

### **Safeguarding Statement**

*"South Lincolnshire Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all its staff and volunteers to share this commitment. All post holders are subject to a satisfactory disclosure and prohibition checks."*

## **INFORMATION FOR APPLICANTS**

### **INTRODUCTION**

From 1<sup>st</sup> September 2016, South Lincolnshire Academies Trust (SLAT) has consisted of two all-ability, non-selective schools, Bourne Academy and Spalding Academy (formerly Sir John Gleed School). The main aim of SLAT schools is to ensure that all students receive a high quality education within a safe, caring environment and within an atmosphere of mutual respect.

From September 2016, South Lincolnshire Academies Trust has shared and integrated the characteristics of Bourne Academy described below within the newly formed Spalding Academy.

The Trust is proud of the excellent and considerate behaviour of students in and around school; students and staff have mutual respect. The strong pastoral structure, involving a house and 'half-vertical' tutoring system, promotes a positive, reward based culture.

The Trust has a multi-pathway curriculum at all key stages that ensures all students are able to achieve their potential, regardless of their ability on entry. Academic rigour is valued at all stages and students are grouped according to ability in the core subjects from Year 7.

The focus in the classroom is on 'active learning', with students' participating in a range of activities designed to promote their interest and engagement, so that they make good or outstanding progress in lessons and over time. The school's formative assessment and marking system supports students' 'learning journey' and informs them what they need to do next to improve.

A large variety of extra-curricular activities, including sport, the creative arts, community projects and the Duke of Edinburgh Award enhance the formal curriculum across the Trust. The Trust's extensive, varied SMSC programme broadens students' education and prepares them for life in modern Britain.

The continued professional development of staff is a priority of the Trust, with high quality school based training linked to the priorities of the School Development Plan. The Trust's consistent, systematic appraisal system supports staff development and underpins continuous school improvement.

South Lincolnshire Academies Trust promotes a positive, consistent and supportive approach to behaviour management. There is regular recognition and rewarding of students who have a positive attitude to school life. Positive 'behaviour for learning' is the norm, with sanctions for any who do not comply. Consistency in dealing with issues in school, around school and outside school if it affects the education and safety of students, ensures that all students and staff alike know what is expected in terms of student conduct.

In summary, on a daily basis, staff and students live up to the SLAT's motto of:

***'Aspire, Challenge, Achieve'***

#### **THE SCHOOL DAY – BOURNE ACADEMY:**

8.40am	<i>AM Registration</i>	12.05pm	Period 4
8.50am	Period 1	1.05pm	<i>Lunch</i>
9.50am	Period 2	1.50pm	Period 5
10.50am	<i>Break</i>	2.50pm	<i>PM Registration/ Assemblies</i>
11.05am	Period 3	3.15pm	End of School day

#### **THE SCHOOL DAY – SPALDING ACADEMY:**

8.40am	<i>AM Registration</i>	12.10pm	Period 4
8.50am	Period 1	1.10pm	<i>Lunch</i>
9.50am	Period 2	1.50pm	Period 5
10.50am	<i>Break</i>	2.50pm	<i>PM Registration/ Assemblies</i>
11.10am	Period 3	3.15pm	End of School day

The majority of staff are required to be on site from 8.30am to 3.30pm unless of course there are after school meetings in accordance with the 1265 ruling or their contractual hours are slightly different.

#### **BENEFITS OF WORKING FOR SOUTH LINCOLNSHIRE ACADEMIES TRUST**

- Well behaved students;
- Supportive Leadership Team and governors;
- Friendly and dynamic staff who enjoy working for the Trust;
- Excellent opportunities for career progression;
- Great atmosphere;
- Ample on-site parking;
- Membership of superbly equipped fitness suite at a nominal fee.

## **DISCLOSURE & BARRING SERVICE**

South Lincolnshire Academies Trust is committed to safeguarding and promoting the welfare of students and young people and rigorous Child Protection procedures are in place. This post is therefore subject to an enhanced Disclosure & Barring Service check (previously known as CRB check). As an Equal Opportunity employer, our Trust operates a policy the aim of which is to ensure that unfair discrimination does not take place in recruitment.

In addition to an enhanced Disclosure & Barring Service check, the Trust will undertake a Prohibition check on all staff appointed. Medical/health clearance and satisfactory references will also be required.

## **APPLICATIONS**

If you wish to visit the Trust school's prior to applying or, wish to have an informal discussion regarding the role, please do not hesitate to contact Miss Vanessa Weekes via the main reception telephone on 01778 422365.

Interested applicants are requested to complete an application form (downloadable from our website) and return it, together with a covering letter which should avoid repetition of the information given on the application form to:

Miss Vanessa Weekes  
Personnel Administration Manager  
South Lincolnshire Academies Trust  
Bourne Academy  
Edinburgh Crescent  
Bourne PE10 9DT

OR send your application via email to [weekesv@bourneacademy.org](mailto:weekesv@bourneacademy.org).

***When providing the details of two references can you please ensure that the email addresses submitted are correct, as we are keen to obtain references as swiftly as possible so that there are no unnecessary delays to your application. Many thanks for this. References will be taken up once invited to interview.***