



**Learning for Life Education Trust**

*Stronger together*

# **Recruitment Information Pack**





**Learning for Life Education Trust**

*Stronger together*



## Welcome

Welcome to the Learning for Life Education Trust, based in East Northamptonshire.

At present, we are a family of four schools working together to offer the very best in primary education to our children.

We are an outward-looking trust that is seeking to grow and we benefit enormously from working very closely with a range of partners, including Huxlow Science College in Irthlingborough.

We are looking for individuals to join us and truly make a difference to the lives of the children in our schools. You will embrace our core values and inspire our children and families to be the best they can be.

We hope the enclosed information gives you an insight in to what your life with our Trust could be like.



*Joanne Sanchez-Thompson*

## Our core values

We will enable every child and adult to achieve their best by developing an aspirational culture and an environment where:





- Every individual is valued, safe and wants to learn
- Our children are successful, ambitious and hardworking – there is no limit to what we can achieve
- There are high expectations of, and for, everyone – we will always be 'the best that we can be'
- Teaching is of the highest quality so that children make great progress
- Relationships are based on trust, respect and honesty
- The curriculum is rich and exciting and inspires children to learn
- We offer children high quality artistic, musical and sporting opportunities
- Parents are our partners and their contribution is welcomed and valued
- Our children are confident, resilient and independent and so are able to contribute to life in their local community and beyond, becoming global citizens
- Children behave well, show good manners and have respect for others regardless of their gender, ethnicity, religious or cultural background





## Our schools - Stronger together

Our Multi Academy Trust was established on 1st April 2015 following several years of close collaboration between the schools of Irthlingborough and Finedon. Our Trust comprises of:

-  Irthlingborough Nursery and Infant School
-  Irthlingborough Junior School
-  Finedon Infant School
-  Finedon Mulso CE Junior School

## Our children – learning together



## Our staff – working together

Our staff are highly talented and dedicated to supporting and inspiring our children to be the best they can be. Staff collaborate very effectively within the schools and across the Trust to develop their practice and ensure constant improvement. The Trust is committed to the professional development of all staff – offering a range of opportunities including in-house training, and work with the Inspire Teaching School Alliance, the Schools' Partnership Programme and the Diocese of Peterborough. We also offer support to other schools through our Specialist Leaders of Education.





## What we offer

The Learning for Life Education Trust offers a wide range of benefits to our staff to ensure that all can benefit from an improved work/life balance.

- Full School Teachers' Pay and Conditions, including Continuous Service, for Teaching Staff
- Enhanced NJC terms and conditions of employment for Support Staff, including continuous Local Government service
- Flexible working – full and part-time
- Teachers' Pension Scheme and Local Government Pension Scheme
- Maternity/Paternity/Adoption Leave and Pay
- Laptop for every teacher
- Well-being day
- Time off for report writing
- Great colleagues and children!!

## Continuing Professional Development

Our staff are our biggest asset so we place great importance on ensuring they have the professional development opportunities that they need to continue to improve and gain skills.



New staff to the Trust has a school-designed Induction programme. The induction programme for NQTs follows the statutory induction period as set out by the Department for Education. We work closely with ASK and the local authority in this element of our work.

Each school has its own CPD programme. We use a range of internal and external training opportunities, including those from ASK, the Diocese of Peterborough and from the local authority to ensure that training is relevant and of a high standard.








### Current staff training includes:

- NQT
- Diocesan Leadership
- NPQML
- NPQSL
- NPQH
- Erasmus

Our staff also provide support for other schools through Specialist Leader in Education and consultancy work.



We also offer development and support for staff to work with other colleagues within the Trust through groups in:

-  Safeguarding
-  SEND
-  Maths
-  English
-  EYFS
-  Attendance
-  Wellbeing

We use our appraisal system to offer support and challenge for improvement to both teaching and support staff. These processes follow nationally set guidelines for good practice. Their aim is to support all staff to achieve a high level of job performance alongside individual job satisfaction.








Clear expectations for performance and progression, based on well-thought through criteria, enable staff to understand and plan their career development and the CPD they need to progress. We see appraisal as an open, honest and constructive dialogue that helps us all to improve ourselves and our children's learning.

We are proud of the fact that the Trust has honoured all pay rises recommended by the teaching and support staff unions over recent years.

## **Wellbeing and Support**

The physical, emotional and mental well-being of our staff and children is a high priority for the Trust. Happy, healthy and enthusiastic staff are the best possible support for the welfare and learning of our children.

Our staff well-being programme offers:

-  A well-being day
-  A half-day for report writing
-  Access to Occupational Health advice
-  Free counselling
-  Trust Well-being group to discuss issues and develop ideas within schools
-  Erasmus CPD
-  Use of DfE Workload Reduction support materials

Our dedicated and professional support staff provide support to curriculum leaders and teaching staff by undertaking activities which do not require the skills of a teacher:

-  Display support
-  Day to day administration
-  Finance and payroll
-  Premises management
-  Pastoral support
-  Attendance management
-  Finance administration
-  HR support
-  IT support



**Learning for Life Education Trust**

*Stronger together*

## **The Central Trust Team**

The central Trust team provide support and advice for school leaders and staff on a range of topics.

Joanne Sanchez-Thompson, Executive Headteacher (EHT)

Andy Goodsell, Chief Operations and Financial Officer (CFO)

Laura Civil, HR Officer

Wendy Raymond, Payroll and HR Administrator

Jenny Cooper, Trust Facilities Business Manager

Sarah Thomas, PA to EHT and CFO

## **Equal Opportunities**

The Learning for Life Education Trust is an Equal Opportunities employer. We welcome applications from appropriately qualified personnel regardless of gender, race, disability or age.

## **Safeguarding**

Our Trust is committed to safeguarding and promoting the welfare of all our children. We expect all staff and volunteers to share this commitment. All successful applicants are required to complete and enhanced Disclosure and Barring Service check. Any offer of employment is subject to satisfactory references and an occupational health check.



Learning for Life Education Trust

*Stronger together*



## Irthlingborough Nursery and Infant School

We are delighted to share our happy and successful school with you. Our experienced and knowledgeable staff provide a welcoming and nurturing setting where children feel safe, happy and are keen to learn.

We recognise that all children are individuals and that they learn at different rates and in different ways. By getting to know each child and making careful checks on how well they are learning we can, together with you, ensure that they make rapid progress.

We give high priority to personal and social development and are proud of the excellent standards of behaviour that our children demonstrate.

We encourage children to be active learners, to be aware of how they can improve and to be proud of genuine effort. We reward and celebrate success in all aspects of school and home life. These are important formative years which lay down the attitudes towards learning which influences future school and life achievements for all children.

We provide a full and engaging curriculum in both the Foundation Stage and Key Stage One so that we can develop all children's learning. Our broad and balanced curriculum prepares children well for life in modern Britain.

We are proud to be part of the [Learning for Life Education Trust](#) and we work closely with the other schools in our Trust.







Learning for Life Education Trust

*Stronger together*



Irthlingborough  
Junior School

## Irthlingborough Junior School

We seek excellence in all that we undertake. We aim to inspire your child with confidence in their own ability so that they love coming to school and learning. Our curriculum is packed full of interesting and exciting learning opportunities as well as being broad and balanced.

Irthlingborough Junior School is thriving because we see education as a partnership between committed staff, interested parents and motivated pupils. We provide a caring and safe environment, where children can discuss and explore issues of growing up and developing as successful members of the community.

Our children learn how to manage and benefit from the increasingly complex world in which we live. They can then transfer successfully and confidently to the next phase of their education.

Our links with Irthlingborough Nursery and Infant School, Huxlow Science College, St Peter's Church and the local community help develop a wider sense of responsibility, instilling in our children a sense of individual worth and a respect for others.

We benefit enormously from the support of a creative and developmental local governing body and a hard-working Home School Association. We are proud to be part of the [Learning for Life Education Trust](#).

We expect that you will want to play an active role in your child's education. We value the support and the goodwill of our parents. By working together in a positive partnership, we can create the best possible opportunities for your child and we look forward to sharing their development with you.





Learning for Life Education Trust

*Stronger together*



**Finedon Infant  
School**

## Finedon Infant School

&



## Finedon Mulso CE Junior School

In our two schools, we create a happy, caring and positive learning atmosphere. We enable each child to reach their full potential and grow into a confident and independent learner who is well prepared for life in modern Britain.

We pride ourselves on providing a creative and highly stimulating curriculum accessible to all our children. They are motivated learners, always wishing to achieve their very best. They show exemplary behaviour and caring attitudes towards others.

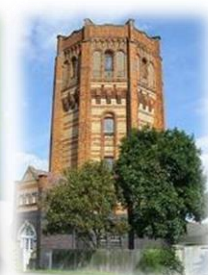
Situated on two sites, the Infant and Junior school share the same Headteacher and leadership team. Working together as one, our experienced team of staff are committed to providing our children with an excellent, seamless learning experience from Reception to Year 6.

**The Infant School** admits 45 children each year into two Reception classes. In Year 1 and 2, we have four single-age classes in the mornings and three mixed Year 1 and 2 classes in the afternoon. At the end of Year 2, children transfer to the Junior School.



**The Junior School** is a Church of England school; we hold daily assemblies with Christian values at their core and this is a special time where the school community come together and share ideas and experiences. Children are given opportunities to reflect upon the content of the assembly and are invited to participate in worship and prayer in the Christian tradition.

We are proud to be part of the [Learning for Life Education Trust](#).





# 'Will you be the teacher who...'



Tries to make you think. Y3

Stays in your heart. Y5

Makes you learn more things. Y2

Is helpful and a good role model to us. Y4

Makes lessons fun and exciting and makes sure we are safe. Y5

Let's everyone have a turn. YR

Trusts you to be sensible. Y3

Always gives you a second chance. Y3

Answers your questions, helps you and makes you confident with your work. Y3

Pushes you, so that you can get better at that subject. Y6

Does great things. YR

Plays games with us. Y1

Is someone you can Trust. Y4

Is helpful and a good role model to us. Y4

Has a good personalit y. Y5

Makes mistakes. Y5

Guides you. Y6

Helps people when they are stuck. Y2



## Where are we?

By car:

Northampton—30 mins

Bedford—30 mins

Milton Keynes—45 mins

Birmingham—1 hour

Peterborough— 45 minutes

Cambridge—1 hour



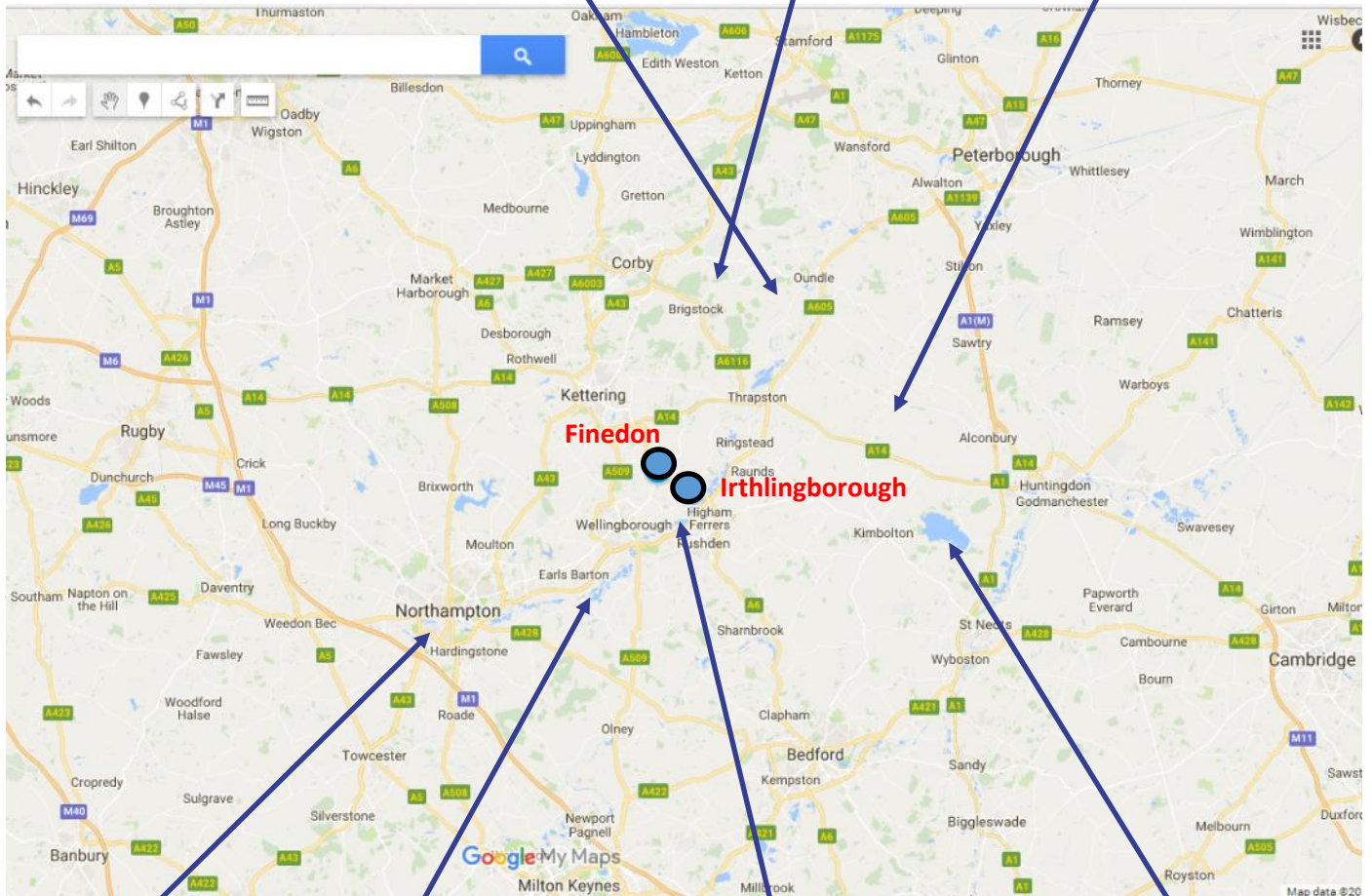
Lyveden Newbold



Welland Gliding Club



Hamerton Zoo



Northampton Saints  
Rugby



Castle Ashby



Rushden Lakes



Grafham Water



**We are based in East Northamptonshire with these lovely places within a stone's throw...**



**Irchester Country Park**



**Santa Pod**



**Frontier Centre**



**Willy Watt Marina, Denford**



**Rushden Lakes**



**Chester Farm Archeological Site—A Roman town**



**River Nene**

## East Northamptonshire – a developing, well linked area...

### Living here:

Town	Average House Price*
Irthlingborough	£231,493
Finedon	£250,108
Rushden	£258,471
Kettering	£262,738
Wellingborough	£247,704
Northampton	£292,404
UK	£326,176

\* Based on Zoopla average price paid, May 2022



Stanton Cross, Wellingborough is being developed. 3,560 new homes, shopping, and employment, just 3 miles away.

### Rail Journeys:

Kettering, Wellingborough	Midland Mainline	London St Pancras Leicester Sheffield Nottingham	1 hour 30 minutes 1 hour 40 minutes 1 hour
Northampton	Virgin Trains	Birmingham	1 hour
Peterborough	Virgin Trains East Coast	York Leeds Newcastle Edinburgh	1 hour 14 1 hour 23 minutes 2 hours 20 minutes 3 hours 30 minutes



Rushden Lakes, shopping and Wetlands Nature Reserve, just 2 miles away

### Flying somewhere:

Airport	Distance
Luton	1 hour
East Midlands	1 hour 8
Birmingham	1 hour 8
Stansted	1 hour 22



## How to apply

Applicants are requested to read the information carefully, especially the job description and person specification.

Please ensure your application satisfies all the criteria in the person specification and you display evidence of this. Please specify the role that you are applying for, and also ensure that you submit a covering letter addressed Laura Civil, as part of your application.

Please ensure that you have completed the reference section with TWO referees. Please note that: The first referee should normally be your present or most recent Headteacher or equivalent person. If you are not currently working with children, please provide a referee, if you have one, from your most recent employment involving children.

Referees will be asked about disciplinary offences relating to children, which may include any in which the penalty is 'time expired' and whether you have been the subject of any child protection concerns, and if so, the outcome of any enquiry or disciplinary procedure. References will not be accepted from relatives or from people writing solely in the capacity of friends.

We hope that you have found the information provided in this brochure enough to persuade you to apply but if you need further encouragement, please visit our website at [www.learningforlifetrust.org.uk](http://www.learningforlifetrust.org.uk) or come and visit us in person.

Please visit the vacancies page on our website [www.learningforlifetrust.org.uk](http://www.learningforlifetrust.org.uk) to download a copy of the application form. Alternatively an application pack can be requested from Laura Civil (T): 01933 654921 or (E): [hr@iflt.org.uk](mailto:hr@iflt.org.uk)

Completed application forms, together with a supporting letter of application to be no more than 2 sides of A4 should be sent to [hr@iflt.org.uk](mailto:hr@iflt.org.uk)

Alternatively, post to:

Laura Civil, Trust Office, Learning for Life Education Trust, c/o Irthlingborough Junior School  
College Street, Irthlingborough, Northamptonshire, NN9 5TX

Please note that we do not accept CVs – any received will not be taken into consideration during the shortlisting process.

