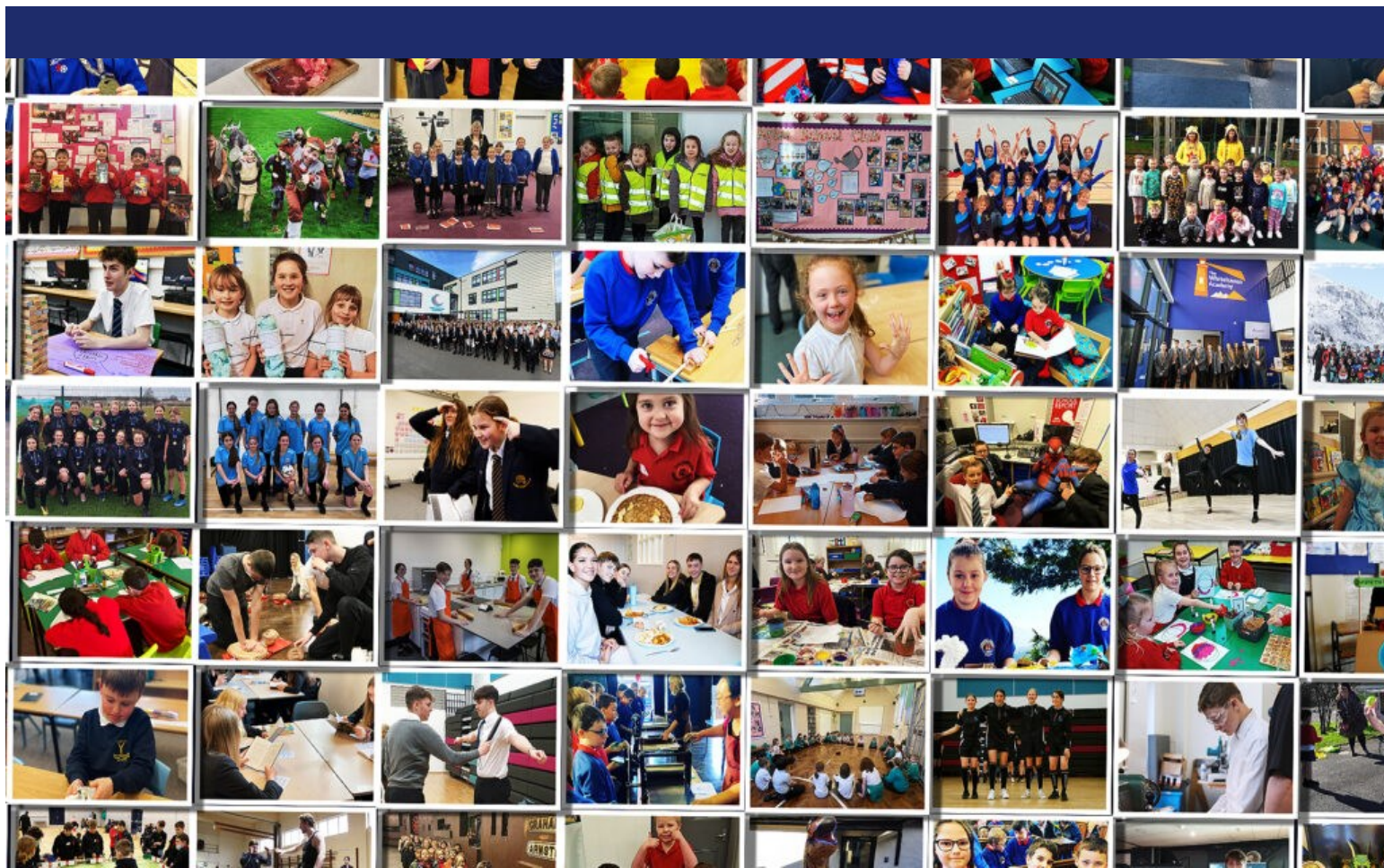




# Cumbria Education Trust

BE THE BEST YOU CAN BE

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



## Recruitment Pack

**Classroom Teacher -  
Hensingham Primary School - HENT6**

[www.cumbriaeducationtrust.org](http://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

*L. Hughes*

**Lorraine Hughes, CEO**

# 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

<b>Post Title</b>	<b>Classroom Teacher</b>		
<b>Responsible To</b>	<b>Headteacher</b>		
<b>Location</b>	<b>Hensingham Primary School</b>	<b>Salary</b>	<b>MPS/UPS</b>

Hensingham Primary is a friendly, happy and vibrant school which lies at the heart of the local community. It is located in Whitehaven. The Trustees are seeking to employ an outstanding teacher who is creative, imaginative, highly motivated and vibrant to join our school team.

The role:

To plan work for the class in accordance with national and school curriculum policies and in cooperation with middle and phase leaders to ensure that the children experience a broad, balanced, relevant and stimulating curriculum.

To ensure a close match between the learning experience offered, and the individual needs of the children in the class, so as to give each child an opportunity to achieve to the maximum of his/her capability.

Where possible, to make sure that the majority of the children's work is closely linked to first-hand practical experience.

To provide children with opportunities to manage their own learning and become independent learners.

To create a secure, happy and stimulating classroom environment, maintaining the highest standards of organisation, and discipline.

To foster each child's self-image and esteem and establish relationships which are based on mutual respect.

To maintain a high standard of display both in the classroom and in other areas of the school.

To assess children's progress, maintain records and provide written reports to parents and carers in accordance with school policies.

To communicate and consult with parents and carers and with outside

To ensure that relationships established with children are fair, respectful, trusting, supportive and constructive, communicating sensitively and effectively.

Encourage a culture of listening to children, paying attention to what they say and valuing and respecting their views

Ensure that the positive values, attitudes and behaviour are demonstrated which the setting expects from the children

Maintain personal expertise and share this with other teachers

Establish fair, respectful, trusting and constructive relationships with families and parents/carers, and communicate sensitively and effectively with them

To work in partnership with parents / carers and other family members, providing formal and informal opportunities through which information about children's well-being, development and learning can be shared to improve outcomes

Establish and sustain a culture of collaborative and cooperative working between colleagues

Influence and shape the policies and practices of the setting and share in collective responsibility for their implementation

Contribute to the work of a multi-professional team and, where appropriate, coordinate and implement agreed programmes and interventions on a day-to-day basis

To take up the opportunity to access professional development through self-directed reading, courses and in-service training.

To undertake any other reasonable and relevant duties in accordance with the changing needs of the school.





## The Application Process

**Classroom Teacher Hensingham Primary School - Vacancy Reference: HENT6**

**Permanent - Start 01 September 2023**

**Salary: MPS/UPS**

**DO YOU SHARE OUR PASSION TO INSPIRE EVERY YOUNG PERSON TO REACH THEIR POTENTIAL?**

Hensingham Primary became part of the Cumbria Education Trust in the Autumn Term 2019; it is led with shared vision, honesty and purpose. Hensingham Primary is a rapidly improving school with an exciting future; we are committed to creating a vibrant, innovative and inspiring learning environment which maximises the potential of our children and community. The successful candidate will be joining Hensingham at an exciting time, as we continue to build on our recent successes and move forward on our journey to establish ourselves as one of the highest performing schools in our local area.

This is an exciting opportunity to join the School at a pivotal time and be part of our vision for providing an education for the pupils at Hensingham Primary School which maximises their life chances and nurtures their potential.

We are looking for a committed and dynamic class teacher to join us as soon as possible.

The successful candidate will:

- Be an excellent communicator committed to being part of an effective team within the whole school community

- Set high expectations and have a commitment to challenging learners to achieve well

- Be a passionate, caring and inspirational teacher

- Be self-motivated and reliable

- Be enthusiastic about inter-school collaborative working and committed to Continuous Professional Development.

We can offer:

- A commitment to your personal and professional development and the opportunity to develop your role as a leader

- Enhanced opportunities for collaborative working as part of a dynamic and highly successful Multi Academy Trust

- Friendly and enthusiastic children and a supportive team ethos.

If you have the qualities required, along with the passion and aspirations to contribute to the success of the School and the MAT, then we would welcome an application from you. Please state your curriculum strengths in your application letter – experience of qualified teaching across a range of age groups would be highly advantageous.

**For an informal discussion about this post, please contact the Headteacher, Cate Floyd, on 01946 690021.**

**For an application pack please see:** <https://www.cumbriaeducationtrust.org/work-with-us/vacancies/>

Remember to include a supporting letter and ensure that you give contact telephone numbers (daytime and evening) and contact numbers and email addresses for your referees.

Please return all applications to: [hrmanager@cumbriaeducationtrust.org](mailto:hrmanager@cumbriaeducationtrust.org)

**Closing date:** Monday 05 June 2023. **Interviews:** 09 June 2023

The Cumbria Education Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff and volunteers to share this commitment. Enhanced DBS disclosure and Barred List checks are required for this post.



# 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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