



# The Langley Academy Trust

## Slough, Berkshire

Educational Psychologist  
Application Pack



# Contents

Thank you for your interest  
in the Educational  
Psychologist position at The  
Langley Academy 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 Parlaunt Park Primary Academy
- 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 Cheryl Laws, PA to The Headteacher at Parlaunt Park Primary Academy and HR Assistant on 01753 542269 or email

[Cheryl.Laws@parlaunt.slough.sch.uk](mailto:Cheryl.Laws@parlaunt.slough.sch.uk)

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

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Dear applicant

I am delighted that you are showing an interest in the Educational Psychologist position here at The Langley Academy Trust. I want to set out the reasons why we think it is so exciting. The Multi-Academy Trust (MAT) encompasses The Langley Academy Secondary, The Langley Academy Primary and the Parlaunt Park Primary Academy. Our vision is to ensure we provide an outstanding education for every child in the Trust through high aspirations and quality learning through curiosity, exploration and discovery. By 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 wished to be part of this vision. The Trust is in its fourth year and therefore very much still in its infancy and the continued development of an appropriate infrastructure is vital if we are to meet our strategic objectives. The post holder for this position will provide robust, reflective, informed and high quality educational psychology support to ensure we provide an outstanding education for every child across our Trust.

As a Trust we are always looking to maximise opportunities to support every child in the Trust and part of that strategy is to consider MAT growth. It may well be that we do grow as a Trust and this role would have every opportunity to develop alongside that growth which we believe is very exciting. We would be able to discuss this further at interview.

Both Primaries will be the main feeder schools with right of entry as part of the admissions policy. This means that the curriculum, assessment and pedagogy will be 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

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## 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 Langley Academy Trust in Slough. The Annabel Arbib Foundation is the sponsor of The Langley Academy Trust, which comprises The Langley Academy, Parlaunt Park Primary Academy 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 Langley Academy Trust.

**The Langley Academy 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.

Although still in our early days, we have 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.

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

**Parlaunt Park Primary Academy** was a popular school with recently modernised buildings that converted to a sponsored Academy within The Langley Academy Trust in September 2014.

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Parlaunt Park Primary Academy 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 school has 635 children on roll plus a part time 39 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 Parlaunt Park Primary Academy 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 Langley Academy Trust to motivate the pupils to be inquisitive and thoughtful learners who will go on to success at Secondary School and beyond.

Parlaunt Park Primary Academy 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 Parlaunt Park Primary Academy 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 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. We are the only state school that runs an MCC Foundation Hub to spot cricket talent in Slough. 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.”*

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*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.

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# The Langley Academy Trust

## Job Description

### Educational Psychologist

#### Salary/Grade

3-8 Soulsbury Scale depending on experience: FTE £40,146 - £49,175  
Actual Salary £30,432 - £37,277

#### Hours

Term time only plus 5 inset days (39 weeks per year)  
8am - 4:30pm with an hour for lunch

#### Reporting to

Polly Bennett, Designated Safeguarding Lead and Headteacher at Parlaunt Park Primary Academy

#### Liaising with

Students, Executive Principal, Headteachers, Leadership Teams, SENCOs, teaching and non-teaching staff, external agencies (Slough local authority, CAMHS) and parents/carers.

#### KEY FUNCTIONS

- To provide psychological consultation, assessment and interventions to the Trust (at an individual, group and whole academy level) for children and young people in primary and secondary education.
- To provide robust, reflective, informed and high quality educational psychology support. This includes ensuring knowledge and skills continue to develop and the post holder is able to formulate hypotheses based on presenting evidence. The post holder must be a research/evidenced based practitioner in their practice.

#### SPECIFIC RESPONSIBILITIES

##### The main responsibilities of the post are to:

- Deliver consultation advice and training on a range of issues including resilience and mental toughness, mental health and emotional wellbeing, parenting, anti-bullying, parental engagement, peer interventions, positive behaviour management and behaviour for learning initiatives through the application of psychology
- Support the Trust in developing its inclusive approaches and capacity to meet the needs of vulnerable children with behaviour and SEMH needs
- Apply Trust effectiveness and SEN code of practice principles to the psychology you promote in all your work

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- Utilise appropriate assessment methods to determine cognitive abilities of children
  - Work with staff to develop Education Healthcare plans
  - Work creatively, flexibly and strategically to meet the needs of stakeholders in partnership with a range of providers and agencies
  - Keep abreast of, and contribute to, regional and national developments in behaviour and SEMH strategy and professional practice
  - Produce high quality, professional reports within service and good practice time deadlines
  - To provide crisis /critical incidence support as required when unexpected critical incidents occur.
  - Deliver high quality training, INSET, or other CPD support to colleagues, or parents/carers
  - To work independently, to organise time / workload efficiently, and meet deadlines as required
  - Commitment to teamwork, sharing and developing ideas and practice, and feeding back to others from own CPD developments
  - Attend and participate in regular meetings and participate in training and other learning activities, as required
  - Participate in and support the performance management policy
  - Be familiar with and to adhere to relevant parts of the Academy's Health & 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
  - Be aware of, support and ensure equal opportunities for all
  - Contribute to the overall ethos/work/aims of the Academy
  - Undertake other tasks as reasonably required by the Executive Principal

## Person Specification

Qualifications and experience	Essential	Desirable
First degree, a professional doctorate or Master's Degree in Educational Psychology (recognised by the British Psychological Society)	✓	
HCPC registered	✓	
Office and Administration experience/training within an education setting		✓

Professional Knowledge & Understanding	Essential	Desirable
The successful applicant will need to demonstrate knowledge and understanding of:		
An understanding of current legislation and national guidance relating to children and young people	✓	
Ability to communicate with all levels of staff in confident, calm and professional manner	✓	
Excellent numeracy and literacy	✓	
High organisational skills	✓	
Ability to achieve and maintain the respect of others while representing children's needs	✓	
Ability to manage workload and priorities	✓	
Experience of dealing with highly confidential information	✓	
Knowledge of office support processes	✓	✓
Good records maintenance skills, including information retrieval	✓	
Ability to handle sensitive & confidential information	✓	
Flexible and adaptable, and able to work using own initiative	✓	✓
Experience of providing support in response to a crisis/critical incident	✓	
Knowledge of current psychological theory and research and experience of using evidence based research to achieve beneficial outcomes for a child/young person or family	✓	

Personal Qualities and Skills	Essential	Desirable
Ideally, we are looking for someone who:		
Person of integrity	✓	
Has a cup half full approach	✓	
Ability to maintain confidentiality	✓	
Ability to remain impartial	✓	
Is sympathetic to the needs of the school community	✓	
Have an openness to learning and change	✓	

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Have a positive attitude to personal development and training	✓	
Have good interpersonal skills	✓	
Is a good role model for students	✓	
Has passion and believes that every student can succeed	✓	
Is energetic, creative and enthusiastic	✓	
Is co-operative, flexible and responsible	✓	
Is reliable, well organised and committed to high standards	✓	
Is patient, optimistic and has a fantastic sense of humour	✓	
Is able to prioritise	✓	
Is punctual, with a smart appearance	✓	
Has a good telephone manner	✓	

**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.

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## How to apply

Please complete the online application form which can be found at:  
<https://langleyacademy.careers.eteach.com/>

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

**Closing Date:**

**9am 31 May 2019, Interview date w/k commencing 10 June 2019**

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 Cheryl Laws, PA to The Headteacher at Parlaunt Park Primary Academy and HR Assistant on 01753 542269 or email [Cheryl.Laws@parlaunt.slough.sch.uk](mailto:Cheryl.Laws@parlaunt.slough.sch.uk)

References will be sought when we shortlist. Your application will be treated in the strictest confidence. *The Annabel Arbib Foundation and The Langley Academy 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. LAT is an equal opportunities employer.*

The Langley Academy Trust Child Policy can be found at  
[http://www.langleyacademytrust.org/documents/policies/trust/Child%20Protection%20Policy%20\(TLAT\)\(November%202015\).pdf](http://www.langleyacademytrust.org/documents/policies/trust/Child%20Protection%20Policy%20(TLAT)(November%202015).pdf)