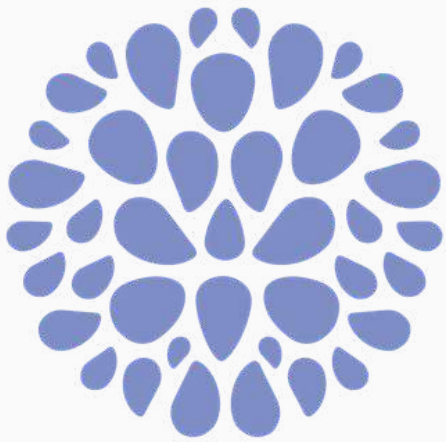




ADVANTAGE
SCHOOLS



THE LINDEN
ACADEMY

WELCOME FROM THE CEO

Thank you for your interest in the role of Principal at The Linden Academy, part of Advantage Schools.

I am very proud of our family of schools. Together we are determined to maximise educational provision in this region, ending educational disadvantage.

At Advantage Schools, we 'punch above our weight'. Despite being a medium-sized trust we have been involved in national policy. We are a delivery partner for the National Professional Qualifications and the Early Career Framework. We deliver very large amounts of bespoke training via the Advantage Schools Knowledge Exchange. We share our work with other like-minded schools and trusts, and work towards being an 'outlier' organisation.

Our collaborative partnership of schools provide exceptional educational provision inside and outside of the classroom for all of our children. Our schools ensure that pupils are supported, monitored and encouraged, ensuring that their learning experience will be challenging, rewarding and memorable. Pupils enjoy their time at our academies and give back to the wider community.

I am one of the Department for Education's National Behaviour Advisors, and at Advantage Schools, we have a national reputation for excellent behaviour and a focus on strong outcomes. We take behaviour and curriculum really seriously. Our teachers must be able to teach, and pupils able to learn. Our curriculum is an entitlement for all – we do not make exceptions in our high aspirations.

But, our families, colleagues and trustees are hungry for more. We will, therefore, recruit a colleague who will drive the school and trust to be better still; who will not tolerate mediocrity; who will challenge when required and inspire regularly. Their approach will be underpinned by substantial knowledge about education.

We expect hard work, but we support and manage workload so that you can do the job sustainably.

If you are interested in the post but are unsure whether you have the skills and expertise that would make you ready to apply, please do get in touch for an informal, honest conversation. We can arrange tours of our schools and are happy to put you in touch with relevant colleagues. We will ensure that the right candidate is fully supported with training and through our established support network.

I very much look forward to receiving your application.

With best wishes,

Stuart Lock



WHY WORK FOR US?

ABOUT ADVANTAGE SCHOOLS

We are a family of ten schools in Luton and Bedfordshire serving around 7000 pupils aged 2 to 19. Our dedicated team of 900 colleagues put our children's future success at the heart of everything we do.

We believe that - given the right circumstances - *all* children are capable of achieving extraordinary things, including excellent outcomes. Our role is to create those right circumstances.

We are ambitious for our schools to be the best in the country, with outcomes that ensure no child is left behind, disrupting disadvantage and becoming a beacon of excellence. We therefore focus on providing the highest quality teaching of an excellent curriculum, enabling children to become highly educated and active participants of society.

In joining Advantage Schools, you'll join an expert team of colleagues that have taken up the opportunity to develop within in a successful and ambitious trust. You will be well supported to do your best work: we provide provide sector-leading professional development and offer extensive networking opportunities, enabling you to develop your career whilst helping to shape the future of our trust.

ABOUT THE ROLE AND YOUR APPLICATION

This post would suit a highly motivated individual whose values are aligned with ours.

You need to want this school to be the best, full stop.

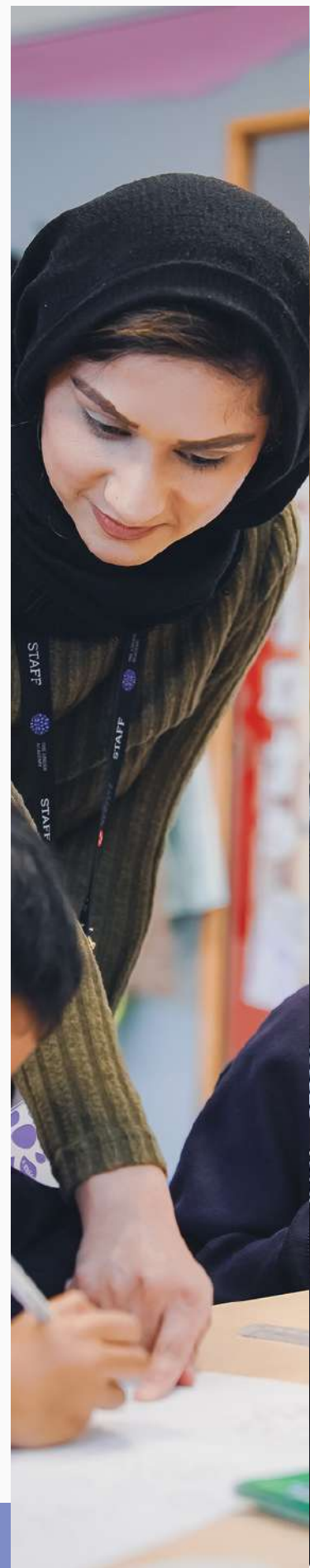
You will be well supported in developing your competencies as a valued member of our team and you'll be working alongside a smart group of friendly and supportive colleagues in order to achieve our ambitions collectively.

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.

Please read the information in this pack. If you are interested in this job opportunity, please apply online today via our career site on: www.advantageschools.co.uk/join-us/work-for-us

SAFEGUARDING

The safeguarding and welfare of children is paramount and all our staff share this view. Applicants must be willing to undergo safeguarding and child protection checks including with past employers and the Disclosure and Barring Service.





ABOUT THE LINDEN ACADEMY

The Linden Academy is a school at the heart of the local community. We are proud to be a very diverse school and actively celebrate the wide range of cultures and experiences our children and families bring to the school.

We judge our provision against The Sophie Test, which asks: would this provision be good enough for our own child or loved one? We offer an academic, knowledge-rich curriculum, carefully sequenced across English, maths, humanities, the arts and physical education to ensure our pupils are well prepared for the next stage of their education. We teach explicitly rather than through discovery learning, because we know our pupils are novices who learn best from this mode of delivery. Our academic curriculum is enriched by meaningful trips and visits, and an excellent personal development and wellbeing offer. Consistent and explicitly taught routines and high expectations create calm, safe classrooms where every pupil is known, valued, and can thrive.

Our approach means our five key values are lived by all children across the school – being respectful, being hardworking, being caring, being honest and being understanding. We want our pupils to leave us as competent, polite and confident individuals equipped with the knowledge and skills they need for success at secondary school.

ADVANTAGE SCHOOLS VALUES



INTEGRITY, AMBITION, EXCELLENCE

We are a unique family of schools, sharing our practice and beliefs to enable young people to achieve the very highest standards.

At Advantage Schools, we provide exceptional opportunities for all to be knowledgeable with experiences that broaden horizons. We 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 values.

INTEGRITY

We 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.

We act honestly and transparently, advocating for pupils even when this causes difficulties.

We work together to share excellent practice and to provide a wealth of opportunities for all pupils and staff.

We focus on the development of all our colleagues through quality recruitment and retention, with broad opportunities for clear and dynamic career progression.

AMBITION

We provide exceptional lessons enabling our pupils to be highly successful.

We share the most impactful approaches to teaching, curriculum and assessment, ensuring an interesting, inclusive and challenging education is on offer in each of our schools.

Our aim is to guarantee excellent 2-19 provision, with clear progression routes for all. You can expect excellent behaviour and conduct at all times, allowing all to make progress and achieve.

EXCELLENCE

We enable all of our pupils to develop and flourish, through close working and regular communication with our families and local community.

Our Cross-Trust focus is to ensure children are supported to meet ambitious targets and to provide exciting opportunities both inside and outside of the classroom.

STAFF BENEFITS

We offer a fantastic range of benefits across our trust, supporting our staff in a variety of ways. Ranging from an extensive **Wellbeing package**, to free tea and coffee, you can be reassured that we have your best interests at heart.



Exceptional professional development for all



Free eye test vouchers



Green car salary sacrifice scheme



Staff recognition with reward shopping vouchers



Refer a friend £500 bonus scheme



Enhanced pension employer's contribution & death in service payment



Support for all staff with an experienced licensed counsellor



Cycle to work scheme

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL PARTNERSHIPS



CAREER PROGRESSION

At Advantage Schools, we are committed to helping every colleague grow, thrive, and achieve their full potential. Supporting career progression is at the heart of what we do.

To empower our staff, we provide fully funded opportunities to study for NPQs, along with tailored leader training for eligible colleagues.

Additionally, we offer a wide range of CPD training through various partnerships and platforms, giving all staff access to an extensive selection of professional development courses.

Join us and take your career to the next level with our exceptional development opportunities!



All colleagues have access to Perkbox, our Employee Benefits Programme, offering them a huge range of perks from vouchers, hot drinks, cinema tickets, gym classes and so much more. It also offers a substantial **wellbeing package**.



MEDICAL

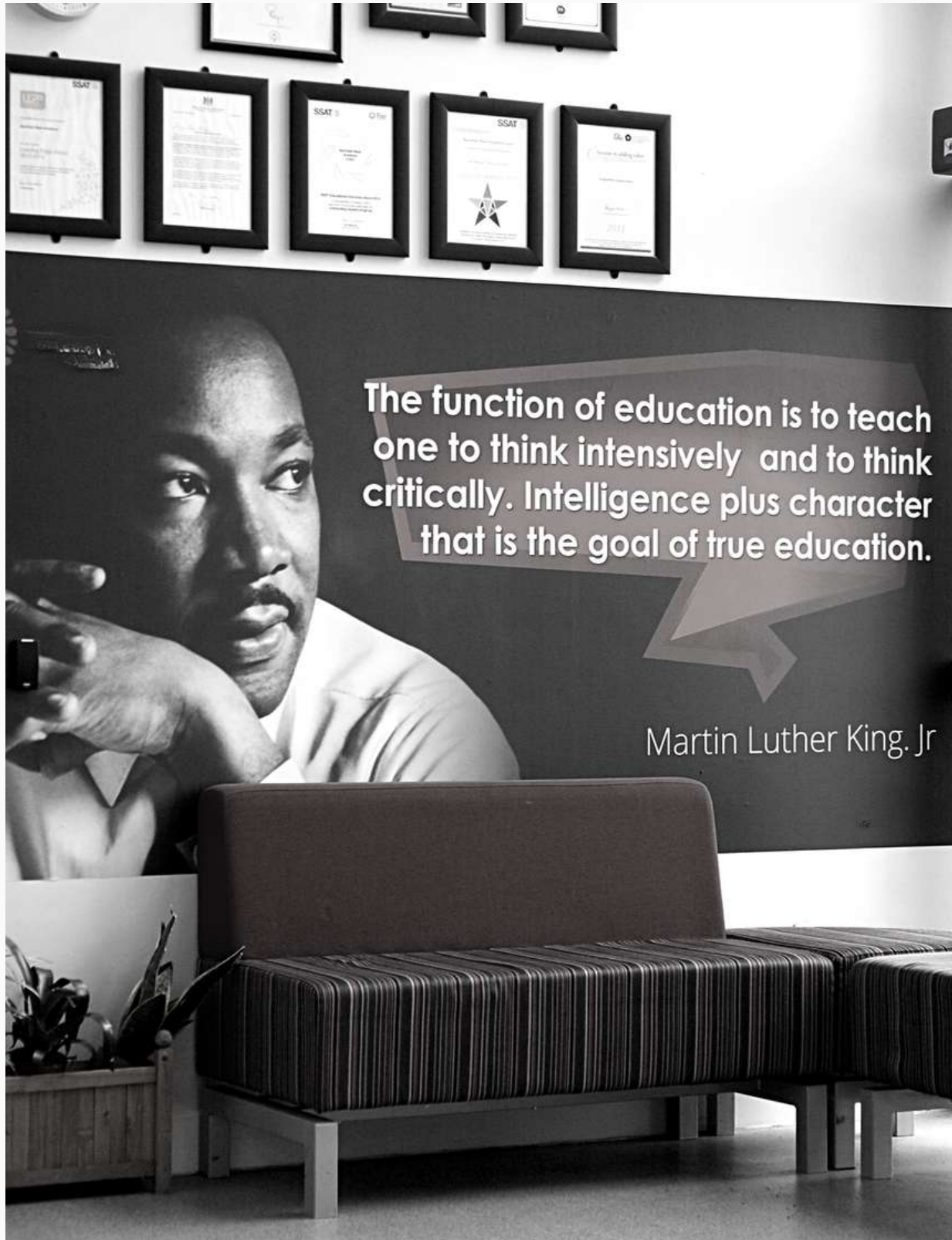
Perkbox also provides 24/7 access to GP appointments, confidential support and guidance through the Employee Assistance Programme.

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

RECRUITMENT BOOKLET



THE LINDEN
ACADEMY



The function of education is to teach one to think intensively and to think critically. Intelligence plus character that is the goal of true education.

Martin Luther King. Jr

SEE MORE AT

WWW.ADVANTAGESCHOOLS.CO.UK



Early Years Practitioner

The Linden Academy is looking to recruit an experienced and hardworking Early Years Practitioner to join our delightful Early Years team on a full-time basis.

We are looking to appoint a kind, caring, enthusiastic and nurturing Early Years Practitioner with a government recognised Level 3 Early Years qualification who is willing to work as part of a team to provide a purposeful, stimulating environment that is rich in learning opportunities, which allow all our children to play, develop and learn.

It is very important to us that we provide a high level of physical, emotional, social and intellectual care for all our children ensuring positive development and growth. Therefore, we are seeking a new member of our team with experience working in a Early Years setting that will be as equally committed and passionate as we are.

Key Duties

- Plan and lead stimulating and educational activities in line with the EYFS
- Support children's personal, social and emotional development
- Support children's development through reading, writing and numeracy
- Maintain detailed records about each child including their development, attendance, behaviour, milestones and next steps
- Carry out observations and assessments of children
- Prepare children for next stages in their education
- Monitor children at mealtimes
- Support children with personal hygiene routines
- Plan and lead outdoor activities
- Ensure the safety of all children
- Ensure the environment is safe, clean and welcoming
- Support children with SEND
- Understand and adhere to all policies and procedures

The successful candidate will have

- Experience of working with young children and understand the level of responsibility inherent in working with nursery age children.
- Level 3 Early Years qualification and knowledge of child development and EYFS
- Ability to communicate effectively and appropriately with children and adults
- Ability to encourage partnership working between parents/carers and families
- Passion for and commitment to the educational needs and the development of happy and competent children
- Patience and resilience, with an up-beat energy for busy days in our school.
- Up to date knowledge of legislation relating to Early Years such as EYFS, SEND, Safeguarding and the Childcare Act 2006.

JOB SPECIFICS

Start Date: asap

Salary: AS 1-3 FTE £24,534-£25,105 (dependent on experience) Actual pro rata £19,420-£19,872

Job Role: Permanent, Full-time, Term-time +5 INSET days, 39 weeks per year, 33.75 hours per week, Mon-Thurs 8:15am-3:30pm and Friday 8:15am-3pm

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

JOB DESCRIPTION

Job Title: Early Years Practitioner

Main Function:

To provide high quality care for all children in a fun and stimulating environment, while nurturing excellent relationships with parents and focussing on building the foundations of learning for every child.

Key Responsibilities:

1. Plan and lead stimulating and educational activities in line with the EYFS
2. Support children's personal, social and emotional development
3. Support children's development through reading, writing and numeracy
4. Maintain detailed records about each child including their development, attendance, behaviour, milestones and next steps
5. Carry out observations and assessments of children
6. Prepare children for next stages in their education
7. Monitor children at mealtimes
8. Support children with personal hygiene routines
9. Plan and lead outdoor activities
10. Ensure the safety of all children
11. Ensure the environment is safe, clean and welcoming
12. Support children with SEND
13. Understand and adhere to all policies and procedures

The post holder may be required from time to time to undertake other duties within the school as may be reasonable expected.

Person Specification

Job Title: Early Years Practitioner

Candidates will be assessed on the following:	Essential	Desirable
EDUCATIONAL AND PROFESSIONAL QUALIFICATIONS		
Minimum level 3 Childcare qualification	✓	
Hold a valid Paediatric First Aid certificate		✓
A good standard of Numeracy and both written and oral English	✓	
EXPERIENCE		
Previous employment in Early Years	✓	
Previous experience of working with children with special educational needs		✓
Experience of supporting or leading other adults		✓
Demonstrable experience of effective record keeping		✓
SKILLS/KNOWLEDGE/ABILITIES		
Ability to communicate effectively and appropriately with children and adults	✓	
Knowledge of the child development and the EYFS	✓	
Knowledge of how/when best to intervene in children's learning in order to help them progress	✓	
Patience and resilience	✓	
Team working experience and attitude	✓	
Ability to prioritise tasks and to set and meet deadlines	✓	
Passion for and commitment to the educational needs and the development of happy and competent children	✓	
Creativity; the ability to engage children both inside and outside of learning times	✓	
Ability to forge relationships based on mutual respect and understanding	✓	
Ability to demonstrate knowledge and commitment to Equality and Diversity and how this has been applied in previous roles	✓	
A knowledge and understanding of the requirements of Safeguarding Children and Vulnerable Adults in the education sector as applicable to this role	✓	
A knowledge and understanding of health and safety standards and best practice	✓	

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.