



The Shared Learning Trust

THE STOCKWOOD
PARK ACADEMY

WHY WORK FOR THE STOCKWOOD PARK ACADEMY?

ABOUT US

- £30 million state of the art building will well-equipped classrooms
- You'll be working alongside a collaborative, forward thinking Principal and Senior Leadership Team who are here to support and develop you
- Unparalleled CPD opportunities with free courses every Thursday, catered to your development needs
- Excellent opportunities to develop and grow in a successful and expanding academy
- Freshly brewed coffee for staff on arrival to the academy every morning in your own 12oz Bamboo reusable cup
- Employee of the month scheme, winning shopping vouchers
- Fantastic staff benefits that make a difference to your work-life balance
- 15% of annual membership for Active Luton Gym
- All teaching staff receive a laptop to use whilst in employment

SAFEGUARDING

"We believe in the safeguarding and welfare of children and expect all staff to share this view."

The academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post including checks with past employers and the Disclosure and Barring Service. We are an equal opportunities employer.

The Department of Education (DfE) has set out statutory guidance 'Keeping Children Safe in Education' for schools and colleges on safeguarding. Safeguarding is defined in paragraph 4 as: "Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes."

The definition of 'children' includes everyone under the age of 18.

WE LOOK FORWARD TO HEARING FROM YOU

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on:

<https://www.thesharedlearningtrust.org.uk/vacancies3/60982.html>

If you have any questions about the role or would like to visit the academy, please contact **HR Recruitment, Jay Powell on 01582 211 226** or j.powell@thesharedlearningtrust.org.uk

If you decide to apply, you should include a letter with your application form on no more than two sides of A4, giving your reasons to for applying for the post, addressing information you have read in the pack with particular reference to the person specification and outline any relevant experience you would bring to the trust. Please do not send a generic letter; we really are looking for someone who is prepared to respond to us as an individual trust. You can be sure we will take time and care in reading your letter; we appreciate how much energy goes into it.



HERE'S WHAT OUR STUDENTS HAVE TO SAY

"Stockwood can be very eventful in a good way. I have lots of fun times with both staff and students"

"I like The Stockwood Park Academy because I learn challenging topics and the teachers are supportive."

OUR LEADERSHIP

Dear Applicant,

Welcome to The Stockwood Park Academy – an outstanding learning community where we believe all students can achieve their very best and strive for excellence in everything they do.

One of our primary drivers as an Academy here is that we try to add value in all that we do – we are here to help improve the life chances of our learners, to ensure they realise our “Strive, Achieve, Believe!” motto.

The academy is part of The Shared Learning Trust - a family of schools, sharing our practice and beliefs to produce young people who achieve more than they ever thought possible.

I joined as Head of School in January 2020, and take great pride in the strides that we – staff, students and parents – have made. The Academy is served by a team of dedicated staff who work to ensure every child’s needs are met. There is an equal focus on the development of the whole child, alongside ensuring that they fulfil their academic potential. We believe that every member of the Academy should ‘Strive, Achieve, Believe!’

We are proud of the work we do to serve our community and achieved gold in the RACE Charter Mark (February 2023). TSPA is an environment that encourages excellent attendance, punctuality and attitudes to learning and behaviour.

Traditional values and manners matter to us! It is highly important to me that every student gains a taste of academic and personal success throughout their time at The Stockwood Park Academy no matter their starting point.

I believe that education opens the door to endless possibilities – this was a message given to me by mother, and something I have tried to instil in my son – and I want all the students at the academy to have same opportunity to aspire to the highest level of academic achievement possible.

Together we will make this happen.

Mumin Humayun
Principal

We aim to recruit staff who:

- Are excited by their role and by the prospect of working with young people, even those who are less motivated
- Love the processes of learning and teaching are keen to continually develop their own skills
- Recognise that teaching can be a demanding job but react positively to those demands rather than complaining
- 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 young people
- See break duty as an opportunity to talk to children
- Are quick to praise and slow to criticise and are not afraid to admit to seeing themselves as potential leaders of the future

I am conscious that this may be first your contact with trust and first impressions are very important. I hope what you have read, coupled with anything else you discover about us, inspires you to apply for this post.

With best wishes, Cathy





ABOUT THE STOCKWOOD PARK ACADEMY

Providing the very best education for all our students is the simple goal for The Stockwood Park Academy. Whilst firmly rooted in traditional values, we have made our academy a vibrant and exciting place with a positive ethos that runs throughout the academy. We want our children to flourish and develop into decent, disciplined, well-educated and employable adults.

We have an innovative curriculum, which makes the transition from primary to secondary education an enriching and enjoyable experience and enables students to follow a personalised route to success. Our students are achieving the highest standards in the classroom, on the sports field and among the community.

Our state of the art building which we moved into in February 2011 offers cutting edge facilities that are benefiting students even further. Our hardworking and motivated staff are providing outstanding lessons and are given the best possible support. We work closely with parents and carers, encouraging their children to achieve and ensuring that excellent progress is made.

Recent additions include Phoenix (our inclusion support unit), a gym and a reflection room for staff and students.

With the rigorous use of data, constant assessment of student progress and quality assurance methods, together, we are achieving more than we ever thought possible. We instantly respond if students experience difficulties. Dialogue with teachers is encouraged as a framework for students to develop ideas, ask questions think about their learning.

TEACHER TESTIMONIAL

MICHELLE LEA-WATTS, DIRECTOR OF ENGLISH

Since joining The Stockwood Park Academy in September, and even prior to my arrival, I have been absolutely staggered by how friendly this school is. While I could describe how colleagues have been exceptionally supportive, I think it's most important to note just how lovely our students are because it is so refreshing to join a school and feel welcomed by the young people. This has a lot to do with the trusting nature of our students, but also the warm approach to behaviour management advocated and encouraged by the leadership.

As an English teacher it has also been amazing to see a school which has not only said it will raise the profile of reading, but is acting upon its word. All students regularly receive books as gifts and the emphasis on reading for pleasure is very strong. The renovations to the academy library and investment in specific reading programmes have made it clear that reading is valued here and is a priority. I have found the leadership team to be highly involved at all levels with a great presence throughout the academy – from break duty to teaching; there's a strong sense that we are all working together which is not always the case in other schools.

VISION & VALUES



'STRIVE, ACHIEVE, BELIEVE'

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve more than they ever thought possible. At The Shared Learning Trust, we will provide exceptional opportunities for all to be aspirational and develop a passion and excitement for learning! We will ensure our children, students and adults cultivate a strong self-belief so that they can flourish and develop into successful, well-rounded, self-respecting people. Our commitment to this vision can be demonstrated by our behaviours:

STRIVE

We will:

- Provide a caring, nurturing environment where children and young adults feel happy, healthy and supported. Our academies will be places of safety, enabling pupils to develop courage, strong ambition and be the best that they can be
- Continue to work together to share innovative practice and to provide a wealth of opportunities for all pupils and staff
- Have a Cross-Trust focus on high achievement and standards, where children are supported to meet ambitious targets
- Focus on the development of all our staff through quality recruitment and retention, with excellent opportunities for clear and dynamic career progression

ACHIEVE

We will:

- Aspire to provide exceptional lessons and learning opportunities, incorporating effective use of new technologies, enabling our learners to be successful and innovative
- Shared strong trust approaches to our key issues, e.g. teaching, assessment, attendance and curriculum development
- Offer an interesting yet challenging curriculum in each of our academies
- By our all-through education, guarantee excellent 2-19 provision, with clear progression routes for all
- Continue to expect good behaviour and conduct at all times, allowing all to make progress and achieve excellence
- Place emphasis on collaboration with partners outside of our trust to maximise opportunities for all in our trust

BELIEVE

We will:

- Enable all of our learners to develop and flourish, through close working and regular communication with our families and local community
- Care for our families beyond the school day, supporting the development of high self-esteem and belief
- Ensure that every child in our trust reaches their full potential by providing exciting opportunities both inside and outside of the classroom
- Promote can-do attitudes and resilience across the trust that develop belief and high expectation

STAFF BENEFITS

We offer a fantastic range of benefits across our trust, supporting our staff in a variety of ways. From an extensive **Wellbeing package**, to an onsite car wash, you can be reassured that we have your best interests at heart.



Staff social events, including 5-a-side football and BBQs



Free eye test vouchers



Free, onsite car parking at all academies



Staff recognition with reward shopping vouchers



Support for all staff with an experienced licensed counsellor



Enhanced pension employer's contribution & death in service payment



Reduced gym membership & free onsite gym*



Free tea & coffee plus a reusable Bamboo coffee cup for new starters



Cycle to work scheme



Online delivery drop off service, including Amazon deliveries



Support with relocation, including a range of information and contacts



Refer a friend £500 bonus scheme

CAREER PROGRESSION

Offering all our colleagues the opportunity to progress and flourish within their careers is paramount at The Shared Learning Trust.

Therefore we have partnered with the Teacher Development Trust, offering our colleagues to further their professional development by studying for specialist NPQs which are all completely funded.

We also offer CPD through The National College, offering a huge variety of CPD courses to all staff.



All colleagues have access to Perkbox, our Employee Benefits Programme, offering them a huge range of perks from vouchers, to free hot drinks or sausage rolls, from online gym classes to free online movies and a substantial **wellbeing package**.

When it's your birthday, you can also choose from a wide range of birthday boxes, complimentary of us!



Perkbox also provides access to 24/7 access to GP appointments, confidential support and guidance through our Employee Assistance Programme.

Colleagues have access to a team of fully qualified counsellors and advisors, with support for a range of emotional, legal and financial issues, along with a **wellbeing portal**, full of resources and videos.

At The Stockwood Park Academy, we believe that daily high-quality teaching, grounded in high expectations and disruption free classroom environments are the key to success for our students. We believe in an evidence-based approach to teaching and use the evidence research to support our development.

TEACHING AND LEARNING AT TSPA

At TSPA all lessons, centre around our 5 Principles of Effective Teaching (Retrieval practice, presenting new materials, guided practice, shed loads of practice and the best possible ending to your lesson). We recognise the importance of a high quality, challenging curriculum which must underpin what happens in the classroom and the value of feedback at all stages of teaching and learning. We are proud to make use of key strategies found in 'Teach Like a Champion' and 'Walkthrus' as they provide practical methods to implement Rosenshine's Principles of Instruction. We do not encourage unnecessarily elaborate approaches to lesson planning and delivery. We trust that our teachers are experts in their subject areas and allow them to design and deliver lessons to a high standard.

CLASSROOM ROUTINES

All of our classrooms have visualisers and classroom countdown timers. We expect lessons to be purposeful with opportunities for guided and independent practice. Our teachers regularly show what excellence looks like with the expectation that students are given the opportunity to produce work of a similar high standard.

FEEDBACK

Our feedback policy utilises Live Marking to support teachers in recognising common strengths and areas of the curriculum where students require extra support or reteaching. We assess our students regularly but are considerate of the impact this has on our teacher's workload. We recognise the value of feedback for our teachers too. Teachers work closely with our internal teaching coaches where feedback and professional dialogue is central to the ongoing development of each of our colleagues. Faculty areas also have regular opportunities to work collaboratively as part of our generous directed time policy.



SEE MORE AT

WWW.THESHAREDLEARNINGTRUST.ORG.UK



Lead Practitioner of English

We have a wonderful opportunity for a Lead Practitioner of English to join our supportive team.

The Stockwood Park Academy are proud of the unrivalled education experience offered. You will certainly benefit from forward-thinking and supportive leadership, an encouraging and enthusiastic staff body, and enterprising students. Our academy has state of the art facilities, fit for all your teaching needs. 'We recognise talent, recruit for attitude and train you for the skills'.

It is incredibly important to us here at The Stockwood Park Academy that all our staff are valued, listened to, mentored, challenged, and given adequate opportunities to develop. As a Teaching Trust, we offer exceptional teacher training and high-quality professional development programmes catered to your needs. Consequently, we have many success stories of staff that have joined us and been given excellent CPD and training that has allowed them to climb the career ladder.

If you want to grow and develop in a fast paced, dynamic, and successful Academy, come and join us at The Stockwood Park Academy!

Visits to The Stockwood Park Academy are warmly welcomed.

What does our English Faculty Offer?

- Supportive team of 15 specialist teachers
- Unparalleled CPD opportunities with free courses catered to your developmental needs
- Excellent opportunities to develop and grow in a successful and expanding Academy
- All teaching staff receive a laptop to use whilst in employment
- Freshly brewed coffee for staff on arrival to the academy every morning
- Employee of the month scheme winning shopping vouchers
- Fantastic staff benefits that make a difference to your work life balance

The successful candidate will have:

- Be a passionate advocate of the study of English
- 4-5 years of experience teaching English up to and including GCSE level.
- Thorough knowledge of National Curriculum Requirements in the subject, including design, Planning & Assessing
- Aligned to school vision and values
- Be a team player, with effective coaching and mentoring skills to support colleagues
- Ability to contribute towards and lead whole staff CPD
- Carry out the functions of a lead practitioner at TSPA and Shared Learning Trust in accordance with the stated aims
- Support the development of Teaching & Learning in English and across the academy where needed, as part of the Teaching & Learning team
- Assist in improving the academic outcomes of all students to ensure that all students achieve challenging targets
- Assist in providing high quality leadership of learning for all staff and students in the Department
- Be committed to safeguarding and promoting the welfare of our young people
- Knowledge of systems for monitoring student progress
- A philosophy centred upon the individual learner's value, potential, aspirations and needs
- An ability to encourage, inspire and motivate learners and demonstrate high standards and expectations of self and learners



The Shared Learning Trust
THE STOCKWOOD
PARK ACADEMY

Job specifics

Start date: 1st September 2024

Salary: Lead Practitioner LP1-LP6 (dependent on experience)

Contract: Full time, permanent, Teachers T&C's

The Trust reserves the right to interview and appoint a suitable candidate before the deadline date.



Job Description

Lead Practitioner: English

Responsible to: Faculty Leader and Assistant Principal (Learning and Teaching)

OVERALL PURPOSE OF THE POST

1. To raise standards and develop teaching and learning in the faculty.
2. To ensure that the Academy's Playbook model is effectively translated into high quality classroom practice both within the faculty and across the academy.
3. To assist the Faculty Lead in developing, implementing, monitoring and evaluating:
 - Teaching and learning
 - Curriculum planning
 - Continuing professional development
 - Team building
 - To promote and ensure positive pupil approaches to learning through:
 - High expectations
 - Exceptional teaching
 - A stimulating learning environment
 - An emphasis on learning
4. To be a key leader in establishing systems and procedures to develop teaching and learning.
5. To consistently deliver high quality lessons, promote proven strategies, and support colleagues both on a 1-2-1 basis and in groups, to develop pedagogy and practice in order to improve the quality of learning and teaching with the specific aim of securing outstanding teaching and student outcomes.
6. To work with the Faculty Leader on all aspects above and to respond to academy priorities within faculty as directed by the senior leader responsible for English.
7. To work with the Faculty Leader of English to devise action plans in order to close achievement gaps and ensure that these are being implemented appropriately.
8. To work with and report to the Assistant Principal for teaching and learning to monitor, evaluate and review the quality of education across the academy. You will support planning and delivering the whole school CPD to improve teaching and learning.

KEY AREAS OF RESPONSIBILITY

Staff

- To support the Faculty Leader in sustaining a learning and achievement culture within the specific area, aligned to Academy/Trust mission and values.
- To support the Faculty in ensuring systems are in place to ensure high quality teaching and learning from all faculty members of staff that result in good and outstanding outcomes for students.
- To oversee the professional development of staff in English across the academy and provide advice on appropriate means of CPD.
- Ensure that staff are kept well-informed of recent developments in English.
- Observe the teaching of English teachers, give constructive feedback and monitor this to ensure that it leads to improved standards in the classroom.
- Allocate responsibilities and duties so as to ensure continuing professional development.
- Design, implement and evaluate an in-house, blended approach to teachers learning through strategies such as coaching, in-class training and 1-2-1 mentoring sessions.



Curriculum

- To support the Faculty Leader of English in developing and reviewing the English curriculum and schemes of work at KS3 and KS4.
- Coordinate preparation, delivery and evaluation of schemes of work for the academy in accordance with the National Curriculum requirements; with a particular focus on challenge, pace, high order questioning and thinking skills, as well as writing and speaking opportunities to facilitate students accessing the highest grades at KS3 and KS4.
- Provide leadership and guidance on production of learning resources.
- Monitor and evaluate to ensure that there is a consistency in terms of learning experiences for students within each of the small schools in accordance with the academy policy and the academy's criteria for effective teaching and learning.
- Provide guidance on exam specifications and delivery time frames, and additional related qualifications that could be included in the curriculum offered at the academy.
- Lead and encourage critical professional dialogue within the English department.
- To liaise with agencies outside the academy to enrich and broaden the curriculum.

Assessment

- To issue guidance in order to develop rigour and accuracy in grading at KS3 and KS4 across the academy.
- To ensure that there are appropriately regular opportunities for students' work to be accurately graded throughout each half term.
- Identify and implement strategies for raising standards at all key stages in line with the latest accountability measures.
- To develop assessment for learning with English staff across the academy in line with academy policy.
- To ensure that there are appropriate and accessible graded examples of students' work from across the academy to be used for the purposes of moderation, training, and as evidence of standards in your subject area.

Whole Academy Teaching and Learning

- Be part of and attend teaching and learning team meetings to collate good practice and share with colleagues across the academy.
- Support the development and implementation of the academy's teaching learning Playbook model including the designing and delivery of CPD resources and materials, coaching colleagues beyond the faculty.

This job description is subject to amendment, from time to time, within the terms of your conditions of employment, but only to the extent consistent with the needs of the Academy/Trust, and only after consultation with you.



Person Specification

There will be various opportunities for you to demonstrate you have the necessary attributes for this role such as through completion of the application form, at interview, during any tasks and through your provided references.

ATTRIBUTES	ESSENTIAL	DESIRABLE
Relevant Experience	<ul style="list-style-type: none"> At least 4-5 years' teaching experience. An outstanding practitioner. Use of systems for monitoring student progress. 	<ul style="list-style-type: none"> Experience of teaching across the ability and age range.
Education and Training	<ul style="list-style-type: none"> Qualified Teacher Status (QTS). Degree or equivalent in subject or related subject. Evidence of continuous professional development and the ability to reflect on teaching practice and personal performance. 	<ul style="list-style-type: none"> Evidence of further and continuing professional development.
Personal Skills and Qualities	<ul style="list-style-type: none"> Thorough knowledge of National Curriculum Requirements in the subject. An ability to teach up to and including GCSE level. Knowledge of systems for monitoring student progress. A philosophy centred upon the individual learner's value, potential, aspirations, and needs. An ability to encourage, inspire and motivate learners and demonstrate high standards and expectations of self and learners. A passion for the subject(s) and for teaching and learning. Can work collaboratively and supportively with other staff. Skills of communication, organisation and accuracy. Ability to work flexibly and respond positively to change. Strong commitment to student welfare, achievement and support. Knowledge of Social Inclusion issues. 	
Teaching and Learning	<ul style="list-style-type: none"> A willingness to use a range of teaching and learning techniques which engage and support learners. Appreciation of the benefits of e-learning and ICT inside and outside of learning. Openness to developments in approaches to teaching and learning. Knowledge of how assessment and data support learning. An understanding of how students learn. Providing an effective environment through classroom management. 	
Additional Factors	<ul style="list-style-type: none"> Commitment to the principles of comprehensive education. Commitment to high standards of behaviour. Commitment to continuous improvement and willingness to learn from experience and practice in this Academy and elsewhere. Commitment to equal opportunities and safeguarding the welfare of students. 	<ul style="list-style-type: none"> Willingness to travel across Trust sites if the need arises (if not already in a shared post). A willingness to offer an extracurricular activity for students.