



Lisle Marsden Church of England Primary Academy

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Company Registration Number: 07808707

Headteacher: Mr D Kinsey

Dear Applicant

Thank you for your interest in the post of Assistant Headteacher at Lisle Marsden CE Primary Academy.

About the Academy

Lisle Marsden is a large, very popular and oversubscribed three form entry primary converter academy set in a pleasant suburb near to the centre of Grimsby. We have a capacity of 630 pupils, and currently have 625 on role in 22 classes. We became an academy in 2011, one of the first in the area to convert, and have used our stand alone status to maximise our resources for the sole benefit of our pupils to create one of the best and most highly regarded schools in the local area.

The academy has always been proud to be a Church of England foundation, and its values are based overtly on the Christian Gospel. As a church school we have very close links with the diocese of Lincoln, as well as the two parishes the academy serves. Our Christian vision for education drives the work we do.

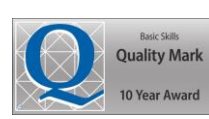
Educating for life in all its fullness, committed to excellence and enjoyment through learning, within an enabling environment that nurtures the potential and talents of all; empowering our children with wisdom, knowledge and skills, grounded in the Christian belief that everyone is created in the image and love of God

Our pupils come from a wide area of the town, and their social diversity is a marked and welcome feature that leads to an intake baseline that is broadly average for North East Lincolnshire. Pupils progress well, and achievement on transfer to the secondary phase is significantly above the national expectation. Progress scores have been positive in all subject areas since new testing arrangements began and our combined attainment of 84% is one of the highest in the area. OFSTED has consistently graded us as a 'good' school in all areas. Our last inspection was in June 2018.

The teaching staff profile represents a full range of experience from RQT to thirty years' service. All are fully committed to the academy and also to the achievement of outstanding teaching and learning. The support staff profile is similar, with loyalty to the academy a significant characteristic. Consequently, staff mobility rates are low and staff wellbeing an ongoing high priority for us.

Our governing body is ambitious for the academy and played a key role in bringing about the conversion in 2011. They have a clear and realistic vision for its future, and provide genuine support and challenge to the academy's leaders. Despite being a single academy trust, we are a

Excellence and Enjoyment in Education with Christianity at the Core



very outward looking academy and are committed to partnership working. We are a key member of the Humber Teaching School, lead a small local partnership of single academy trusts which work together in close cooperation to support one another, as well as valuing our strong relationship with the diocese of Lincoln as a Church School, and our local secondary school. We also have an 'OFSTED' Outstanding Childcare Centre on site which provides extended school care for our pupils and their families, and operates as the academy's pre-school.

The academy is very well resourced and in a pleasant area of the town. Much work has taken place to improve the academy's outdoor learning environment and our building and site improvement programme has allowed the academy to successfully expand by 20% to meet the parental demand for places; we are currently extending two classrooms and are building a new admin and non-teaching block which will house new comfortable offices, including that of our new Assistant Headteacher.

About the Job

This is a **senior** Assistant headship post. The successful candidate will join the Heads' team made up of the Headteacher and Deputy Headteacher running the academy and supporting and directing the work of our large staff team of around 90 employees. Close partnership working with the Headteacher and Deputy Headteacher will be essential.

This is an exciting time to join the academy. We are currently about to complete the next phase of our building programme which will see us create a new SEND, pupil inclusion, nurture and intervention hub in the heart of our KS2 building. There will be two dedicated SEND Wave 3 teaching rooms, a sensory room and pupil nurture room. Two additional pupil intervention rooms will be adjacent to this. A team of two fulltime SEND teaching assistants, fulltime Learning Mentor/pupil wellbeing TA, and .6 teacher with responsibility for teaching SEND pupils, together with our new SENCO will lead the vital work necessary to enable our most vulnerable pupils to flourish in these new learning environment.

We currently have 15% of our pupils on the SEND register requiring support, monitoring and direct 1:1 and small group teaching. Sixteen pupils currently have an EHCP and this is likely to rise further when our new intake joins the academy in September. We also employ our own Speech Therapist and Educational Psychologist who provide direct pupil teaching, support and advice to the team, as well as diagnostic assessments. We have 30% of our pupils classed as disadvantaged, many of whom are also classed as SEND, we use our funding flexibly to meet the needs of all pupils, consequently SEND and disadvantaged pupils make excellent progress. Parents have significantly high levels of confidence in the academy, and for many who have children with additional or complex needs, Lisle is the school of choice within the local area.

The Assistant Headteacher job description makes clear the role but as Assistant Headteacher you will lead and directly manage the Lisle inclusion team, will need to maintain detailed and comprehensive records as well as liaising with all relevant outside agencies, and key stake holders. You will be required to provide comprehensive advice, support, direction and leadership, and will be expected to demonstrate significant knowledge concerning the needs of pupils, and be committed to your continuing professional development. Excellent people skills are a key prerequisite of the role.

Qualifications and Experience

We feel the role is ideally suited to an existing experienced SENCO who is looking to develop their career and leadership skills in successful school like Lisle Marsden. However, if you are an aspiring SENCO with strong proven leadership in other areas of school

improvement, and have strong working knowledge of SEND and work with SEND pupils, then we would like to hear from you too.

If you are not currently an experienced SENCO or hold the National award for SENCO, you will be expected to enrol and successfully complete the national training, gaining the award within two years of assuming the role.

Pay

The ISR range for this post is LS 7-11, which accurately reflects the scale of the job. For the successful candidate, placement on this range will depend upon experience. Performance management over time may offer further pay increases beyond the initial ISR range.

Applying for the job

Visits to the academy are strongly recommended, if you would like to see what we have to offer and talk directly to us. Safe socially distanced visits can be arranged prior to shortlisting and interviews. Our comprehensive website <http://lisle.ne-lincs.sch.uk/> provides plenty of useful information. We are also very happy to speak to interested candidates via the phone or through Zoom/ Teams etc.

Please complete the application form and attach an accompanying letter (no more than 3 sides of A4) stating your strengths, relevant experience and what makes you believe you have the required specification skills to meet the demands of this challenging role. The job description and person specification should support this process.

Your application should be sent via email or in hard copy to Mrs Catherine Newton Assistant Academy Business Manager newtonc@lma.nelcmail.co.uk . The closing date for applications is noon on Friday 14th May.

We will contact shortlisted candidates the following week of the closing date to invite them for interview. If you have not heard from us by then, please accept our thanks for your interest in this post.

Yours Faithfully

Dan Kinsey
Headteacher