



**THE LUTTERWORTH
ACADEMIES TRUST**

INFORMATION FOR APPLICANTS

THE LUTTERWORTH ACADEMIES TRUST

The Lutterworth Academies Trust is a small Multi Academy Trust comprising 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 teaching and learning 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.

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 a clear common vision.

Our 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. 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 practised 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 (1200 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/Directors' within the Trust who are active members of local Church communities. The College employs a Chaplain who takes an active role across the school, promoting the Christian ethos and supporting the holistic development of students.

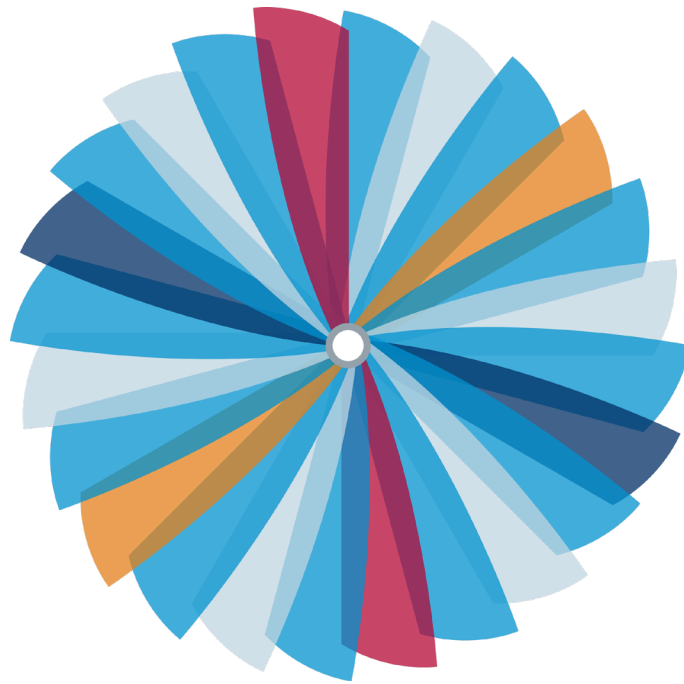
Lutterworth College has changed age-range as part of the re-organisation of Leicestershire secondary education. The College traditionally held the status of a 14-18 institution, commonly known in Leicestershire as an 'Upper School'. From September 2015 Lutterworth College welcomed the first cohort of 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 had students in all 7 year groups, from Year 7 to 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 2017 the College achieved its best ever set of GCSE results with 89% of students achieving 5 9-4 grades in Maths and 92% in English. These results made the College the highest attaining school in Leicestershire at GCSE. Post 16 outcomes have also risen dramatically during the past 5 years, and in 2017 the College achieved its best ever A Level results.

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 has just received its first Ofsted inspection and we were judged to be Good with Outstanding features. In their report Ofsted commented “**this school, is quite simply, changing these pupils’ lives**”.

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.studioschooltrust.org/what-studio-school>**



PERSON SPECIFICATION

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
- 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

HOW TO APPLY

If you would like to know more about a vacancy, or about the Trust 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 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 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 Ms Rachel Bland by email (**r.bland@lutterworthcollege.com**).

