



**EAGLES**  
PRIMARY ACADEMY

# Recruitment Pack



# Welcome, from the Head

## Dear Applicant

Thank you for your interest in joining the recently opened and rapidly growing Wellington Eagles Primary Academy.

We have a committed Senior Leadership Team that is supporting the growth of the school, while allowing our talented and dedicated teaching and learning team to focus on the needs of all our pupils.

Joining the Eagles team gives professionals the opportunity to shape the educational provision for our pupils and actively contribute to the adaptation of our curriculum to ensure that it is fully reflective of the needs of our cohort.

If the prospect of being part of the journey to excellence excites you, please arrange a visit to see and feel for yourself how your next professional move could support us in that journey.

Kindest Regards

**Claire Addis**

**Executive Headteacher**

## Band / Salary / Hours

**Start Date:** 1<sup>st</sup> September 2023

**Closing Date:** Midnight 11<sup>th</sup> June 2023

**Interview Date:** w/c 19<sup>th</sup> June 2023

**Salary:** M1-UPS3 (DOE)

**Contract type:** Maternity cover, full time

## How to Apply

To apply please ensure you complete an application form available from the Trust website [www.ascendlearningtrust.org.uk](http://www.ascendlearningtrust.org.uk) or complete the online application. Applications should be submitted via [recruitment@ascendlearningtrust.org.uk](mailto:recruitment@ascendlearningtrust.org.uk)

Please note CVs will not be accepted. You must complete the application in full giving details of all employment, training and gaps in employment since leaving school.

Please ensure the closing date for applications is met, we cannot be held responsible for lost or late applications. Due to the large number of applications it is not always possible to respond to each application but we aim to respond within two weeks of the vacancy closing date.

## Job Description

The job description lists all the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge and abilities required to do the job.

The criteria listed within the job description detail the areas which will be assessed at both Application and Interview. It is important that you identify the competencies, experience, qualifications, knowledge and abilities that will be assessed by application form, as you will need to provide evidence that you meet the criteria.

## Job Description

To work in line with the relevant Teacher Standards

- To be responsible to the Key stage leader for the organisation, management and delivery of appropriate teaching
- To have knowledge of and keep up to date with current pedagogy, particularly in respect to the National Curriculum
- To plan, prepare and deliver lesson activities for children according to the curriculum policy, and which ensure progression, pace and challenge, and which make appropriate educational provision for all students
- To assess and monitor systematically the progress of each child within your class and report accordingly to Key Stage Leader
- To mark and monitor work, providing constructive feedback and setting meaningful targets for future progress to inform planning
- To provide reports of attainment on individual children to the Head of Key Stage, Leadership team, outside agencies and parents as necessary
- To be familiar with the Code of Practice and identification, assessment and support of children with special educational needs
- Act as a role model to the children in all actions and behaviour
- To provide or contribute to reports on the personal and social needs of students, as required
- To make effective and meaningful use of IT to promote teaching and learning. To ensure other adults in the classroom, such as TAs, are communicated with and deployed effectively
- To contribute to the development of the curriculum, to work closely with colleagues to undertake medium and short-term planning and implement agreed Schemes of Work
- To set high expectations of behaviour, establishing and maintaining good discipline and control of students in accordance with policy
- To establish a safe environment where respect and positive relationships flourish
- Contribute to the broader life of the Trust by supporting and leading curricular and extra-curricular events
- Contribute to the positive promotion and marketing locally and in the wider community
- To undertake any reasonable duties as directed by your Head of Key Stage or members of the Leadership team
- Comply with any reasonable request as requested by the leadership team to undertake work of a similar level that is not contained within the role profile

## Person Specification

- QTS (Qualified Teacher Status).
- A Good Honours Degree.
- A detailed knowledge of the curriculum and its means of delivery.
- High standards of communication and interpersonal skills.
- The ability to work as a team.
- The ability to work towards deadlines.
- The ability to motivate both students and your peers.
- Highly motivated and enthusiastic.
- Excellent attendance and punctuality.
- Experience innovating to deliver the curriculum.

## About the Ascend Learning Trust

**The Ascend Learning Trust formed in 2017 and is a successful Trust with seven schools geographically spread across Wiltshire and Swindon.**

The values of Compassion, Respect and Ambition are those which are essential in the Ascend Learning Trust and we are dedicated to ensuring every pupil achieves above and beyond their potential with secure and enduring relationships with and within each Academy in the Trust.

**We offer Compassion** – to understand and recognise the needs of the many members and stakeholders of each Academy whose lives will be enhanced and enlightened through their experiences in and out of the classroom.

**We seek and offer Respect** for the traditions, knowledge and experiences gained over many years in our Academies through developing and supporting both staff as they progress their careers in school and pupils on leaving school.

**We seek and hold Ambition** for our Ascend Learning Trust community for the future, its economic development, its safety, its ability to thrive, to be a great place to learn and to work and to have a vibrant educational community with amenities for all age groups.

As a member of our staff you will share our values of **Compassion, Respect and Ambition** working to achieve our shared mission of offering **Excellence for All**.

Each Academy and its staff seek to strengthen each other, sharing good practice and building capacity whilst maintaining its own identity and working with its own community.

We encourage applications from strong individuals who are passionate about providing opportunities for young people in our community, if you have the vision, energy and determination we welcome an application to join our Trust.

## Work for Us

**As well as our commitment to staff development opportunities we also offer a wide range of services which support your employment journey with us, these include:**

### **Professional Development**

The North Wiltshire School Centred Initial Teacher Training is part of our Trust training new entrants to the profession. We lead a Challenge Partner Hub of around 30 schools and are 1 of only 13 Designated OLEVI Centres in the country.

The aim is for our offer and indeed entitlement for staff to receive the very best possible opportunity. Investing in our staff is investing in our future. The structures on offer will focus on professional learning and look at highly effective strategies that work in the classroom. In addition, there will be a thematic approach to your development so that you can choose the most appropriate areas for your development. These themes will focus on Teaching and Learning, Leadership, and Coaching and Communication, and can either be taken in isolation or combined to increase your overall level of practice.

### **Benefits**

We also offer an excellent staff benefit package which include discounts on high street stores, restaurants, cinemas and gyms as well as having a wellbeing hub and a cycle to work scheme. Examples of great discounts currently on offer include:

- 10% off Eyewear
- 20% off Gym Membership
- 25% off monthly subscription to online gym memberships
- Hundreds of offers and discounts and cashback on local and national stores
- On site flu vaccinations
- Teachers and Wiltshire Pension scheme
- Generous annual leave for support staff up to 30 days (+ 8 bank holidays per year)

### **Wellbeing**

We are committed to ensuring all staff have a safe environment to work in and we promote good health and wellbeing. As a signatory of Carefirst we are committed to reducing the stigma attached to mental health and work with schools to develop a strategy for wellbeing for each school. **This includes:**

- Developing a wellbeing statement which focuses on the commitment to support staff health and wellbeing,
- Providing opportunities to ensure there is a trained mental health first aider in each school,
- Supporting staff through a dedicated EAP which offers counselling, CBT courses and advice and guidance to all staff,
- Offering OH support to ensure staff are supported when required,

# About our School

## **The Wellington Eagles Primary Academy is an ambitious, growing, and inclusive 4-11 primary school, with a Nursery for 2-4 year olds.**

We are based on the edge of the beautiful Salisbury Plain and serve the families of Ludgershall. We currently have 200 students on roll in one form entry classes, with potential to grow to a two-form entry school of 420 pupils. We work very closely with our sister academy, The Wellington Lions Primary Academy, based in Tidworth and this gives scope for a variety of professional development opportunities for our staff across the two schools. Both schools are proud members of the Ascend Learning Trust.

We are located within commuting distance of the towns and cities of Salisbury, Andover, Marlborough, Devizes, Swindon, and Southampton. Alongside these, local villages such as Bedwyn and Pewsey also enjoy direct rail links with London. We are proud to serve our local community, and with Tidworth serving as a 'super garrison' for the British Army a number of our students have at least one parent either actively serving in the armed forces, or a family history of service.

### **Our Wellington Primary Academies promote:**

- Excellence through the rigorous learning of key skills within a rich and broad curriculum.
- Holistic learning by developing the whole child.
- Innovation in the way that we teach and learn.
- Collaboration with parents and carers, the Ascend Learning Trust family, the military community and local primary schools.

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### **Our Facilities**

Wellington Eagles is a new purpose-built school based within a new housing development in Ludgershall, Wiltshire. It is sited on what used to be the old Salisbury Plain Barracks and vehicle depot, both of which have been demolished to make way for 246 family homes and the school.

As a newly built school, we enjoy bright, well-resourced classrooms, a dedicated food technology room, a dance studio in addition to a large multi-use Hall and a sensory room. Our beautiful, wrap around outside area includes ample hard surface playground, a dedicated sports MUGA, football pitch, extensive playing fields and dedicated Early Years outdoor environment.

## Our Curriculum

At Wellington Eagles Primary Academy we firmly believe that every child in our care has the right to be truly inspired by an engaging and purposeful curriculum. We have based our curriculum around 'The Curious Child' and we have dedicated staff who are passionate about providing our children with enriching and exciting experiences so that they can all achieve success in their learning journey. We actively encourage our children to be enthusiastic, resilient, collaborative and aspirational and believe that this supports them on their path to becoming life-long learners.

## Our Commitment to your Professional Development

We are committed to the professional development of all of our staff. We place a high priority on ensuring that our professional development is tailored and appropriate for staff at all career stages. Our Early Career Teachers have access to the Pickwick training programme alongside weekly in house professional development meetings. All of our second year teachers receive one to one coaching and take part in the Olevi Creative Teacher Programme. As teachers move through their career they are able to access programmes such as the Outstanding Teacher Programme, the Outstanding Leadership Programme, and the Outstanding Facilitator Programme alongside a full range of NPQs. We actively encourage staff to seek out further valuable developmental opportunities and we have a full and varied in-school professional development calendar.

## Additional Benefits

Alongside all of the aforementioned opportunities, there are further benefits to working at The Wellington Eagles Primary Academy:

- Working closely with colleagues based at The Wellington Lions Primary Academy in Tidworth, opportunities for professional development and leadership opportunities between the 2 schools.
- We are a proud member of the Ascend Learning Trust and this allows for the opportunity to work with fellow professionals from across a range of schools.
- We are supported by a Trust based HR and Finance team who are able to support you throughout your time with us.
- As a staff member you will have access to 'The Hive' – an online portal with a wide range of exclusive staff benefits, news, rewards and recognition alongside resources to support your mental wellbeing.
- Our staff have access to heavily subsidised gym membership at our onsite Sports Centre, a perk that a number of staff take advantage of.

## About Wellington Eagles Primary Academy

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**Excellence through the rigorous learning of key skills within a rich and broad curriculum.**

**Holistic learning by developing the whole child.**

**Innovation in the way that we teach and learn.**

## References

We will require two satisfactory references before a job offer is confirmed; one of which must be your line manager / headteacher in your present or most recent employment.

If you are at school/college or are leaving university please give details of the name and address of your Headteacher or tutor.

Please remember to check that your referees are actually available to provide a reference, as failure to do this could cause a delay in confirming your appointment.

### **All staff are required to undertake employment checks which include:**

- References (for all staff and volunteers)
- Right to work in the UK (ID check)
- Qualification checks
- Barred List check
- DBS check (for all staff and volunteers)
- Childcare Disqualification check (primary only)
- Health checks

Ascend Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. We particularly welcome applications from under-represented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.

Please note any position that involves working with children requires declaration of ALL convictions/cautions regardless of whether these are deemed as spent and a DBS check will be carried out before any employment commences.

References will be obtained before interview at shortlisting stage and may be used in the interview process. If previous employment has included working with children then at least one referee must be from this employment regardless of whether this is the current or most recent employment. Any gaps in employment must be detailed and an explanation provided in the relevant section.