

Ref: GR / PW  
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## **Teacher of English (MPS)**

Thank you for your interest in our position of LST teacher of English within the Laidlaw Schools Trust.

The Laidlaw Schools Trust is at an exciting stage in its development and is an extremely supportive environment for all teachers and particularly those teachers in the early stages of their teaching careers to flourish and become outstanding practitioners. Currently, there are three secondary schools that are part of the Laidlaw Schools Trust and a vital element of this role will be the opportunity to gain rich experience across three contrasting schools, all linked by a common ethos and employment of our trust wide 'Inevitable Progress' T&L model that supports excellent teacher practice.

Sedgefield Community College is one of the three LST secondary schools and will play a key role in supporting the professional development of the successful applicant for this role. SCC has consistently been the highest performing school in County Durham in recent years and amongst the top 5% of all schools in the North East, Cumbria and Yorkshire. Ofsted have judged the school to be 'outstanding' in all respects and further external recognition has seen the school recently achieving the accolade of 'North East School of the Decade' in The Sunday Times. Central to the success of the school has been its programmes of teacher professional development and if successful, you would be based at SCC at the start of the autumn term to receive a period of intensive support and training as detailed later in this letter.

Both of the other secondary schools that are part of the LST, Academy 360 and Excelsior Academy, enjoy strong in-school leadership and work closely with key staff from Sedgefield in developing our 'Inevitable Progress' T&L model. Significant progress has taken place in recent times in both schools and it is an excellent time to be part of these schools and their improvement journey. The induction programme that is followed is consistent across the three secondary schools and underpinned by the programme developed at Sedgefield over many years that has been integral to the school's success. Working within our trust provides teachers who are keen to maximise their potential with an enormous range of opportunities. In addition to the prospect of gaining experience in three secondary schools, we also have a very close relationship with Durham University and take a leading role in the development of their large cohort of teacher trainees each year. At this time, construction work is well underway in order to build a state-of-the-art facility that will be our T&L Centre and which will in turn create further development opportunities for teachers working within the LST.

Benefits of the post include:

- Enhanced starting salary.
- Travel subsidy where appropriate.

- Attractive 'end of third year' financial award (subject to meeting expected teaching standards).
- Completion of Early Career Teacher period (formerly NQT and RQT, now ECT) following the highly regarded Sedgefield Community College ECT training programme.
- Enhanced mentor support from an outstanding teacher, throughout your ECT period, provided by Sedgefield Community College.
- For those who have up to two year's teaching experience the above benefits apply but the successful applicant will follow the relevant sections of Sedgefield Community College ECT training programme.
- Significantly reduced teaching time in term one, creating capacity to train, reflect and learn how to plan consistently outstanding lessons using the successful Sedgefield model.
- Benefit from working in two highly supportive but distinctly different academies in the first year.
- Funded leadership training opportunity from year three following the LST career pathway.

The post, support and training:

- Autumn term 'minimal teaching' ECT training place at Sedgefield Community College supported by a 'home school' (a Laidlaw Schools Trust secondary school) teaching position.
- From Autumn half term 2, the post holder takes up position in identified home school with ongoing Sedgefield Community College training and enhanced mentor support.
- At the end of year one the post holder will continue teaching at their home school or be allocated to another LST secondary school if appropriate.
- Ongoing access to high quality/high impact training throughout career with LST.

SCC's English department has, for some time, been one of the very highest achieving across the entire North East region. This success being built upon a foundation of high quality teaching and outstanding leadership. The English teaching team is made up of excellent teachers who are highly supportive of one another and whose skill and enthusiasm for their subject has resulted in outstanding student outcomes, exemplary student engagement and a tangible shared aspiration to ensure that students achieve the highest possible grades.

One of SCCs's outstanding English teachers has designated responsibility within our team to provide the mentor support of any recently qualified English teachers.

As a school we have proven over recent years that we have the experience, expertise and supportive structures needed to ensure that newly appointed teachers, and particularly those who may have recently qualified, can rapidly develop into outstanding professionals who can, with our support, maintain a healthy and positive work/life balance. In addition, we are confident that the successful applicant will agree with our assertion that Sedgefield and indeed the Laidlaw Schools Trust is a happy, welcoming and fulfilling place in which to teach and progress.

If you feel that this post sounds right for you, and you have the personal and professional characteristics required to ensure that students achieve highly, coupled with the ability to inspire students to engage in the subject, then we would like to hear from you.

In addition to completing an application form, please present a letter (no more than 1000 words) outlining how your experience to date has prepared you for the role you are applying for, and how

you would ensure future success. Experienced teachers should indicate how recent classes taught have performed in externally accredited courses.

Yours Sincerely



Mr G Robinson  
Headteacher



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