



Leigh Academy
RAINHAM

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Recruitment Newsletter

November 2020

In September 2021, we will open our doors to the 180 founding students of our co-educational 11-18 yr comprehensive school. Already very oversubscribed, our new school is firmly set to be a beacon of excellence for secondary education in Medway. In year 1 we will only have year 7 pupils and the Academy will grow year on year with each new intake. It is our ambition that in our highly inclusive and aspirational setting, all our students will flourish, becoming inquiring, compassionate and culturally aware young adults. Through the effective delivery of the IB Middle Years Programme, the staff body will work together to embed the essential skills, knowledge and attributes needed for our students to be highly successful in achieving their own personal goals, as caring members of our community and as leaders in tomorrow's world.



Working in a brand new school is a unique opportunity. A flexible approach with a can-do ethos is required, as is drive, resilience and boundless enthusiasm. As a start-up school there will only be approximately 12 teachers, with a similar number of support staff and only a few leadership opportunities available similar to heads of the core subjects, a head of pastoral and SENCO, with the possibilities for promotion increasing along with pupil numbers. I will be looking to recruit a highly effective staff body that has a multitude of hidden talents to enable us to provide a rich academic and co-curricular offer and support us in our journey to becoming an Eco-School from the outset, despite being part of a very small, but unique team! I look forward to hearing what additional skills and interests you could bring to a role at the Academy, what additional subjects you can teach and what diverse clubs you would be able to lead. A sense of humour is also absolutely essential!





Prospective staff also need to be open-minded to the fact they are likely to be asked to teach some additional subjects, for example IT and RE in the first couple of years, as well as possibly being the only teacher in your subject specialism. I want to ensure that this does not lead to staff feeling they are working in isolation, so we will meet regularly as a team to discuss and share the more generic ideas and principles linked to teaching to support each other in planning our subject specific MYP curriculums. One advantage of being part of the Leigh Academies Trust is that we also have links we can forge with other secondary academies in Medway, and beyond, to support solo teachers in setting up their subject specific curriculum. When you send in an application please do share any additional information about subjects you feel you would be able to teach!

The recruitment process for support staff such as teaching assistants, admin staff and pastoral support teams will follow that of teachers and again we are seeking highly committed individuals who will go above and beyond for our pupils. The support staff team will be small but pivotal to ensuring we deliver a high quality small schools model, both providing high quality care for pupils and forming positive relationships with parents from day one.

I am wholly committed to establishing an Academy where every single member of staff is valued as part of the LAR family, working together to achieve successes and cultivating a strong sense of belonging. Protecting staff wellbeing and providing the necessary support and training for both teachers and support staff is paramount to ensuring we have a committed and happy staff body who in turn then model the same level of pastoral care for our students. I am a firm believer that in order to grow and mould content, hard working pupils, you require staff who feel listened to, valued and well resourced.



So if you are passionate about providing a world class education for the children of Rainham, can work well both independently and collaboratively and have an energetic can-do attitude when faced with any new challenge, we would love you to apply for our upcoming roles!





Mrs A Millward
Principal, Leigh Academy Rainham

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