

Recruitment Pack



Respect | Responsibility | Resilience



Headteacher

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 you.

Lorraine Hughes, CEO



Welcome to Workington Academy

Dear Applicant

Thank you for your interest in this exciting position within Workington Academy and Cumbria Education Trust (CET).

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Des Bird Director of Secondary Education

Introduction to Workington Academy

Welcome to Workington Academy. We are an 11 -18 comprehensive school on the North West coast of Cumbria, serving the community of Workington and the surrounding area. Workington Academy is part of Cumbria Education Trust, a family of schools who share the same vision for our community, to *'Be the best that you can be.'*

Workington Academy is a rapidly growing and improving. Judged "Good" in all areas by Ofsted in 2022, the school has gone from strength to strength since formation in 2015. The Academy is oversubscribed in the current Years 7, 8 and 9. The number of families choosing the Academy as their

first choice has increased by more than 160% since opening, making it one of the most heavily oversubscribed schools in the area. Student numbers in the sixth form have also increased markedly in the last 4 years. Examination results at Key Stages 4 and 5 have improved sharply in recent years. This vacancy has arisen following promotion within the Trust of the current Executive Headteacher.

The next stage of the journey for Workington Academy is to continue and accelerate the rapid progress that the Academy has made toward excellence.

Please have a look through the following pages which will hopefully give you a sense of what the

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

Post Title	Headteacher		
Responsible To	CEO, Director of Secondary Improvement		
Location	CET, primary deployment within Workington Academy	Salary	L32 to L38

The Headteacher is a member of the CET senior leadership team and will work continue the development and school improvement journey at Workington Academy. The key focus for the role will be:

- Provide leadership and contribute to the development and support the strategic direction, vision, values and priorities of Workington Academy.
- To be responsible for the leadership, internal organisation, management and control of the school and consult appropriately in so doing.
- To build a collaborative learning culture within the school and across the Trust to ensure that every child reaches their full potential (being THE BEST THEY CAN BE) in all areas of their development.
- To work with the necessary ability, vision, energy and enthusiasm, and as a skilled negotiator, with all, putting the needs of the pupils first.
- To respond dynamically as appropriate to key national policies and initiatives.
- To promote and safeguard the welfare of pupils and young persons for whom the Trust is responsible and those with whom they come into contact.

- To carry out the duties required of a Headteacher as set out in part six of the School Teachers' Pay and Conditions Document at both schools within the Trust.
- Conduct key staff appointments, as per the CET Scheme of Delegation.

We are looking for an inspirational leader who will provide professional leadership and support at Workington Academy. With a clear focus on ensuring high quality education for all pupils and students, the candidate will secure success through developing excellent standards of learning, behaviour and achievement.

[For full details of the role accountabilities and requirements please refer to the Job Description and Person Specification.](#)



The Application Process

We are seeking to appoint a high calibre Headteacher to lead the senior leadership team of our continually improving and forward thinking Academy.

We are looking for applicants with a consistent and proven track record as a Headteacher / senior leader within the secondary sector. You will have experience of driving school improvement and possess leadership qualities that motivate and drive forward individuals and teams to be successful.

You should be able to demonstrate strong leadership and management skills with high levels of emotional intelligence and an ability to communicate effectively with staff, parents and students.

Can you inspire and motivate? Are you committed to continuous improvement and raising academic and other standards across school life? If your answers are yes, we would be delighted to receive your application.

Like to find out more about this opportunity?

Please email application@cumbriaeducationtrust.org to arrange an informal discussion with Des Bird, Director of Secondary Education.

Completed application forms, together with a supporting letter outlining your reasons why you consider yourself the ideal candidate for this position should be sent to: applications@cumbriaeducationtrust.org

Closing Date: 9am 11 April 2023

The assessment process for shortlisted candidates will be held during w/c. 17 April 2023.

Advertisement
[click here](#)

Application Form
[click here](#)

Job Description
[click here](#)

To find out more visit
www.cumbriaeducationtrust.org/



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

BE THE BEST YOU CAN BE



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