



LAWN MANOR  
ACADEMY



# RECRUITMENT PACK

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*Inspiring and Creating Futures for All*

# WELCOME FROM THE HEAD

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**Russell Langdown**  
Head of School

Lawn Manor Academy is proud to be part of the Ascend Learning Trust.

We were the first school to join the Ascend Learning Trust in September 2017 and we enjoy close links with all Ascend Learning Trust schools. We believe that within each child there is a real potential to achieve and that, as teachers, it is our job to ensure that this potential is met through their academic studies and high expectations.

Lawn Manor Academy is an all-ability school and we place great emphasis on inclusive education.

We have an excellent pastoral care system to support pupils and the community. We offer a rounded curriculum to suit children of all abilities with excellent facilities to support this. We take pride in the focus we give to each child as an individual and how we help them to develop and grow to achieve well and be a good citizen.

We have an ambitious vision for our school with a robust strategy for achieving it. Our I Learn values are at the heart of our strategies for success.

Working at Lawn Manor Academy is both rewarding and inspiring. We are an inclusive environment that celebrates diversity and different cultures daily. We are committed to extremely high standards of behaviour and have fostered an environment where the relationships that exist within the school, and the polite and respectful atmosphere that we enjoy, are commented on by all who visit our school.

By teaching our pupils how to demand the best of themselves, we will send them out into the world ready to embrace the challenges they will meet; whether they are in the boardroom, on the stage, in the lab or on the sports field at home or abroad. A positive mind-set is important at Lawn Manor Academy.

We take pride in “Inspiring and Creating Futures for All”.

*Inspiring and Creating Futures for All*



## Dear Applicant

Thank you for taking an interest in Ascend Learning Trust, where we pride ourselves on our core motto 'Together we Belong, Believe, Become'. As a community of schools, we strive to achieve this through our relentless commitment to our values of 'Compassion, Aspiration, Respect, Dedication and Integrity' for all of our students, with the potential of every individual within our community valued. As a result of our values, we strive to ensure that students receive an incredibly high standard of academic and pastoral care to enable them to leave school with the very best platform for their future. The schools within Ascend Learning Trust are a family, and as such they support each other to continuously improve, providing strength to each other.

As a mother of 3 children at primary, secondary and apprentice level, I know how important young people's school experience is and it is a privilege to lead an organisation whose purpose it is to support this. As the CEO of Ascend Learning Trust (from September 2023) I am fully committed, along with all of our staff to ensuring that each child's education is the very best that it can be.

This pack will give you details of the job description and list the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge and abilities required to do the job. It is important that you identify the competencies, experience, qualifications, knowledge and abilities that will be assessed by application form, as you will need to provide evidence that you meet these criteria.

## References

We will require two satisfactory references before a job offer is confirmed; one of which must be your line manager / headteacher in your present or most recent employment.

If you are at school/college or are leaving university, please give details of the name and address of your Headteacher or tutor.

Please remember to check that your referees are actually available to provide a reference, as failure to do this could cause a delay in confirming your appointment.

All staff are required to undertake employment checks which include:

- References (for all staff and volunteers)
- Right to work in the UK (ID check)
- Qualification checks
- Barred List check
- DBS check (for all staff and volunteers)
- Childcare Disqualification check (primary only)
- Online Search checks
- Health checks

Yours sincerely

**Jane Coley**  
Ascend Learning Trust CEO



# JOB DESCRIPTION

The job description lists all the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge, and abilities required to do the job.

The criteria listed within the job description detail the areas which will be assessed at both application and interview. It is important that you identify the competencies, experience, qualifications, knowledge, and abilities that will be assessed by application form, as you will need to provide evidence that you meet the criteria.

All employees have the responsibility to:

- Ensure any documentation produced is to a high standard and is in line with the Trust brand style.
- Be aware and comply with all policies and procedures relating to safeguarding, child protection, health, safety and security, whistleblowing, confidentiality, and data protection, reporting all concerns to the appropriate person.
- Participate in training and other learning activities as required.
- Participate in the Trust Performance Management process.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- Promote the area of responsibility within the Trust and beyond.
- Represent the Trust at events as appropriate and as directed by the Chief Executive Officer.
- Support and promote the Trust ethos, vision, and values.





## **Clerk to Governors Job Description**

Reports to: Head of Governance and Compliance


### **Job Purpose:**

This individual is a governance professional whose role is to provide advice and guidance to the governing body on governance, constitutional and procedural matters. A professional clerk will contribute towards the efficient and effective functioning of the governing body by providing:

- Administrative and organisational support
- Guidance to ensure that the LGB works in compliance with the appropriate legal and regulatory framework and understands the potential consequences for non-compliance
- Advice on procedural matters relating to the operation of the LGB and it's place within the wider governance structure of the MAT.

### **Key Accountabilities:**

- Working with others to prepare agendas and liaising with those preparing papers to make sure they are available at least seven days before the scheduled meeting.
- Convening meetings and distributing papers as required by legislation.
- Ensuring meetings are quorate, inclusive and well structured.
- Overseeing the election of the Vice-Chair and liaising with the board of trustees over the appointment of the Chair.
- Recording attendance/apologies/absence and taking appropriate action in relation to absences.
- Taking minutes indicating who is responsible for any agreed actions with appropriate timescales; working with the Chair and Head Teacher to amend and approve draft minutes
- Circulating approved minutes to all governors/trustees/the Head Teacher within the agreed timescales and agreed distribution processes.
- Following up on action points with those responsible and informing the chair of progress.
- Advising on legal duties and governing practice.
- Advising on constitutional requirements
- Advising on statutory guidance and policies
- Advising on annual tasks and decisions, using trust wide processes that are provided
- Accessing external advice, as appropriate, through vehicles such as the NGA, Local Authority.
- Liaising with the Head of Governance and Compliance to remain current and in line with wider trust governance systems and structures.
- Maintaining membership records including the contact details of members, terms of office and informing any relevant authorities of changes to membership details.
- Advising governors and appointing bodies in advance of the expiry of a term of office and the impact of this on the boards capacity, diversity and skills mix.
- Establishing, in discussion with the Chair and Head of Governance and Compliance, open and transparent recruitment exercises and where necessary, organising efficient procedures for election and appointment.
- Liaising with the trust HR team regarding governor appointment and ensuring that all relevant statutory checks have been undertaken.
- Advising the LGB on succession planning for all roles.
- Maintaining governing documents such as signed minutes.

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- Collating, maintaining and ensuring correct publication of information about governors such as pecuniary interests.
  - Maintaining a record of the LGB training undertaken.
  - Maintaining records of LGB correspondence
  - Maintaining GovernorHub
  - Drafting correspondence on behalf of the LGB.

### **Person Specification**

Criteria which will be measured at application and interview

- Educated to at least NVQ level 3 – or equivalent

Essential:

- A high standard of written communication. Capable of minuting discussions effectively, accurately
- and appropriately, given the sometimes-sensitive subject matter
- Effective personal organisational and good time management skills; with the ability to meet
- statutory deadlines in good time
- Able to manage conflicting work pressures and organise priorities
- A high standard of verbal communication, and the confidence to input into Board and other
- meetings when it is procedurally appropriate to do so
- A high level of personal responsibility and confidentiality
- A good record keeper
- An effective team player
- Fully conversant with IT and competent user of word processing, email, spreadsheet and applications

Desirable:

- Previous experience of acting as a clerk to a governing body
- Knowledge or previous experience of education legislation, guidance and legal requirements



# Lawn Manor Academy

**Our ILEARN values are at the heart of our strategies for success, we take pride in 'inspiring and creating futures for all'.**

## **Independence**

We strive together to foster a sense of independence in all of our young people in each of their endeavours. We focus on a positive approach to problem solving and improvement, whether it is in the classroom, on the sports field, or in friendships.

## **Literacy**

Literacy represents the key to lifelong education and we are committed to bringing excellence to life in every sense of the word. Excellent reading will allow all of our young people to find the success that they deserve as they move through life, furnishing them with adventure, information and the ability to communicate effectively.

## **Equipment**

Our role is to inspire and equip pupils with the necessary skills and learning that they will need to succeed in the future. In order for this to happen, pupils will need to have a thirst for learning and a desire to succeed in everything that they turn their hand to. Pupils will also need to be personally equipped with smart uniform and personal equipment.

## **Attitude**

At Lawn Manor Academy we are committed to extremely high standards of behaviour and have fostered an environment where the relationships that exist within the school, and the polite and respectful atmosphere that we enjoy, are commented on by all who visit the Academy.

## **Resilience**

By teaching our pupils how to demand the best of themselves, we will send them out into the world ready to embrace the challenges they will meet: whether they are in the boardroom, on the stage, in the lab or on the sports field, at home or abroad. A positive mind-set is important at Lawn Manor Academy.

## **Numeracy**

Making learning count and inspiring the children who come to our school means creating learners comfortable with the notion that numbers underpin all of nature: they fill our language and inform everything we do. We take skilling the next generation of the workforce to be numerate seriously.

***Inspiring and Creating Futures for All***

# Ascend Learning Trust

Welcome to Ascend Learning Trust, where we pride ourselves on our core motto 'Together we Belong, Believe, Become'.

As a community of schools we strive to achieve this through our relentless commitment to our values of 'Compassion, Aspiration, Respect, Dedication and Integrity' for all of our students, with the potential of every individual within our community valued.

## Compassion

To always show kindness, inclusivity and empathy to each other and to encourage others to behave this way. To care for those around you and to consider the needs of all.

## Aspiration

To 'dream big' and to set your goals with no limits. You work hard towards your goals and follow your dreams and always believe that anything is possible.

## Respect

To treat everyone as you would always wish to be treated in both words and actions. This means listening to others, appreciating differences, showing kindness and always being considerate.

## Dedication

Always try your very best to commit to and achieve all of your goals and never give up even when things are tough. Face challenges courageously and keep focused on your goals.

## Integrity

Holding true to what you believe in and act in a way that shows this. Always be honest and if you are in the wrong accept feedback and apologise.

Our vision at Ascend Learning Trust is to create a sense of belonging for everyone. All our young people receive a holistic world-class education regardless of where they come from or their life challenges. They will leave their Ascend community with outcomes that opens doors to a fulfilling and successful future.

Together we **Belong, Believe, Become**





# HOW TO APPLY

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Please note CVs will not be accepted. You must complete the application in full giving details of all employment, training, and gaps in employment since leaving school.

Please ensure the closing date for applications is met, we cannot be held responsible for lost or late applications. Due to the large number of applications is it not always possible to respond to each application but we aim to respond within two weeks of the vacancy closing date.

**If you would like to arrange a visit to the school, or for more information about applying, please contact the recruitment team on 01793 781485.**

Applications should be submitted directly via MyNewTerm, you can access our careers page using the following link:

[Lawn Manor Academy MyNewTerm](#)



mynewterm