



# The Arbib Education Trust Slough, Berkshire

## Teacher of Food and Nutrition

Application Pack for The Langley Academy



# Contents

Thank you for your interest in the Teacher of Food Technology position at The Arbib Education Trust.

**This pack contains:**

- Letter to candidates
- Details about the Sponsor and The Annabel Arbib Foundation
- Information about The Langley Academy Secondary
- Information about The Langley Academy Primary and The Langley Heritage Primary
- The job description and person specification

We hope that you find the pack informative and useful. If you do have any further questions, then please contact Tara Mackay, PA to Headteacher and HR Lead on 01753 214440 or [tara.mackay@langleyacademy.org](mailto:tara.mackay@langleyacademy.org)

You can also visit our Trust website at [www.arbibeducationtrust.org](http://www.arbibeducationtrust.org)

---

Dear applicant

Thank you for your interest in The Langley Academy and the **Teacher of Food & Nutrition** post. This is an exciting opportunity to join our very vibrant school community and work in a beautiful setting.

We are looking for someone who is highly committed, motivated, and resilient with a clear vision for the role. We need an individual who will contribute to the Academy's vision for the future, playing a pivotal role in going the extra mile to ensure that all students and staff achieve their very best.

At the Academy, we believe that students come to school to learn and achieve in order to live full and enriching lives. We want to empower them to contribute positively to their family, the community and the wider world. The staff, governors and trustees work hard together, along with parents and carers, to ensure that each of our students leave with a set of results of which they can be proud.

We place a strong emphasis on developing students' confidence through opportunities in and beyond the classroom so that they can develop their personal and academic interests. Teachers and support staff seek to meet the needs of all within a rich and balanced curriculum, underpinned by our strapline of Curiosity, Exploration and Discovery. In return, we expect all students to be fully prepared and active participants in their learning. An agreed and established set of ground rules based on respect allows everyone to get the best from lessons, activities and unstructured time.

We also believe in lifelong learning and dedicate time and resources to ensure high quality professional development is available to all. Please come and visit the academy to truly understand what we are aiming to achieve and whether you would like to be a part of our journey.

Yours sincerely



Alison Lusuardi  
Headteacher of The Langley Academy

---

Dear applicant

I am delighted that you are showing an interest in the **Teacher of Food & Nutrition** position here at The Arbib Education Trust. The Multi-Academy Trust (MAT) encompasses The Langley Academy Secondary, The Langley Academy Primary and The Langley Heritage Primary. Our vision is to ensure we provide an exceptional education for every child in the Trust through high aspirations and quality learning through curiosity, exploration and discovery. By September 2021, when The Langley Academy Primary has a full complement of year groups, we will have approximately 2,500 students and 350 staff working in the Trust.

We are looking for someone who wishes to be part of this vision. The Trust is in its sixth year and most recently developed its strapline, "One community. Many ideas. Everyone's future". We believe in our wider responsibility of meeting the needs not just of our children/students and staff but those of the community. We believe that schools are communities that should focus on everyone, the children and the staff and consequently, staff development sits at the heart of our work and we believe that a culture of collaboration where we are all encouraged to share our ideas, allows us to meet our strategic objectives.

Both Primaries are the main feeder schools with right of entry as part of the admissions policy. This means that the curriculum, assessment and pedagogy are continually being developed as a Trust to ensure our young people make rapid progress throughout.

One of the greatest qualities of the Trust is the Sponsors. Having worked with them since my appointment as Principal of The Langley Academy in April 2012, I cannot praise them highly enough. Annabel Nicoll as the Sponsor has boundless energy and enthusiasm all directed at giving youngsters a better life. As a result of her work, students here have quite simply been afforded opportunities that many young people elsewhere in the country just would not get. The successful applicant will be able to draw on this support and networking opportunity to develop their own career and importantly contribute towards bettering education for the young people across the Trust.

We are aspirational and want to be the best MAT in the country with each school rated outstanding as soon as possible. We believe the economies of scale, the cross-phase opportunities for students and staff development, the ability to respond to each other's needs quickly and the 'can do' approach to everything we do, will make the working environment extremely exciting. Please apply if you understand what we are trying to achieve and you would like to be a part of our journey.

Yours sincerely



Rhodri Bryant  
Executive Principal

---

## About the Sponsor and the Trust

**The Annabel Arbib Foundation** is a registered charity (number 296358) that supports the philanthropy of Sir Martyn Arbib and his daughter Annabel Nicoll. Sir Martyn set up the Henley-on-Thames based Perpetual Investment business in 1974 and established the Arbib Foundation in 1987. The Foundation has provided charitable donations and financial support to organisations and causes around the UK, with a focus on the Thames Valley. Sir Martyn Arbib, and the Foundation, took a leading role in establishing the River & Rowing Museum in Henley-on-Thames that opened in 1998 and attracts over 100,000 visitors per year. The Annabel Arbib Foundation continues to be the main sponsor of the educational side of the museum.

The principal beneficiary of the Annabel Arbib Foundation is The Arbib Education Trust in Slough. The Annabel Arbib Foundation is the sponsor of The Langley Academy Trust, which comprises The Langley Academy, The Langley Heritage Primary and The Langley Academy Primary. Annabel Nicoll is Sponsor at The Langley Academy Trust.

In 2015 Sir Martyn Arbib retired as Chairman of The Arbib Foundation and his daughter Annabel took up the Chair and uses the Foundation, which has been renamed The Annabel Arbib Foundation, to support her own philanthropy continuing the focus on The Arbib Education Trust.

**The Arbib Education Trust** is a unique Trust that serves the young people of Langley, Slough and further afield. Our Trustees are a Board of interesting and experienced professionals who bring energy, enthusiasm and wisdom to their role. They share the ambitions of the Trust senior leaders to achieve the best possible outcomes for all children and students within the Trust.

**The Langley Academy Primary** is a three-form entry Free-School, sponsored by The Langley Academy Trust. It opened in September 2015 with 90 very excited Reception children and parents; the intake will grow year on year until it reaches capacity of 630 children in September 2021.

The Trust's strong vision, high aspirations and determination to succeed in providing an outstanding education for children in the community are clearly evident throughout The Langley Academy Primary's positive learning environment. Our supportive ethos, child-centred approach, rich curriculum based on first-hand experiences have ensured children are confident, independent learners, displaying Curiosity, Exploration and Discovery.

The school has been outstanding from day 1. From the very beginning, the school received very positive feedback from a DfE monitoring visit and the Local Authority Early Years Team. The visits confirmed the Trust's review of the school and highlighted that the likely judgment in any future Ofsted inspection would be outstanding. This was shown to be accurate, when, during our first Ofsted inspection in July 2018, we achieved an outstanding judgement:

“There are four key factors that contribute towards making teaching outstanding at this school. Firstly, teachers know every pupil well as an individual. Secondly, teachers have the very highest expectations of what can be achieved. Thirdly, teachers understand how young pupils learn best and, finally, teachers have excellent subject knowledge.”

---

Throughout our growth period, under the guidance of The Trust and by working closely with The Langley Heritage Primary, The Langley Academy Primary looks forward to shaping a new 21<sup>st</sup> Century Educational Experience.

**The Langley Heritage Primary** is a popular school with recently modernised buildings that converted to a sponsored Academy within The Arbib Education Trust in September 2014.

The Langley Heritage Primary caters for children between the ages of 3 and 11 years. The school was originally built in 1952 as a separate Infant and Junior School. The two schools were amalgamated in 1987 under one Headteacher. Major works were undertaken to enlarge its buildings following an expansion to a three- form entry school in 2009. The demographics in Slough have changed and there are far fewer children so the school decided to reduce its size back to a two-form entry Primary school from 2020. The school currently has 506 children on roll plus a part time 30 fte Nursery provision.

The pupils come from diverse ethnic backgrounds which is typical for Slough, with the major groups being White British, Indian and Pakistani. There are smaller proportions of pupils from a wide range of other minority ethnic groups including Eastern European as well as a small group of Traveller children. The proportion of pupils with learning difficulties and/or disabilities is average. Just over a third of pupils speak English as an additional language. The proportion of pupils known to be eligible for free school meals is average. There is a breakfast and an after-school club.

Every child who attends The Langley Heritage Primary is viewed as unique and treated as such. Children are encouraged to become independent thinkers with a love for life and learning. Their enthusiasm is stimulated by dedicated staff members who share the ambitions of The Arbib Education Trust to motivate the pupils to be inquisitive and thoughtful learners who will go on to success at Secondary School and beyond.

The Langley Heritage Primary has developed holistically since it joined the Trust in September 2014. The curriculum has been honed to reflect the learning needs of the children and the strengths of the staff. The wider curriculum is under review with both The Langley Academy Primary and The Langley Heritage Primary embarking on an exciting journey over the next six years to map a new Primary curriculum and educational direction for the children encompassing first hand experiences, based on a thematic approach to learning and linked to visits and journeys and encompassing Museum Learning. The school achieved a good Ofsted with outstanding leadership and management in November 2019.

**The Langley Academy Secondary** is housed in an iconic building, it specialises in Science, pioneers the use of museum learning and aims to become a centre of excellence for sports, notably rowing and cricket. We have won our first rowing competition on the water and we have several National and European indoor champions. At the heart of our vision, The Langley Academy aims for the highest achievement for all and to provide a welcoming, imaginative and creative environment which enriches the lives of all involved. You will see this in our building. We aspire to instil traditional values and promote respect for other beliefs. The Academy strives to be at the forefront of Science education and has developed links with national and regional museums to add an external dimension to learning. We are proud of what we and our students have achieved and we are



---

confident that we will continue to achieve high standards for all our students and our local community.

In our most recent Ofsted inspection, in November 2017, we were rated as good and improving. Highlights from the report include:

*“Governors and leaders actively promote the vision through fostering a shared love of learning together with high aspirations for all pupils.”*

*As one parent commented: ‘My son and daughter have both made spectacular progress under the guidance of passionate teachers ...The leadership team, along with the staff, are an absolute asset to the school community and in helping shape the next generation of learners.’*

*‘Morale is high and staff recognise that the school is improving. Pupils and sixth formers confidently welcome visitors and are proud to share their work and enjoy working with their teachers. There is a sense of pride, both in The Langley Academy and in the outcomes pupils achieve, that is shared between staff, governors, trustees and pupils.’*

Our results are strong. At Key stage 4 we achieved 63% good passes (4+) in English and Maths with a Progress 8 score of +.23. KS5 results dipped last year but we anticipate a return to previous high standards this summer. A growing number of our leavers move on to university and we were very proud to have our first student take a place at Oxford this academic year. You will be able to find out more about our results and trends if you are invited to interview.

---

# The Langley Academy

## Job Description

### Teacher of Food & Nutrition

**Salary/Grade**

Main Scale plus London Fringe

**Purpose of the job**

To provide high quality teaching, and enable effective learning and achievement, within an environment where students feel challenged, valued and secure.

**Reporting to**

Head of Faculty

**Liaising with**

Headteacher, Leadership Team, subject leaders, teachers and parents.

**KEY FUNCTIONS**

- To teach the subjects, classes and groups as allocated by the Head of Faculty for DT and the Leadership Team
- To ensure that high quality teaching and learning takes place in all allocated classes
- To support and participate in the curriculum development work of the DT faculty, including the writing of schemes of work and development of resources.
- To assist the Head of Faculty for Humanities in the maintenance of high standards of work and behaviour
- To be a House Tutor or 6th Form Tutor and to carry out the specified duties in accordance with the job description of a House or 6th Form Tutor
- To support the Leadership Team in the effective operation of the Academy

**SPECIFIC RESPONSIBILITIES*****The main responsibilities of the post are to:***

- teach the classes allocated, and provide a well-planned, challenging and purposeful learning environment for all students
- support and carry out policies and practices to promote positive student behaviour and achievement in DT.
- set homework on a regular basis and mark student work promptly
- assess, monitor, record and report on student achievement in line with Academy and Curriculum Area policy, including attending parents' meetings
- assist in the identification of student special educational needs, and support the work of the Learning Support Team, including participation in the writing and review of individual education plans
- share in the development of course outlines, syllabuses and schemes of work in DT



- make effective use of student performance data, and student and staff target-setting; and provide relevant information to the Head of Faculty, Raising Standards Leaders and Academy Directors
- monitor and record student attendance in line with Academy and Curriculum Area policy, and support the Head of Faculty and/or Raising Standards Leader in the maintenance of high levels of student attendance
- prepare for and attend DT Curriculum Area and Year Team meetings and support the work of the DT Curriculum Area and the House or 6th Form Team
- promote and safeguard the welfare of children and young people you are responsible for or come into contact with
- be aware of and comply with policies and procedures relating to safeguarding, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- actively support and participate in the museum learning programme
- participate in and support the Performance Management Policy
- undertake specific duties within the DT Team as agreed with the Head of Faculty
- undertake such other duties as reasonably required by the Headteacher

## Person Specification

Qualifications and experience	Essential	Desirable
QTS, Degree or equivalent teaching qualification in Food Technology or other relevant subject	✓	
Relevant CPD Training Courses		✓
Successful teaching experience	✓	
Provision of differentiated activities	✓	
Evidence of consistently good and outstanding teaching and pupil progress	✓	
Evidence of commitment to ensuring the highest level of achievement for all students regardless of background and/or ability	✓	
Evidence of continuing personal and professional development		✓
Effective use of ICT		✓
Current developments in the teaching of Food Technology	✓	
<b>Professional Knowledge &amp; Understanding</b> <b>The successful applicant will need to demonstrate knowledge and understanding of:</b>	<b>Essential</b>	<b>Desirable</b>
Excellent subject knowledge	✓	
Effective practice and approaches to teaching and learning	✓	
How to use data and information to effect improvement	✓	
Strategies for raising student achievement	✓	
Evidence of successful behaviour management	✓	
Ability to contribute to collaborative planning and schemes of learning	✓	
Ability to teach in Key Stages 3, 4 and 5	✓	
Experience of constructive co-operation with parents and carers		✓

<b>Personal Qualities and Skills</b> <b>Ideally, we are looking for someone who:</b>	<b>Essential</b>	<b>Desirable</b>
Can lead, motivate, enthuse and inspire staff and students, and win the confidence of parents and governors	✓	
Has the ability to think strategically with imagination, vision and originality	✓	
Is reflective, self-critical and open	✓	
Is self-confident, motivated and ambitious	✓	
Has passion and believes that every student can succeed	✓	
Is an effective communicator and presenter	✓	
Can plan, organise and delegate effectively	✓	
Possess excellent interpersonal skills	✓	
Can make tough decisions	✓	
Has sound judgement, especially when working under pressure	✓	

<b>Safeguarding</b>	<b>Essential</b>	<b>Desirable</b>
<p>Staff uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school by;</p> <ul style="list-style-type: none"> <li>• treating students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position</li> <li>• having regard to the need to safeguard students' well-being, in accordance with statutory provisions</li> <li>• showing tolerance of and respect for the rights of others</li> <li>• not undermining fundamental British Values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs</li> <li>• ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law</li> </ul>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
Staff must have a proper and professional regard for the ethos, policies and practice of the academy and maintain high standards in their own attendance and punctuality	✓	
Staff must understand, and always act within, the statutory frameworks which set out their professional duties and responsibilities	✓	
<b>Health and Safety</b>	<b>Essential</b>	<b>Desirable</b>
Be familiar with and adhere to relevant parts of the Academy's Health and Safety policy	✓	
Promote and safeguard the welfare of children and young people you are responsible for or come into contact with	✓	

---

Be aware of and comply with policies and procedures relating to safeguarding, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person	✓	
---	---	--

**Working Environment:**

- The post will be based at the Trust Head Office. The post holder must be willing to work and travel across the Trust if required.
- The above responsibilities are subject to the general duties and responsibilities contained in the statement of Conditions of Employment.
- This job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed.
- This job description is not necessarily a comprehensive definition of the post. It will be reviewed at regular intervals and it may be subject to modification or amendment at any time after consultation with the holder of the post.
- This job description does not form part of the contract of employment. It describes the way the post holder is expected and required to perform and complete the particular duties as set out in the foregoing.

---

# Benefits of working across the Trust

We offer the following benefits, designed to promote your wellbeing and make your time at The Arbib Education Trust enjoyable and rewarding.

## Core benefits

- **Holiday** – 30 days' paid holiday a year plus bank holidays (statutory leave for teaching staff)
- **Paid leave** – enhanced sick pay, maternity pay and adoption leave pay (linked to service) and paid leave for unforeseen personal situations
- **Pension** – a generous defined benefit pension with the Local Government Pension Scheme or Teachers' Pension Scheme
- **Death in service payment** – lump sum payment and an ongoing pension for your partner & children (subject to conditions & membership of our pension scheme)

## Health and wellbeing

- **Private healthcare** – a Trust contribution towards your voluntary membership of Benenden Health for speedy private healthcare
- **Flu vaccinations** – offered free on-site every year
- **Employee assistance programme** – free, independent 24/7 help and advice for work-related issues, as well as problems affecting your home life
- **Wellbeing groups** – each academy has a dedicated budget specifically for wellbeing activities
- **Gym** – free use of the Trust gym
- **Environment** – modern working environment with excellent facilities, where you might also discover a life-size plane hanging from the ceiling or an Iron Age roundhouse

## Professional development

- **Professional development** – full and part-funded training courses (including higher cost courses such as Masters, PhD) and a wide range of learning opportunities available to all
- **Museum learning** – dedicated on-site team to support the creation of powerful and exciting experiences for our students and staff

## Employee discounts

- **Car parking** – free and on-site
- **Hot drinks** – free tea & coffee provided for all staff
- **Cycle-to-work scheme** – save up to 32% on a new bike and accessories
- **Discounts through Sodexo** – discounts on shopping, restaurants, days out, holidays, cinema tickets

## Family

- **Nursery** – onsite nursery for children over 3 years
- **School** – school place for your child with 2 years' service within the Trust

---

## Work-life balance

- **Trustee day** – an extra day of paid holiday that can be taken during term time
- **Flexible working** – all staff can make a request to work flexibly from day one and many of our staff work part-time and / or term-time only
- **Teacher cover** - We have Cover Supervisors reducing the amount of cover required by teachers and PPA periods are on timetables and not used for cover purposes
- **Staff social activities** – a range of fitness and social events throughout the year
- **Christmas party** - subsidised by the Trust each year

## How to apply

Please complete the online application form which can be found at:

<https://www.langleyacademy.org/>

References will be sought when we shortlist. Your application will be treated in the strictest confidence.

## 22<sup>nd</sup> October 2021

If you have any queries about the role or would like to arrange a visit to the school sites, please do not hesitate to contact Tara Mackay, PA to Headteacher and HR Lead on 01753 214440 and [tara.mackay@langleyacademy.org](mailto:tara.mackay@langleyacademy.org)

References will be sought when we shortlist. Your application will be treated in the strictest confidence. *The Annabel Arbib Foundation and The Arbib Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to Funding Agreement and subject to pre-employment checks. Successful candidates will need to undertake an enhanced Disclosure & Barring Service (DBS) check. TAET is an equal opportunities employer.*

The Arbib Education Trust Child Protection Policy can be found at

<https://resources.finalsite.net/images/v1606994102/langleyacademytrustorg/kv56vlubxgvsjh8itqrb/ChildProtectionPolicyTAETNovember2020.pdf>