



# The St Lawrence Academy

Treasuring Everyone  
Transforming Community

## Teacher of English



A Partner School of



St Lawrence  
Academies Trust

Stronger Together



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# The St Lawrence Academy

The St Lawrence Academy is a thriving Church Academy that has successfully served its local community since opening in 2008 and provides children with fantastic opportunities for personal and spiritual growth. We are part of St Lawrence Academies Trust which is a new church based Multi-Academy Trust wanting to serve the young people and communities that our schools are set in. It is a mixed multi academy Trust with church and community schools from both the primary to the secondary phase.. Directors of St Lawrence Academies Trust and the Diocese of Lincoln are looking for an inspirational and talented person; one who can lead the academy towards achieving academic excellence for our students and enable them to fully flourish.

The St Lawrence is an oversubscribed academy for 11-16 year old students of all abilities. Our PAN now stands at 165 per year.

We serve a diverse community in Scunthorpe, North Lincolnshire. We are an inclusive Academy striving to meet the needs of all our learners in our caring environment. Students from all backgrounds and faiths, regardless of ability, are welcome. We are sponsored by the Diocese of Lincoln and have a strong Christian ethos.

**We are looking for an ambitious and highly motivated individual to take on the role of:-**

## **Teacher of English MPS / UPS Start date negotiable**

This is an exciting opportunity to join a vibrant and thriving English department working at The St Lawrence Academy. You will be part of a fantastic and highly motivated team that is determined to provide a transformational learning experience for every individual.

### **The successful candidate will:**

- Have a passion for teaching and the ability to deliver lessons to a high standard across both Key Stages
- Have the ability to create an inspiring and dynamic learning environment
- Demonstrate and share excellent subject knowledge and expertise
- Demonstrate a clear commitment to raising achievement and developing excellence
- Be passionate about making a difference to the lives of young people
- Be well organised, inspirational, ambitious and hard working
- Have the ability to meet deadlines, whilst remaining calm under pressure
- Have flexibility in approach, vision and commitment and a willingness to lead extracurricular activities

### **We can offer:**

- An inclusive, vibrant and inspirational environment with talented and fully committed staff
- Superb resources and facilities with secure, strong and stable finances
- Supportive and engaged leadership team, with a track record of developing staff to middle and senior leadership



- An outstanding community of staff and local governing board who work as a strong team to best support our students.
- A broad 3 year Key Stage 3 curriculum and 2 year Key Stage 4 curriculum with a philosophy of valuing all subjects
- A bespoke programme of induction and professional development personalised to help develop individual staff\*
- A culture that prioritises students, their personal development and wellbeing, above everything else
- High standards and expectations of academic success and care, support and personal development of our students
- Access to a laptop and to documents from home via Google documents and web based database

**This post would suit:**

- An ECT as our English department is strong, with good experience in developing staff
- An experienced teacher wishing to join our team of fantastic staff

For further details about The St Lawrence Academy and St Lawrence Academies Trust and to view the application pack please see our website at [www.tsla.co.uk](http://www.tsla.co.uk)

The academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be subject to enhanced DBS checks and satisfactory references, including your suitability to work with students. Applications will only be considered from individual applicants on our standard application form, and not via CV alone or agencies.

For an informal discussion about the role please contact the Curriculum and Progress Leader to English, Donna MacDonald, on 01724 842447 or email to [dmacdonald@tsla.co.uk](mailto:dmacdonald@tsla.co.uk)

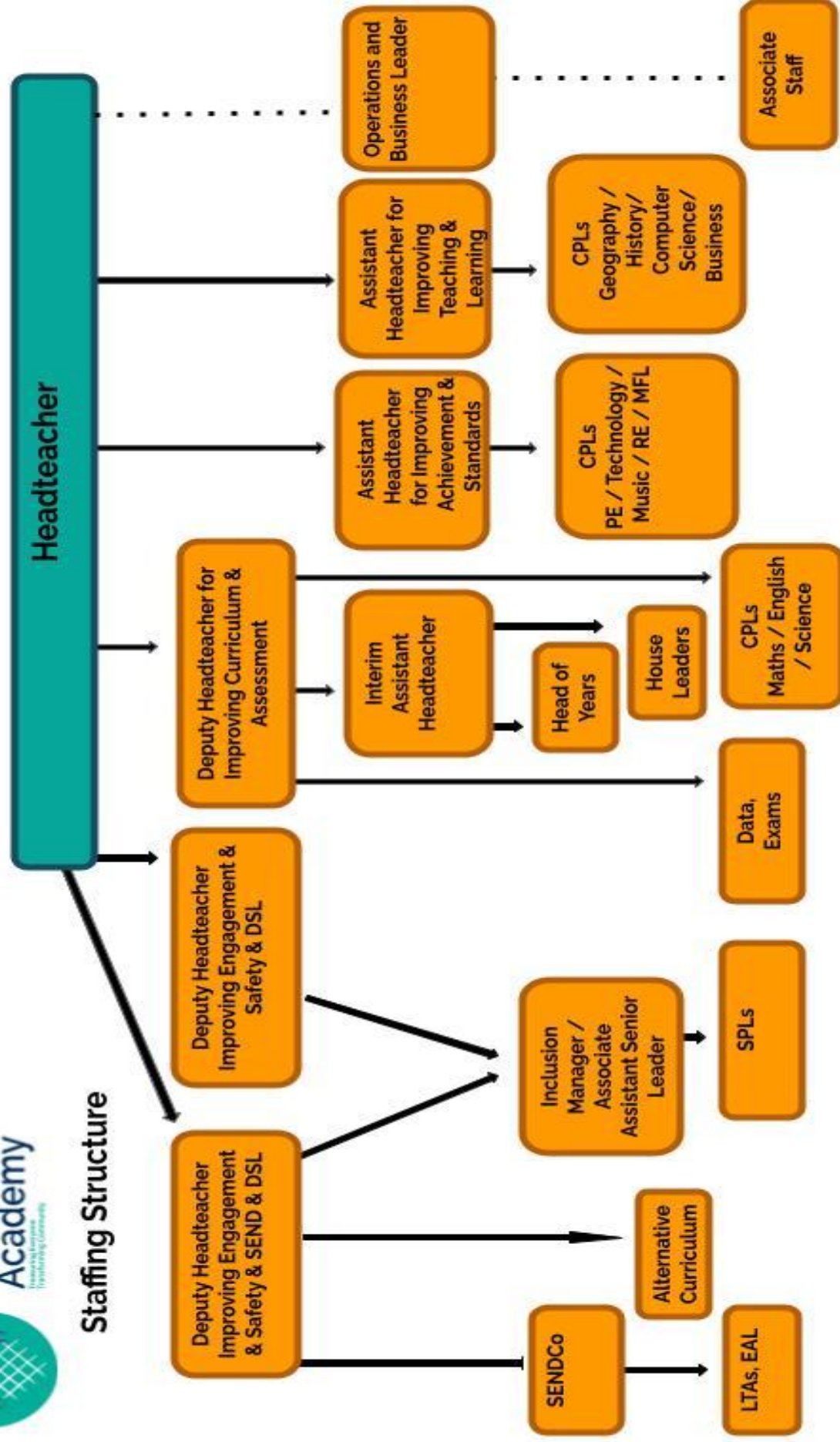
To apply for this post please submit your application online



**Treasuring Everyone,  
Transforming Community**

GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH

## Staffing Structure



# Welcome to ST LAWRENCE ACADEMIES TRUST

*Mike Adnitt, CEO St Lawrence Academies Trust*

Thank you for your interest in working at The St Lawrence Academy, which is a valued partner school within St Lawrence Academies Trust.

We believe that, like our schools, staff will be stronger by working together. Strong staff, with the "skill and the will" to put children first, make the biggest impact on the education and life chances of our students.

Our aim is to create a Trust and a family of schools that is new, exciting and different! One where leaders have the freedom and flexibility to be creative with their curriculum. One where staff are encouraged to be innovative and personalise the delivery of the curriculum, so it best meets the needs of children.

We want our children to become the leaders of the future. So, the personal, moral, cultural and spiritual development of our community is key to achieving success for our children and staff. By working together we draw strength for today and give bright hope for tomorrow for our families and our communities.

*"Strength for today, bright hope for tomorrow" (Great is Thy Faithfulness, hymn)*

We are a Church of England Multi Academy Trust, based in the Diocese of Lincoln. Our Trust embraces children and staff from both church schools and non-church schools, across both the primary and secondary age range.

It is a privilege to work as CEO of St Lawrence Academies Trust. Our aim is to nurture our pupils and allow them to flourish by helping them to find the things they enjoy and are good at. Christian values and the exploration and understanding of the Christian faith underpins our work.

Hopefully you are committed to working in our Trust, as you are one of the keys that will help to unlock the potential that lies within all our children.

 <p><b>St Lawrence Academies Trust</b> Stronger Together</p> <p><i>We pride ourselves on celebrating the uniqueness of each of our partner schools.</i></p>  <p><i>Schools are stronger when working together. Collaboration is at the heart of our offer.</i></p>	<p>Help to shape the future direction of the Trust.</p> <p>Be part of something new, exciting and different!</p> <p>Freedom to develop a curriculum that meets the needs of your children.</p> <p>Receive excellent Trust support for finance, budgeting and facilities services.</p> <p>Have opportunities to collaborate.</p> <p>Benefit from having school leaders freed up to focus on the education of pupils.</p> <p>Be supported by a Trust central team of experienced school leaders.</p>	<p>Community Integrity</p>  <p>Aspiration Hope</p> <p>Please contact our CEO, Mike Adnitt</p> <p><a href="http://www.slatrust.co.uk">www.slatrust.co.uk</a></p> <p>01724 747310</p> <p>Strength for Today, Bright Hope for Tomorrow</p>
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**The  
St Lawrence  
Academy**

## **Welcome Letter from the Headteacher**

Welcome to The St Lawrence Academy

Firstly many thanks for your interest in us as an educational institution and for considering us at this stage in your career. The fact that you are looking at what we are about and what we can offer is both humbling and also important to us all here at the Academy.

It is an incredibly exciting time to be joining The St Lawrence Academy. Our academy has placed the quality of education at the heart of all that we do since we opened our doors back in 2008. Whilst our outcomes continue to be strong, we focus on the holistic development and education of our students and are proud of their successes.

Our mission statement of "transformation for all" transcends to our students but also our wider body of staff as we seek to develop and guide people through our programmes of education, curriculum delivery but also through prioritising our staff development with a bespoke CPD session with additional time allocated for staff development on a Friday afternoon, where students finish early.

Our core values underpin our intent of creating an enriching and aspirational curriculum so that our young people can become successful learners, confident, well rounded individuals and also responsible citizens. Our building and facilities are something we continue to be very proud of with a significant amount of care and attention placed in ensuring our future plans and budgetary commitments match our ambition and intent.

The importance we place on our systems, digital platforms, technologies and staff access plus training continues to be a high priority to ensure that staff are fully resourced and comfortable but also that our students have the best access to learning resources that support, extend and challenge their learning journeys and outcomes.

We are more than happy to facilitate visits to the Academy and encourage you to come and see what The St Lawrence Academy is all about.

I look forward to hearing from you.

Michael McCluskie  
Headteacher



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## Welcome Letter from the Head Prefects

Moving into year 11 at The St Lawrence Academy, I am fully convinced that this is a place where both staff and students thrive. I trust that any new staff member will thoroughly enjoy being a part of our academy ethos, fostering academic excellence and personal growth, all within a supportive environment. The rich contents of our academy's culture is formed with not only our fundamental core values of **generosity, respect, justice, forgiveness and truth**, but also our diversity and the academy's undeniable commitment to nurturing the potential of every individual within its walls. For both new and experienced teachers, there are countless opportunities for professional development and staff collaboration, making our academy an enriching place to work. From a teacher's point of view, teaching and supporting the education of young people must be extremely fulfilling and rewarding.

Ruby Pollard:

I believe that as a student of The St Lawrence Academy the academy provides all students with the opportunity to thrive in life. There are so many opportunities for students to take to develop so many skills for the bright future. The academy is a place where so many students can succeed with the support from all staff in educational and personal matters. My time here has developed me as a person, this is a place where maturity is fostered within all students. I enjoy fulfilling my leadership roles such as Deputy Head Prefect and many more due to the amount of areas for achievement. I hope to go on to study law in my future and the academy has prepared me for this. The options provided by the school encourage many different career paths in which all students can succeed in life.

Anoushay Shahzad



# GREAT





**Post:** Subject Teacher

**Responsible to:** Curriculum and Progress Leader / SLT Line Manager

**Core Purpose:**

- To teach KS3 (Year 7, 8 and 9) and KS4 (Years 10 & 11), engaging all learners using a variety of learning and teaching styles to meet the needs of all students.

**Job Description:**

- The duties outlined in this Job Description are in addition to those covered by the latest 'School Teachers' Pay and Conditions Document'. It will be reviewed regularly with you, to reflect or anticipate changes in the job, commensurate with the salary and area of responsibility.

**Main Responsibilities:**

- To teach a specific subject throughout the academy to Years 7 – 11, up to and including GCSE.
- Be prepared to teach classes of all ability ranges and differentiate materials where appropriate.
- To work with the Curriculum and Progress Leader(s) to ensure that the department(s) works towards common standards, aims and objectives which are compatible with the academy's aims.
- To have an up-to-date knowledge of developments and innovations in the subject.
- To develop and contribute to the curriculum and the implementation of the National Curriculum in Key Stages 3 and 4, including the preparation of materials, resources and academy policies.
- To ensure good and varied teaching and learning practices prevail and to monitor standards within the department to ensure all students have access to the curriculum.
- To maintain up-to-date documentation, with particular reference to Schemes of Work and lesson plans.
- To prepare and revise materials in coordination with the Curriculum and Progress Leader(s).
- To build on established good practices in the development of policies and practices in marking, recording and assessment (including National Curriculum assessment) and profiling and to monitor and evaluate these.
- To have an overview of display in the relevant teaching area(s).
- To assess student's work regularly following the academy's and subject area's assessment and marking procedures and policies.
- To chair or participate in appropriate meetings/consultation evenings/academy events/OOHL activities with colleagues and parents/carers relating to the above duties.
- Understanding of the pastoral needs of students from a wide range of backgrounds.
- Willingness to support the vision and ethos of the academy.

**For all teaching posts, the main duties and responsibilities are set out below:**

- Teach the subject(s) according to the timetable and the appropriate scheme of work.
- Prepare lessons, mark and assess the work of all students taught.
- Monitor, evaluate and report on the work of all students taught



- Ensure that appropriate class work is set when absence is known in advance.
- Set and mark homework within the policy of the academy.
- Take initial responsibility for rewards and sanctions within the learning area, in line with the academy's Behaviour policy.
- Communication of all relevant information to appropriate colleagues.
- Adhere to all policies and procedures.
- Record student attendance promptly for every lesson.
- Have regard for the needs of all students.
- The ability to lead and work as a member of a team.

### **Additional specific responsibilities:**

- To act as Reflections Tutor and be a member of an Achievement Team and a House Team and to take an active part in delivering tutor time activities.
- To carry out related Reflections Tutor and House Member duties or to carry out these duties whilst covering for an absent colleague.
- To make work-experience visits and / or to cover for colleagues undertaking this task.

### **General Duties:**

- To ensure the principles of equality are followed at all times for students and staff.
- To carry out a fair proportion of cover for absent colleagues.
- To carry out a share of academy supervisory duties in accordance with published rotas.
- To arrange to exchange a duty day with a colleague when absence is known in advance.
- To participate in appropriate meetings with colleagues and parents/carers relative to the above responsibilities.
- To participate in professional development arrangements.

### **NOTES:**

1. The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.
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. In allocating time to the performance of duties and responsibilities the post holder must use time in accordance with the Academy's needs as identified by the Principal/Line Manager.
3. This job description is not necessarily a comprehensive definition of the post. It will be revised at least once each year, but it may be subject to modification or amendment at any time after consultation with the holder of the post.
4. Job descriptions will be reviewed annually.



## **Person Specification for Teaching Staff**

### **Personal and professional characteristics**

- To foster a culture of inclusion where all students, regardless of background, are nurtured, welcomed motivated and developed.
- The potential, or experience to work collaboratively within a team and in partnership with staff, students and parents/carers alike.
- Excellent communication skills.
- Have the emotional resilience to work with challenging behaviours and when being authoritative to maintain discipline.
- Have high expectations of themselves and others within the academy community.
- The ability to inspire the trust and confidence of staff, students and parents/carers.
- Be pro-active and self motivating with a readiness to innovate.
- The vision, energy and resilience to lead students.
- A proven commitment to developing their own professional learning.
- The potential to operate effectively, both as a team leader, and team member.
- The ability and commitment to create a learning environment with opportunities to develop and maintain appropriate relationships and personal boundaries, in which the innate spirituality of all human beings can find expression, be nourished and developed.
- The passion to place spiritual development at the heart of the academy.
- The commitment to treat every student as an individual and then seek to develop that individual as fully, and as profoundly as possible.
- Have an up to date knowledge of national and local initiatives which underpin the Every Child Matters agenda.
- Be committed to safeguarding and to promoting the welfare of children and young people.
- Be suitable to work with children and young people.
- Be aware, and agree to ensuring that the National Standards for Teachers are abided by.

### **Experience**

- Successful training and/or teaching experience across the whole age and ability range in the secondary sector.
- Possible experience of working with parents and the wider community.

### **Knowledge, Skills and Aptitudes**

- Have a working knowledge of models and theories of learning and how these can be applied in the academy's learning areas, using appropriate skills.
- An understanding of how student performance data can be managed in order to bring about improvement in standards.
- The ability to monitor and evaluate performance with a view to identifying the need for change and the ability to plan strategically, and analytically, to plan appropriate changes.
- The ability to work closely with fellow professionals in bringing about improvements.





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## **Living in North Lincolnshire**



Predominantly a rural area, North Lincolnshire is made up of a series of thriving historic markets towns surrounded by many small villages, hamlets and breath-taking countryside. In its centre is the bustling urban heart of Scunthorpe; this industrial garden town provides North Lincolnshire with its main focus for education, retail and industry. Homes in North Lincolnshire have remained affordable despite a staggering national rise.

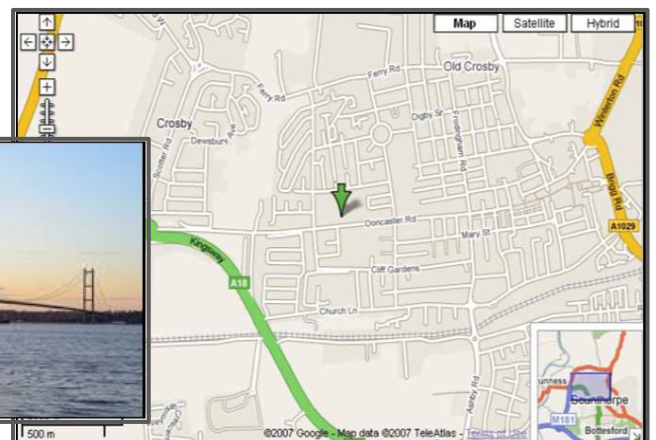
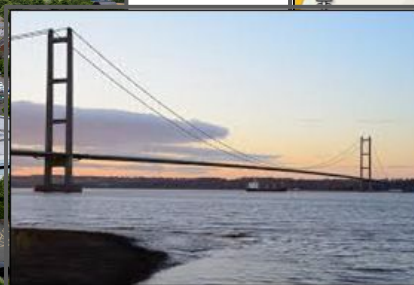
The town centre offers independent retailers and a general market as well as a multi-screen cinema, visual arts centre, an adjacent bus station and ample car parking. There are also shopping centres around the outskirts of the town.

### **Location**

**The St Lawrence Academy  
Doncaster Road Scunthorpe DN15 7DF**

☎ 01724 842447 ✉ [enquiries@tsla.co.uk](mailto:enquiries@tsla.co.uk) 🏠 [www.tsla.co.uk](http://www.tsla.co.uk)  
🐦 @TSLA\_info 📘 @TheStLawrenceAcademy2008

With excellent and uncongested motorways, you can reach North Lincolnshire quickly and easily. The M180 connects directly to the M18, which offers onward links to the M62, A1 and M1. The Humber Bridge is easily accessible, 17 miles away from Scunthorpe. There is many areas of affordable and appealing housing in the area.





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## **How to Apply**

### **Applying**

If you decide to apply for this post please submit your application online

### **Visits to the academy:**

Candidates who would like a professional conversation about the role or to arrange a visit please contact Lorna Johnson, PA to the Headteacher and SLT on 01724 842447 or email to [enquiries@tsla.co.uk](mailto:enquiries@tsla.co.uk)

### **Job Description**

This tells you the main responsibilities of the post and explains what we are looking for. It tells you about the personal and professional qualities you need for this post.

### **Person Specification**

This specification sets out which criteria will be used to shortlist candidates for interview.

***"The St Lawrence Academies Trust is dedicated to best supporting children, staff and local communities. Our philosophy is that our partner schools will be stronger together. Please visit the trust website [www.slatrust.co.uk](http://www.slatrust.co.uk) to find out more about the vision and ethos of The St Lawrence Academies Trust"***



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St Lawrence Academies Trust



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