



Symphony Learning
TRUST

Application Support Pack



Welcome from the Headteacher

Dear Applicant,

It gives me great pleasure to welcome you to Glen Hills Primary School.

I am the Headteacher at Glen Hills Primary School and have been at the school for over 19 years so have a good knowledge of the school and the local community. We pride ourselves on being at the centre of the community, providing a safe, happy and welcoming environment for children, parents/carers, staff and visitors. We are part of the Symphony Learning Trust, a multi academy trust, which comprises of a wide group of schools; from which we draw knowledge and share expertise to further improve outcomes for our children.

Vision

At Glen Hills Primary School we are committed to providing all our children with an enriched, broad and creative curriculum, which teaches our children about the Knowledge, Skills, and Cultural Capital to succeed, as happy life-long learners at school and beyond their years at Glen Hills.

We aim to achieve this by:

- Working as a team comprising of children, staff, parents/carers, governors, outside agencies and visitors
- Valuing the contribution of each individual within that team
- Providing an ambitious, enjoyable, knowledge and skills rich curriculum designed around enrichment
- Promoting high standards of behaviour, attitudes and attendance
- Showing and encouraging respect and mutual tolerance for the school community as well as each other
- Promoting equality of opportunity regardless of race, religion, culture, gender, social background or ability
- Promoting a place where pupil's character is developed and personal strengths encouraged
- Recognising needs and wellbeing of all to nurture self-worth and develop resilience
- By providing a secure environment where all feel safe, valued, celebrated, respected and proud.

As a result of such an environment we hope our children will:

- Be the best versions of themselves they can be
- Become independent, resilient, tolerant and happy self-motivated learners
- Have respect for themselves, each other and the environment
- Be valued as an individual and as a member of the community, both within school and beyond.

Starting school is an exciting time for children and here at Glen Hills, we endeavour to make it as straightforward as possible. We are extremely fortunate to have a committed staff who share the common ethos in believing all children deserve the best possible start in life. Not only do we strive to achieve the highest levels in English, Maths and all-round education, but we wish to ensure your children are safe, happy and contribute to our high standards of behaviour. We link all our learning to our Route to Resilience Values ([click here for more information](#)), otherwise known as our Glen Hill's Character Muscles - Respect, Resilience, Going the Extra Mile and Optimism are key for happy, successful Glen Hills' children.

Establishing vital links between yourselves and the school is of paramount importance to all at Glen Hills and indeed, we welcome parents into school. If you wish to help in school with craft work, cooking, sewing, after-school clubs, reading or wish to join the Parent Staff Association, we welcome you with open arms.

The hard work and dedication of the staff, governors, parents/carers and pupils is highlighted in our last OFSTED report (March 2024) where the school was judged to be Good with Outstanding areas. Since then, our school has continued to thrive and develop to support its children and it has further developed its curriculum in line with the latest Ofsted research. Finally, may I once again welcome you and your child/ren to Glen Hills Primary School.



Mrs R Wesley LLB (Hons) QTS NPQH
Headteacher

Read our [prospectus](#) to find out more about our school.



About the Trust

We believe that strong collaboration with shared accountability can lead to better progress and attainment for pupils, and help all of the MAT schools meet rising expectations and to improve:

- **Outcomes for children;**
- **Opportunities for economies of scale;**
- **The robust nature of our accountability towards and for one another;**
- **All partner schools' capacity to dictate their own direction providing good outcomes for pupils and a strong curriculum is part of their offer.**

This helps us to continue to build upon the work of Symphony in which:

- Our school leaders and teachers share thinking and planning to spread expertise and tackle challenges together;
- Our Local Governors come together to share strategic thinking, to combine skills and to support each other during challenging times;
- Shared professional development can more easily be arranged, whether led by staff from one of the partner schools or an outside body.

Symphony Learning Trust is a Multi-Academy Trust in which the accountability for outcomes benefit from the fact that:

- Our school leaders, teachers and other staff can be shared across more than one school, enabling us to find different solutions to recruitment challenges, to retain staff by providing new opportunities within the group and to plan succession more effectively;
- Our groups of schools through a central business team and central services find it easier to find and fund specialist expertise (specialist teachers and specialists in areas such as data analysis, finance, health and safety, HR) and provide richer curricular and extra-curricular activities;
- No school is ever left vulnerable in since the significant expertise in other schools can be utilised on an equal footing.



Application process and timeline

Applications are completed online on Eteach via the Glen Hills Primary School Website.

After the closing date, shortlisting will be conducted by a panel who will score your application against the person specification, so please ensure that you read the Job Description and Person Specification carefully before you complete your application form.

All candidates invited to the interview and assessment day must bring the following documents; original documents only, copies will not be accepted:

- Documentary evidence for your right to work in the UK
- Documentary evidence of identity which meets the DBS requirements i.e. current photocard driving licence including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address i.e. utility bill, financial statement etc.
- Where appropriate, documentation evidencing a name change
- Educational or professional qualifications that are essential or necessary for relevant for the post

Further information relating to DBS check documentation requirements can be found on the Government website at <https://www.gov.uk/guidance/documents-the-applicant-must-provide>

If you are not the successful candidate, all your personal information will be destroyed, in a secure way, in line with General Data Protection Regulations (GDPR May 2018) guidelines.

References will be sought for shortlisted candidates and we may approach previous employers for information to verify experience or qualifications prior to interview. Any relevant issues arising from references will be discussed at interview.

Your completed application form and supporting letter should address and evidence the essential and desired criteria in the Person Specification.

Supporting Documents

- [Ex-Offenders Policy.pdf](#)
- [Guidance Notes Updated March 24.pdf](#)
- [Privacy Notes.pdf](#)
- [Safeguarding and Child Protection Policy.pdf](#)

