






LEARNING
ACADEMIES TRUST

CLASSROOM TEACHER RECRUITMENT PACK

BELIEVE YOU CAN, TOGETHER WE WILL

 www.learningat.uk  01752 938028  info@learningat.uk



About the Learning Academies Trust

The Learning Academies Trust was originally formed by three Plymouth primary schools in November 2016. In April 2018 three more primary schools joined, and in October 2018 two further schools joined our family. In terms of pupil numbers, the Trust is now the largest primary school MAT, or Multi Academy Trust in the city of Plymouth with plans on the horizon to grow.

The Learning Academies Trust is a family of schools dedicated to delivering outstanding education to all our children, whatever their starting point or background. Our Trust holds three core beliefs at the centre of the work we do:



Every child in our Trust deserves an outstanding education



Schools work best when they work together



Every school is unique

All of our schools are committed to the following values:

Together we
will...

Aim to develop our children as
responsible rounded citizens

Not let social disadvantage be
an obstacle to success

Develop our children's love of
enquiry and perseverance to
become life-long learners



Provide a rich and stimulating
curriculum which is broad and
balanced

Establish an inspirational
environment in every
classroom

Work hard every day to be
'outstanding' in everything we
do

Strive for the highest academic
standards

We know that with great leadership, inspirational teaching, caring pastoral support and hard work, every child in every one of our schools can succeed. By joining our Trust, you will

become part of an inspiring group of people, committed to shaping a great future for our city's children.

The Learning Academies Trust is comprised of 8 Primary Schools across the city of Plymouth, and delivers exceptional education to approximately 3000 children and employs over 500 members of staff. Each school has a unique identity and set of values but are joined together in their aspirations for their communities. For more information about the Trust, our schools and what we do, check out our website www.learningat.uk

A message from our Chair of the Trust Board...



Mr John Butcher

Thank you for showing interest in joining the Learning Academies Trust. We are proud of our achievements to date and our recognition as a truly collaborative and united partnership of Plymouth primary schools. It is our aim to support our schools with expert advice from a central team of experts covering estates, IT, finance and HR. Furthermore, our school improvement offer demonstrates a shared, supportive understanding of curriculum delivery that meets the needs of our young people.

The LAT believes that strong communication between the strategic direction provided by the Trust Board and its local governing bodies is also significant in establishing a coherent and shared vision with common values embedded in our practice. I truly hope you will want to explore this exciting professional opportunity and we would be delighted to share our offer with you during the application process.

A message from our CEO...



Mr Simon Spry

This is an exciting time to be considering a career with us at the Learning Academies Trust. As a Primary phase family of local schools with continued growth plans, we have high expectations to deliver the very best for our children.

If you are passionate about working with us and the children in our schools, we'd love to hear from you. Information about the role and the school you are applying for are detailed in this pack and for wider Trust wide news and information, please check out our website or Twitter feed @learningatceo.

If you would like any further information or a conversation about the Trust, then there is no better way than to do this in person.

Please contact our Trust HR Team to arrange a time to talk hr@learningat.uk

About Mayflower Community Academy

Executive Headteacher: Mr David Sammels

Location: 41 Ham Drive, Ham, Plymouth PL2 2NJ

Approximate number of students: 390

Approximate number of staff: 80

Message from the Headteacher

We are delighted to welcome you to our forward-thinking school. Our staff are committed in their role of creating the most inspirational opportunities for our pupils and their families. Each school role plays an important part in supporting our wider team to do just that. Mayflower roots itself in informed educational practice and plays a pivotal role in both local and national research and development. We pride ourselves on developing leaders who strive to develop the talents and interests of our community. We look forward to meeting new members who can take us even deeper into this work. We welcome your application. Together we can...

David Sammels, Executive Headteacher

Job Specification – Teaching Position

Job Title	Classroom Teacher
Location	Mayflower Community Academy
Responsible to	Headteacher
Job Type	Permanent
FTE	1.0 FTE
Salary FTE	MPS1 – 6 £25,714 - £36,961
Closing date	9am Sunday 22nd May 2022
Proposed Interview date	Thursday 26th May 2022
Proposed start date	September 2022

Roles and Responsibilities

- Take responsibility for a class or classes of children determined on an annual basis by the Headteacher and in accordance with the duties listed below
- To carry out the professional duties covered by the latest School Teachers' Pay and Conditions Document. The postholder will be expected to undertake duties in line

with the professional standards for qualified teachers and uphold the professional code of the General Teaching Council for England.

- Deliver and administer statutory and non-statutory assessments.
- Teach a class or classes of pupils, and ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs;
- Maintain the positive ethos and core values of the school, both inside and outside the classroom;
- Promote the school's visions, aims and values.
- Contribute to constructive teambuilding amongst teaching and non-teaching staff, parents and governors;
- Be willing to take part in wider school life.
- Bring initiative, energy and drive to the team.
- Have high expectations of every child from their given starting points.
- Refuse to allow disadvantage to be a barrier to their children's achievements.
- Empower and inspire children and staff to want to succeed.
- Have secure subject knowledge in the primary curriculum.
- Be immersed in our inclusive nature as a school and recognise/appreciate the needs of our children and community.

The Class Teacher will:

- Implement agreed school and trust policies and guidelines;
- Support initiatives decided by the LAT, Headteacher and staff;
- Plan appropriately to meet the needs of all pupils, through differentiation of tasks;
- Be able to set clear targets, based on prior attainment, for pupils' learning;
- Through high quality teaching deliver a school curriculum that inspires all children;
- Provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils;
- Keep appropriate and efficient records, integrating formative and summative assessment into planning;
- Work with school leaders to track the progress of individual children and intervene where pupils are not making progress;
- Report to parents on the development, progress and attainment of pupils;
- Promote the school's code of conduct amongst pupils, in accordance with the school's behaviour policy;
- Participate in meetings which relate to the school's management, curriculum, administration or organisation;
- Communicate and co-operate with specialists from outside agencies;
- Make effective use of ICT to enhance learning and teaching
- Lead, organise and direct support staff within the classroom;
- Participate in the performance management system for the appraisal of their own performance, or that of other teachers

This job description will be reviewed annually as part of the performance management review process, or more frequently if necessary. It may be amended at any time after consultation with the headteacher and postholder.

PERSON SPECIFICATION

	Essential	Desirable
High quality teaching leading to good progress and outcomes	Excellent teaching skills and a passionate commitment to excellence and enjoyment	Ability to contribute to a curriculum team
	Experience of working successfully across different age groups within a primary school	
	Excellent use of feedback and assessment to support children's understanding of their next steps and targets	
	Understanding of the importance of pupil progress data tracking and target setting	
Commitment to meet all of the needs of the children	Proven ability to cater for the needs of all children, including the most vulnerable and pupil premium children	An understanding of the 'Building Learning Power' initiative and growth mindset
	Proven ability to improve outcomes for children (academic and pastoral)	Experience of working with EAL children
	Clear awareness of how to keep children safe	
High quality behaviour management	A proven ability to manage children's behaviour, using a positive approach	
	Evidence of an ongoing positive and enthusiastic approach to motivating the children and supporting colleagues	
Commitment to the wider life of the school and professional development	Good emotional intelligence and interpersonal skills	Sense of humour
	Ability to work sensitively with children, parents and carers	Willingness to lead extra-curricular activities
	Ability to be flexible and adapt to any last minute changes	
	Keen interest in further professional development and evidence of responding positively to advice given	

	Commitment to working collaboratively with colleagues at Mayflower and across the Trust for the good of all children	
	Ability to work across a large building	
	Qualified teacher status Commitment to following the school's code of conduct (within staff handbook)	

Working for our Trust

By working within our Trust, you will be part of a team of people who want to make a difference in the lives of the children and communities we serve. Whether you are joining us in a teaching capacity or a support service position, you will become vital in helping to shape the futures of the next generation for our city.

The Learning Academies Trust strives to be an employer of choice in the southwest. We are committed to developing our employees to their full potential and take great pride in the availability of learning and development resources for our staff. From training days to an extensive package of e-learning courses, you will have a wealth of opportunities available to develop your skills and experience.

Employee benefits



In January 2020, the Learning Academies Trust became the first education employer in Plymouth to achieve the Livewell Southwest Wellbeing at Work Bronze Award. The Trust is committed to supporting the wellbeing of all staff and is proud to work closely with official bodies to ensure we have a holistic approach to staff wellbeing.

As a Learning Academies Trust employee, you will have access to a growing list of benefits to support you both professionally and personally. Our benefit package includes:

- Free counselling services for personal or professional support
- Cycle Scheme
- Employee Newsletter
- Regular recognition awards
- DSE Eyecare scheme
- iHASCO online training courses
- Annual flu vaccination
- Annual health check

- Discounted gym membership

How to apply

In order to apply, please use the button at the bottom of the advert

(www.learningat.uk/join-us/vacancies/) to download and submit an application form.

Alternatively, you can email your completed application to hr@learningat.uk. If you would like to request a paper copy, please email hr@learningat.uk. Please note – we do not accept CVs. Completed applications should be submitted prior to the closing date listed above.

With 8 schools, we are regularly looking for passionate people to join our teams. If there are no vacancies currently, but you would like to be considered for future vacancies, please send your CV to hr@learningat.uk and we will be in touch as soon as we have a suitable position.

