



**Penrose  
Learning Trust**

# **Recruitment Pack**

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**East Bergholt High School  
Deputy Headteacher  
Pastoral & DSL**

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## Primary Schools

## Secondary Schools



# Welcome

Dear Applicant,

Thank you for your interest in the post of Deputy Headteacher, Pastoral and Designated Safeguarding Lead, at East Bergholt High School. This is an exciting opportunity to join the Senior Leadership Team of our popular and successful school. East Bergholt High School is a vibrant, student-focussed 11-16 secondary school rated “Good” by Ofsted in June 2023. We foster a strong community and have great pride in our students and their achievements. Our examination results continue to improve year on year, but we still have ambitious plans for the future.

At East Bergholt High School, we are a community of professionals who are dedicated to providing the best possible education for our children. We have a supportive ethos that is underpinned by an excellent CPD programme both within the School and the Penrose Learning Trust. At EBHS, we strive for excellence in the classroom, provide a rich academic curriculum and offer a huge range of extra-curricular activities. We truly believe that all pupils should be provided with a rich educational experience, regardless of their background or starting points.

As part of the Senior Leadership Team, the Deputy Headteacher plays a significant role in the strategic and operational leadership and management of the school. The successful candidate will be an experienced teacher and leader with a proven track record of innovative and successful management and leadership. They will be passionate about ensuring that every child can be the best they can be and have meticulous attention to detail around matters relating to the safeguarding and the wellbeing of our pupils.

The successful candidate will have significant experience of Pastoral Leadership and is likely to already be a highly effective senior leader. They will work closely with the AHT for Behaviour and Attendance and the wider pastoral support team, as well as the SENDCo.

We are part of the Penrose Learning Trust - an inspirational, passionate and collaborative Trust. Made up of five primary schools and four secondary schools, we have a team of more than 600 staff and 4,500 learners. We are a vibrant and exciting place to work, and strive to make a difference every single day.

This is a fantastic opportunity for a highly motivated, dynamic and ambitious individual with the relevant skills, knowledge, experience and leadership behaviours to join our team.

We welcome applications from individuals who have the passion, drive and vision to join us on our journey to excellence.

Come and work with us and help us to be the best we can be.



Dan Woodcock

Headteacher

# All About Penrose Learning Trust

## Mission

Excellence through collaboration

## Vision

To inspire and enable all our young people, regardless of background or need, to be the best they can be.

## Values

Showing respect and tolerance

Valuing relationships

Being inclusive

Celebrating achievement

Demonstrating positivity



9 schools

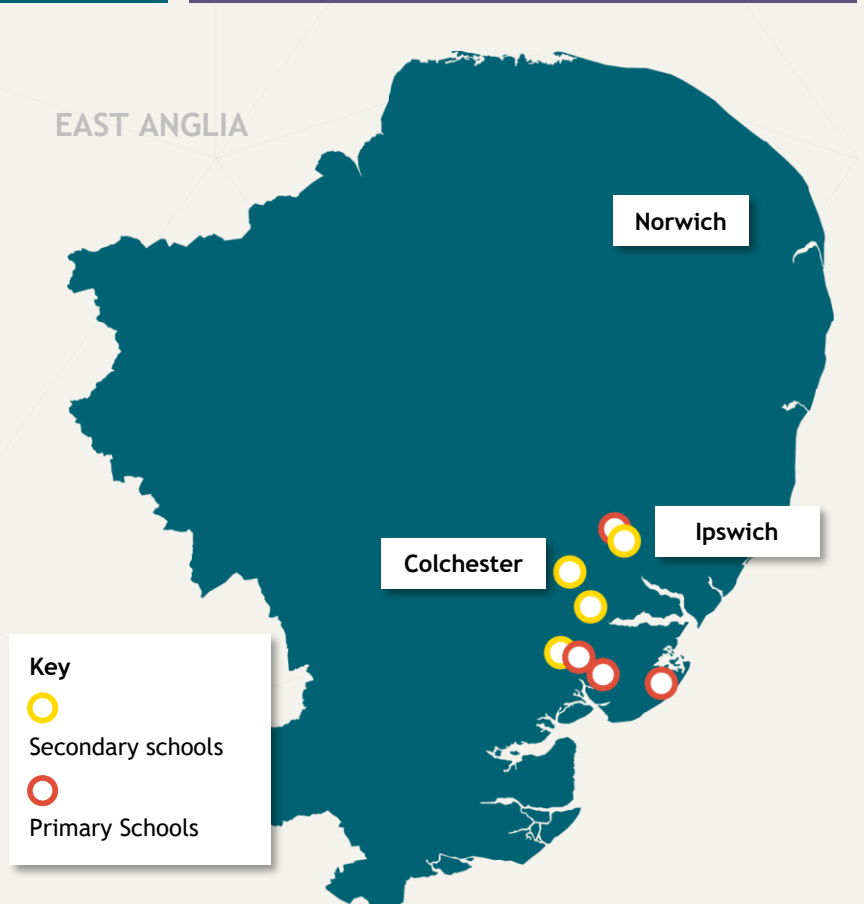


4,500+ children



690 staff

EAST ANGLIA



# What Makes Penrose Learning Trust a Great Place to Work?



At Penrose Learning Trust we are committed to bringing about excellence via collaboration and a commitment to do the very best for every child in our care.

The Trust was established in 2017 with Claydon High School, East Bergholt High School and Hadleigh High School coming together to form a trust of like-minded and aspirational schools.

Since then, we have grown to nine schools all within a 45-minute drive of each other. Our Trust is continually growing and evolving with new schools often utilising our Trust Partnership programme to experience and benefit from how we work. From this scheme alone, four schools have taken the decision to join us.

Teaching and learning, school improvement and staff CPD are at the core of ensuring our pupils and staff get the best opportunities and development. We work in partnership with our local Teaching School to deliver NPQs and we are an OLEVI (outstanding leadership in education) trust, delivering programmes to develop outstanding teaching and coaching. Our support staff training complements the teaching staff programmes to ensure all staff have the opportunity to professional learning.

The Trust-led CPD programme includes:

- ▶ Outstanding teacher programme
- ▶ Creative teacher programme
- ▶ The power of coaching
- ▶ Making a difference in middle leadership
- ▶ NPQs
- ▶ Cross trust communities of improvement
- ▶ HR CPD
  - ▶ Managing staff during probation
  - ▶ Managing staff absence and creating a culture of attendance
  - ▶ Safer recruitment

We are incredibly proud of what we have achieved as a MAT. Through collaborative leadership and keeping our vision and values front and centre in all we do, we support staff and learners to be the best version of themselves.



# Benefits of Working for Penrose Learning Trust

**Professional Learning Programme**

**National Terms and Conditions including pension schemes**

## **Wellbeing**

We care deeply about our staff and have an employee assistance programme, supportive leave policy and flexible working policy

**Free eye tests**

**Cycle to work scheme**

## **Pensions**

**All staff have access to the Local Government Pension Scheme or Teachers Pension Scheme**

This also includes a death in service benefit



# Job Description

<b>Job Title:</b>	Deputy Headteacher		
<b>Reports to:</b>	Headteacher	<b>Salary/Grade:</b>	L16 to L20
<b>Hours/Weeks</b>	Full time		
<b>Job Purpose:</b>	<p>The Deputy Headteacher, under the direction of the Headteacher, will take a major role in:</p> <ul style="list-style-type: none"> <li>• Formulating the aims and objectives of the school</li> <li>• Establishing policies for achieving these aims and objectives</li> <li>• Managing staff and resources to that end</li> <li>• Monitoring progress towards the achievement of the school's aims and objectives</li> <li>• If the Headteacher is absent, the Deputy Headteacher will deputise, as directed by the Academy Committee or CEO</li> </ul> <p>The Deputy Headteacher will also be expected to fulfil the professional responsibilities of a senior leader teacher, as set out in the School Teachers' Pay and Conditions Document (STPCD).</p> <p>The post holder will act as the School's Designated Safeguarding Lead.</p>		

## KEY ACCOUNTABILITIES AND RESPONSIBILITIES:

### Qualities and Knowledge

- Hold and articulate clear values and moral purpose, focused on providing a first-class education for all students.
- Demonstrate optimistic personal behaviour, positive relationships and attitudes towards students, staff and all key stakeholders.
- Lead by example - with integrity, creativity, resilience, and clarity - drawing on your own scholarship, expertise and skills, and that of those around you.
- Sustain wide, current knowledge and understanding of education and school systems locally, nationally and globally, and pursue continuous professional development.
- A commitment to collaborative working and a willingness to contribute to the school and Trust wide developments

### Safeguarding

- Ensure the School meets its statutory obligations with regards to Safeguarding and Child Protection.
- Undertake the role of the School's Designated Safeguarding Lead, taking the lead responsibility for safeguarding and child protection in all aspects across the school.
- Monitor staff Safeguarding records.

- Manage the work of the ADSL and wider safeguarding team to ensure they complete their work to the highest standard
- Take part in strategy discussions and inter-agency meetings, and contribute to the assessment of children. Advise and support other members of staff on child welfare and child protection matters, and liaise with relevant agencies such as the local authority and police.
- Work with the Academy Committee to ensure the school child protection policy is reviewed annually (as a minimum) and the procedures and implementation are updated and reviewed regularly
- Ensure the safeguarding policy is available and easily accessible to everyone in the school community
- Where children leave the school, securely transfer their child protection file to their new school.
- Undertake safer recruitment training and support the school to follow best practice.
- Monitor the single central record and ensure it complies with all relevant legislation.
- Provide safeguarding reports to the Academy Committee and Trustees.

#### **Pastoral**

- Take overall responsibility for student's pastoral care and welfare, working closely with external agencies to wrap around support for students.
- Strategically lead behaviour and discipline, reporting as required.
- Strategically lead attendance and punctuality, to ensure overall attendance figures are above national average.
- Proactively lead on and address anti-bullying, anti-racism, e-safety and harmful sexual behaviour; putting in place strategies to reduce incidents over time, reporting as required.
- Strategically lead the provision for students with SEND.
- Oversee the progress and provision for Children in Care
- Oversee the school system for addressing poor behaviour including detentions, suspensions, internal exclusion.
- Have strategic overview of managed moves and mid-year admissions
- Oversee Alternative Education provision and achievement
- Strategically plan and develop the interform ethos and culture.
- Further develop recognition and reward systems across the school, ensuring that rewards are high profile and that students are recognised for their positive behaviour, attitude and demonstration of the school values.
- Develop opportunities across the school for students to take on leadership opportunities, including the Student Leadership Team, School Council, Junior and Senior Prefects and SOS Peer mentors.
- Working with the AHT - Curriculum, ensure registration, the role of the Form Tutors and the Tutorial Curriculum are highly effective including the high-quality delivery of PSHE and RSE.
- Ensure the Equality and Diversity agenda is fully integrated into all aspects of the work of the school, creating opportunities to celebrate both throughout the year.



- Oversee the assembly programme ensuring a good coverage of spiritual, social, moral and cultural input

### **Students and Staff**

Under the direction of the Headteacher:

- Demand ambitious standards for all students, instilling a strong sense of accountability in staff for the impact of their work on student outcomes
- Ensure excellent teaching in the school, including through training and development for staff
- Establish a culture of 'open classrooms' as a basis for sharing best practice
- Create an ethos within which all staff are motivated and supported to develop their skills and knowledge
- Identify emerging talents, coaching current and aspiring leaders
- Hold all staff to account for their professional conduct and practice
- Ensure students follow a curriculum which is appropriate to their needs
- Ensure that students are well prepared for their next steps in education, employment and training

### **The self-improving school system**

Under the direction of the Headteacher:

- Create an outward-facing school which works with other schools and organisations to secure excellent outcomes for all students
- Develop effective relationships with fellow professionals
- Model entrepreneurial and innovative approaches to school improvement and leadership
- Inspire and influence others to believe in the fundamental importance of education in young people's lives and to promote the value of education

### **Professional Behaviour**

- To be professional, friendly and respectful towards all colleagues, and to address any concerns through proper channels.
- To be professional, friendly, fair and firm with students, demonstrating the sort of politeness and respectfulness that we wish them to emulate.
- To be friendly, helpful and welcoming to parents/carers and others visiting or making contact with the Trust.
- To provide a good role model for students and staff.
- To support and uphold the aims, values and ethos of the Trust.
- To maintain an appropriate and professional distance with students in more informal situations.
- To celebrate and praise the achievements of staff and students.
- To deal with everyone in the Trust community in a manner which conveys mutual respect.
- Not to behave towards anyone in the Trust community in a manner which is aggressive, intimidating or demeaning in any way.
- Be smartly and professionally dressed.

## Miscellaneous

- To continue personal development as agreed at performance review meetings.
- To engage actively in the performance review process.
- To play a full part in the life of the school community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To comply with the Trust's Health & Safety policy and undertake risk assessments as appropriate.
- To comply with safeguarding policies at all times.
- To show a record of excellent attendance and punctuality.
- The duties of this post could vary from time to time as a result of new legislation, changes in technology or policy changes. Appropriate training will be given to enable the post holder to undertake this new/varied work.

***Penrose Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.***

This job description sets out the key outcomes required. It does not specify in detail the activities required to achieve these outcomes. As a term of your employment you may reasonably be expected to perform duties of a similar or related nature to those outlined in the job description.

This job description will be reviewed and updated periodically in order to ensure that it relates to the job performed or to incorporate any proposed changes. This procedure will be conducted by the line manager in consultation with the post holder. In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible management reserves the right to make changes to the job description following consultation.

# Person Specification

Criteria	Essential to basic performance	Desirable for fully competent performance	Source: A - Application I - Interview R - References
<b>Training and qualifications</b>			
A good Honours Degree and teaching qualification.	<input checked="" type="checkbox"/>		A
Level 3 or 4 DSL Qualification	<input checked="" type="checkbox"/>		A
Progress towards or completion of relevant National Professional Qualifications e.g. NPQSL, NPQH		<input checked="" type="checkbox"/>	A
<b>Experience</b>			
Significant experience in a senior leadership role	<input checked="" type="checkbox"/>		A/I/R
Substantial experience of leading safeguarding across a school	<input checked="" type="checkbox"/>		A/I
Experience of leading whole school CPD, including statutory safeguarding training.	<input checked="" type="checkbox"/>		A/I
A demonstrable track record of improving student	<input checked="" type="checkbox"/>		A/I

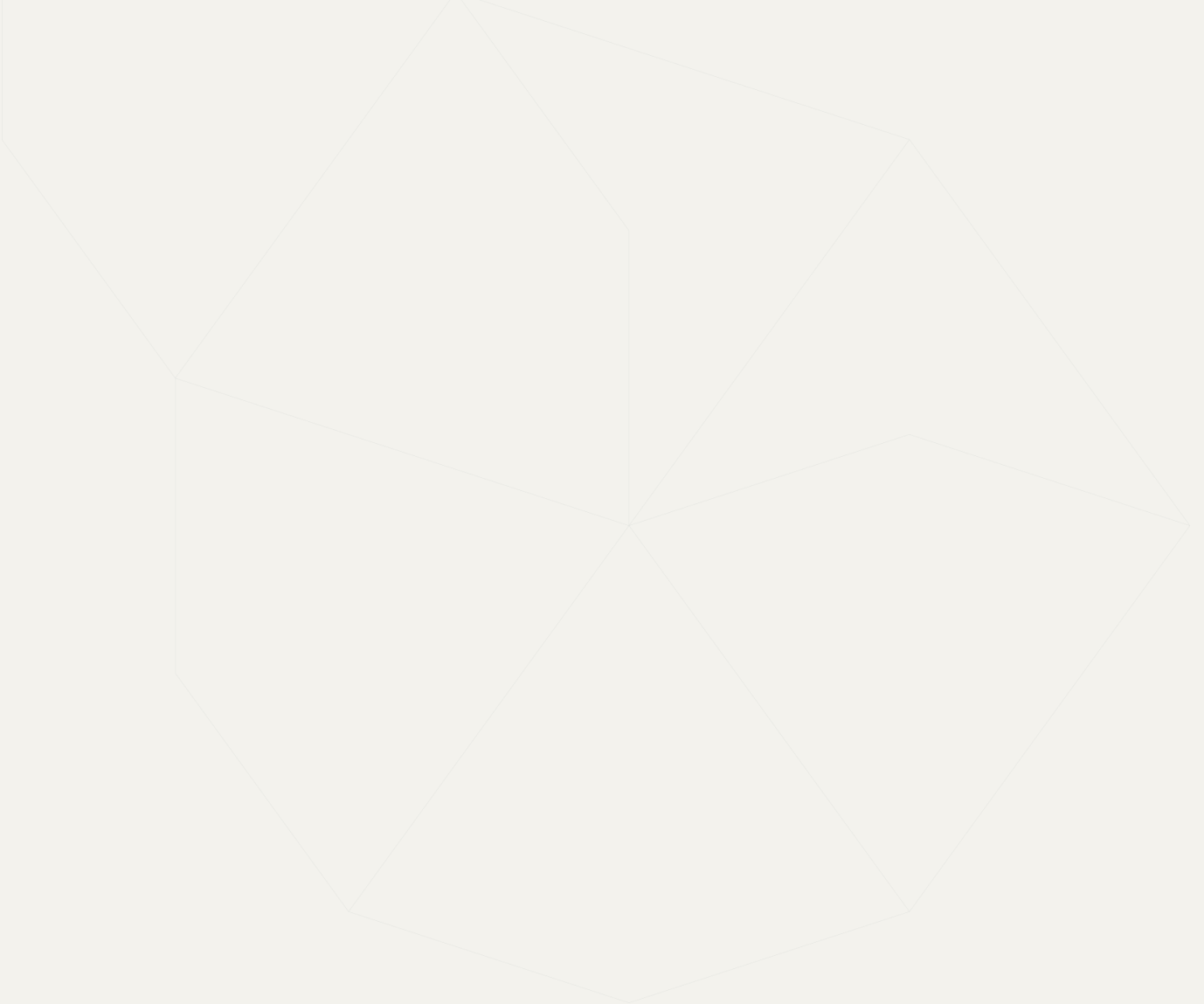
behaviour and attendance			
An outstanding classroom practitioner	<input checked="" type="checkbox"/>		I
Experience of using data systems to analyse pupil behaviour and attendance and use this to make strategic decisions to improve outcomes	<input checked="" type="checkbox"/>		A/I
Experience of developing and writing school policies	<input checked="" type="checkbox"/>		A/1
<b>Leadership and Management</b>			
Experience of developing and monitoring the School Improvement Plan and School Self Evaluation		<input checked="" type="checkbox"/>	A/I
Involvement with internal and external quality assurance, including Safeguarding, Ofsted Inspection and Trust reviews	<input checked="" type="checkbox"/>		A/I
Outward facing and collaborative approach both within the school, the Trust and wider educational community	<input checked="" type="checkbox"/>		A/I

## Personal skills and abilities

A commitment to the inclusive ethos of East Bergholt High School and to the academic advancement of all students regardless of their ability	<input checked="" type="checkbox"/>		A/I
Be proactive in analysing situations and problems and suggest workable solutions which at times may involve compromise	<input checked="" type="checkbox"/>		A/I
Ability to develop good relationships with staff, pupils, parents and governors	<input checked="" type="checkbox"/>		A/I/R
A willingness to play a full part in the life of a busy and vibrant school	<input checked="" type="checkbox"/>		A/I
Excellent communication and ICT skills	<input checked="" type="checkbox"/>		A/I/R
Self-motivated with excellent organisational skills and the ability to prioritise workload effectively	<input checked="" type="checkbox"/>		I
Confidence to delegate tasks, trust those responsible and monitor their implementation	<input checked="" type="checkbox"/>		A/I



Pragmatic and solution orientated	<input checked="" type="checkbox"/>		
A positive influence, demonstrating empathy, humility and humour at all times	<input checked="" type="checkbox"/>		



# How to Apply

## Application guidance

Please send completed application forms and letter to our HR Team, either by email to [applications@penroselearningtrust.uk](mailto:applications@penroselearningtrust.uk) or by post to Penrose Learning Trust, East Bergholt High School, Heath Road, East Bergholt, Colchester, Essex, CO7 6RJ. Applicants will hear whether they are invited to interview by email or telephone shortly after the closing date.

To find out more about us, please visit our website or check us out on social media. If you wish to arrange a visit or have a conversation, please contact Dan Woodcock via [enquiries@ebhigh.org.uk](mailto:enquiries@ebhigh.org.uk) or call 01206 298200.

<b>Closing date for applications is</b>	Midday Wednesday 25 September 2024
<b>Interview dates are</b>	3 & 4 October 2024
<b>Job start</b>	January 2025

### Visit times are as follows:

Date	Time
Monday, 16 <sup>th</sup> September 2024	14.30 - 15.30
Wednesday, 18 <sup>th</sup> September 2024	14.30 - 15.30
Monday, 23 <sup>rd</sup> September 2024	10.35 - 11.35

# Application and Candidate Selection Process

## We will



Provide you with clear, accurate and timely information



Give you the opportunity to ask questions



Respond to enquiries promptly



Adopt a fair and consistent assessment process



Make sure you have all the information you need for interview



Ensure all offers are fair and equitable



Provide you with a full insight about what it is like to work for Penrose Learning Trust

## In return we ask that you



Be honest about your experience, aspirations and any concerns you may have



Provide open and accurate information when submitting your application



Respond to enquiries promptly

# Safer Recruitment - Information for Applicants



Penrose learning Trust is committed to safeguarding and promoting the welfare of learners, the Trust expects all staff and volunteers to share this commitment.

We have a Trust Safeguarding and Attendance Lead and several policies and procedures that that contribute to our safeguarding commitment.

It is an offence to apply for a role if you are barred from engaging in regulated activity relevant to children.

Please be aware that we may need to share information whilst working in partnership with other agencies when there are concerns about a child's welfare.

We actively support government policies linked to Safeguarding, Prevent and data protection.



## Interviews

At least one member of each interview panel will have completed Safer Recruitment Training

The selection process will include the exploration of the candidate's understanding of safeguarding matters

Pre- employment checks will be undertaken:

An enhanced DBS check is required for all successful applicants

Prohibition, overseas and section 128 checks will also be required

Two professional references will be required

A health questionnaire will need completing prior to starting work

# The Penrose Learning Trust Family - Our Schools



## Claydon High School

- We have high academic standards and provide high quality lessons and bespoke intervention so that every student can achieve the best set of GCSE qualifications of which they are capable. This is partnered with a caring and supportive environment in which they can thrive personally. As a small high school, we get to know our young people well and work with them over their time with us to provide every opportunity for them to be successful. We celebrate these successes in good GCSE results and more widely in their contributions to the life of the school and the local community. We provide opportunities and experiences for students to develop skills to succeed in school and know how important these attributes are for success in future education, employment and training. A significant number of students participate in our leadership programmes and in doing so support younger students in school as well as providing excellent role models. By valuing each individual in our school community, we build relationships which allow us to challenge our students to aim high, be compassionate, work in a conscientious way and be confident in tackling the challenges that life may bring.

### Ethos and values

- Achievement for all

### Our mission

- Every member of our community aims to "Be the best you can be"
- We want all Claydon High School students to have a strong sense of identity, show pride in themselves, and compassion towards others. Through embracing challenges, they will develop confidence, and by making links across their learning they will have a comprehensive and coherent set of knowledge and skills for their futures. Within an outward looking and inclusive school community, our teachers will ignite a passion for learning and inspire our students to strive for excellence, enabling them to contribute to the diverse communities in which they will live and work. These attributes and attitudes, along with a conscientious approach, ensure all students secure and achieve aspirational choices and destinations so they can be the "best they can be" and "be the best for life".

### Our core values

- We CHALLENGE students to be COMPASSIONATE and CON-SCIENTIOUS to develop CONFIDENCE





# Claydon Primary School

- Claydon is a very special primary school with a strong sense of community in which each pupil is a valued and respected member. The staff, parents and governors of the school are fully committed to education and the important role it plays in developing the whole child.
- We welcome all pupils regardless of ability, race and culture and support them in becoming enthusiastic learners, who are happy, confident and secure. We endeavour that our pupils gain skills to be independent in their learning and achieve their very best. We hope that the education we provide will give a foundation for lifelong learning - in school, at home and beyond. It is important to us that we support children in developing the personal qualities required to enable them to be good citizens in Modern Britain and we aim to encourage them to develop in body, mind and spirit.

## Our vision and values

- We strive for all pupils to 'be the best you can be'. This is strongly supported by our school values.

## Our school values

- **Character** - developing pupils as individuals through instilling positive learning behaviour, encouraging reflection and modelling respectable conduct. Our pupils will be individuals with the skill set to make good choices, to be kind, caring, honest and resilient.
- **Collaboration** - promoting the value of working together as a team within a range of groups and contexts; building and strengthening our learners' skills of collaboration to help them be successful, promote tolerance, trust and participation. Our pupils will understand the importance of togetherness, communication and teamwork and be able to work alongside others successfully.
- **Community** - actively encouraging and promoting the importance of a caring and supportive community in which every child can flourish. We will provide opportunities for pupils to engage with and contribute to their local community, as well as raising awareness of the ways in which communities can work together to positively impact global issues. Our pupils know their responsibilities within their communities - school, local and global - and contribute positively towards them.
- **Culture** - providing opportunities to explore and nurture a respectful curiosity for different cultures through a range of learning experiences, assemblies, theme days and visits that will be reinforced by our pupils' further understanding of the British Values. Our pupils will have an understanding of the wider world, significant historical figures, an appreciation of the Arts and through this have a healthy respect for differing opinions and beliefs.
- **Curriculum** - offering a broad and varied curriculum that is designed to continuously develop and build on pupils' key skills and knowledge base. They will have inclusive

and aspirational teaching and learning; which includes creative and enriching experiences to inspire and engage them.

- Our pupils develop and master key skills and build their knowledge across a wide range of curriculum subjects in readiness for their exciting future ahead.



## Colchester Academy

- Colchester Academy strives to ensure that our young people receive the very best education, realise their full potential, and are prepared to become responsible and successful citizens. Together we have an unrelenting focus on the individual and create a culture where we develop students' character, with absolute commitment, giving our young people the currency they need for their future.
- With unswerving dedication and passion from a talented group of staff, we provide the very best opportunities to all young people within our community, both inside the classroom and beyond. This helps enrich their education with many and varied opportunities.

### Mission and Values

- Colchester Academy is a values-driven school, with our core purpose, 'to be the change for those who need it most', underpinning everything we do.
- Through our mission of 'striving for excellence; ensuring equity' we aim to ensure that every child fulfils their potential and develops the valuable skills that will enable them to succeed beyond school and in life.
- We are committed to giving our students the best possible learning experiences and opportunities whilst studying at Colchester Academy. We provide rigorous academic challenge in addition to educational and personal development activities to gain a rich and rounded learning experience, so that all students get every opportunity to achieve their potential.

### Our values are

- **Resilience:** Working hard and sticking at things when they are difficult
- **Excellence:** It means excellence in every area
- **Respect:** Of ourselves, our community and of others, we are kind



## Dale Hall Community Primary School

- Our school thrives on a culture of high expectations where everyone is committed to making a real difference. We aim to give our children the very best possible start to

their education, developing personal aspiration and a lifelong love of learning. Our inspirational and talented staff team are committed to every child achieving their potential so we place a huge importance on supporting the 'whole' child. We have worked hard in the last few years to build an exciting and immersive curriculum which fully engages and involves the children in the process of learning. We encourage our children to reflect, relish challenges, and embrace their mistakes as part of the learning process.

## Vision

- To be a successful, vibrant and creative community of learning within a framework of inclusion, well-being, nurture, respect and tolerance.
- To excite, engage and challenge each child, motivating them to explore and develop a lifelong love of learning, supported by teachers who are passionate about their work and are themselves lifelong learners.
- To be a forward thinking, research led school with positive, collaborative and supportive relations with other schools and academies.

## Aims we are embedding to achieve our vision:

- Provide a safe and supportive environment with high expectations and learning strategies which are tailored to support the whole child.
- Enable children to be happy and purposeful, growing in confidence and self-esteem, reaching their potential and given every opportunity to excel and shine.
- Give our children the tools and skills that will prepare them for the next stage of their education and later life. To learn and develop in a positive growth mindset environment where mistakes are valued as a part of the learning journey.
- Provide an immersive, exciting curriculum that delivers skills and knowledge yet captivates children's interests and enables them to follow their own lines of enquiry.
- Ensure our talented and inspirational staff feel valued and supported and have opportunities to develop their expertise further through targeted and purposeful training and development to enable them to contribute to their maximum potential.
- Encourage parents to participate in the many aspects of school life, to ensure we communicate well and are working together for a common purpose, sharing experiences and extending learning together.



## East Bergholt High School

- We believe that our students have the right to the very best teachers who have access to high quality professional development; a world class curriculum that is tailored to their individual needs; and a safe and secure environment in which they can thrive.
- East Bergholt High School (EBHS) has all these key ingredients. We strive for the very highest academic achievement for all children. The combination of academic

achievement and character built from engaging in activities beyond the classroom, will ensure our students can be successful in the future.

## Vision

- At EBHS, we will inspire every student, regardless of background or need, to be the best they can be. We want all our students to make outstanding academic progress, and to develop the strength of character to be happy and successful in their lives. Our students will be well equipped to flourish in an ever-changing world and well-prepared for the jobs of the future. Conducting themselves with kindness and positivity, they will be able to make a difference as truly global citizens.
- At EBHS, we will create an inclusive community, where:
  - Everyone is safe, there is a strong focus on emotional wellbeing, and everyone is aware of their rights and responsibilities
  - Everyone is committed to continual self-improvement and lifelong learning
  - Diversity is celebrated and its benefits embraced
- Underpinning our vision will be a world class curriculum that is tailored to students' individual needs and supported by the very best resources. Working together with our partner schools in our trust, we will recruit, retain and train the very best staff, achieving excellence through collaboration.

## Core values

- Be kind
- Be positive
- Be the best you can be



# Elmstead Primary School

- Our team of teaching and support staff, school governors, parents and community all work together for the benefit of all our children.
- We are determined to create an inclusive culture of learning where all children will be challenged in their thinking, achieve, and strive to become lifelong learners. We do this by providing a learning environment that is stimulating and challenging; a broad and balanced curriculum and by enabling each child to develop a 'Growth Mindset'.
- At Elmstead Primary School we expect everyone to show mutual respect and believe that everyone should be given opportunities to grow academically, socially, morally, culturally and spiritually.
  - We will encourage a 'Growth Mindset' in all members of the school community.
  - We will acknowledge effort and achievement.
  - We will compliment one another, celebrate and be inspired by others' successes.

- We will be sensitive to each other's needs and encourage independence.
- We will show our humanity whilst giving each other time and listening to one another.
- We will greet each other with a smile and behave in a friendly way towards one another.
- We will value good manners and presentation.

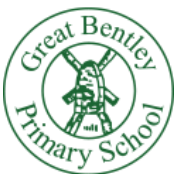
### Our values

- Courage, Open-Mindedness, Nurture, Endeavour, Communication and Teamwork, we will help prepare children positively for life in modern Britain and promote democracy, the rule of law, individual liberty and mutual respect for and tolerance of those with different faiths and beliefs and for those without faith.



## Frinton on Sea Primary School

- Frinton-On-Sea Primary School is a vibrant school where children are enthusiastic and motivated to achieve endless possibilities. The children are at the heart of every decision we make to ensure that they are happy, confident and that the opportunities that are provided for them are relevant to their needs both now and for the future.
- Through our engaging curriculum, we ensure that children can foster a passion for learning and curiosity that will help to develop high aspirations and a lifetime of memories. We believe in ensuring that children receive a well-rounded curriculum, where individual talents can be spotted and nurtured to make sure that all children experience success and develop their full potential.
- The school has a dedicated team that works hard to reach high standards in everything we do, and this is further embedded through our successful relationships with parents, the local community, and the other schools in the local area. We firmly believe that education is a partnership between home and school and regard you as an active partner in your child's education and value your interest and support.



## Great Bentley Primary School

- Great Bentley Primary School is a vibrant school where children are enthusiastic and motivated to achieve endless possibilities. The children are at the heart of every decision we make to ensure that they are happy, confident and that the opportunities that are provided for them are relevant to their needs both now and for the future.



- Through our engaging curriculum, we ensure that children can foster a passion for learning and curiosity that will help to develop high aspirations and a lifetime of memories. We believe in ensuring that children receive a well-rounded curriculum, where individual talents can be spotted and nurtured to make sure that all children experience success and develop their full potential.
- The school has a dedicated team that works hard to reach high standards in everything we do, and this is further embedded through our successful relationships with parents, the local community, and the other schools in the local area.



## Hadleigh High School

- Hadleigh High School offers a caring, nurturing and secure setting that enables every member of our school community to be the best they can be in all that they do. Moreover, our relatively small size is an asset in ensuring that all our students are known as individuals.
- We are passionately committed to excellence for all and have high aspirations for ourselves, our students and the community we serve. Our intention is for our students to gain access to the best apprenticeships and universities in the country.

### Our Core Purpose

- To improve the life chances of our students.

### Our Mission

- To strive to be the best version of ourselves.

### Our Vision

- All young people at Hadleigh High School, regardless of background or need, strive to be the best version of themselves through working hard, aiming high and being kind. They will make outstanding progress academically, secure excellent destinations post-16, and become well-rounded, happy individuals who go out into the world and make a difference.
- Our students are encouraged to be diligent learners, who are resilient and able to adapt to an ever-evolving world. They are able to question the world in which they live and learn how our history and culture shape us. They take pride in their achievements and those of their peers, and have a strong sense of moral purpose.
- Our young people will achieve success as a result of our strong culture of unwavering high expectations, where all students are supported and treated as individuals. Our excellent pastoral care ensure all our students flourish through their personal development, positive habits and healthy relationships.
- The school has an uncompromising focus on securing the highest calibre staff, and will be a beacon of outstanding classroom practice. We will harness the power of our

community, national networks and the benefits of being part of the Penrose Learning Trust.

- ▶ Our curriculum will be thoughtfully sequenced, balanced and aspirational, delivered by outstanding teachers who ensure the highest levels of progress. As a result, our students will be inspired to pursue excellence and embrace learning throughout their lives.

## Our Core Values

- ▶ We expect all members of our school community to Aim High, Work Hard and Be Kind.