



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

Access to Learning Centre Leader



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



1. Copy of the Advertisement
2. The St Lawrence Academy Staffing Structure
3. Welcome Letter from the Chief Executive Officer
St Lawrence Academies Trust, Mike Adnitt
4. Welcome Letter from the Headteacher, Michael McCluskie
5. Welcome Letter from the Head Prefects
6. Job Description and Person Specification
7. Living in North Lincolnshire and academy location
8. How to Apply





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. Directors of St Lawrence Academies Trust and the Diocese of Lincoln are looking for an inspirational, talented and experienced school leader; 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. We currently have a roll of 790, which is due to be 810 in September 2023.

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:-

Access to Learning Centre Leader **MPS / UPS + TLR £3564** **September 2025 or negotiable**

This is an exciting opportunity to lead our Access to Learning Centre (ALC) at The St Lawrence Academy. You will support the education of an identified group of students with challenging behaviour. You will support with delivering a curriculum that meets the needs of these students outside of the mainstream classrooms, in our recently created onsite Access to Learning Centre. The role will focus on supporting students academically and socially; removing barriers to learning and raising levels of achievement. The successful candidate may be required to work with students who have a range of Special Educational and Disability Needs. You will support students to achieve academic and social targets, develop strategies for independent learning, enhance motivation and raise aspirations. You will be part of a 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
- Have the ability to create an inspiring and dynamic learning environment
- Demonstrate and share excellent subject knowledge and expertise
- Have a proven success and a passion for supporting students with challenging behaviour
- 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
- Have the ability to support and communicate effectively with students, parents, and colleagues
- Have the ability to cope with challenging situations and display relentless perseverance, determination and resilience

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

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> <p>Please contact our CEO, Mike Adnitt</p> <p>www.slatrust.co.uk</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



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: Access to Learning Centre (ALC) Leader

Responsible to: Deputy Headteachers / Headteacher

Core Purpose:

- To work with Deputy Headteachers to coordinate an alternative curriculum for targeted students including provision which is both on and off site.
- To establish a setting which is functional and fit for purpose whilst ensuring whole school standards and culture expectations are met.
- To develop and implement additional learning opportunities through external providers and the local community

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.

Knowledge, Skills & Experience:

- Must hold Qualified Teacher Status.
- Knowledge and experience of current teaching and learning strategies
- Knowledge and experience of strategies for improving learning outcomes
- Substantial leadership experience and a track record of improvement and impact with measurable outcomes
- Knowledge and understanding of wider educational developments including current national policies and educational issues linked to SEN provision and practice
- Proven track record in leading and managing staff including building successful teams, delegating effectively and implementing and managing change
- Proven experience of high-quality self-evaluation
- Successful experience of positive behaviour management strategies
- Successful experience of curriculum development along with an understanding of the issues associated with choice and flexibility to meet the needs of all learners

Creativity and Innovation:

- To source, plan, deliver and/or coordinate the delivery of bespoke education packages with a combination of life skills and a vocational element.
- Willing to try out new ideas and introduce practices observed, sourced and known of.
- Flexible, so that if you are asked at short notice to change responsibilities, you recognise that this is the way leadership is
- Work with the SLT / Central Trust Team to develop the provision as an asset for the local and wider community.



Decision Making:

- Develop and implement a relevant curriculum which meets statutory requirements and embraces innovative approaches to teaching and learning
- Initiate and embed data monitoring systems to check student progress, raise standards and ensure a continuous and consistent academy-wide focus on student achievement.
- Create and implement policies for the benefit of the students within the alternative curriculum centre.
- Ensure pastoral care, student welfare, behaviour and anti-bullying procedures are in place and adhered to.
- To quality assure the provision on offer and evaluate the impact of alternative provision on progress of particular students

Contacts and Relationships:

- The **post holder** will come into contact with students, parents, teachers, student teachers, other members of the LA visiting the academy, professionals, external agencies, contractors, visitors from outside the LA both face to face and on the telephone. Will build up relationships with external contacts for various events which will be organised throughout the year
- **Designated Safeguarding Lead** - sharing of information and receiving guidance on appropriate student targets, assessing student progress and the effectiveness of the support in place
- To produce appropriate records of incidents dealt with – e.g. bullying, sexual harassment, racial incidents.
- **Deputy Headteachers** - attending meetings to enable the dissemination and sharing of good practice
- **SENDCo** - Providing information and updates and contributing to EHCP applications and reviews
- **Students** - supporting and enabling them to meet predetermined programmes of learning and to develop social and independence skills.
- To provide support and advice to alternative provision students in line with promoting their social care and personal development with respect to learning and health and safety.
- **Support staff and external agencies (EWOs CAMHS CYPS)** - participate in student reviews and the provision of progress information as appropriate.
Manage the effective deployment and performance and professional development of all staff working in the alternative
- **Parents, Carers and Families** - Ensuring early identification of needs and providing support or signposting to support
- To work closely with parents, teachers and other stakeholders to ensure the identified cohort of students achieve the best possible academic, vocational and personal outcomes including formal qualifications and attendance and post-16 pathways.
- To be the first point of contact for parents/carers students accessing the curriculum provision Centre, being responsible for and dealing with issues when appropriate and referring to other staff for action, support or guidance where appropriate.

Work Environment:

Work Demands

- Work demands will vary throughout the year, but post holder must be prepared to work to very tight deadlines at various times
- The postholder will be required to ensure that the aims and objectives of the programmes of learning are achieved within set timescales
- There will be a need to make adjustments to individual areas of learning programmes to meet changing needs of students



Job description

- Student related priorities will change quickly and priorities will change as situations change or new information comes to the post holder's attention. The ability to constantly reflect on the priorities and reorganise them based on the information you have is essential for the post holder.
- The ability to respond and adapt to emerging needs is critical as there will be daily disturbances to the schedule of work which need to be addressed sometimes through the reorganisation of the timetable and curriculum provision.
- The caseload of the postholder will be highly demanding and the postholder will be in receipt of highly sensitive and at times distressing information. The need for confidentiality means that the demands on the postholder are high and they will be expected to access supervision on a regular basis.
- The students attending the centre can be unpredictable and therefore there are emotional demands on the post holder when resolving issues and re-engaging students. This may involve high paced decision making based on the safety of students and staff.
- The postholder should be able to set themselves deadlines based on prioritisation and working partnerships.

Physical Demands

- Possible requirement to use positive handling techniques on occasion.

Working Conditions

- Will be working in a newly developed provision that is not accessible to the mainstream curriculum students. This is a self contained area with toilets, a kitchen, offices and breakout areas. Access to telephones and IT equipment. Working within a team of 3-4 members of staff at all times

Work Context:

- May be at risk from verbal abuse when working with disengaged students or students with additional needs. Physical harm is likely to be rare as the postholder should have the experience to assess and de-escalate risk through targeted actions.

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.

Updated by Michael McCluskie June 2025



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



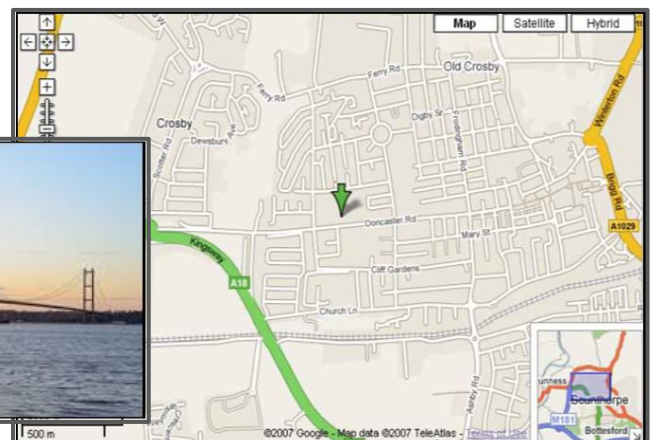
Predominantly a rural area, North Lincolnshire is made up of a series of thriving historic markets towns surrounded by many small villages, hamlets and breath-taking countryside. In its centre is the bustling urban heart of Scunthorpe; this industrial garden town provides North Lincolnshire with its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





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



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