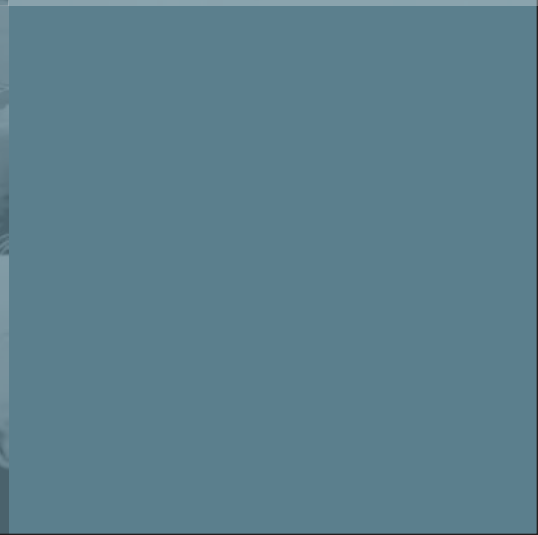



Recruitment Pack

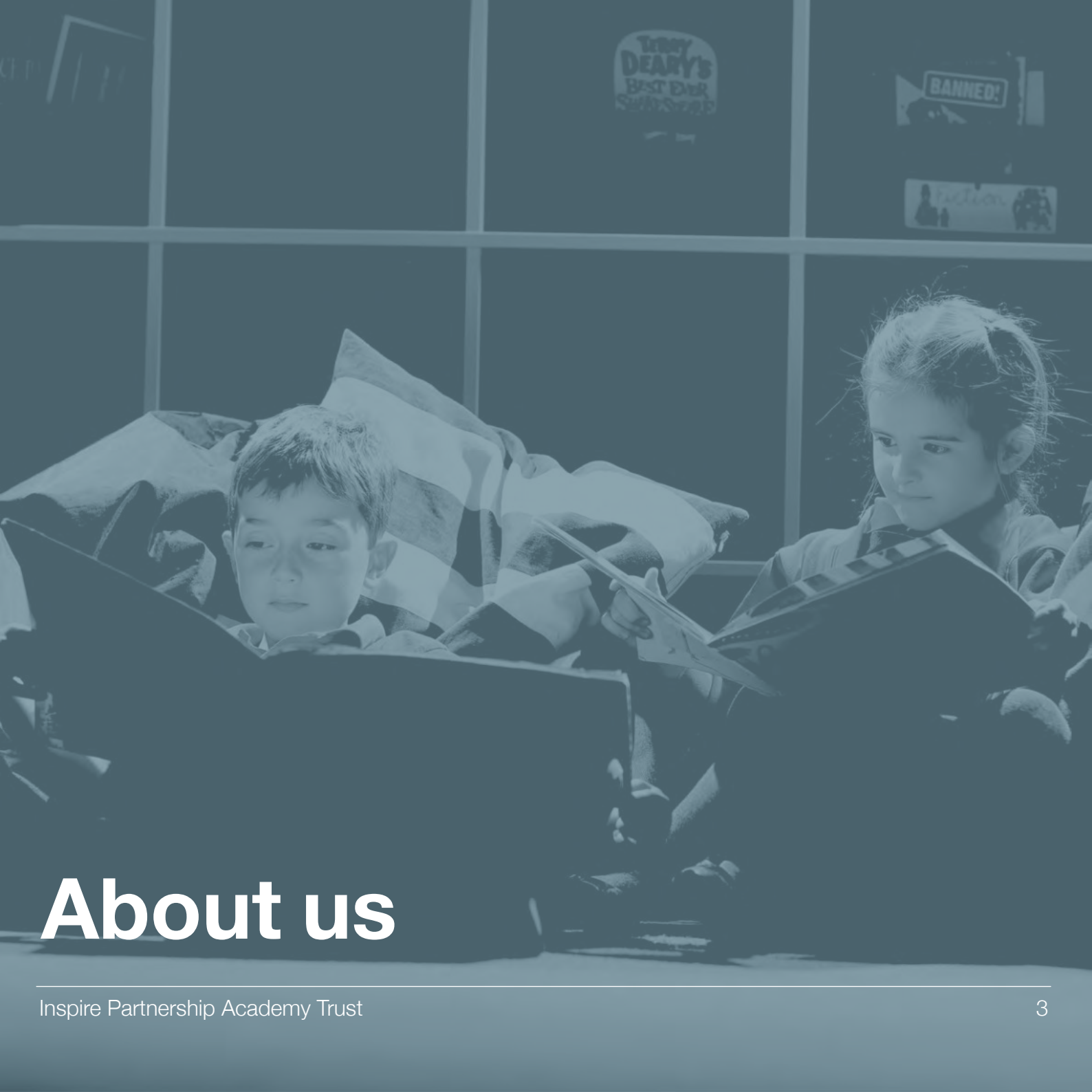


A photograph of two children, a boy and a girl, looking intently at a tablet computer. The boy is on the left, and the girl is on the right. They are both smiling and appear to be engaged in a collaborative activity. The image is overlaid with a semi-transparent dark blue filter.

**Transforming children's
lives through partnership
and collaboration.**

Contents

About Us	4
Our Mission And Working At The Inspire Partnership	6
Our Curriculum	9
An Introduction To The Role	12
Job Description And Person Specification	14
Our Safeguarding Statement	22
Our Schools	25



About us

About us

We are an ambitious multi academy trust of nine primary schools situated in Greenwich, Medway and Croydon serving diverse and aspirant communities of learners.

There are many teaching jobs out there but what sets us apart is the opportunity to work at the cutting edge of educational thinking and practice. Regardless of your role, you will have the chance to develop your knowledge with access to the best training and development opportunities at each stage of your career, take part in ground breaking research projects and be actively encouraged to work collaboratively with some of the most talented and innovative colleagues, both at a local and national level.

We are extremely proud of our curriculum model, which ensures pupils develop core knowledge and skills leading to high quality learning outcomes, as well as developing pupils' confidence to make a difference in the world. We believe the fundamental goal of a world class education is to ensure students make a meaningful contribution within their community and beyond. For this reason, our curriculum links to Oxfam's global citizenship and the United Nations sustainable development goals.

We will always seek to celebrate our pupils' achievements through stunning visual displays and these are a defining feature of our schools. We offer a dynamic and supportive working environment. Our core terms and conditions of employment are in line with other local schools and we recognise national and local agreements relating to the fair and equitable management of school staff.

Find us on:

Twitter: @InspireSELondon

Website: www.inspirepartnership.co.uk

LinkedIn: www.linkedin.com/company/inspire-partnership-trust

A young girl with dark hair in a ponytail, wearing a dark jacket with a light floral pattern, is captured mid-jump. She has a joyful expression with her mouth open and eyes looking upwards. Numerous light-colored leaves are suspended in the air around her, suggesting she has just jumped from a pile of leaves. The background is a soft-focus outdoor setting with trees and foliage. The entire image is overlaid with a semi-transparent dark blue filter.

Our Mission & Working at The Inspire Partnership

Our Mission

Our mission to transform children's lives through partnership and collaboration comes from a desire to create a coalition for change in all of our schools, building a legacy where pupils are able to fulfil their true potential as learners.

At the Trust's inception, we recognised each of our founding schools required an alternative approach to improvement which focused more on relationships, connectedness and inter-disciplinary approaches to learning. This is why collaboration is central to our mission. It binds schools together as communities, reminding us that we exist in the People Age. The emphasis on transformation exists because our schools have all required rapid systemic improvement in practice.

Partnership and collaboration apply both to how students learn best but also how school communities become stronger. For example, when children are taught how to work together collaboratively, success is measured through interaction, engagement and relationships.

Working at the Inspire Partnership

The Inspire Partnership is committed to offering its staff career-defining opportunities backed by a competitive package of employee benefits.

We always want to attract high-quality candidates who can identify with our Partnership Values:

Collaboration matters
Excellence in everything
Community first
Equity for everyone
Continuous **growth**

Our core terms and conditions of employment are in line with other local schools and we recognise national and local agreements relating to the fair and equitable management of school staff. What sets us apart is the opportunity for you to work at the cutting edge of educational thinking and practice.

Working at the Inspire Partnership Continued.

Regardless of your role, you will have the chance to develop your knowledge with access to the best training and development opportunities at each stage of your career, take part in ground breaking research projects and be actively encouraged to work collaboratively with some of the most talented and innovative colleagues, both at a local and national level.

At the Inspire Partnership we are extremely proud of our curriculum model, which ensures pupils develop core knowledge and skills leading to high quality learning outcomes, as well as developing pupils' confidence to make a difference in the world. We believe the fundamental goal of a world class education is to ensure students make a meaningful contribution within their community and beyond. For this reason, our curriculum links to Oxfam's global citizenship and the United Nations sustainable development goals.

We will always seek to celebrate our pupils' achievements through stunning visual displays and these are a defining feature of our schools. Please do arrange a visit to see for yourself.

Terms & Conditions

We recognise the Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book'). We also recognise the framework for teachers pay set out annually in the School Teachers' Pay and Conditions Document. We recognise the support staff terms and conditions that are set out by the National Joint Council for Local Government Services National Agreement on Pay and Conditions (the 'Green Book')

Pay & Pensions

You will be paid monthly into your nominated bank account and you will be able to access your payslips on line. You will be automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme through our admitted body status. Both schemes offer an attractive range of benefits.

Continuous Service

We recognise continuous service in line with the Redundancy Payments (Continuity of Employment in Local Government etc.) Order 1999.

Help & support in the workplace

We are looking for staff who want to make a real commitment to the partnership and what it stands for, but we also know that there will be time when you need a little extra support. Therefore, we have a range of family friendly policies and services in place like employee assistance programmes and occupational health to give you the help you need when you need it.

Continuing Professional Development

We believe that the best results come from learning and working together and those joining the partnership will be encouraged and supported to fully integrate CPD into their working routine, whether this is through attending one of our in-house training courses, participating or leading a research project or having the time to plan and learn with colleagues from across the partnership.

Inspire Partnership Hub

We have recently launched an online employee communication and rewards platform for all staff. The Hub will give you access to the latest internal news, information and developments as well as offering generous discounts from a wide range of high street and internet retailers.

Our Curriculum

The Inspire Partnership curriculum is underpinned by education for global citizenship. We believe that learners are entitled to an education that equips them with the knowledge, skills and values they need to embrace the opportunities and challenges they encounter; creating a future that they want to live in. Learning is brought to life through current contexts that connects to our children's lives - who they are, how they fit into the world and how they contribute back.



Inspire Partnership Character Skills



Our curriculum connects to real life, promotes thinking as a global citizen and develops character skills for young people to make meaningful contributions to society. Even very young children are trying to make sense of a world marked by division, conflict, environmental change and extreme inequality and poverty. It is designed to enable children to make deep connections between learning and understanding the world that they live in, leading to children connecting taught knowledge and skills with agency and purpose.

Therefore, we ensure learning is 'deep' rather than shallow. Deep learning requires planning for and modelling behaviours and actions associated with:

- deeper thinking
- deeper purpose
- active and collaborative engagement so that children meet the world but are not at the centre of it.

Curriculum Implementation

Six global learning themes underpin our curriculum and each theme is broken down into knowledge and understanding, skills and attitudes:

- Social justice and equity
- Identity and diversity
- Sustainable development
- Peace and conflict
- Human rights
- Power and governance

In order to achieve depth of thinking and learning we plan for children to focus on three of these themes per year. Across each year a number of high-quality core texts are used to bring the themes to life for our children and to promote a connectedness with the learning.



To allow for deep seeking meaning we ensure that our curriculum promotes learning for both their cognitive domain and affective domain (see visual below). Through our knowledge, understanding and skills we aim to develop our children's cognitive capacity including application, synthesising and evaluating. Equal focus is given to the affective domain through our focus on values, motivations and attitudes towards learning. The values, motivations and attitudes need to be modelled and taught explicitly alongside curriculum content. We share, celebrate and pay attention to the specific learning dispositions that need to be nurtured and developed within our children.

Find out more:

Visit our website www.inspirepartnership.co.uk to see examples of our Curriculum Framework and how we're implementing this across our schools.



An introduction to the role

Position: Headteacher at Forest Academy (competitive salary)

Forest Academy Primary School located in Croydon, Surrey is part of Inspire Partnership Academy Trust, a family of schools across Croydon, Greenwich and Medway who aim to offer a life changing education to children. Our schools work in collaboration to transform the lives of the children and communities we serve.

We are seeking to appoint a candidate who is keen to build on their passion for providing our young people with the very best learning experiences. Your application should highlight and provide evidence of your strong leadership strengths and experience, as well as your commitment and alignment to the Inspire Partnership ethos and values.

This role offers a fantastic career opportunity for the successful candidate to lead in shaping the strategic vision and direction not only for Forest Academy, but for the Trust as a whole. The role will enable the postholder to collaborate with other members of the Trust Senior Leadership Team, to participate in and, on occasion lead initiatives focussed on supporting school development in other schools and trusts as part of the Inspire Partnership ethos of supporting excellent education for all.

Further information about our Trust is available at: <https://www.inspirepartnership.co.uk> or to arrange an informal discussion or visit to the school, please contact Abby Wong, Executive Assistant on awong@inspirepartnership.co.uk.

Closing date for applications: Thursday 2nd December 2021 at 5pm

Interview date: Wednesday 8th December 2021

The Inspire Partnership Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an Enhanced DBS check. The Inspire Partnership is an equal opportunities employer and welcomes applications from men and women of all ages from any background and from candidates with disabilities.

Headteacher

Job Description

Position: Headteacher

Salary Range: Competitive

Contract Type: Permanent, full-time

Reporting to: Regional Education Leader

Responsible for: Strategic and operational leadership of the school

Core Purpose of the role

The Headteacher is required to meet the teachers' standards as set out in the DfE Teachers Standards guidance and to demonstrate consistently high standards of principled and professional conduct.

The Headteacher, in conjunction with the Trust Senior Leaders, will set the aims and objectives of the school, directing staff, and managing resources to ensure the school delivers excellent education and achieves its key strategic priorities.

Key Responsibilities

Strategic Direction and Development

- Shape the strategic vision and direction for the school under the guidance of the Trust Senior Leaders, setting very high expectations with a clear focus on pupil learning.
- Set aims and objectives for the school and formulate the School Development Plan with the governors, school leaders and other Trust senior staff.
- Take responsibility for developing excellent practice to deliver the objectives set out in the School Development Plan.
- Lead school self-review and evaluation and the effective planning and management of resources to secure improvement.
- Participate in and, where required, lead trust-wide initiatives focussed on developing and sharing excellent practise across all Trust schools.
- Participate in and, where required, lead initiatives focussed on supporting school development in other schools and trusts as part of the Inspire Partnership ethos of supporting excellent education for all.
- Undertake research, attend events and participate in working groups to ensure that the Trust continues to stay abreast of developments in education and continues to grow as a recognised leader in providing excellent education.
- Attend local governing body meetings and provide strategic updates linked to school improvement work and the measurable impact of School Development Plan priorities.

Leading Teaching and Learning and Enhancing the Teaching Practice of others

- Provide regular feedback for colleagues in a way which recognises good practice and supports their progress against professional and performance management objectives resulting in a tangible impact on student learning.
- Develop whole staff, phase teams and individuals to enhance performance:
 - i. Undertake coaching and mentoring.
 - ii. Plan, organise and deliver staff meetings,
 - iii. Keep abreast of the latest developments in the area and disseminate effectively to other members of staff.

Leading Teaching and Learning and Enhancing the Teaching Practice of others cont.

- Plan, delegate and evaluate work carried out by team(s) and individuals.
- Take an active lead role in sharing effective practice and innovation across partnership schools and beyond.
- Work with the Trust Senior Leadership team to lead school reviews e.g., Challenge Partners reviews in other schools to bring ideas back for the Inspire Partnership.
- Create, maintain and enhance effective relationships.

Securing Accountability

- Develop an ethos which enables everyone to work collaboratively.
- Ensure individual staff accountabilities are clearly defined, understood and agreed.
- Work with the Governing Body to enable the school to meet its statutory responsibilities.
- Ensure every child has access to high quality teaching and learning.
- Ensure curriculum provision is in line with the Inspire Partnership curriculum model.

Leading the Organisation

- Provide effective organisation and leadership of the school to ensure it reflects the school and Trust values and enables effective and efficient operations.
- Develop effective relationships and communications which underpin a professional learning community that enables everyone in the school to achieve.
- Develop effective team communication to ensure staff involvement in the schools' development plan and ensure they are kept informed of key priorities and developments.
- Create an inspiring, professional work environment consistent with the Partnership's values and aspirations.
- Work with the school and Trust Senior Leadership team to recruit and retain high quality leadership, teaching and support staff and deploy staff effectively to improve the quality of education.
- Research, integrate and use a range of technologies effectively and efficiently to manage the school.
- Manage and organise accommodation efficiently and effectively to ensure the learning and school environment enables outstanding learning and reflects the school and Trust high standards.
- Ensure evidence-based improvement plans and policies promote continuous school improvement linked to the school SEF and Trust strategic planning.

Leading the Organisation cont.

- Secure and allocate resources to support effective learning and teaching within subject areas.
- Monitor and control the use of resources and budget according to the Trust's agreed financial procedures.

Strengthening Community

- Build a school culture that takes account of the richness and diversity within the school's community.
- Ensure that strategic planning and curriculum planning takes account of the diversity, values and experience of the school and the local community.
- Create and maintain effective partnerships with parents, Governors, the Local Authority, Trust regional hubs and the Inspire Partnership, to support and improve pupils' achievements and personal development.
- Work with staff to promote community cohesion and extended services and work with other external partners.
- Provide strategic leadership to develop wider school community engagement. This includes ensuring a range of community-based learning experiences and collaboration with other agencies to ensure pupil and community needs are met.

Safeguarding

- Serve as a designated safeguarding leader for the school.
- Co-ordinate and lead staff induction and INSET to ensure best practice in safeguarding.
- Work closely with the Senior DSL to ensure strategic planning for safeguarding is in place on an annual basis.

Health and Safety

- Ensure all members of the school community feel safe and able to fulfil their potential at the school.
- Ensure the school Health and Safety Policy is embedded across all aspects of the school and be responsible for ensuring all staff deploy best practice.
- Ensure the safety of all parties whilst on site at the school including staff, pupils and visitors.
- Ensure staff receive appropriate in relation to health and safety practice including risk assessment.

General

- Lead the performance and development review process, taking personal responsibility for identification of learning, development and training opportunities in discussion with the school's line managers.
- Publicly support all decisions of the Trust's Senior Leadership Team and Trust Board.
- Ensure that all duties and services provided are in accordance with the Trust's Equality and Diversity Policy.

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of a satisfactory Enhanced DBS Disclosure.

Person Specification

This part will allow you to understand who we are looking for within this role and the skills knowledge or experience that we would expect.

Qualifications	Essential	Desirable
Qualified to degree level and above.	✓	
Qualified to teach in the UK.	✓	
Evidence of continuing professional development	✓	
Teaching and Leadership		
Outstanding primary teacher with several years' teaching experience.	✓	
Experience of raising attainment of all pupils.	✓	
Experience as a leader in school, promoting a subject/ phase and/or motivating and leading staff.	✓	
Evidence of continually improving the teaching and learning across the school through high quality planning, assessment and extra curricula activities etc.	✓	
Leading staff development.	✓	
Experience of successfully developing, implementing and evaluating policies in curriculum areas.	✓	
Recent leadership training		✓
Knowledge and Understanding		
Excellent classroom practitioner able to lead by example.	✓	
Evidence of highly effective teaching in more than one key stage.		✓
Ability to set high expectations which inspire, motivate and challenge pupils.	✓	
Core subject leadership or experience of leading whole school initiatives.		✓

Knowledge and Understanding cont.	Essential	Desirable
Knowledge of the curriculum for Foundation Stage, KS1 and KS2.	✓	
In depth knowledge of curriculum development and effective pedagogy.	✓	
Excellent understanding of assessment, recording and reporting.	✓	
Excellent understanding of assessment, recording and reporting.	✓	
Knowledge of how effective use of data and targets can drive improvement.	✓	
Understanding of strategies for school improvement.	✓	
Up to date knowledge of current educational issues.	✓	
Leadership		
Outstanding communication skills to a variety of audiences both verbally and in writing.	✓	
Experience as a senior leader in school, ideally at Deputy Head level or equivalent	✓	
Experience of school improvement planning to secure effective teaching and learning to raise standards.	✓	
Excellent relationships and interpersonal skills when working with children, staff, parents/carers and governors.	✓	
Ability to positively influence others.	✓	
Ability to implement change strategically.	✓	
Understanding, analysis and interpretation of school performance data.	✓	
Ability to prioritise, work under pressure and meet deadlines.	✓	
Effective problem-solving skills.	✓	
Effective administration and organisation skills.	✓	
Leadership Behaviours		
High expectations of oneself, the team and the pupils.	✓	
A genuine passion and belief in the potential of every child.	✓	
Act as a role model to staff and children.	✓	

Leadership Behaviours cont.	Essential	Desirable
Flexibility and resilience under pressure	✓	
Able to adapt to changing circumstances and new ideas in a positive and creative manner.	✓	
Excellent attendance, punctuality and time keeping.	✓	
Possess personal impact and presence.	✓	
Show real enthusiasm and commitment for school led development and improvement.	✓	

Our Safeguarding Statement for Safer Recruitment

The Inspire Partnership Academy Trust is committed to our responsibilities for safeguarding and promoting the welfare of children, young people and vulnerable adults as outlined in Working Together to Safeguard Children. We are committed to recruiting candidates who share this commitment to safeguarding, and therefore we apply robust recruitment and selection procedures to ensure that the people selected are right for the job, and that all candidates are appropriately screened prior to appointment.

The following pre-employment checks will be undertaken as applicable:

- References
- Occupational Health pre-employment screening
- DBS check
- Barred list check
- Section 128 check
- Overseas criminal records check
- Identity check
- Right to work in the UK
- Evidence of qualifications applicable to the role
- Confirmation of registration with applicable registered body where applicable

All our roles involve working with children and we will therefore take up references prior to interview. You should provide details of referees including your current and previous employers, covering the last 5 years. If you are currently working with children, on either a paid or voluntary basis, your current or previous employer will be asked about disciplinary offences relating to children, including any in which the penalty is time expired. We will also ask if you have been the subject of any child protection concerns and if so, the outcome of any enquiry or disciplinary procedure.

Recruitment of Ex-Offenders

If you are successful at interview then we will require you to obtain an Enhanced Certificate of Disclosure from the Disclosure and Barring Service (DBS) and we administer this process. Most of our roles will also require a Barred List check. We will ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position.

Interview

We ensure that anyone making appointment decisions has the necessary information, guidance and support to identify and assess the relevance and circumstances of any offences. If you are invited for interview then we shall assess issues relation to safeguarding and promoting the welfare of children and young people including:

- your motivation to work with children and young people;
- your ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- your emotional resilience in working with challenging behaviours; and
- your attitude to the use of authority and maintaining discipline.

Appointment

If you are offered the post, we shall ask for evidence of:

- your identity;
- your right to work in the UK: and,
- your qualifications (including any relevant professional registration).

We shall also check:

- whether you are on the Children's Barred List (formerly List 99).
- that you are medically fit to undertake the role.

All job offers will be condition on the satisfactory completion of pre-employment checks.

False Information

Please note that providing false information is an offence and could result in your application being rejected or your dismissal from employment if you are appointed. The matter may also be referred to the police.

Our Schools

Greenwich

Foxfield Primary School

Sandbach Place,
Woolwich, London,
SE18 7EX

Headteachers: Megan Minnett
and Tatum Ward
Telephone: 020 3260 7500

Find out more:
www.foxfield.org.uk

Woodhill Primary School

Woodhill,
London,
SE18 5JE

Headteacher: Aimi Vdovin
Telephone: 020 8854 5055

Find out more:
www.woodhillschool.co.uk

Rockliffe Manor Primary School

Bassant Road,
Plumstead, London,
SE18 2NP

Headteacher: Aimi Vdovin
Telephone: 0208 854 4785

Find out more:
www.rockliffemanor.co.uk

Medway

Delce Academy

The Tideway,
Rochester
ME1 2NJ

Headteachers: Kate Taylor
Telephone: 01634 845242

Find out more:
www.delceacademy.co.uk

Maundene Primary School

Swallow Rise,
Walderslade, Chatham,
ME5 7QB

Headteacher: Dora Indresano
Telephone: 01634 864721

Find out more:
www.maundene.medway.sch.uk

Elaine Primary School

Elaine Avenue,
Rochester, Kent,
ME2 2YN

Headteacher: Dean Brewer
Telephone: 01634 294817

Find out more:
www.elaine.medway.sch.uk

Croydon

West Thornton Primary School

Rosecourt Road
Croydon
CR0 3BS

Headteachers: Rupinder Bansil
Telephone: 020 8684 3497

Find out more:
www.westthornton.croydon.sch.uk

Forest Academy

Bridle Way
Croydon
CR8 8HQ

Headteacher: Abigail Oldfield
Telephone: 020 8777 2808

Find out more:
www.forestacademy.org.uk

Woodside Primary School

Morland Road
Croydon
CR0 6NF

Headteacher: Claudia Fleary-Tayabali
Telephone: 020 8654 5333

Find out more:
www.woodside.croydon.sch.uk

Find out more:

Call: 020 7993 3601

E-mail: info@inspirepartnership.co.uk

Website: www.inspirepartnership.co.uk

Twitter: @InspireSELondon

