letter of no more than two sides of A4 in which you give your reasons for applying for the post, addressing information you have read in this pack, and particularly the person specification, and outline any relevant experience and personal qualities you would bring to Lutterworth College.

The application form can be found on our website www.lutterworthcollege.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 direct any enquiries or applications to Diane Orton by email: d.orton@lutterworthcollege.com

