



ROBIN HOOD TRUST  
**TEACHER**  
**APPLICATION**  
**PACK**

**ROBIN HOOD**  
MULTI ACADEMY TRUST  
[www.robinhoodmat.co.uk](http://www.robinhoodmat.co.uk)



**Collaborate. Inspire. Grow.**



## Contents

---

- 03** Welcome
- 04** How to apply
- 05** Our schools
- 06** Job description
- 07** Our offer

**Robin Hood Multi Academy Trust**  
Pitmaston Road, Hall Green, B28 9PP  
T. 0121 464 2187  
E. [pa@robinhoodmat.co.uk](mailto:pa@robinhoodmat.co.uk)  
[www.robinhoodmat.co.uk](http://www.robinhoodmat.co.uk)

Robin Hood MAT is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment.

We value diversity and encourage applications from all sections of the community, regardless of gender, race, religion, disability, sexual orientation or age.





# WELCOME TO OUR SCHOOLS

## Dear Applicant,

Thank you for your interest in applying for a post at one of our schools. I hope this pack supports you in finding out more about Robin Hood Multi Academy Trust and starting your application. We are keen to meet you and welcome visits to our schools.

Robin Hood MAT is currently six schools that serve multi-cultural communities in North and South Birmingham and Solihull. Our schools are exciting places to work, with high expectations which promote innovation, forward thinking and excellence. We also offer the unique opportunity to be part of a community of teachers who regularly share best practice and learn from each other.

The pack includes some background information about the Trust, information about the application process and the job description.

We want to recruit staff that engage and inspire both pupils and colleagues. This is an excellent opportunity for Early Career Teachers to begin their journey in the education sector. **ECTs with the right skills and experience will be offered the opportunity to start at their schools at the end of the summer term and receive their salary through the summer holidays.**

You only need to complete a single application for all Robin Hood MAT schools. If your application is successful, we will discuss the opportunities available in our schools for your consideration. Please note, you are not required to complete a supporting statement as part of your application. Please see details on how to apply below.

More information about each school can be found on the schools' websites. If you have any questions or would like to arrange a visit, please contact Jo Green on [pa@robinhoodmat.co.uk](mailto:pa@robinhoodmat.co.uk)

Kind regards,

Steve Taylor CEO





## ROBIN HOOD MAT HOW TO APPLY

1. Please read this application pack carefully.
2. Complete the application form [HERE](#); CVs will not be accepted. Please note, you are not required to provide a supporting statement, but alongside your application form, we would like you to introduce yourself by making a short video clip from your phone and share it with us (details can be found [HERE](#))
3. Please specify whether you are applying for our class teacher post or ECT post.
4. Should you have any queries about the application process or would like to arrange a visit, please contact Jo Green at [pa@robinhoodmat.co.uk](mailto:pa@robinhoodmat.co.uk)
5. Completed applications should be sent by email to Jo Green at [pa@robinhoodmat.co.uk](mailto:pa@robinhoodmat.co.uk)
6. Candidates are advised that when completing the references section on the application form, please ensure that:
  - Your first referee must be your current, or most recent employer
  - You provide a referee who can confirm your suitability for the role
  - You avoid using personal email addresses for referees
7. For more information about the post we strongly encourage prospective candidates to contact our MAT PA, Jo Green [pa@robinhoodmat.co.uk](mailto:pa@robinhoodmat.co.uk), to arrange a school tour and informal chat. You can also listen to a podcast on what it's like to work within our Trust and the opportunities available by **clicking on the link below** that suits you best:
  - [Google Drive](#)
  - [Apple Podcast](#)
  - [Spotify](#)
8. We understand interviews can feel daunting, so we keep them as relaxed as possible in order to **understand you as a person** and to evaluate your **teaching style, emotional intelligence** and **knowledge of pedagogy**. Please note, we will send **95% of the interview questions** to candidates a **week in advance of the interview** to ensure that nerves do not get in the way on the day.
9. The **successful candidate** will receive the **highest quality** support and induction available **prior** to and **during** the role.

Salary:

**M1 (£28,000) or up to M6 for experienced teachers**

Application closing date:

**5th June 2023, 12pm**

Shortlisting:

**6th June 2023** - All candidates will be informed on the day via email.

Interviews will be held:

**Week beginning 12th June 2023**

Starting date:

**August/September 2023**

References will be sought for shortlisted candidates prior to the interview date. The successful candidate will be required to complete an enhanced DBS check.





We would encourage you to visit our websites to find out more about individual schools and our Trust.



Robin Hood Academy is a three-form entry primary school based in Hall Green. The school motto is '**We Aim High And Reach For The Stars**'. For more information on this school, please visit [www.robinhoodacademy.co.uk](http://www.robinhoodacademy.co.uk)

Cedars Academy is a three-form entry junior school based in Acocks Green. The school motto is '**What you do today can improve all your tomorrows...**'. For more information on this school, please visit [www.cedarsacademy.co.uk](http://www.cedarsacademy.co.uk)



Yenton Primary is a three-form entry primary school based in Erdington. The school motto is '**We believe that all children can achieve, inspire and can lead remarkable, creative and aspirational lives.**'. For more information on this school, please visit [www.yentonprimary.co.uk](http://www.yentonprimary.co.uk)

Ulverley School is a two-form entry primary school based in Solihull. The school motto is '**Inspiration. Achievement. Community.**'. For more information on this school, please visit [www.ulverleyschool.co.uk](http://www.ulverleyschool.co.uk)



Birches Green Primary is currently made up of a separate infant and junior school that is undergoing amalgamation to form a two-form entry primary school based in Erdington. The school motto is '**Curious Together, Learning Together, Achieving Together**'. For more information on this school, please visit [www.birchesgreen.co.uk](http://www.birchesgreen.co.uk)

More information on Robin Hood academy Trust and what it stands for can be found [HERE](http://www.robinhoodmat.co.uk).



# JOB DESCRIPTION AND PERSON SPEC

To fulfil the professional responsibilities of a teacher, as set out in the [School Teachers' Pay and Conditions Document](#) and meet the expectations set out in the [Teachers' Standards](#)

## Teaching

- Plan and teach well-structured lessons to assigned classes, following the school's plans, curriculum and schemes of work
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils, making accurate and productive use of assessment
- Adapt teaching to respond to the strengths and needs of pupils
- Set high expectations which inspire, motivate and challenge pupils
- Promote good progress and outcomes by pupils
- Demonstrate good subject and curriculum knowledge
- Participate in arrangements for preparing pupils for external tests

## Whole-school Organisation, Strategy and Development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures, so as to support the school's values and vision
- Make a positive contribution to the wider life and ethos of the school
- Work with others on curriculum and pupil development to secure co-ordinated outcomes

## Health, Safety and Discipline

- Promote the safety and wellbeing of pupils
- Maintain good order and discipline among pupils, managing behaviour effectively to ensure a good and safe learning environment

## Professional Development

- Take part in the school's appraisal procedures
- Take part in further training and development in order to improve own teaching
- Where appropriate, take part in the appraisal and professional development of others

## Communication

- Communicate effectively with pupils, parents and carers

## Working with Colleagues and other Relevant Professionals

- Collaborate and work with colleagues and other relevant professionals within and beyond the school
- Develop effective professional relationships with colleagues

## Personal and Professional Conduct

- Uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school
- Have proper and professional regard for the ethos, policies and practices of the school, and maintain high standards of attendance and punctuality
- Understand and act within the statutory frameworks setting out their professional duties and responsibilities

## Management of Staff and Resources

- Direct and supervise support staff assigned to them, and where appropriate, other teachers
- Contribute to the recruitment and professional development of other teachers and support staff
- Deploy resources delegated to them

## Qualification and experience

### Essential

- Qualified teacher status
- Degree

### Desirable

- Successful primary teaching experience

## Skills and Knowledge

### Essential

- Knowledge of the National Curriculum
- Knowledge of effective teaching and learning strategies
- A good understanding of how children learn
- Ability to adapt teaching to meet pupils' needs
- Ability to build effective working relationships with pupils
- Knowledge of guidance and requirements around safeguarding children
- Knowledge of effective behaviour management strategies
- Good ICT skills, particularly using ICT to support learning

## Personal Qualities

### Essential

- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
- Uphold and promote the ethos and values of the school
- Ability to work under pressure and prioritise effectively
- Maintain confidentiality at all times
- Commitment to safeguarding and equality



The selected person will be either:

- An ECT
- Experienced Teacher

**Full Job Description and Person Specification**





# Our Offer

## Benefits for Staff

We believe our teachers should be successful creative lifelong learners. They know how to learn, acquire skills, and feel safe to take risks with confidence and courage. Our vision is to embrace the school led system to provide gold standard professional learning - ensuring life changing impact on children and young people. This is achieved through our dedication to our Professional Growth model, a wellbeing support programme and professional development opportunities through our Career Pathway model.

## Career Pathways

Robin Hood Trust invest in our Career Pathway, to ensure our staff team have a clear sense of purpose, an appreciation of everyone’s unique contribution to the Trust and a strong sense of belonging recognising that the Trust exists to deliver the highest standards of education. Our Career Pathway enables our staff team to identify the standards of excellence that pertain to their role, the professional development they have had to support them to reach these and the next steps they could be undertaking.

- ### Benefits
- Option for ECTs to start at the end of the summer term and receive their salary through the summer holidays
  - Free laptop/Chromebook to access school’s online planning and resources
  - Access to the generous Teachers Pensions Scheme
  - An annual ‘Wellbeing Day’ - an additional day off that can be taken in term time to do with whatever you wish
  - Opportunities for career development through our Career Pathways Model, including access to a fully funded Masters programme for teachers with at least 120 Masters credits from an Initial Teacher Education programme
  - Opportunities for secondments to other MAT schools for those who want it
  - Free Employee Support Service through Workplace Options
  - Employee Discount and Benefit Scheme
  - Option of an annual flu vaccine



Robin Hood Multi Academy Trust  
Pitmaston Road  
Hall Green  
Birmingham  
B28 9PP  
T. 0121 464 2187  
E. [pa@robinhoodmat.co.uk](mailto:pa@robinhoodmat.co.uk)  
[www.robinhoodmat.co.uk](http://www.robinhoodmat.co.uk)