



**Quality First**  
Education Trust

A successful and ambitious primary academy trust with a relentless drive for improvement, excellence and equality.



# Q1E Teacher

## Application Pack



**Quality First Education Trust**



## Quality First Education Trust

Web  
[www.q1e.org.uk](http://www.q1e.org.uk)

Company No.  
07768645



Dear applicant,

I am delighted that you are interested in a teaching role at the Quality First Education Trust. Q1E is an ambitious Trust with exciting potential. I am proud and privileged to lead it.

We are a primary-only Trust of four schools in south London, and we pride ourselves on being able to provide a tailored provision for our children, staff and schools.

At Q1E we provide excellent opportunities for class teachers with outstanding professional development and support from the outset.

We ensure our teachers have the resources they need to do an excellent job, including a high quality curriculum with well-planned units and lessons. We encourage staff to access development opportunities, including Trust-wide leadership roles.

If you are new to teaching, you will be supported every step of the way. We are very proud of the support we provide for Early Career Teachers, starting with a paid three-week Q1E pre-induction programme in July. For more experienced teachers, we ensure excellent development for all those who are new to the Q1E Trust, no matter how experienced you are in your career.

Our four schools have many differences, but they are united in having fantastic and welcoming staff teams, a shared curriculum, and consistent Q1E systems and structures to support them.

If you share our relentless drive for improvement, excellence and equality, I hope you will consider applying to join us.

### **John Grove**

Chief Executive Officer

**Quality First Education Trust**



The Quality First Education (Q1E) Trust was established in 2017 and currently has four London primary schools:

- Belleville Primary School
- Belleville Wix Academy
- Churchfields Primary School
- The Alton Primary School

Our schools are linked together by a relentless drive for improvement, excellence and equality. Together we provide a high-quality education for the children we serve.

One of our core principles is the belief that **“the quality of an education system (or school) cannot exceed the quality of its teachers”** (McKinsey 2007).

This lies at the centre of what we do and how we operate. The recruitment, retention and development of excellent teachers is our highest priority.

Being part of a larger organisation gives our schools many advantages. Our teachers are able to share knowledge, best practice and resources, and access a centrally developed curriculum, with clear units and lesson plans ready to deliver. We have excellent pedagogical directors who support the development of teaching and learning strategies and primary subject knowledge across the Q1E Trust.





We lead the South West London Maths Hub and are a national leader in the teaching of mastery style mathematics. We take pride in having a broad, balanced, high quality curriculum in all areas.

We believe in primary schools improving primary schools (and teachers improving teachers!), through approaches based on research and evidence. We have a strong history of school-to-school support and improvement, including an excellent peer review programme, and we have strong links with outstanding schools nationally and internationally. We have a keen interest in learning from the best, so staff have numerous opportunities to watch and learn from excellent teaching, visit other settings, engage with outstanding visitors, and participate in research projects.

We seek teachers who share our collaborative ethos and our drive to provide an excellent quality first education for all.





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*'Thank you for providing me with a really thorough induction to the Trust. I found it extremely helpful and reassuring. I also enjoyed meeting other ECTs and the induction gave us an opportunity to form an additional support network for this challenging first year. I haven't come across any other Trusts offering this level of training for new teachers and it's made me feel like I'm good hands for the start of my new career.'*

**New teacher 2022**

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Q1E provides clear structures, excellent resources and outstanding professional development for teachers. We aspire to be an 'employer of choice', providing all those who join us with excellent working conditions and career prospects.

Across the Q1E Trust, we have a strong, well-planned curriculum with clear units and lesson plans. In each primary year group, we have 10 to 12 teachers across our four schools who review their plans together every week. Teachers also assess and moderate together.

Each of our schools employs specialist teachers for specific subject areas such as PE and languages, so that class teachers can focus on excellent provision in the core and foundation subjects.



**Name:**  
Cara Wright

**Joined Q1E in:**  
September 2020

**Three words to describe Q1E:**  
Opportunity, support, learning

*I have enjoyed having the opportunity to develop as a teacher and professional, and to work as part of a wider team across the trust. There are so many people to go to for support and advice!*



## Teaching with us

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We foster an open door policy. Teachers should always feel they can watch others teach, ask questions and access support or advice whenever they need it.

Our buildings are well-maintained and our classrooms are excellently resourced. We believe it is important for teachers to have excellent resources to do their job.

You will be welcomed and encouraged to participate in the wider life of your school. All of our schools have fantastic, friendly and supportive staff teams, and serve vibrant communities with supportive parents and carers.

Superb extra extra-curricular activities are provided for our children and each of our schools makes the most of being within easy reach of central London, with trips to amazing landmarks and world-famous museums. Pupil voice is important, and children are encouraged to take on leadership roles.



**Name:**

Dermot Mullin

**Joined Q1E in:**

June 2019

**Working at Q1E is:**

**Motivating, fast-paced and progressive**

*I have had the opportunity to teach in the English and bilingual streams at Belleville Wix, and am now an Assistant Head for the school.*





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**‘The induction is extremely thorough and will leave you feeling well prepared for your first term of teaching. Q1E has innovative ways of working and clearly invest a lot of time in developing and supporting their teachers.’**  
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**New teacher 2022**





All staff joining the Q1E Trust receive an extensive programme of induction and training.

## Early Career Teachers (ECTs)

Since 2012 we have trained almost 500 new teachers, within and beyond our Trust, as part of our outreach work. You will be part of an ECT cohort in your first two years of teaching, so you won't be on your own.

### Our ECTs receive:

- three weeks of paid pre-induction training in July, once you finish your teacher training, covering how we teach Maths and English in depth, and our wider curriculum and pedagogical strategies.
- a structured two year ECT induction programme starting in September, which includes enrolment on University College London training, facilitated by the Wandle Teaching School Hub
- a tailored and regularly reviewed development plan from the first day of your first term
- an in-school mentor – an experienced teacher able to provide practical support in your role
- an induction leader to ensure your development needs are met
- support from senior members of the Q1E central team, offering pedagogical advice and support.

## Experienced teachers

**Support isn't just for ECTs. We ensure excellent development for all those who are new to the Trust, no matter how experienced in their career.**

More experienced teachers joining the Q1E Trust will receive:

- training on how we teach Maths and English, and a clear understanding of the school and Q1E Trust expectations before your first term starts (in negotiation with your current school)
- a structured induction programme once you are in the role
- a tailored professional development plan which is reviewed at least half termly.





### Ongoing entitlement for all teachers

The development doesn't stop once you've settled in!

All teachers receive:

- Regular professional development observation and feedback
- An annual development conversation
- Joint planning and assessment with teachers from across the Q1E Trust
- Excellent INSET sessions, including joint development days for all teachers across the Q1E Trust
- Professional support from senior leaders including modelling, coaching and guided lessons
- Support from the Q1E Trust's pedagogical and curriculum leaders, to help you develop your teaching and learning strategies and subject knowledge
- The opportunity to observe others' teaching, both live and filmed, and to film and discuss your own lessons to support personal reflection and professional coaching
- Access to extensive internal and external training opportunities, appropriate to your needs
- Leadership opportunities within your school and across the Q1E Trust. Many of our leaders started with us as new teachers or support staff!



**Name:**

Emma Wadsworth

**Joined Q1E in:**

September 2021

**Working at Q1E is:**

**Exciting, diverse and challenging**

*I've received regular CPD opportunities through the Trust and my teaching confidence has increased hugely!*







Belleville is a large, popular, successful school in Battersea/Clapham within easy reach of Clapham Junction.

Belleville retained its “Outstanding” rating (Ofsted) in March 2022 and prides itself on providing an excellent, broad and balanced curriculum whilst ensuring high standards in the core subjects.

It has over 900 pupils on two sites and a focus on positive learning behaviour and high expectations for all children. A diverse variety of languages, cultures and backgrounds are represented here. The growth in school numbers over time reflects the excellent quality of education provided.

As a designated National Support School, Academy Sponsor and Maths Hub, Belleville has a long history of excellence and of supporting and improving schools. Belleville was also part of the first ever cohort of designated Teaching Schools.

Webb's Road  
London  
SW11 6PR

Meteor Street,  
London  
SW11 5NZ

*“Pupils are safe and thrive at Belleville. Pupils speak with enthusiasm about the rich curriculum they learn.” (Ofsted 2022)*



Belleville Wix Academy (BWA) is located close to Clapham Common and near to the vibrant centre of Battersea.

Belleville Wix Academy has a unique bi-cultural ethos and community. It shares its site with École de Wix, a French primary school. As well as our English curriculum stream, BWA works with École de Wix to offer jointly-run bilingual classes.

Ofsted (Good, with outstanding early years provision, 2019) say the “provision for reading and mathematics is exceptionally strong” and “leaders and staff support every pupil to reach their full potential”. BWA joined the Q1E Trust in 2017 and has had a truly successful school improvement journey, benefitting from working closely with Belleville.

Wix's Lane  
Clapham Common North Side  
London  
SW4 0AJ

*“Pupils enjoy coming to this school. Pupils have very positive attitudes to their learning.” (Ofsted 2019)*





Churchfields is a popular two to three form entry primary school in Beckenham with extensive outside space. It is passionate about children achieving their best, developing independent skills and enjoying their learning, offering a well-rounded, broad and balanced education.

Its Ofsted Section 8 inspection in 2022 (Good) praised the curriculum, planning and high expectations for all and said that 'there was enough evidence of improved performance to suggest that the school could be judged outstanding'. Ofsted noted that children's behaviour is excellent and staff feel valued and supported.

Churchfields has a strong commitment to inclusion and its provision includes a two class SEND provision for children with severe and complex needs.

Churchfields Road,  
Beckenham  
Kent,  
BR3 4QY

*"Pupils are happy and kept safe in school. Pupils have high standards of their own and others' behaviour" (Ofsted 2022)*

The Alton is a one form entry inclusive primary school, right next to Richmond Park in southwest London.

Ofsted (Good, 2019) describe The Alton as a school where "pupils come to school happily" and "leaders and staff support every pupil to reach their full potential". They have extensive facilities that offer children a wide array of fantastic, vibrant and diverse opportunities.

The Alton work hard to ensure the children love learning, enjoy school and develop self-esteem so they feel safe and understand their uniqueness and ability to make a difference in their own lives and the lives of others.

The Alton is also home to a small Resource Base for children with moderate learning difficulties.

Danebury Avenue,  
Roehampton,  
London,  
SW15 4PD

*"Pupils come to school happily. They have respectful and warm relationships with staff. They work hard in lessons and aim to do the best that they can." (Ofsted 2019)*





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*'Q1E has a genuine desire to ensure their staff are well trained and supported in their work.'*

2022 Q1E teacher

*'From my initial impressions, the Trust are very friendly and supportive.'*

2022 Q1E teacher

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## MAIN DUTIES AND RESPONSIBILITIES

### The post holder will:

- **Be an excellent teacher**
- **Use a range of strategies to meet children's many and varied needs**
- **Maintain thorough subject knowledge, and knowledge of national and local developments**
- **Set clear targets for children's learning**
- **Use assessment information to inform all aspects of planning and teaching**
- **Display commitment to raising standards and accelerating pupil progress**
- **Keep parents informed about their child's progress and wellbeing**
- **Liaise with other staff and outside agencies as necessary to best support each child**
- **Support the aims and ethos of the Quality First Education Trust**
- **Operate in accordance with the aims, policies and procedures of the Q1E Trust and the school**
- **Set a good example in terms of conduct, dress, punctuality and attendance**
- **Participate in and contribute to staff training and meetings**
- **Positively embrace professional development and research**
- **Reflect on and improve performance**
- **Be aware of and comply with policies and procedures relating to Child Protection, Safeguarding, and Health and Safety, and report all concerns to the appropriate person**
- **Undertake other general tasks that the Headteacher may reasonably ask.**

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions document. This may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.



# Person Specification

We are looking for someone who:

## Education/qualifications

- Has Qualified Teacher Status

## Experience

- Has taught children successfully, meeting their many and varied needs
- Has evidence of being an excellent teacher
- Has evidence of raising standards and accelerating pupil progress

## Knowledge and Understanding

- Understands the purpose, structure and balance of the National Curriculum/ EYFS curriculum and its requirements
- Has thorough subject knowledge
- Keeps abreast of national and local education developments
- Displays commitment to the safeguarding and protection of children and fulfils relevant duties for child protection

## Skills and abilities

- Is an outstanding teacher
- Can assess, record and report on the achievements of pupils

## Personal qualities

- Is committed to equal opportunities
- Respects and values different experiences and backgrounds
- Is able to develop positive relationships with all members of the school community
- Is a good communicator
- Has an exemplary record of attendance and punctuality
- Holds high expectations of pupils, adults and self
- Is committed to personal and professional development
- Is reflective and learns from experience
- Is motivated
- Is proactive

This specification acts as selection criteria and gives an outline of the type of person and the characteristics required to do the job. Essential characteristics: those without which the candidate would be rejected. Desirable characteristics: useful for choosing between two good candidates.

We very much hope you will decide to apply to be a teacher with the Q1E Trust. Please check [www.q1e.co.uk/join-us/recruitment/](http://www.q1e.co.uk/join-us/recruitment/) for the current application deadline. Your early response is encouraged, as we review applications as we receive them.

We will be looking for evidence which demonstrates that you meet all the criteria in our person specification, and are ready and excited to join us! We have a single application form for the Q1E Trust as a whole, which enables you to tick the Q1E school or schools that you are interested in. We strongly encourage you to email [recruitment@q1e.org.uk](mailto:recruitment@q1e.org.uk) if you would like to arrange an opportunity to visit any of our schools before you apply.

Our application form and equal opportunities form can be found at [www.q1e.co.uk/join-us/recruitment/](http://www.q1e.co.uk/join-us/recruitment/). Please download and complete both forms and email them to [recruitment@q1e.org.uk](mailto:recruitment@q1e.org.uk). Please note that we do not accept CVs. Please also contact [recruitment@q1e.org.uk](mailto:recruitment@q1e.org.uk) if you have any special requirements to enable you to fully participate in the application/selection process.

## EQUAL OPPORTUNITIES

In the Quality First Education Trust:

- our schools are committed to ensuring that every employee is treated fairly in day-to-day work, promotion and training.
- every job applicant is given an equal chance when they are considered for jobs.
- our schools aim for their workforce to reflect the composition of the local community.
- our schools aim to end discrimination in the workplace in respect of different racial groups, sexual orientation, religion, belief and people with disabilities.

## LEGAL INFORMATION

As you are applying for a job with us at the Quality First Education Trust, we need to make certain legal aspects clear before you submit your application.

We are under a duty to protect the public funds we administer and to this end may use the information you have provided on your application form for the prevention and detection of fraud. We may also share this information with other bodies responsible for auditing or administering public funds for these purposes. Providing any misleading or false information to support your application will disqualify you from appointment, or if appointed will render you liable to dismissal without notice. By submitting the application form, you declare that you have understood and complied with the requirements laid down in the previous paragraph.

## SAFEGUARDING

The school and the Q1E Trust are committed to safeguarding and promoting the welfare of children. This role involves engaging in regulated activity relevant to children. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. Safeguarding checks will be undertaken, including an enhanced Disclosure and Barring Service (DBS) check and a barred list check. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. All criminal convictions must be disclosed. Our safeguarding policy can be found at [www.q1e.co.uk/about-us/safeguarding/](http://www.q1e.co.uk/about-us/safeguarding/)

## DATA PROTECTION

When you complete the application form you will be required to declare that you understand that the information given on the application form will be used by the Quality First Education Trust for:

- the purpose of processing my application for employment;
- monitoring the Q1E Trust's employment policies; and if my application is successful, recording information relevant to my employment.

Submitting the application form consents to the processing by the Q1E Trust for the purposes set out above of all the information you give, including such information as constitutes sensitive data.

