



Primary Teacher  
Cumbria Education Trust  
Recruitment Pack



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# WELCOME TO OUR MULTI-ACADEMY TRUST

Dear Applicant,

Thank you for your interest in this exciting position within Cumbria Education Trust (CET). Within this pack you will find lots of information about the Trust, the role, our family of schools, our vision and values.

Cumbria Education Trust is a not-for-profit charitable organisation. It was formed in 2015 in response to an invitation from the Department for Education. Cumbria Education Trust is one of the first school-based MATs in North Cumbria - we currently have twelve schools within our family; nine primary and three secondary schools.

Our purpose is to deliver outstanding educational provision and ensure all pupils/students receive high quality teaching and learning opportunities.

Our aim is for each CET academy to demonstrate consistent year-on-year improvement. We believe in the importance of working with others to share knowledge and best practice and we want all our pupils/students to develop a thirst for knowledge. We are passionate about putting young people first and equipping them for success in the future.

By achieving our aim, we can enable every young person to reach their potential.

If you believe you can make a positive contribution to the development of CET, then we would be delighted to hear from you.

Yours sincerely,

**Lorraine Hughes**

CEO - Cumbria Education Trust

## 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 our organisation are the principles of:

- **Respect**
- **Responsibility**
- **Resilience**



## SUPPORTING OUR STUDENTS AND STAFF

Although each of our schools and academies has its own unique ethos, they all share a common vision and values. These values are central to the life of the schools and underpin all the Trust's activities.

All our schools and academies share a commitment to the achievement, personal development and well-being of the children and young people within the Trust.

We operate with a student-centred approach which values relationships and respect for others:

- **Inspiring learning** – creating a happy, positive and vibrant learning environment for ALL pupils/students.
- **Achieving success** – enabling every pupil/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.

CET strives to be recognised as an employer of choice. We believe that quality of life outside work significantly shapes the way in which staff perform whilst at work, so the need to achieve a healthy work life balance is a very important aspect of our commitment to staff.

We therefore place great importance on developing caring and supportive relationships. Our knowledgeable central team will provide you with expert guidance which will take the stress out of specialist aspects of your work such as Health and Safety, SEND and Governance.

With an aim which seeks year-on-year improvement, we also recognise the need to reward effort and good results. One of the ways we do this is through our commitment to staff with individually tailored CPD programmes. These are geared to maximising not merely job satisfaction, but the chance to significantly increase expertise, confidence and leadership skills.

We exercise a 'people first' approach at all times so that staff feel part of a community; confident to both support and yet challenge one another and where everyone regardless of position or seniority, feels valued and able to make a contribution.



# THE ROLE



## DO YOU SHARE OUR PASSION TO ENABLE EVERY YOUNG PERSON TO FULFILL THEIR POTENTIAL?

Cumbria Education Trust is a successful and growing family of schools that work together to improve the life chances of all its children and young people. As such we are seeking a to employ an outstanding teacher who is creative, imaginative, highly motivated and able to bring the best out in the children they teach.

The role presents an exciting opportunity to join the trust at a pivotal time and be part of our vision of providing an inspiring and innovative education for pupils across Cumbria.

**We are looking for an experienced teacher who we are able to deploy as a central resource across any of our primary schools with a focus to inspire and motivate their pupils leading them in high quality learning and great outcomes.**

The successful candidate will:

- Be an excellent communicator committed to being part of an effective team of teachers and leaders
- Set high expectations and have a commitment to challenging learners to achieve well
- Be a passionate, caring and inspirational teacher
- Be self-motivated and reliable
- Be enthusiastic and knowledgeable about all aspects of current educational research
- Be able to drive and have a vehicle

We can offer:

- A commitment to your personal and professional development and the opportunity to develop your role as a leader.
- Excellent facilities and technologies in a variety of locations
- A comprehensive programme of continuing professional development and an extensive learning community
- A rewarding worklife and varied experiences that will shape your career

# MAIN RESPONSIBILITIES

## Effective Practice

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- To plan work for the class in accordance with national and school curriculum policies and in cooperation with middle and phase leaders to ensure that the children experience a broad, balanced, relevant and stimulating curriculum.
- To ensure a close match between the learning experience offered, and the individual needs of the children in the class, so as to give each child an opportunity to achieve to the maximum of his/her capability.
- Where possible, to make sure that the majority of the children's work is closely linked to first-hand practical experience.
- To provide children with opportunities to manage their own learning and become independent learners.
- To create a secure, happy and stimulating classroom environment, maintaining the highest standards of organisation, and discipline.
- To foster each child's self-image and esteem and establish relationships which are based on mutual respect.
- To maintain a high standard of display both in the classroom and in other areas of the school.
- To arrange for resources, equipment and materials to be available in such a way that they are properly cared for, easily accessible and will encourage the children to become more responsible for their own learning.
- To work closely with colleagues to undertake medium and short term planning and the implementation of agreed schemes of work.
- To assess children's progress, maintain records and provide written reports to parents and carers in accordance with school policies.
- To communicate and consult with parents and carers and with outside agencies, as necessary, about children's progress and attainment.
- To ensure that the school's aims and objectives in relation to the curriculum, equal opportunities and discipline are promoted in every day classroom organisation and practice.
- To liaise with support staff both school based & from external bodies as required.
- To take responsibility for the management of other adults in the classroom.

## Relationships with Children

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- To ensure that relationships established with children are fair, respectful, trusting, supportive and constructive, communicating sensitively and effectively.
- Encourage a culture of listening to children, paying attention to what they say and valuing and respecting their views
- Ensure that the positive values, attitudes and behaviour are demonstrated which the setting expects from the children

## Communication & Partnership Working

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- Maintain personal expertise and share this with other teachers
- Establish fair, respectful, trusting and constructive relationships with families and parents/carers, and communicate sensitively and effectively with them
- To work in partnership with parents / carers and other family members, providing formal and informal opportunities through which information about children's well-being, development and learning can be shared to improve outcomes

## General

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- Establish and sustain a culture of collaborative and cooperative working between colleagues
- Influence and shape the policies and practices of the setting and share in collective responsibility for their implementation
- Contribute to the work of a multi-professional team and, where appropriate, coordinate and implement agreed programmes and interventions on a day-to-day basis
- To take up the opportunity to access professional development through self-directed reading, courses and in-service training.
- To undertake any other reasonable and relevant duties in accordance with the changing needs of the school.

## Safeguarding

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CET is committed to safeguarding and promoting the welfare of children and young people as required under statutory legislation and expects all staff and volunteers to share this commitment.

The teacher must ensure that all staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner.

## Health, safety and discipline

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- Promote the safety and well-being of pupils and staff.
- Ensure good order and discipline amongst pupils and staff.



## WHO AND WHAT WE ARE LOOKING FOR

KEY SKILLS AND/OR KNOWLEDGE	EXPERIENCES REQUIRED/DESIRABLE
Qualification/Training Competences	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>- Qualified Teacher Status</li> <li>- Evidence of recent and relevant in-service training</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>- Evidence of experience equivalent to 3 years of teaching</li> </ul>
Knowledge of Teaching, Curriculum and Assessment	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>- Evidence of consistently 'good' and 'outstanding' teaching</li> <li>- Proven ability in using strategies to raise achievement for all groups of learners.</li> <li>- Proven ability in curriculum planning and development of a core subject</li> <li>- Good knowledge and understanding of the National Curriculum 2014 and an ability to lead and raise standards across the curriculum</li> <li>- Good knowledge of the KS1 / KS2 Curriculum as applicable</li> <li>- Sound understanding of assessment and its impact on children's achievements</li> <li>- Have knowledge of current educational thinking including new and impending initiatives</li> <li>-</li> </ul>



<p><b>Knowledge of Teaching, Curriculum and Assessment (continued)</b></p>	<ul style="list-style-type: none"> <li>- Can demonstrate an understanding of how to create a thirst for knowledge and a love of learning amongst pupils</li> <li>- Capacity to create a fully inclusive classroom where all pupils, including those with SEN, make good progress.</li> </ul>
<p><b>Leadership Qualities</b></p>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>- Ability to motivate and inspire and contribute creativity to the team</li> <li>- Ability to lead, support and develop staff</li> <li>- Proven ability to foster constructive links with parents, the community, local schools and the Trustees</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>- Awareness of challenges &amp; opportunities within the Multi-Academy Trust structure</li> </ul>
<p><b>Management Skills</b></p>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>- Ability to manage staff effectively and sensitively</li> <li>- Ability to manage change</li> <li>- Ability to manage resources</li> <li>- Understanding of school improvement planning</li> <li>- Knowledge of current legislation and developments in education</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>- Experience of leading a subject/s across a school</li> </ul>
<p><b>Key Personal Qualities and Characteristics</b></p>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>- Highly effective interpersonal skills.</li> <li>- Personal presence and confidence; warmth and sensitivity; flexibility and maturity of approach</li> <li>- Ability to prioritise and with good time management</li> <li>- Tact and diplomacy</li> <li>- Integrity and confidentiality</li> <li>- Ability to work well under pressure</li> <li>- Motivation, enthusiasm and commitment</li> <li>- 'Can do' attitude</li> <li>- Creativity</li> <li>- Good sense of humour</li> <li>- Demonstrable commitment to inclusive teaching and learning</li> <li>- Awareness of the effects of discrimination on pupils, parents, colleagues and policy</li> </ul>



# WORKING AND LIVING IN CUMBRIA



As a place to live, Cumbria takes some beating, from the stunning beauty of the coast, to the challenge of the Lake District, and the history of Hadrian's Wall, Cumbria offers something for everyone.



A predominantly rural county, Cumbria is home to some of England's highest mountains and some of England's biggest lakes. Cumbria is a big county with big opportunities for those who chose to live and work here. The county is famous worldwide for its stunning scenery. Perhaps less well known are its bustling market towns filled with shops and brimming with life.

Venturing further afield it has great links to the rest of the country by the M6, to Scotland via the M74 and to Newcastle upon Tyne by the A69, connectivity to Cumbria is excellent.

There are also excellent rail links to Newcastle, Leeds, Glasgow, Edinburgh, Manchester and London. If you're travelling by air, Manchester, Edinburgh, Glasgow, Newcastle and Blackpool Airports are all within two hour's drive.

This is the place to be – to live and work – and to have an excellent quality of life to spend with your family and friends and to stretch yourself professionally.





## APPLICATION AND INTERVIEW PROCESS

Thank you for taking the time to read through this pack. We hope that it has given you enough of a flavour of CET and the post.

To apply please complete a CET application form and in addition please add a cover letter outlining your reasons for applying and evidence of your suitability for the post. Please note the Cumbria Education Trust does not accept CV's.

Please return completed application forms to [applications@cumbriaeducationtrust.org](mailto:applications@cumbriaeducationtrust.org)

We are operating a rolling recruitment process for this vacancy, and as such would welcome applications at the first available opportunity.

For an informal discussion about the role please contact the HR Team at [HRManager@lcumbriaeducationtrust.org](mailto:HRManager@lcumbriaeducationtrust.org)

***Cumbria Education Trust is committed to safeguarding and promoting the welfare of children and we will check the suitability of staff to work with children. Applicants must be willing to undergo an enhanced Disclosure and Barring Service check and overseas police checks (where applicable). Please see CET's Safeguarding and Recruitment Policies for further details.***



