



The Learning Academy Partnership Assistant Headteacher – Cornwall Hub

Permanent – 1.0 FTE from September 2024

Salary – Leadership Scale L1 – L5

Candidate Application Pack





The Learning Academy Partnership

A HIGHLY SUCCESSFUL, INCLUSIVE MULTI ACADEMY TRUST

Our Trust was established in the summer of 2012 from its origins as a National Support School, at Ilsham C of E Academy. We have a Church of England foundation which is fully inclusive and welcomes both Church and Community schools.

The mission and core purpose of our School Trust is to enable Flourishing Futures for our children by working together as a valued family of exceptional academies, delivering an entitlement to exceptional education across all our local communities and where every child flourishes. We believe that every young person, regardless of their background or context, can achieve and exceed the highest of expectations.

OUR MISSION

Flourishing Futures (John 10:10 He came so that they may have life and live it to the full)

OUR VISION

To be an exceptional school Trust – We are committed to social mobility and a culture of belonging. We do this by investing in people, enabling every child to be taught by the very best teachers so that we can achieve social change and all children flourish.

OUR VALUES

- Empower:** We invest in each other and our communities
- Excel:** We champion opportunity and equality for all and in all that we do
- Together:** We are one team, and we agree to work as one family

WE BELIEVE THAT...

We are Stronger Together – We deliver and achieve more than we ever could individually

In a Sense of Belonging – Every member of our School Trust matters and know they belong

In Removing Barriers – Ensuring that where you begin does not limit your horizons

In Realising the Possible – You cannot be what you cannot see

DIVERSITY, EQUALITY AND INCLUSION

On our journey we are building a Diverse and Inclusive community. We are aspiring to promote our inclusivity, via curriculum and employee engagement. Together we want to break down barriers, enjoy each individual and celebrate the value they bring to our School Trust.

- We will work inclusively within our communities, embracing the varied localities we serve while sharing our common vision and values
- We will develop the very best leaders of the future, working to improve education and transform lives
- We will adhere unwaveringly to the 'Nolan Principles' of public service, which is made clear in our commitment to Ethical Leadership





Introduction

WELCOME FROM TRACEY CLEVERLY – TRUST LEAD

We are a Trust where everything begins and ends with the children. We want to ensure that we have a profound impact on the futures of our children so that they have choices and options which will enable them to flourish as they go through life. Quite simply, we put children first in all that we do.

We live our vision by working collectively as a family of schools with a shared responsibility for all children, no matter which school they attend. We empower each other to deliver an exceptional curriculum offer for children where they are cared for, inspired, challenged and develop a love of learning.

We want every child to experience an excellent curriculum which is distinctive to their community and be taught by great teachers.

Therefore, we nurture and care for our colleagues so that they can provide the very best for our children.

As a Trust we work collectively to provide the very best professional development for colleagues so that they are empowered in their roles.

We care passionately about children outside of our Trust as well. We collaborate and work with other schools and Trusts as well as being a National English Hub that specialises in early reading and phonics.

We are driven by our values and our passion is to serve our pupils, colleagues and communities to the very best of our abilities.

Tracey Cleverly

Tracey Cleverly
Trust Lead

Our Cornwall Hub

WELCOME FROM DEIRDRE PETERSEN – HEADTEACHER

You will be warmly welcomed to our inclusive hub of three schools on the stunning north Cornwall coastline. Our newly formed hub is in a unique location, serving our local communities in the area. With the support of our Trust family of schools and expertise across three local authorities, our hub is at a pivotal stage to really accelerate school improvement.

Guided by our Trust mission and core values, our schools aim to foster and nurture the Christian faith and ethos of the Church of England to enable all members of our school communities to flourish. Our aim is to empower staff to be the best they can be so that our local children can develop spiritually, socially, academically and emotionally.

Our hub is a place where all children can flourish. We are very much a school family, working together across the hub, with parents and the local community, to ensure the very best for each and every child. Our ethos, combined with an engaging and aspirational curriculum and teachers that really care, means we can empower excellence and ensure everyone achieves.

I look forward to meeting with you and welcoming your leadership to our hub of schools who are proud to be part of the Learning Academy Partnership.

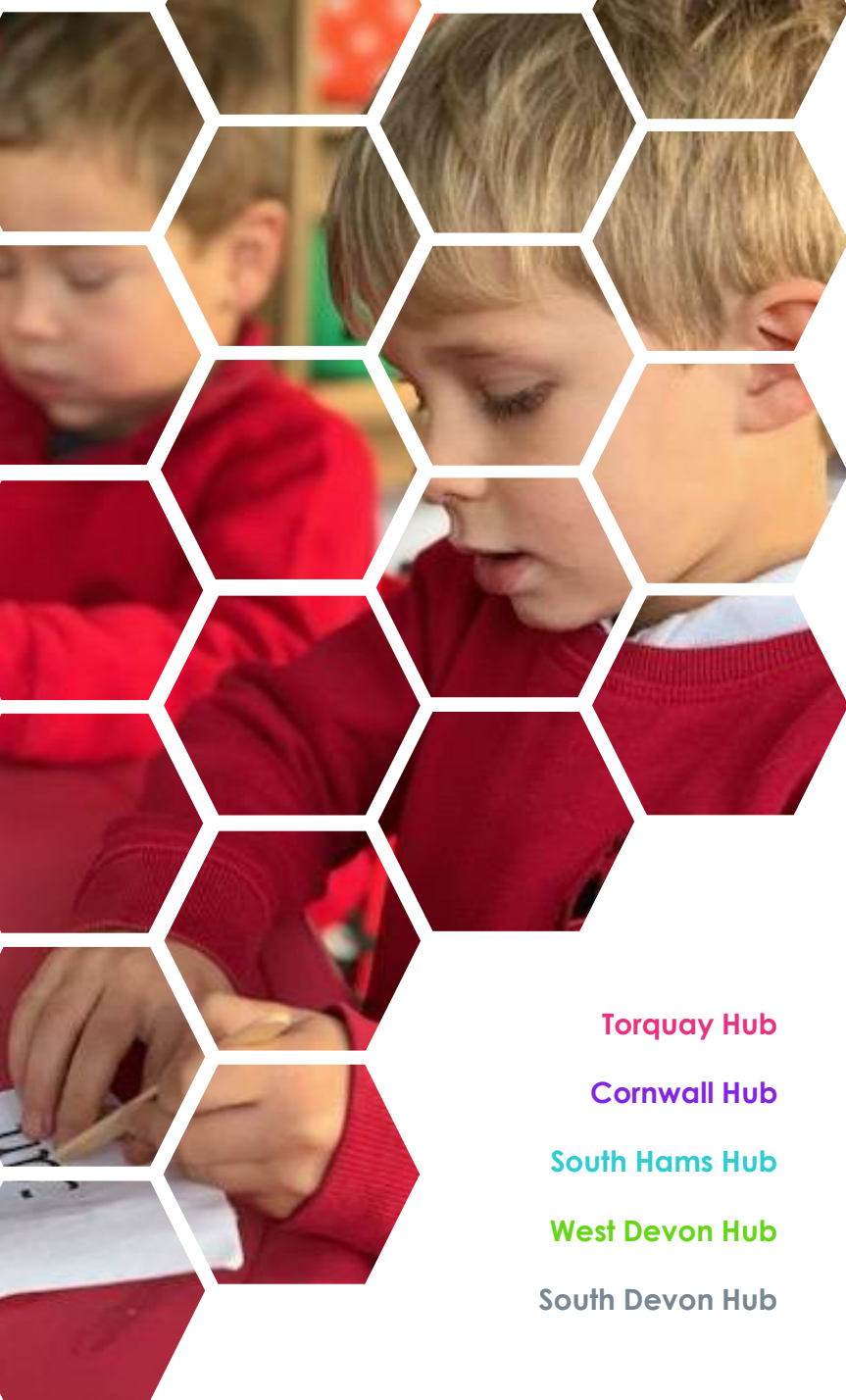
Warmest wishes,

Deirdre Petersen
Head Teacher



I am grateful for the opportunities for continual development and progress, which enables me to offer the best I can to our children.





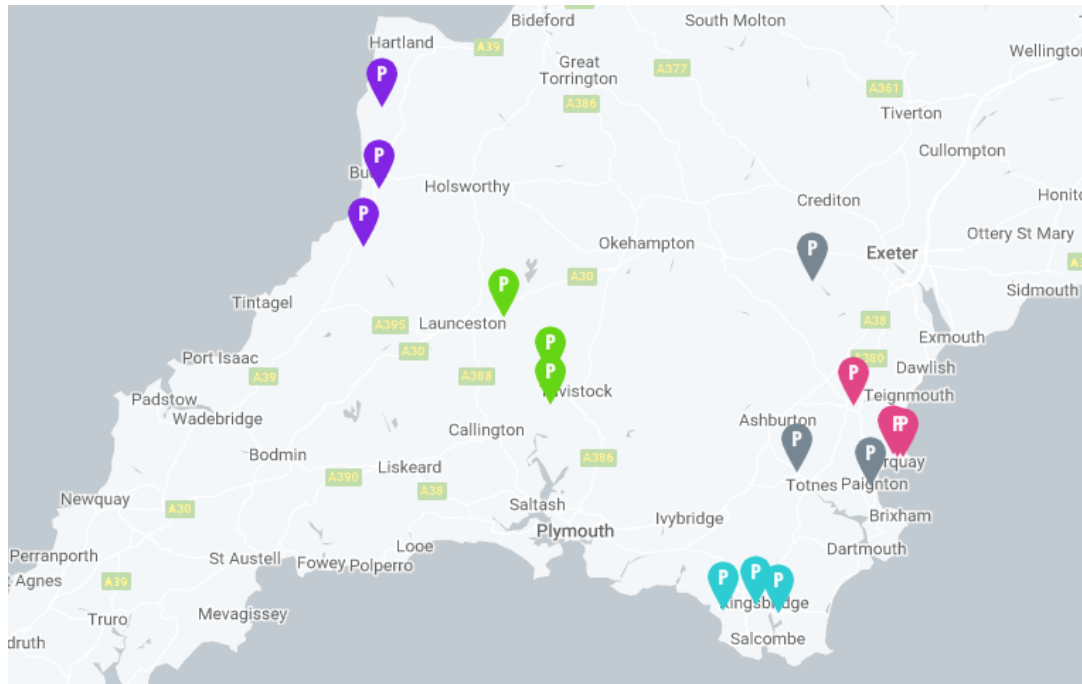
Our Trust Family of Schools

OUR HUBS

Our School Trust serves a range of distinctive communities across Cornwall, Devon and Torbay. We operate a Hub model where academies in each local area work closely together to share knowledge and expertise on a regular basis whilst still benefiting from the support of all schools within the Trust family.

We are an inclusive School Trust with both church and community schools working together to provide our children with a range of opportunities and experiences, so their horizons aren't limited. Each of our academies has its own clear vision and strong values which drive the curriculum offer, and by working together as a single organisation, we inspire, shape thinking and enable children to flourish.

- Torquay Hub
- Cornwall Hub
- South Hams Hub
- West Devon Hub
- South Devon Hub



OUR ACADEMIES



[All Saints Marsh](#)



[All Saints Thurlestone](#)



[Charleton](#)



[Dartington](#)



[Dunsford](#)



[Ellacombe](#)



[Gulworthy](#)



[Ilsham](#)



[Jacobstow](#)



[Lamerton](#)



[Lifton](#)



[Marhamchurch](#)



[St Marks](#)



[St Michaels](#)



[Warberry](#)



[West Alvington](#)





ILSHAM ENGLISH HUB

We care passionately about children outside of our School Trust as well. We collaborate and work with other schools and Trusts, and we are proud to be part of a National English Hub that specialises in early reading and phonics.

There are currently 34 English Hubs across England, with Ilsham English Hub growing from the Trust's founding school, Ilsham C of E Academy. Ilsham was designated as an English Hub due to its track record in excellent phonics and reading outcomes. Our drive as an English Hub is to ensure that partnership and collaboration is at the heart of all that we do. Our team of literacy specialists share expertise and practice, supporting schools to raise standards in teaching of early language, reading and phonics.

We are committed to removing barriers by understanding the challenges schools face and empowering them to provide excellent teaching and exceptional outcomes for children regardless of background, needs or abilities. Our aim is to promote a real love of reading, enabling even the most disadvantaged children in Reception and Year 1 to flourish.



The support I have received is unprecedented - I wish to thank LAP for having faith in me and for making me feel so welcome. This has been a great start to my career at LAP.



OUR CENTRALISED BUSINESS SUPPORT TEAM

We are proud that by working collectively as single organisation, our children benefit from the expertise of a group of 16 schools who can develop practice and innovate for the benefit of all within the Trust.

Our academies and colleagues are also supported by our Business Support Team who are all professionals in their fields in areas such as Finance, HR, Estates and Catering. Our central model means that we can remove barriers for colleagues in our schools so they can focus on teaching, learning and serving the communities of our 2300+ children to the best of our abilities.

Whether it's calculating payroll every month, supporting all new starters onboarding, Health and Safety compliance monitoring or producing menus using locally sourced fresh ingredients, our professional service delivers best practise across the entire Trust and ensures we maximise the impact on our children.



16 Schools



12 Church
Schools



11 Nurseries



400 Colleagues

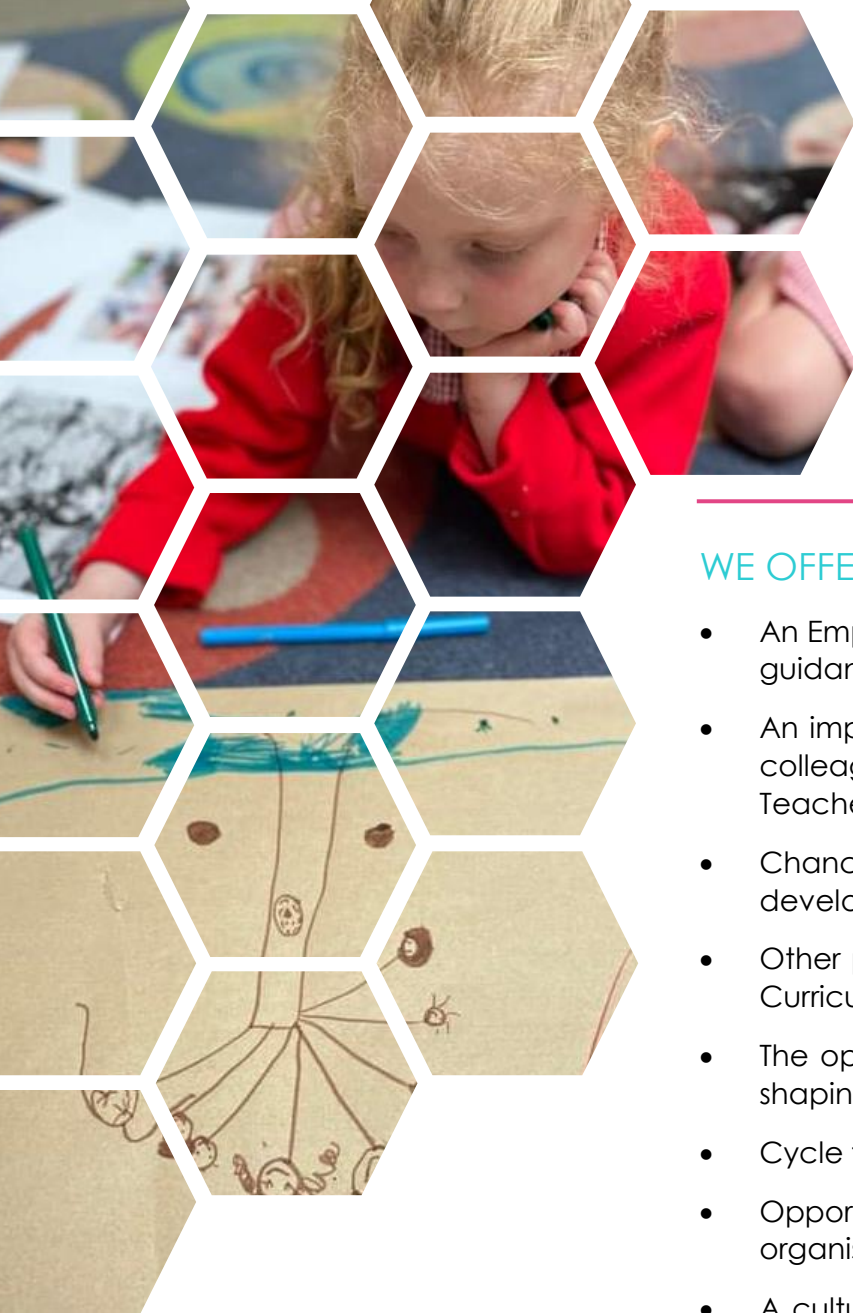


130 Teaching
Colleagues



2350+ Pupils





What We Can Offer You

COLLEAGUE BENEFITS

We invest in our colleagues, empowering them with the skills they need to flourish in their roles. We are determined that our organisation will be the very best employer, so our children and communities get the very best educational offer. We believe in a sense of belonging and live this through our offer to our colleagues:

WE OFFER YOU:

- An Employee Assistance Programme providing confidential 24/7 expert advice and guidance to support your wellbeing.
- An impactful People Strategy that enables us to nurture, develop and support our colleagues so that they can provide the very best for our children A generous Teachers Pension Scheme
- Chances to develop your career with our growing Trust through our excellent development practice, including senior leadership training programmes e.g., NPQL
- Other professional learning opportunities through our Church School Network, and Curriculum and Learning Forums
- The opportunity to take a strategic approach to driving school improvement and shaping a broad and balanced curriculum
- Cycle to Work Scheme and Tech Scheme
- Opportunities to work across the Trust as part of a collective in a values-led organisation
- A culture that takes work-life balance extremely seriously for all colleagues with a strong, proactive wellbeing network across the School Trust

What Our Children Say

- “My teacher really loves sharing science things about the world and it's really fun”
- “I am proud of my English because my teachers are explaining it well, I understand it more and then I have loads of ideas”
- “I am new to this school and everyone has been so nice to me so I am proud of making new friends”
- “Sometimes my teacher / TA's comes over to help us if we are stuck, but not by telling us the exact answer, because then we wouldn't be learning it ourselves. We have dictionaries and thesaurus's”
- “My teacher listens to me so it boosts my confidence because it makes me feel listened to and it helps me feel like I'm well respected”
- “If I'm stuck on a question I ask for them to help me and they come over and help me and that makes me happy. Sometimes I help them”

“

When I want to understand the meaning of respect, love, helpfulness, caring, the teachers explain it really well so I easily can understand it.

”





Candidate Charter

As a single organisation, we come together to make a profound impact on the future lives of all our children. When you apply to join our Trust, it is important that you have a real opportunity to learn about who we are and why we are so passionate about our Trust Family.

We want every candidate to have an informed, engaging and positive experience throughout the application process.

OUR COMMITMENT TO YOU

- **Inclusivity:** We encourage applications from people from all backgrounds and aim to have a workforce that represents the wider society that we serve. We champion diversity, inclusion and wellbeing and our recruitment decisions align with our commitment to create a workplace where everyone feels valued and a sense of belonging.
- **Transparency:** We will ensure an efficient and consistent application process where you are treated with honesty, fairness and respect. We will provide timely updates to keep you informed.
- **Listening:** We welcome feedback on all aspects of the recruitment journey and will act on what you have to share.
- **Understanding:** We will provide everything you need to make an informed decision about joining our Trust, as well as provide you with opportunity to share your skills, experience and potential with us.
- **Feedback:** We will provide constructive, professional and timely feedback
- **Protecting your Privacy:** We will ensure your information is kept secure and is handled sensitively

WE WILL ALWAYS...

- Adopt a fair and consistent assessment process
- Give you the opportunity to ask questions and ensure you get the answers you need promptly
- Provide you with clear, accurate and timely information to ensure you have all the documentation you need
- Give you opportunity to gain real insight into what it's like to be part of our Trust
- Seek feedback on your experiences
- Ensure all offers are fair and equitable

IN RETURN, WE ASK THAT YOU...

- Provide open and accurate information when submitting an application
- Are honest about your experience and aspirations
- Research who we are so you can better understand if we are an organisation which excites you and can support you to flourish
- Prepare yourself for interview and let us know how we can best support you
- Let us know if your situation changes in relation to your interest and help us understand why



The Headteacher is incredible at leading a culture where everyone feels valued and listened to. It is a positive place to work where staff work and flourish as a team.





How to Apply

Closing Date – Monday 15th April 2024 (9am)

Interviews – Tuesday 23rd or Wednesday 24th April 2024

To apply online, please visit www.lapsw.co.uk/vacancies

The Learning Academy Partnership

Address: Suite 4 Zealley House, Greenhill Way, Kingsteignton, TQ12 3SB

Visit: www.lapsw.co.uk

Telephone: 01626 248800

Email: people@lapsw.org

