



THE TENNYSON

Learning Community

Together in strength and partnership

Welcome Message from the Chair

Together in Strength and Partnership - You, your school, your world – make the most of it!

Thank you very much for requesting the details for a post with the Trust, which was incorporated in June 2019. At the very forefront of our drive for improved educational standards is the determination to work together in partnership to enable the Tennyson Learning Community to offer the very best educational experience to all of the children in our local communities. The TLC is a newly established primary-only Academy Trust with the aim of supporting and leading the growth and improvement of primary academies across the region. There are currently 3 school sites in the Trust: Hawthorn Park Community Primary School in Houghton Regis and Tennyson North and Tennyson South campuses in Luton.

Our Vision, Mission and Aims

We are guided and driven by moral purpose and a vision that ensures every child has the right to outstanding teaching and, every academy, exceptional leadership. It is our vision to work with our children, their parents and carers and our staff to create and to sustain excellent academies.

Our beehive logo echoes the Tennyson ethos, a school that has provided the inspiration for this Multi-Academy Trust and one that has given outstanding school-to-school and peer support for teachers and leaders in the Luton area. This is an association of which we are very proud and one that provides an excellent foundation for the MAT. The beehive honeycomb pattern is symbolic of our ambition. The hexagon is the perfect shape, the one that holds **together in strength** and efficiency. There is no waste in a system that will enable schools to join and fit naturally together at perfect angles when they are ready to commit to the **partnership**, celebrating their uniqueness and preserving tradition.

Our mission will set high expectations for our leaders and teachers to support and stretch every child. We will ensure that they make the strongest progress possible and build the skills, knowledge and attributes that will prepare them well to make that all-important start to their secondary school. The work of staff in our academies will be underpinned by a rigorous emphasis on keeping our children safe at all times, considering the wider environmental factors in their lives that influence their safety and welfare.

Long-lasting improvement is the work of teams within and across our learning Trust and collaboration with other schools, academies and stakeholders. We will unlock the potential of our teachers and leaders to develop as reflective practitioners and to ensure that they have strong support networks that let them learn, grow and innovate and achieve great things for the pupils. The

shared values of inspirational teaching and strong leadership, in an inclusive community, is at the very core of the TLC. These will be firmly embedded in all of our academies and embraced by our leaders, teachers, staff, parents, volunteers and children.

Our Values

The touchstone to our success is the leadership and professional behaviours we can expect of our staff, positioning the TLC academies as great places to work. This represents how the Trust academy staff and executive leaders wish to be known, to relate to each other and to pupils and parents. It is underpinned by the regulatory professional standards, including the Teaching and Headteacher standards.

The TLC commits its staff to lead by example and ensure that their behaviours and the way they approach their work embodies the Trust's values, and through being accountable for their actions and outcomes, sharing information with staff when it should be shared, and seeking out and valuing other perspectives.

We all know that highly effective leadership at all levels, visibly seen by staff, pupils and parents to set the standard, will help us achieve our ambitions for improving outcomes for all of our pupils and developing and supporting teaching, administrative and support staff. Together we endeavour to model and exhibit the following behaviours:

- talk openly and honestly together to ensure there is clarity about the specific requirements of the academy and agree the focus for support, challenge and for further intervention
- share, as well as to take on board, new ideas, responding positively to the advice and challenge given, understanding that this is offered to support positive and sustainable change to improve outcomes for pupils without fear or favour
- lead and teach by example, modelling and promoting the Trust and academy values, in a climate of mutual respect, encouraging others to take a lead and accountability in their area of responsibility

Application

If you are interested in applying for a role within the Trust, please complete your on-line application form, available on the MyNewTerm website and return it no later than the closing date stated in the advert. If you have any further questions about the role please feel free to contact Charlene Huntley, HR Administrator.

We are committed to safeguarding and promoting the welfare of children and young people. All staff will be subject to appropriate checks, including enhanced DBS checks and referencing.

The Tennyson Learning Community supports Equal Opportunities.

Hilary Power

Chief Executive Officer