



The Learning Academy Partnership Candidate Pack – Teaching Roles



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 values-led 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

INTRODUCTION

Welcome, and thank you for being curious about becoming part of our Trust Family. We are a School Trust which constantly strives to provide children with the very best educational offer and experience. You will have the opportunity to work alongside an exceptional team who are ambitious about what we can achieve for our children. We are excited that you share that passion and determination to have a profound impact on the future lives of our children and put them first in all we do.

We are fully committed to supporting and enabling you to be the best that you can be because our children deserve nothing less. We are proud of our high retention rates, and we are committed to supporting wellbeing and reducing workload so you can flourish in your role. We are privileged that you are interested in joining our family.

Tracey

Tracey Cleverly
Trust Lead (CEO)





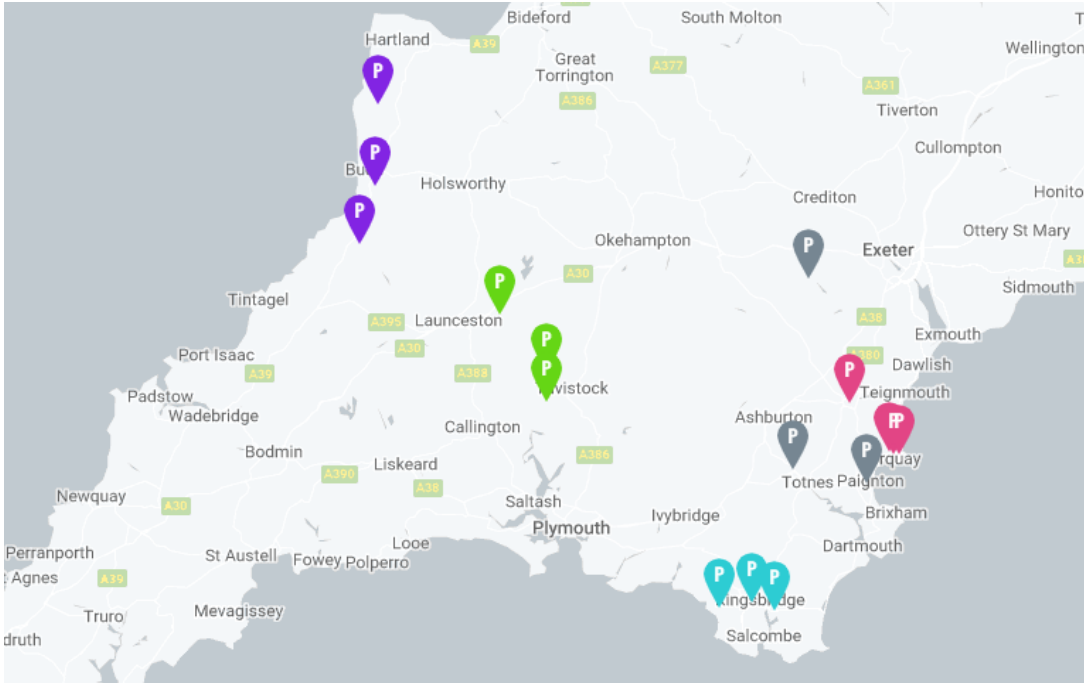
Our Trust Family of Schools

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.

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It's so hard to have just one favourite book. I have so many old and gold and new and bold favourites. It's so important for books have a place in every space in our lives. I love nothing more than recommending books!

(Danni Cooke – English Hub Lead)

”

OUR 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 2200+ 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



390 Colleagues



130 Teaching
Colleagues



2200+ 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.
- A generous Teachers Pension Scheme
- Chances to develop your career with our growing Trust through our excellent development practice and professional learning offer
- Access to the whole range of the NPQ suite and our own NPQ in Leading Teaching
- 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
- A strong proactive wellbeing network across the School Trust
- Access to a range of discounts and benefits through “Discounts for Teachers”

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

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JOINING AS AN EARLY CAREER TEACHER

Are you taking your first step in your teaching career? As an Early Career Teacher (ECT) you will benefit from the expertise from being a group of 16 schools that ensure we have the very best educational offer. Our schools work closely within their hubs where you will be part of a wider team of professionals who develop practice and share expertise. We are proud to be a single organisation where professional growth is supported and celebrated.

As an ECT, you will:

- Be fully supported by an induction tutor and mentor who will offer guidance, support, challenge and constructive feedback
- Benefit from a reduced timetable in order to participate in induction programme activities
- Chances to observe experienced teachers, either within the school or at another school with effective practice
- Empowered through high-quality CPD opportunities

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I would recommend the trust to anyone looking for a career within a supportive and collaborative trust where high standards are maintained alongside a culture of respect and wellbeing.

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JOINING AS AN EXPERIENCED TEACHER

As an experienced teaching joining our Trust, we will ensure you continue to be professionally nourished in your role and have opportunity to progress your career and develop your learning.

Our vision is to grow a School Trust family that improves the expertise and excellence that we can offer our children. We empower each other to deliver an exceptional curriculum offer where children are cared for, inspired, challenged, and develop a love of learning. By enabling you to flourish, we ensure that every child is taught by a great teacher.

We nurture, develop and care for our colleagues so that they can provide the absolute best for our children, and so we offer you a strong professional development pathway.

You will:

- Enjoy strong working relationships with professionals across the Trust to share your expertise and resources
- Have opportunity to lead subject areas and the chance to experience system leadership
- Benefit from opportunities to shadow experienced middle and senior leaders, demonstrating a commitment to CPD
- Access to the whole range of the NPQ Suite

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I feel fully supported in my teaching role & I genuinely feel like my voice is heard. Our Head is very realistic about expectations and is fully involved in all aspects of school life; I feel completely supported with regards to parents, workload and subject leadership.

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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

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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 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.





The Learning Academy Partnership

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