

The Latimer Arts College



SCHOOL INFORMATION PACK



Kathryn Murphy
Principal

Welcome to The Latimer Arts College

Thank you for your interest, this is a great time to come and join our team! We are rated Good by Ofsted and offer a broad and enriching curriculum, both within and beyond the classroom.

Our students are fantastic and it is a privilege to be part of their educational and personal growth, with an increasing number of students remaining to complete A Levels in our growing Sixth Form.

At The Latimer Arts College, we are a community. Together, we are committed to ensuring that everyone in our school feels safe, happy and valued. We are over-subscribed, with approximately 1250 students aged 11-18 who are nurtured and guided through their education in a purposeful and caring community ethos based on respect for all.

We are a Foundation School, supported by a Governing Body and the Local Authority. We are not part of a corporate Trust and can truly say we are a community school.

With our students at the heart of all that we do, we expect each member of the community to uphold our core values of *Honesty, Excellence, Ambition, Respect and Teamwork*. We encourage the development of leadership and resilience, to ensure students leave us with the skills required for employment and future success. We also model the fundamental British values of democracy, rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs. We aim to make a positive contribution to both our local community and wider society.

We have a passionate belief in the value of a well-rounded education and it is our intention to unlock the true potential within each and every individual, whatever that may be. We work collectively to motivate our students to place no boundaries on their ambitions, no limits on their aspirations and remove any barriers to their achievement. Through our high expectations we inspire our students to achieve excellence and be *the best that they can be*.

As Principal, I am deeply honoured and proud to lead this exceptional learning community. I believe we offer an unrivalled educational experience, and a rewarding environment in which to work.

If you share our vision and ethos, we would love to hear from you!



Taking Care of You

Our staff are essential to our success and we are fully committed to their wellbeing and professional development.

We seek to appoint staff who thrive on collaboration, innovation and a desire to be amazing: colleagues who will have a passion for improving student achievement and personal development and be bursting with ideas as to how to achieve this. It is our job to inspire and nurture you to deliver this success.

We have a highly successful induction programme for new staff, including an ECT programme, and we offer an extensive range of training throughout this. We are passionate about supporting professional development to equip staff with the skills, knowledge and understanding they need to not only fulfil their roles but most importantly to be fulfilled **by** their roles. We offer continual staff development and frequent training opportunities.

We are committed to the DfE Education Staff Wellbeing Charter and have a varied programme of activities and support in place for our staff. This is responsive and evolves annually based on context and needs, with our staff voice being instrumental in shaping what we provide. We have a very low staff turnover and morale is high, this was evident in the last Ofsted report, in staff voice, and the fact that many staff choose to send their own children to the school.

Staff Benefits

Amongst the things that we offer are:

- We aim to enable full-time teachers to have the equivalent of an hour a week work from home (WFH), and an hour a fortnight for part-time teachers
- Non-teachers are rewarded with golden afternoons three times a year
- A laptop is provided for every teacher and many non-teachers
- A commitment to the DfE Education Staff Wellbeing Charter
- Regular staff wellbeing activities and social events
- Cycle to Work Salary Sacrifice Scheme
- Free access to our sporting facilities (up to 6pm weekdays)
- Health Assured (Employee Assistance Programme) - a free confidential information, support, counselling and advice service available 24 hours a day
- School funded flu jab on site, organised through a local pharmacy
- Eye Care Vouchers for employees using a VDU
- Full School Teachers Pay and Conditions, including continuous service, for Teaching Staff
- Employer Pension Contribution: Teachers' Pension Scheme and Local Government Pension Scheme (Non-Teaching Staff).
- Maternity / Paternity / Adoption Leave and Pay
- A caring ethos that enables staff to attend family commitments and caring responsibilities

The Wider Curriculum

We have a thriving House system, with two forms from each year group making up one of our four Houses. This system epitomises the caring, community ethos, and encourages a little healthy competition too!

At The Latimer Arts College we passionately believe that participation in enrichment activities plays a significant contribution to personal growth and high academic achievement. That is why we provide a range of extended opportunities throughout, and beyond, the academic year. There is an expectation that all teaching staff will offer enrichment and this is factored into directed time. Non-teaching staff can also support both tutor groups and enrichment should they wish to, as well as whole school events.

The enrichment programme offers something for everyone, and we are always open to new ideas from students and staff. We encourage students to take part in as many of the exciting activities on offer as possible, which range from team sports, performing arts groups, chess club, a debating society, Dungeons and Dragons and French film club to name but a few.

We believe in rewarding and recognising success in all aspects of academic and extra curricular life. This culminates in our annual Pride of Latimer Awards Evening.

Our Facilities

Ensuring that our staff and students can thrive in a positive learning environment is a key priority. Each learning area is well-equipped with specialist resources.

We have a state-of-the-art Science Block, the Masque Theatre, a multi-use Sports Centre and a 4G all-weather pitch. Significant investment has been made in the site in recent years which means that we are the proud owners of a separate Sixth Form and Staff Café, a dedicated Sixth Form Centre, modern toilet block and extended canteen. Staff teams have individual bases or offices, as well as access to a central staff room.

We continue to invest and innovate to improve the learning environment for all. The Latimer Arts College provides an excellent environment to teach, learn and work in.





Location

Northamptonshire is known as the 'Rose of the Shires' and is renowned for its picturesque villages and is home to some of the most beautiful countryside in England. There are miles of walks, beautiful country parks, stately homes, canals and substantial areas of ancient woodland.

In and around the main market towns there are excellent leisure facilities with great shops, restaurants, museums, galleries, theatres and cinemas, health clubs and spas, and a thriving nightlife. Wicksteed Park, one of the oldest amusement parks in the UK, is less than a mile away and Rushden Lakes Shopping Centre is nearby and is a very popular destination with shops, lakeside restaurants and cafes and a cinema complex.

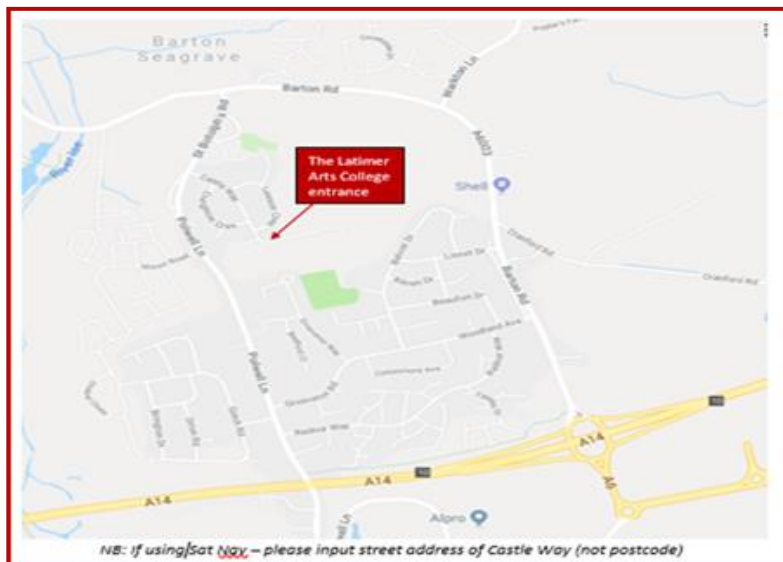
Local sporting highlights include Silverstone motor racing circuit, Northampton Saints rugby team, football league teams and county cricket. You can also enjoy spectacular golf courses, equestrian and country pursuits, and excellent watersport centres.

Northamptonshire is a fantastic place to live and offers affordable housing and is one of the UK's fastest growing counties. Due to its central location and idyllic countryside, Northamptonshire has one of the highest levels of employment in the country.

The local town of Kettering has good rail links and we are within a one hour drive of London, Birmingham, Oxford and Cambridge.

The School itself is located in Barton Seagrave, on the outskirts of Kettering, which is situated in North Northamptonshire. This is an ideal location due to its proximity to the A14 and the Kettering to London rail link.

Barton Seagrave enjoys a rural location, surrounded by the Wicksteed estate and farm land, woods and spinneys. There are local shops, a church, village hall, hotel and historic buildings in the village.



How to Apply

Applicants are requested to read the information carefully, especially the job description and person specification. Please ensure your application satisfies all the criteria in the person specification and you display evidence of this.

Applicants should use The Latimer Arts College Teaching or Non-Teaching Staff application form (as applicable). However, we also accept the TES, Gov.UK Teaching Vacancies and Teach Northamptonshire application forms, if the roles are advertised on those platforms.

Please note that we do **not** accept CVs - any received will not be taken into consideration during the shortlisting process.

Please specify the role that you are applying for, and also ensure that you submit a covering letter addressed to the Principal, Mrs Murphy, as part of your application. If using the application form for either the TES, Gov.UK Teaching Vacancies or Teach Northamptonshire, please ensure you also provide a detailed supporting statement.

Please ensure that you have completed the reference section with **TWO** referees. Please note that:

The first referee should normally be your present or most recent Headteacher/Principal or equivalent person.

If you are not currently working with children, please provide a referee, if you have one, from your most recent employment involving children.

Referees will be asked about all disciplinary offences which may include those where the penalty is "time expired" if related to children. Referees will also be asked whether you have been the subject of any child protection concerns, and if so, the outcome of any enquiry. References will not be accepted from relatives or people writing solely in the capacity of friends.

It is normal practice to take up references on shortlisted candidates prior to interview. This is in line with the most recent version of Keeping Children Safe in Education statutory guidance.

We hope that you have found the information provided in this brochure enough to persuade you to apply but if you need further encouragement, please visit our website at www.latimer.org.uk or come and visit us in person.

Please visit the [vacancies](#) page on our website to download a copy of the application form. Alternatively an application pack can be requested from Ms J Ridley, PA to Principal, tel 01536 720310 or email vacancies@latimer.org.uk.

Completed application form, together with a supporting letter of application of no more than 2 sides of A4, should be sent to vacancies@latimer.org.uk.

Alternatively, post to: The Principal, The Latimer Arts College, Castle Way, Barton Seagrave, Kettering, Northamptonshire, NN15 6SW.

Safer Recruitment

The Latimer Arts College is committed to safeguarding and promoting the welfare of children and young people. In order to meet this responsibility, the School follows a rigorous selection process to discourage unsuitable applicants. This process is outlined below:

Disclosure: all applicants for employment are required to disclose convictions or cautions (excluding youth cautions, reprimands or warnings) that are not 'protected' as defined by the [Ministry of Justice](#).

In addition, the job you are applying for is exempt from the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) which requires you to disclose all spent convictions and cautions except those which are 'protected' under Police Act 1997 – Part V and the amendments to the Exceptions Order 1975 (2013 and 2020) and are not subject to disclosure to employers on DBS certificates and cannot be taken into account.

If you are invited to interview you will be required to complete a "Disclosure of Criminal Record" form and bring the completed form to interview.

The information you give will be treated as strictly confidential. Disclosure of a conviction, caution, warning, bind-over order, warning or reprimand will not automatically disqualify you from consideration. Any offence will only be taken into consideration if it is one which would make you unsuitable for the type of work you are applying for. However, offences relating to children may make you unsuitable since this is a 'regulated position' under the Criminal Justice & Courts Services Act 2000. The School's policy on the recruitment of ex-offenders is available on the School website.

Failure to disclose any relevant offences or give false information will disqualify any offer of employment or result in summary dismissal if you are in post, with possible referral to the police. Confirmation of appointment is subject to a satisfactory Enhanced DBS Certificate.

Shortlisting: Only those candidates meeting the person specification criteria will be taken forward to interview. *NB: CVs are not accepted.*

Interview: Those shortlisted will take part in an in-depth interview process – candidates for teaching posts will be required to teach a lesson as part of the interview process.

Candidates will be asked to address any discrepancies, anomalies or gaps in their application form. We reserve the right not to take a candidate forward to formal interview if they are deemed unsuitable for the post.

Reference checking: References from the previous and current employer will be taken up for shortlisted candidates, and where necessary, employers may be contacted to gather further information.

Online check: The School **may** carry out an online search on shortlisted candidates as part of the due diligence. Any concerns which may arise following an online check may be discussed with the applicant at, or prior to, the interview stage.

Data Protection

Probation: All non-teaching staff will be subject to a probation period of six months. The probation period is a trial period to enable the assessment of an employee's suitability for the job for which they have been employed. It provides the School with the opportunity to monitor and review the performance of new staff in relation to various areas, but also in terms of their commitment to safeguarding and relationships with students.

Data Protection

The information collected on the application form will be used in compliance with Data Protection regulations. By supplying information, you are giving your consent, if appointed, to the information being processed for all employment purposes as defined by statute. The information may be disclosed, as appropriate, to the governors, to Occupational Health, to the Teachers Pensions Agency, to the Department for Education, to pension, payroll and personnel providers and relevant statutory bodies.

This form will be kept strictly confidential but may be photocopied and may be transmitted electronically for use by those entitled to see the information as part of the recruitment process. When the recruitment process is completed, the application form will be stored securely for a maximum of six months then securely destroyed, unless you are employed as a result of this recruitment process, in which case this application form will be retained as part of your personnel record.

Equal Opportunities

The Latimer Arts College is an equal opportunities employer and welcomes applications from all sections of the community. Candidates will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience).