



Cumbria Education Trust

BE THE BEST YOU CAN BE

Respect | **Responsibility** | **Resilience**



Recruitment Pack

CET Assistant Headteacher (Secondary)

www.cumbriaeducationtrust.org



Message from the Chief Executive

Dear Applicant

Thank you for your interest in this exciting position within Cumbria Education Trust (CET).

It gives me great pleasure to introduce you to CET and tell you a little about us, our Academies and the journey we are on.

The Trust has grown since its formation in 2015. We now encompass 13 Academies, more than 4,000 students and in excess of 700 staff. We've grown quickly and fully appreciate the responsibility that is placed on us to ensure all our young people are given access to high quality education.

Our ten primaries, three secondaries and West Coast Sixth Form have a shared vision. That is to enable every young person to reach their potential and achieve the success they deserve by providing an innovative and inspiring teaching experience.

Whilst each Academy has its own individual ethos and personality, we are firmly of the belief that Academies are better when they work together. Collaboration makes us stronger and sharing best practice from Longtown to Tebay, or Whitehaven to Brampton is part of our everyday practice.

Our motto is, be the best you can be, our values Respect, Responsibility and Resilience with our young people always coming first.

The past couple of years have tested all educational settings and we have certainly had to demonstrate plenty of Resilience. But we have continued to move forward, never losing sight of our mission to continuously improve our Academies.

Our expertise has also grown as we have refined our ways of working to make the most of the depth of talent at our disposal.

Through our investment in staff, we are developing more excellent

Academy leaders and teachers. There have been many notable achievements along the way. Four of our primaries and one Secondary have now been judged Good at their first Ofsted inspection after joining the Trust, our ability to drive standards across all our Academies is enhanced and we continue to invest in facilities to widen opportunities for all.

Please have a look through the following pages which will hopefully give you a sense of what the trust and our Academies are all about.



If you believe you can make a positive contribution to the development of CET and have a real drive and commitment for school improvement, then we would be delighted to hear from

Lorraine Hughes, CEO

William Howard School

As Head of School, it is my privilege to lead this remarkable learning community, where we seek to ensure that every student reaches their potential and is the best they can be. Our school is built on the foundation of high performing teams, excellence, culture, and passion. William Howard School is part of Cumbria Education Trust, and as such we share the trust's core values of Respect, Responsibility and Resilience. These values are deeply embedded into our school life. We believe developing strong character and resilience in young people is crucial for their personal and social development. Good character traits such as integrity, empathy, responsibility, and perseverance help individuals make ethical decisions, build positive relationships, and lead successful and fulfilling lives. Students at our school are exposed to a wide variety of opportunities both in and outside the curriculum, which helps them to be happy to attend and engage in all aspects of school life.

We take our responsibility for our students learning work hard and strive for their own personal version of our teachers are highly qualified and obsessive about classroom every day. We are proud to have some of the including state-of-the-art technology and well-equipped

Above all we are an inclusive community. We respect learning environment. We want students to find their citizens. At our school, we encourage students to take strong sense of community and belonging. We believe develop their full potential, both academically and

I believe that the motivation and ability to learn, to lead enables a life to be both well-lived and worthwhile. Our during their secondary school journey here at William single day.



seriously, and we make no apology for expecting them to academic excellence. Passionate about quality teaching, their subjects, and they bring this enthusiasm into the best educational facilities and resources available, classrooms.

and celebrate difference in a warm but disciplined niche and be happy, responsible and respectful risks and pursue their passions, while also fostering a that this supportive environment helps students to personally.

and contribute to more than just one's own life are what purpose is to develop these qualities in our students Howard, helping them to be the best they can be, every

Our School is an oversubscribed vibrant and a dynamic community of over 1300 students, located in the heart of the market town of Brampton, surrounded by the beautiful historical landmarks of Hadrian's Wall and the Northern Pennines. As outlined above our school is dedicated to providing the best education possible to all our students, and we believe that starts with a talented, dedicated and passionate teaching staff.

Whether you're an experienced teacher, or just starting your career in education, we believe that you have the potential to make a real impact here at William Howard School. We are looking for individuals who share our commitment to excellence, and who are passionate about inspiring the next generation of learners. So, if you're ready to join a dynamic and high performing team, surrounded by some of the most beautiful countryside in England, we would love to hear from you. We believe in working together to help our students reach their full potential, and make William Howard School the best it can be.

Thank you for considering our school as your place to make a difference.

A handwritten signature in black ink, appearing to be "K. Pigdon".

Kathryn Pigdon
Head of School

Our Vision:

To enable every young person to reach their potential and achieve the success they deserve by providing an innovative and inspiring learning experience.

Our Values:

At the heart of the Trust and running through our Academies are the principles of:

Respect:

For ourselves, for each other, for the community we live in, for the wider world.

Responsibility:

For our own actions, for the impact they have on others, to make our school community a happy thriving place to be.

Resilience:

In taking on new challenges, in persevering when things get tough, in encouraging our selves and others to “be the best we can be”.

Our Approach:

We always operate with a student **FIRST** approach:

Inspiring Learning

Creating happy, positive and vibrant learning environments for ALL students.

Achieving Success

Enabling every student to reach their potential by providing high-quality teaching.

Creating Opportunities

Broadening children’s experiences and opportunities.

Empowering Communities

Working in partnership with the local community to bring education alive for all.

Our motto: Be the best you can be.



The Role

Post Title	CET Assistant Headteacher (Teaching & Learning Focus)		
Responsible To	Reporting and accountable to the Director of Secondary Improvement / Academy SLT		
Location	Trust Wide	Salary	L15 to L19

The CET Assistant Headteacher role within CET is responsible for the development and delivery of the Teaching, Learning and assessment strategy in order to deliver the highest quality education experiences for our young people in the classroom and enable staff to be the best they can be. The key focus of this role will be teaching and learning:

- To work with the Academy leadership team and fellow CET leaders to develop and deliver a teaching, learning and assessment strategy that delivers the highest quality educational experiences and outcomes for all young people.
- Develop strategies for excellent teaching and learning and embed them across school, leading to consistently high student achievement and high performance in the classroom.
- Undertake research into best practice and draw upon it to ensure that teaching and learning within school is at the cutting edge, with corresponding impact upon student achievement resulting in academic excellence.
- To ensure that, the standards of teaching and learning within school are consistently of the highest quality through developing robust quality assurance systems.

- Develop and devise a system of monitoring across supporting leaders to ensure consistency and effectiveness of delivery in every classroom.
- Working closely with the Assistant Headteacher for teacher development, to complete the induction of subsequent Teaching, Learning and assessment sections of the SSI under the guidance of the Head of School.
- Working closely with the Assistant Headteacher for teacher development, to ensure that all staff have a shared vision for what high quality teaching looks like through exceptional modelling and sharing of good-practice across the school and the Trust.
- Working closely with the Assistant Headteacher for teacher development, to contribute to the development and embedding of the Teaching & Learning Policy.
- Working closely with fellow leaders across the trust and the Assistant Headteacher for teacher development, to develop and deliver a CPD programme that enables all staff to realise their potential.
- To develop Teaching, Learning and assessment by creating a positive, vibrant and forward-thinking culture.



The Application Process

Due to our successful and continued growth and in order to support our relentless focus on school improvement we are introducing a CET Assistant Headteacher role within the Trust.

Are you a focussed school leader and experienced teacher with a proven track record of excellence in teaching and learning?

Do you have a consistent and successful record of curriculum development within the secondary sector and possess a sound understanding of how students learn and how teachers can best teach to raise standards?

We are looking for candidates who possess leadership qualities that motivate and drive forward individuals and teams to be successful.

This opportunity will provide new challenges, great rewards and the opportunity to shape contribute to the development of teaching and learning within our Academies.

Like to find out more about this unique opportunity?

Please contact the HR team who will arrange for an informal discussion .

Completed application forms, together with a supporting letter of application should be sent to applications@cumbriaeducationtrust.org

Closing Date for Applications: 9am Monday 17 April 2023

The assessment process for shortlisted candidates will be held w/c 24 April 2023

Advertisement

[click here](#)

Job Description

[click here](#)

Application Form

[click here](#)

To find out more visit

www.cumbriaeducationtrust.org/



Working for CET

CET strives to be recognised as an employer of choice.

We want to attract high quality staff for our schools and in return offer a 'people first' approach so that staff feel part of a community. We want staff to be confident to both support and challenge one another regardless of position or seniority, feel valued and able to contribute to the development of CET.

We also recognise the need to reward effort and good results as our aim is year-on-year improvement by schools.

There are well developed staff progression routes. We support and develop our staff and give individuals every opportunity to develop and grow with us. There is a commitment to high-quality Continuous Professional Development programmes. These are geared to maximising job satisfaction and significantly increasing expertise, confidence and skills.

Staff can work across our family of Academies, enabling our academies to benefit from wider expertise and to offer individuals fresh opportunities. Quality of life outside work significantly shapes the way in which people perform, so the need to achieve a healthy work/life balance is an important aspect of our commitment to staff. In return, we ask our staff to commit to the Trust standards, these include:

- All of us are responsible for promoting the Trust values of Respect, Responsibility and Resilience.
- Staff routinely modelling our view that everyone is helped and supported to 'Be the best you can be'.

- In all decision-making, pupils and students must come first and inclusion is at the heart of our learning approach.

Learn and grow

CET, with its partners Ambition Institute and Three Rivers Teaching School Hub, is working to develop our future Academy leaders. We have launched National Professional Qualification courses for teachers looking to expand their knowledge. The courses include – Leading Behaviour and Culture, Leading Teaching, Leading Teacher Development, Senior Leadership and Headship – with us entering our third cohort. Programmes are delivered and facilitated by a team of Ambition Institute trained and qualified Visiting Fellows from existing individuals within the Trust.

Talented people expect their employer to value them, encourage diversity, offer flexibility, to trust them, to help them develop their career and give them a sense of purpose.

At CET we aim to ensure we create a workplace which enables our people to thrive.

“If you need support with your maths, ‘here’s some help with your maths curriculum’. If you need CPD for staff, then ‘bring this person in to help’. I call it a ‘prepared five-star package.’”

Deputy Headteacher



“I have been able to work across two of the trust’s secondary schools, undertaking key roles within each of the organisations. The CEO and Heads have been amazing at providing roles that allow me to feel valued and part of the wider organisation.”

Deputy Headteacher

“You are part of a wider community and there’s lots of opportunities to develop own practise and to help others develop.”

Teaching Assistant Apprentice



“You are so well supported and everyone always has their door open.”

Teaching Assistant

What would you say to anyone thinking about joining CET?

“I would quite simply say, what are you waiting for?”

Laura O'Connor — Assistant Headteacher





Cumbria Education Trust

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