

# Candidate Information for Teaching Posts



CORNWALL EDUCATION LEARNING TRUST  
*LEARNING TOGETHER*

[www.celtrust.org](http://www.celtrust.org)





CORNWALL EDUCATION LEARNING TRUST  
*LEARNING TOGETHER*

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*4 secondary schools*

*10 primary schools*

*Transforming education for every child,  
every day*

We are a large and dynamic multi-academy trust educating over 7,500 children and young people across Mid-Cornwall from Newquay on the Atlantic Coast to St Austell on the south coast. Our approach is simple. Pupil learning is at the centre of everything we do, and we are focused above all on making teaching in our academies as good as it can be.

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# Dydh da!

## A very warm Cornish welcome!



At Cornwall Education Learning Trust we believe there is no limit to what every child can achieve, and that every child deserves the chance to fulfil their potential. We are committed to ensuring that each child, in each of our academies, in each of the communities we serve is healthy, safe, engaged, supported, and challenged.

Our approach is simple. Pupil learning is at the centre of everything we do, and we are focused above all on making teaching in our academies as good as it can be. How do we do this? The key word in our mission statement is “together”. Our approach is less about hierarchy and more about partnership: we support our family of academies, building on collective strengths, resources and the very best innovative practice so that, together, we achieve rapid educational transformation.

Cornwall Education Learning Trust (CELT) officially became a Trust on 1st September 2019 with the merger of Newquay Education Trust (NET) and Peninsula Learning Trust (PLT). CELT currently comprises of four secondary schools, one junior school, eight primary schools and one free school (primary) which opened in September 2021. This will bring our total across all sites to 7,530 pupils. Our staff are among the finest in the county and we are proud to empower them through professional growth, support and opportunity.

We are looking for teachers and leaders who will make the most of the opportunities we provide, who are motivated by a desire to make a difference to our pupils and contribute to the development of our school. Just as importantly, we are looking for teachers who understand the value of greeting children and young people with a smile each day. If you feel that you are able to meet our needs, we look forward to receiving your application and discussing this in detail during interview.

Kind regards,



*Lisa Mannall, CELT Trust Lead*

Transforming education is not easy but the price of failure is more than we can afford, while the benefits of success are more than we can imagine.

- Ken Robinson



# CELT Vision

Our vision is for our trust to be a learning organisation in the truest sense.

At the heart of our vision for education is a self-improving school-led system which has the best evidence-led practice and in which every child fulfils their potential. This is a learning community in which:

- Our leaders are driven by moral purpose. They are outwards focused and not afraid to take risks to achieve system transformation. The focus of policy is on continually improving the quality of teaching.
- Our teachers strive to be outstanding. They work across organisational boundaries to promote a collective sharing of knowledge, skills, expertise and experience in order to deepen pupil learning.
- The individual talents and strengths of our pupils are recognised and nurtured. A passion and curiosity for learning is sustained in every child from the moment they join us. A CELT pupil leaves our family of academies with a purpose, and the confidence to fulfil that purpose.
- Our parents are engaged in our learning community and actively work in partnership with us to raise the level of attainment and aspiration of every child.

# CELT Mission

“Learning together to help every child achieve more.”

We believe there is no limit to what every child can achieve, and that every child deserves the chance to fulfil their potential.

As a learning community we are on an ambitious journey. We want to deliver a model for education in the 21st century which instils curiosity and a love for learning in every child so that they develop into young adults who contribute to humanity, follow their passions, and think for themselves.

By learning and improving together – as part of a global learning community – we create much richer and more sustainable opportunities for rigorous transformation than can be provided by any one of our academies alone.

# CELT Values




We are a values-driven organisation: we do more than just talk about values. Our leaders lead by example and create a culture where every team member is inspired to live those values day-to-day. Our values guide our conduct, activities and goals and are fundamental to the way in which we operate across our family of academies.

**Collaboration** moves beyond the power of one to the power of team.

**Empowerment** flips the traditional hierarchy of an organisation on its head. It is about sharing information, rewards, and power so that everyone can take initiative and make decisions to solve problems and improve performance.

**Leadership** is about vision, having a clear idea of where we need to go, how to get there and what success looks like.

**Transformation** is about embracing creative disruption in order to deliver a vision for change that takes us to a new level of effectiveness.



We believe that teaching quality is the most significant factor influencing pupil learning. By facilitating a more lateral approach across our family of academies we create the conditions which promote system leadership and collaborative activity. We expect that every academy will be both a giver and receiver of support; there are pockets of strong practice in weak schools and vice versa. The crucial condition here is that all of our academy leaders accept responsibility for the education of all of our pupils.



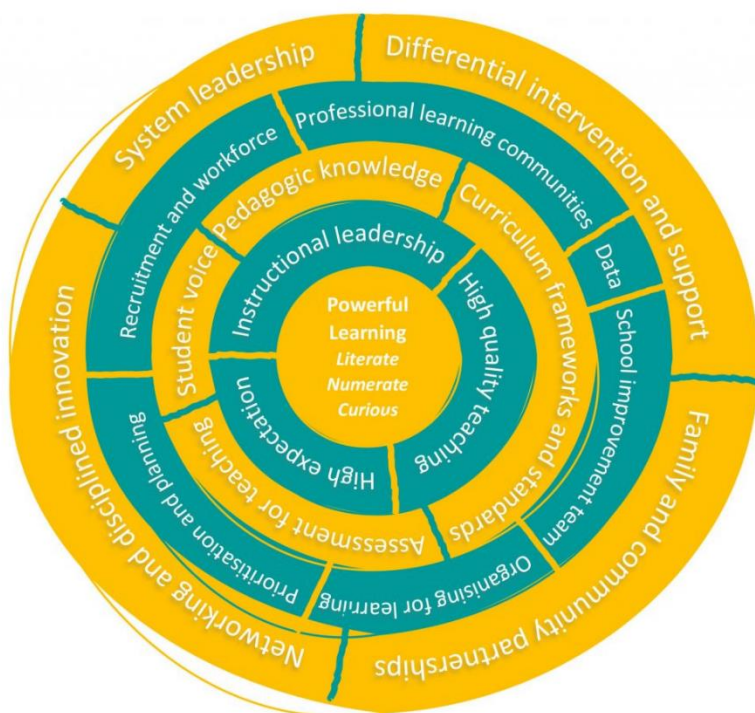
# Our Approach

At the heart of our vision for education is a self-improving school-led system which has the best evidence-led practice and in which every child is able to fulfil their potential.

Our mission is to help every child achieve more. This involves a definition of achievement that embraces standards of literacy, numeracy and learning capability (curiosity). Such a learning focus will not only raise standards, but also reduce the range of performance in a school, thus simultaneously 'raising the bar and narrowing the gap'.

Our school leaders are system leaders. They employ creativity and innovation to make positive changes. They seek to challenge and push boundaries. They understand that no school will be able to achieve or sustain excellence without establishing these pre-conditions:

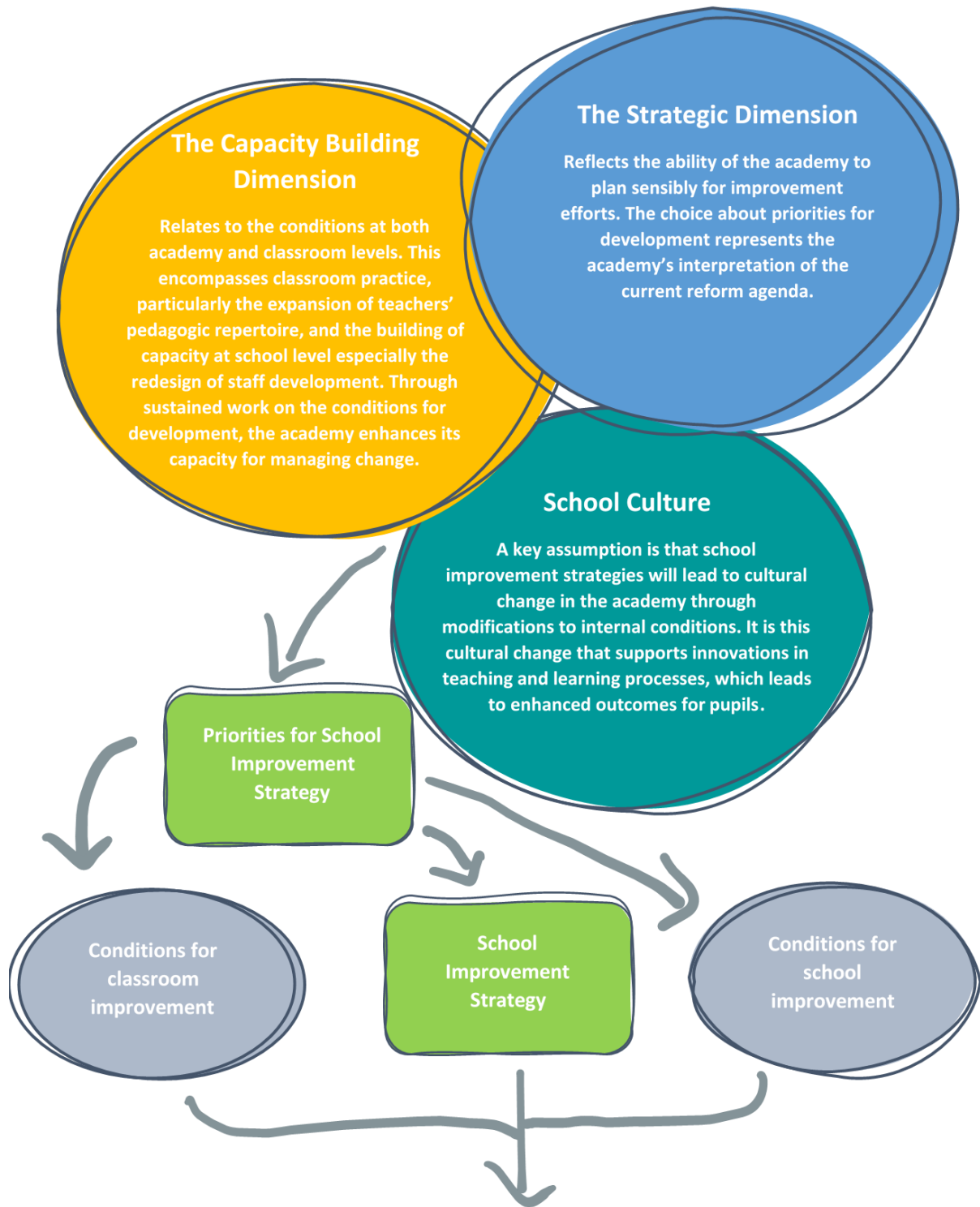
- The importance of instructional leadership.
- The quality of teaching.
- A culture of orderliness and high expectations.



Our strategic approach is built on a research-based understanding of what works to achieve rapid school improvement.

Put simply, we focus on school improvement from the inside-out. Instead of doing outside-in better, or more efficiently, our academy leaders start from the centre of the circle and move outwards. Pupil learning is at the centre of everything we do.

# CELT School Improvement Framework



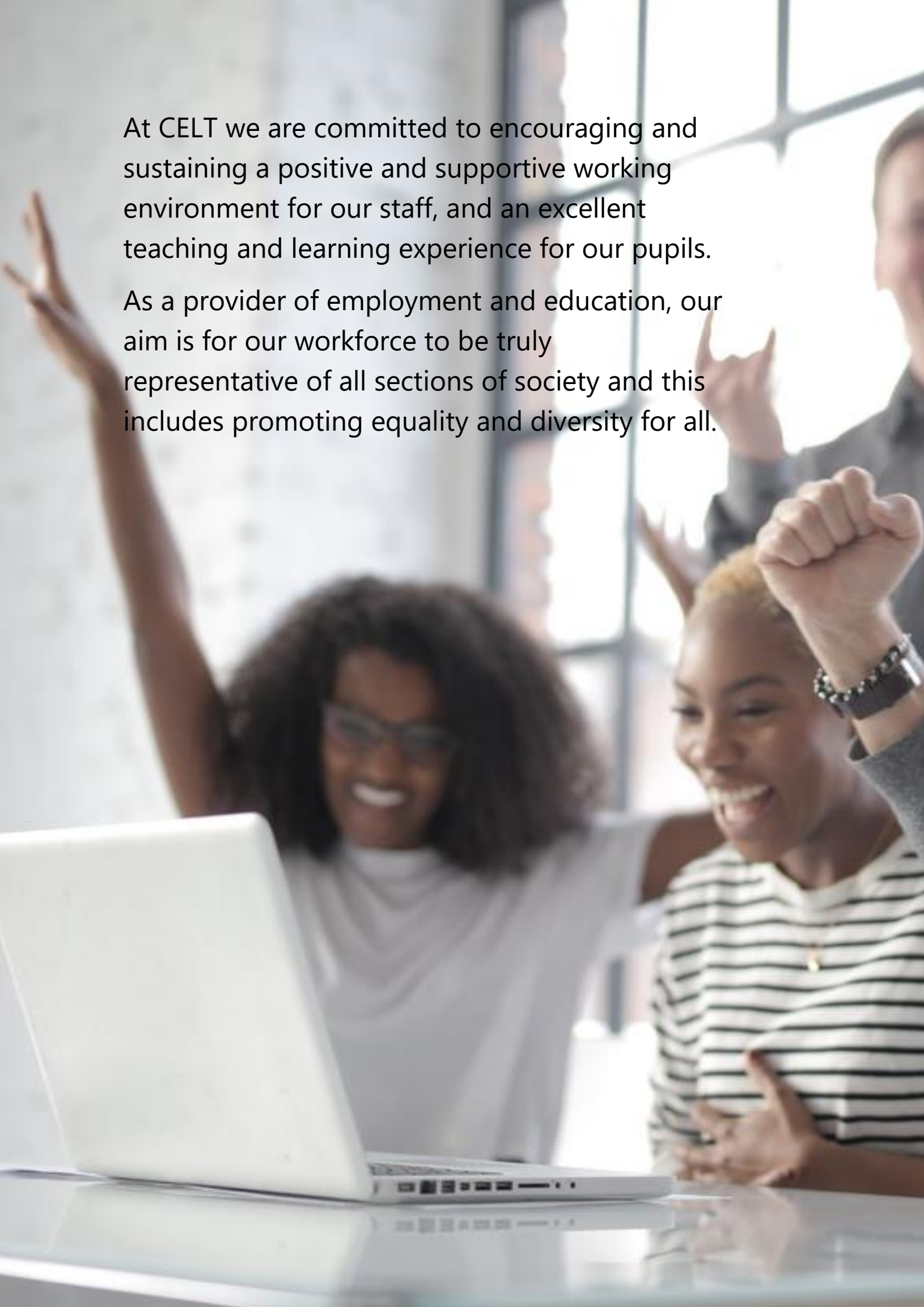
*Powerful learning enables every child to achieve more*

# CELT Teaching Culture

“Learning together to help every child achieve more.”  
This is our mission as a trust. Our approach is simple. It is focused above all on making teaching in our academies as good as it can be. How do we do this? The key word in our mission statement is “together”.

At CELT, all our teachers are expected to subscribe to our educational beliefs and adhere closely to our policies. We believe in a consistent approach; our teachers teach in a way that is in line with our policies and behave in a way that demonstrates our core values. As well as adopting our values, we expect teaching candidates to:

- Bring current educational theory and practice to the position in terms of curriculum understanding, teaching and learning, assessment, record keeping and reporting.
- Share our belief in a child-centred approach to education and demonstrate a strong commitment to inspiring a love of learning amongst children and young people.
- Act as role models in promoting our core values.
- Share our belief in the importance of celebrating achievement.
- Be experienced users of digital technology to enhance teaching and learning.
- Demonstrate a proactive approach to their own professional development.
- Have a fundamental understanding of assessment for learning strategies.
- Be adept at differentiating learning to meet the needs of all students.
- Actively contribute to the preparation of short, medium and long-term planning.
- Actively contribute to a curriculum team and to School Development Planning.
- Positively promote our trust and our academies within the wider community.
- Contribute to enrichment and extra-curricular programmes.

A group of diverse people, including two women in the foreground, are celebrating around a laptop. One woman is raising her arm, and another is making a fist. They are all smiling and appear to be in a positive, supportive environment. The background is bright and out of focus, suggesting an office or classroom setting.

At CELT we are committed to encouraging and sustaining a positive and supportive working environment for our staff, and an excellent teaching and learning experience for our pupils.

As a provider of employment and education, our aim is for our workforce to be truly representative of all sections of society and this includes promoting equality and diversity for all.

# CELT Professional Development

Our approach offers our school-based staff a fantastic forum for collectively overcoming school improvement barriers.

At CELT we encourage collegiality, excellent continuing professional development provision, close partnership working and opportunities for clear career development to help develop and retain high-quality teachers within our trust.

We have a number of National Leaders of Education (NLEs), Teaching School Leaders of Education (TSLEs) and Specialist Leaders of Education (SLEs) who support colleagues both inside and outside of our trust. As well as offering a wealth of support and guidance to like-minded practitioners and partners, our school-to-school support offer creates a fantastic career development opportunity for staff across all areas of responsibility and disciplines. This includes teaching, non-teaching, and administration staff, who take on a strategic and leadership role working collaboratively with others.

As a teacher in a CELT academy, the organisational conditions supportive of high levels of teaching and learning you can expect are:

- Organisation of the school to most effectively promote learning.
- Collaborative planning that focuses on pupil outcomes.
- Professional learning that is committed to improvement of classroom practice.
- Regular use of data, enquiry and self-evaluation to improve teaching.
- Support of a school improvement team to provide research and development capacity.

We offer four obligations and opportunities which are enjoyed by all academies in our trust:

1. The opportunity to network with other academies in order to share good practice and engage in disciplined innovation. Our inter-school networking focus allows for authentic innovation and the transfer of outstanding practice, thus building capacity across our trust as a whole.
2. The way in which our academies embrace and respond to the needs and opportunities provided in their locality from parents, carers and communities.
3. The new opportunities for our headteachers to engage in broader forms of system leadership where they take on a range of roles in supporting other academies and their leadership teams.
4. The opportunity to engage in more purposeful reflection on the effectiveness of the academy's provision provided by the trust's regular reviews of our academies and the subsequent planning and differential intervention and support determined by the academy's current performance.

We make realistic demands of our teachers and expect them to enjoy an active life both within school and beyond the working day. We have high expectations of our teachers and our professional standards are equally high. We balance this with an understanding that everyone needs time to rest, a social life beyond school and time to make the most of our unique location.



# And Finally...

Our academies are located across Mid-Cornwall from Newquay on the Atlantic coast to St Austell on the south coast.

We think it's very hard not to fall in love with Cornwall! There are lots of things Cornwall is loved for; and there are also lots of things about Cornwall that may surprise you.

Whether you already live here or are considering a move, take the time to really explore this land full of legends and heritage. Step out onto the wild moor, grab a surfboard, enjoy some fine dining by the sea or just sit back, relax and admire the endless views. Cornwall has it all.

Cornwall has a tremendous history based on its Celtic roots and a distinctive landscape dotted with historical remains – from Bronze Age standing stones and stone circles to stark mine stacks.

Cornwall's coastline is legendary. As Poldark fans will know, dramatic cliffs give way to secluded coves, rocky outcrops and vast expanses of beach. The wild Atlantic surf provides a natural playground for a variety of water sports.

There is also a dynamic art scene found primarily in West Cornwall, inspired by the naturally stunning landscape.

More recently Cornwall has become known for a food scene to rival London and beyond. Cornwall now has a multitude of award-winning local food producers and stellar chefs putting the region well and truly on the gourmet map.

*Expect the unexpected*

[www.wearecornwall.com](http://www.wearecornwall.com)



**Head Office:** Atlantic Centre, Trenance Leisure Park, Newquay, Cornwall, TR7 2LZ. Tel: 01637 800280

**Registered Company Office:** Units 15 & 16 St Austell Business Park, Treverbyn Road, St Austell, Cornwall, PL25 4FD. Tel: 01726 216650



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