



**The
St Lawrence
Academy**
Treasuring Everyone
Transforming Community

Lead Practitioner for English



A Partner School of
**St Lawrence
Academies Trust**
Stronger Together



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**The
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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:-

**Lead Practitioner for English
L1 - L5
Required for September 2025**

As an Academy, we are looking to appoint a Lead Practitioner for English. This is an exciting opportunity for the right candidate to lead a key area of a vibrant academy with a dedicated and passionate team of staff. This post would suit either an experienced teacher who can inspire and develop staff and students and create an environment where the whole academy community can thrive and flourish.

We are looking for a person who can:

- Demonstrate track record of delivering excellent outcomes for students, especially at Keys Stage 4
- Lead and inspire colleagues to deliver high quality teaching in English
- Maintain expertise as a high performing classroom practitioner and model excellent teaching practice
- Keep up to date with research and best practice in teaching and learning and embed these strategies within the department
- Ensure that students experience a challenging and engaging English curriculum that enables them to reach their full potential
- Provide targeted support, mentoring and coaching to colleagues across the academy
- Lead CPD sessions to enhance teaching and learning across the academy
- Work with the Improving Teaching and Learning team to address staff under performance through structured support plans

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 experienced Teacher
- An aspirational Assistant Headteacher / Leader who can inspire and develop staff and students

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

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 Headteacher Michael McCluskie on 01724 842447 or email via enquiries@tsla.co.uk

To apply for this post please submit your application online

**Treasuring Everyone,
Transforming Community**

GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH

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>St Lawrence Academies Trust 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> <div><p>Please contact our CEO, Mike Adnitt</p><p>www.slatrust.co.uk</p><p>01724 747310</p></div> <p>Strength for Today, Bright Hope for Tomorrow</p>
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**The
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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



GENEROSITY RESPECT JUSTICE FORGIVENESS TRUTH



The
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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: Lead Practitioner for English

Responsible to: Assistant Headteacher: Improving Teaching and Learning

Core Purpose:

- The Lead Practitioner for English will play a key role in improving teaching and learning in the academy through the delivery of high quality continuous professional development and training for teachers. In addition they will support the Curriculum Progress Leader for English to ensure that all students within the department make the progress of which they are capable.

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 Strategic Responsibilities:

- Support the Assistant Headteacher : Improving Teaching and Learning to develop an effective CPD programme that delivers the academy's strategic objectives.
- Coach and mentor teachers across the academy in order to boost performance and improve outcomes for students, especially at key stage 4.
- Monitor and evaluate the quality of classroom practice across the academy.
- Contribute to Senior Leadership Team meetings as required.
- Engage with their own professional development to ensure that the best practice in teaching and learning available nationally underpins the academy's improvement work.

Teaching and Learning

- Ensure the Department maintains high expectations of students.
- Ensure the Department employs a range of suitable learning and teaching strategies to meet the needs of all learners.
- Ensure that appropriate schemes of work are in place which meet National Curriculum and other accredited course requirements.
- Ensure that Schemes of Work contribute to the development of numeracy, literacy, ICT, WRL, ALN, spiritual development and study skills.
- Ensure that appropriate assessment and recording procedures are in place and that students are set appropriate targets for improvement. Collaborating with improvement teams across SLA Trust.



- Ensure that data is used effectively by staff to track achievement and that underachievers are identified and appropriate targets set.
- Ensure the Department follows all the academy's policies.
- Ensure the Department contributes to the academy's activities to raise achievement.
- Monitor the standards of learning and teaching within the Department, disseminate good practice and set targets to improve practice where necessary.

Leading and Managing Staff

- Maintain a positive and collaborative approach within the Department.
- Support staff in identifying appropriate CPD and support them in their career development.
- Ensure a consistent team approach to raising achievement and improving standards within the Department.
- Liaise with Senior Team and other Middle Leaders (eg. CPLS, ATLs) as necessary.

Deployment of Staff and Resources

- Allocate resources to meet the needs of the Department and academy improvement plans.
- Advise on the deployment of staff to ensure the most appropriate use of subject and other expertise.
- Maintain existing resources and ensure the development of new resources.
- Create a stimulating and safe working environment.

Person Specification:

Experience and Qualification

- Good Honours Degree or equivalent.
- Successful experience as a post holder within a Department.
- Ability to teach English at KS3 and examination level.

Teaching and Learning

- Evidence of excellent classroom practice.
- High expectations of all and a commitment to the achievement of students.
- Proven ability to plan and deliver schemes of work and lessons which ensure appropriate strategies for effective teaching and learning, differentiation and assessment.
- Experience of using ICT strategies to enhance learning and teaching.

Leadership and Management

- Ability to motivate, challenge and lead a team.



- Evidence of successful involvement in planning, implementation and evaluating initiatives to raise achievement, including strategies for the most able students.

Knowledge and Understanding

- Detailed knowledge of the National Curriculum, including assessment arrangements.
- Knowledge of recent developments in education and their implications for teaching and learning.

Skills, Abilities and Personal Qualities:

- The ability to promote and maintain high standards in all aspects of the work of the Department.
- Proven administrative and organisational skills.
- Effective oral and written communication skills.
- A commitment to the provision of high quality enrichment and enhancement opportunities.
- A commitment to equality of opportunity.
- Enthusiasm, determination and vision.
- A commitment to enrichment through educational visits/challenges/competitions.

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 Headteacher/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.

Updated by Michael McCluskie March 2025





Senior and Middle Leaders

Personal and professional characteristics

- To foster a culture of inclusion where all students, regardless of background, are nurtured, welcomed and developed.
- The proven ability to lead and motivate staff and students, with vision, energy and resilience.
- High expectations and standards of the working culture and the confidence and ability to appropriately challenge any underperformance in their own work, or the work of others.
- Excellent communication skills.
- A reflective practitioner who is able to give and receive constructive advice
- 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 proactive and self motivated.
- A readiness to innovate.
- A proven commitment to developing their own professional development.
- The ability to operate effectively, both as a team leader, and team member.
- The ability and commitment to create a learning environment with opportunities to develop relationships, 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 safeguarding of children and Keeping Children Safe in Education.
- Be committed to safeguarding and to promoting the welfare of children and young people.
- Be suitable to work with children and young people.
- To fully understand, articulate and live out the professional standards for teachers..

Experience

- Successful teaching experience across the whole age and ability range in the secondary sector,
- An excellent practitioner in the classroom who inspires learning, demonstrating good practice.
- A proven successful management record, particularly the management of change and improvement.
- Proven experience of innovation and involvement in whole school / academy developments.
- Experience of working with parents and the wider community.
- Coaching, supportive and/or mentoring roles for colleagues either formally or informally

Knowledge, Skills and Aptitudes

- Having a working knowledge of models and theories of learning and how these can be applied in the context for students in the academy.
- Appropriate skills and knowledge for the specific role
- 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 on a whole academy level to identify the need for change, and the ability to plan strategically, and analytically to plan appropriate changes.
- The ability to work closely in a coaching role with fellow professionals in bringing about improvement and to work closely in collaboration with the local community, other education providers and the local authority.
- A commitment to Continual Professional Development (CPD).
- Attendance at recent relevant training.
- Has applied for, has completed, or is keen to pursue nationally recognised qualifications.



Key Leadership characteristics/competencies that contribute to success at this level are:

Community Engagement -

sensitive to group needs and dynamics
communicates and connects own vision to that of others

Analytical and Conceptual thinking -

analyses variables
sees patterns
uses concepts
takes action to persuade
calculates impact

Initiative and Enterprise -

thinks and acts ahead
willing to take risks
self reliant
ambitious for the development of the academy

Team Working -

gets input from others
builds and sustains team spirit
sets boundaries
demands performance
gives feedback and encouragement

Impact and Influence -

takes action to persuade
calculates an impact
strives for the best possible provision
challenges others in the learners best interest

Updated by Michael McCluskie March 2025



**The
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Living in North Lincolnshire



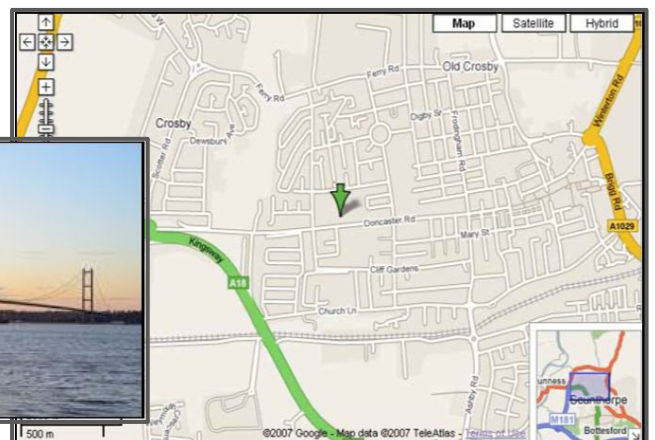
Predominantly a rural area, North Lincolnshire is made up of a series of thriving historic markets towns surrounded by many small villages, hamlets and breath-taking countryside. In its centre is the bustling urban heart of Scunthorpe; this industrial garden town provides North Lincolnshire with its 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 for The St Lawrence Academy Doncaster Road Scunthorpe DN15 7DF

☎ 01724 842447 ✉ enquiries@tsla.co.uk 🏠 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 download an application pack along with the Application Form from our website www.tsla.co.uk

We expect a formal letter of application (supporting statement), along with the Application Form, and it should be no longer than 2 sides of A4 and should address the selection criteria detailed in the Person Specification and job description.

Please return your completed application by the closing date detailed on the advert to Lorna Johnson ljohnson@tsla.co.uk

Visits to the academy:

Visits to the academy are encouraged and 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

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.slustrust.co.uk to find out more about the vision and ethos of The St Lawrence Academies Trust"



St Lawrence
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Stronger Together



The St Lawrence Academy

A Transformational
Learning Experience

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