



Proud to be part of the  
Nene Education Trust

# Recruitment Information Pack



# Welcome

Welcome to Manor School, a proud member of Nene Education Trust.

Are you a dedicated professional with a drive for making the school experience and success for all children your priority? Do you want to be key to leading the teaching and learning of an inclusive school family within a passionate community? If you are please read on, this could be the role and the people you are looking for. We would really like to meet you.

Our mission is 'Success for All' - within our school and Trust communities, fulfilled through our determination for raising aspirations and developing character within a positive environment. We are passionate about inspiring our students to be confident, ambitious and successful individuals. We teach and promote our school values of Resilience, Empathy, Aspiration, Curiosity and Humanity. From these, students are able to display the virtues of kindness, gratitude, self-discipline and personal responsibility. We have the highest expectations of our students and unashamedly uphold a warm professional culture. Within our community, students and staff are known, valued, developed and supported to be successful and happy. This ensures our students are polite, kind to each other and work hard.

At Manor, we believe all students, whatever their background, have a right to access the best that has been said and thought. This includes a variety of writers, from all parts of the world, and thinkers from all the ages. Our broadly traditional and academically rigorous curriculum ensures that students are knowledgeable enough about the world around them to transform it in the future.

We believe this knowledge is central to our students' success and, therefore, supports their future dreams and ambitions. At Manor School students are taught that knowledge is powerful and 'sticky', meaning that once students have sufficient knowledge and an understanding of how to learn, they will be able to independently build on that knowledge - making themselves the master of their fate, being ready to lead and participate as full citizens. We place open, meaningful continuous assessment at the heart of teaching.

We highly regard and encourage parental and family involvement and insist on high expectations. Our goal is always that excellent behaviour and excellent learning should be second nature, something that we actively teach and work at constantly; it should simply become the way that we are.

**Dr Louise Newman**  
Principal



MANOR SCHOOL  
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# Manor School

Manor School is a truly comprehensive academy which services the town of Raunds and its surrounding community in North Northamptonshire. We are a six form entry, 11-18 school with approximately 1020 students, with 140 in the 6th Form.

We are proud to be part of Nene Education Trust and share a clear vision to encourage all our students and staff to work hard, belong and achieve; leading to 'Success for All'.

Most significantly, at Manor School we know we are responsible for education in its widest sense. We encourage and support students to be innovative and creative, to set the bar high in order to excel both academically and in developing the personal characteristics and cultural capital required to be outstanding young adults. We are proud of our personal development curriculum provision based around Work, World, and Wellness.

Our drive is ambitious, our outcomes are improving and have the potential to be transformational for the students we serve. We have an unwavering focus on developing our Quality of Education within a civilised environment for children with enormous potential.

We are passionate about inspiring our students to be confident, ambitious and successful individuals.

To get a true sense of who we are, please come and visit or look through the extensive range of activities that are a weekly feature of our school by browsing the 'Our Manor' newsletters on the website. You'll discover that our students are encouraged and motivated to achieve well, and inspired and rewarded to join in with extra-curricular activities. We have strong traditions in sport and the Arts, with many of our students representing themselves at school, club, county and national level. We recognise and celebrate diversity and the unique character and talents of everyone within a close and caring family.

We teach and promote our school values of Resilience, Empathy, Aspiration, Curiosity and Humanity. From these, students are able display the virtues of kindness, gratitude, self-discipline and personal responsibility. We have the highest expectations of our students and unashamedly uphold a warm professional culture of unconditional positive regard. We support and emulate the strong values which are nurtured at home and are explicitly taught when joining Manor School.

Within our community, students and staff are known, valued, developed and supported to be successful and happy. This ensures our students are polite, kind to each other and work hard.

We are also delighted to be one of the 17 schools nationally selected to be part of the Bounce Forward programme in collaboration with The Harry Kane Foundation. This programme ensures that our students are taught how to be psychologically fit so that they have the tools to support their own emotional wellbeing and equipping them with the skills deal with changing environments and navigate effectively through life.

# Nene Education Trust

Thank you for your interest in working with us at Nene Education Trust.

As part of our team you will be making a very important contribution to the lives of our pupils.

We are committed to raising aspirations and developing character in a positive environment and we place 'developing character' at the centre of all we do.

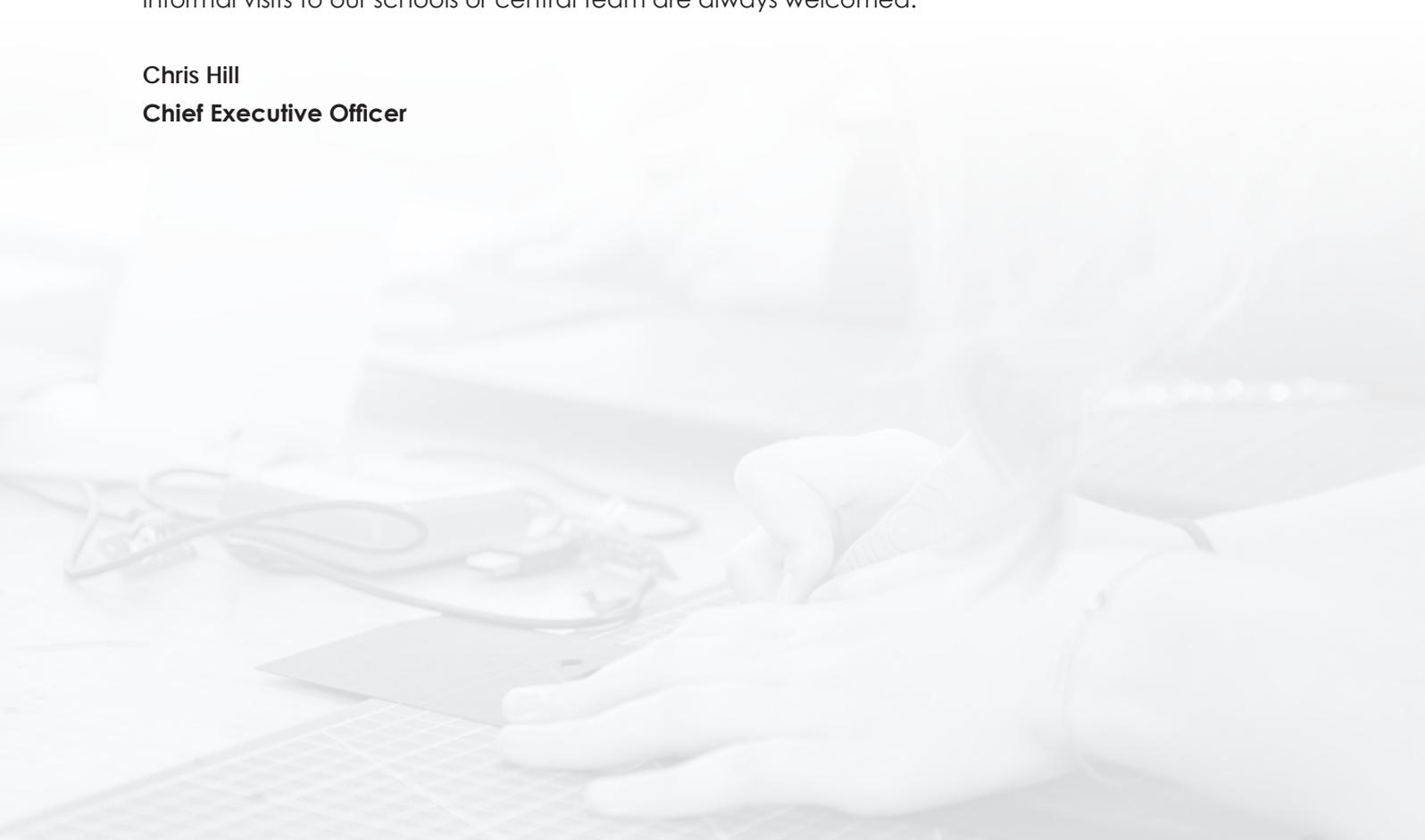
The culture we have created for our staff through the mental health, wellbeing and mindfulness strategies is pivotal to our first shared principle 'people first'.

We all subscribe to a set of shared values, principles and operational processes that ensure quality education for all our young people. Schools within our Trust maintain their identity, have the opportunity to innovate within a safe space and in turn strike the right balance between dependence and independence.

For our pupils, each school has devised their curriculum around 'Work, World and Wellness' ensuring that within each context we are developing well-rounded individuals.

Informal visits to our schools or central team are always welcomed.

**Chris Hill**  
**Chief Executive Officer**



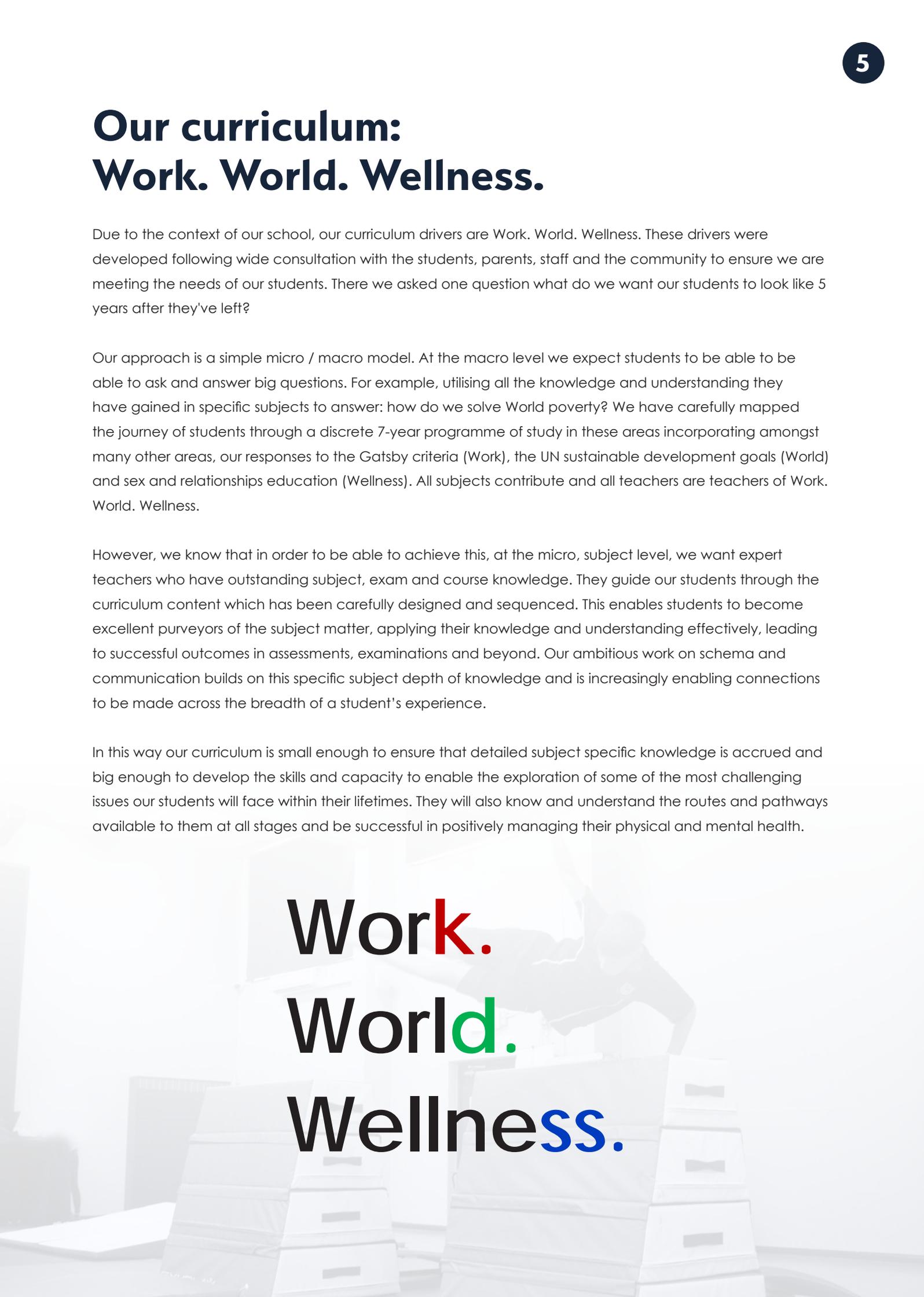
# Our curriculum: Work. World. Wellness.

Due to the context of our school, our curriculum drivers are Work. World. Wellness. These drivers were developed following wide consultation with the students, parents, staff and the community to ensure we are meeting the needs of our students. There we asked one question what do we want our students to look like 5 years after they've left?

Our approach is a simple micro / macro model. At the macro level we expect students to be able to be able to ask and answer big questions. For example, utilising all the knowledge and understanding they have gained in specific subjects to answer: how do we solve World poverty? We have carefully mapped the journey of students through a discrete 7-year programme of study in these areas incorporating amongst many other areas, our responses to the Gatsby criteria (Work), the UN sustainable development goals (World) and sex and relationships education (Wellness). All subjects contribute and all teachers are teachers of Work. World. Wellness.

However, we know that in order to be able to achieve this, at the micro, subject level, we want expert teachers who have outstanding subject, exam and course knowledge. They guide our students through the curriculum content which has been carefully designed and sequenced. This enables students to become excellent purveyors of the subject matter, applying their knowledge and understanding effectively, leading to successful outcomes in assessments, examinations and beyond. Our ambitious work on schema and communication builds on this specific subject depth of knowledge and is increasingly enabling connections to be made across the breadth of a student's experience.

In this way our curriculum is small enough to ensure that detailed subject specific knowledge is accrued and big enough to develop the skills and capacity to enable the exploration of some of the most challenging issues our students will face within their lifetimes. They will also know and understand the routes and pathways available to them at all stages and be successful in positively managing their physical and mental health.



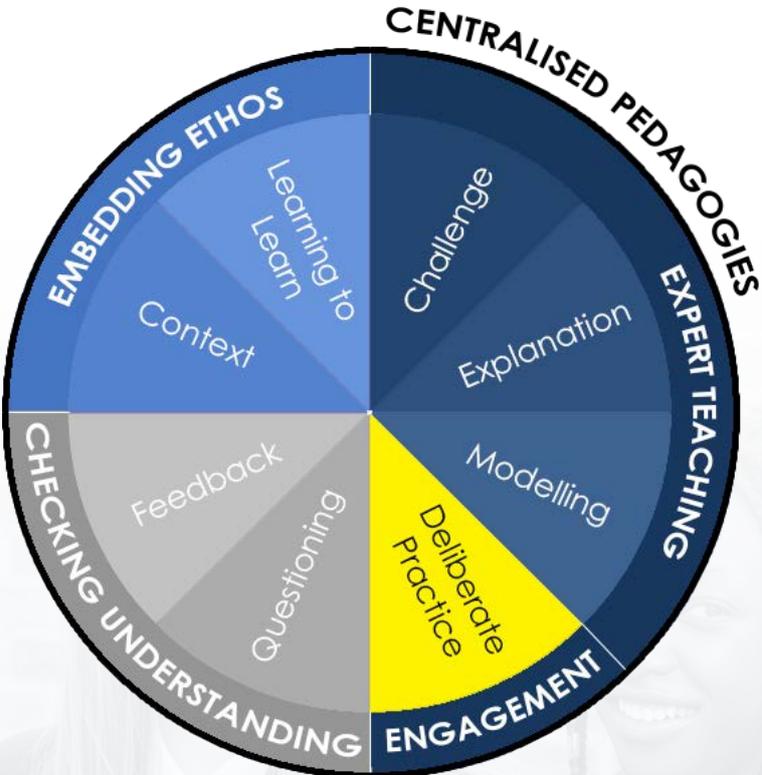
**Work.**  
**World.**  
**Wellness.**

# Teaching and Professional Learning

At Manor, we provide a clear framework of expectations for teaching and learning which we refer to as centralised pedagogies. We believe that this provides the perfect balance between support and consistency and teacher autonomy. The evidence informed centralised pedagogies, based on the work of Allison and Tharby, and supported by our walk throughs enable us to enhance professional curiosity. We do not grade lessons; we have detailed professional dialogue about the quality of teaching enabling us to support each other to develop and improve our practice. At the same time, teacher autonomy is maintained as there is scope within the framework for teachers to apply their expertise and craft to deliver great teaching within the context that they teach.

These processes are supported by high quality, regular, formal and informal CPD that is delivered in a variety of formats to meet the needs of individual teachers. Every member of staff is part of our individual-led Excellence Pathways programmes for teachers/leaders which delivers our offer. From voluntary lite bites to twilight sessions and subject-specific CPD via training days and links with other schools.

When this offer is combined with our coaching programme, that provides frequent professional learning conversations with line managers, within departments and across the school - there really is every opportunity for every teacher to develop their craft.



# Attributes of our family

We encourage applications from all candidates committed to furthering their knowledge and expertise, as well as being an advocate of our values and personal characteristics.

## Knowledge and expertise

- Fully qualified teachers and highly trained experts with evidence of domain specific knowledge and expertise in areas relevant to the job profile.
- A proven track record of innovation and successfully leading to change and improvement.
- An understanding of current educational issues and a commitment to continuing professional learning relevant.
- Excellent written and oral communication and presentation skills.

## REACH: Values in action

### Resilience

- Uncompromising rigour in the pursuit of excellence.
- Think critically to overcome challenges and solve problems.
- Intrinsically motivated and positive, with the ability to derive the same from others even in the face of adversity.

### Empathy

- Giving people our full attention, listening carefully.
- Being supportive to all, seeking to understand perspectives through multiple lenses.
- Offering constructive feedback and openness to receiving the same in order to flourish.

### Aspiration

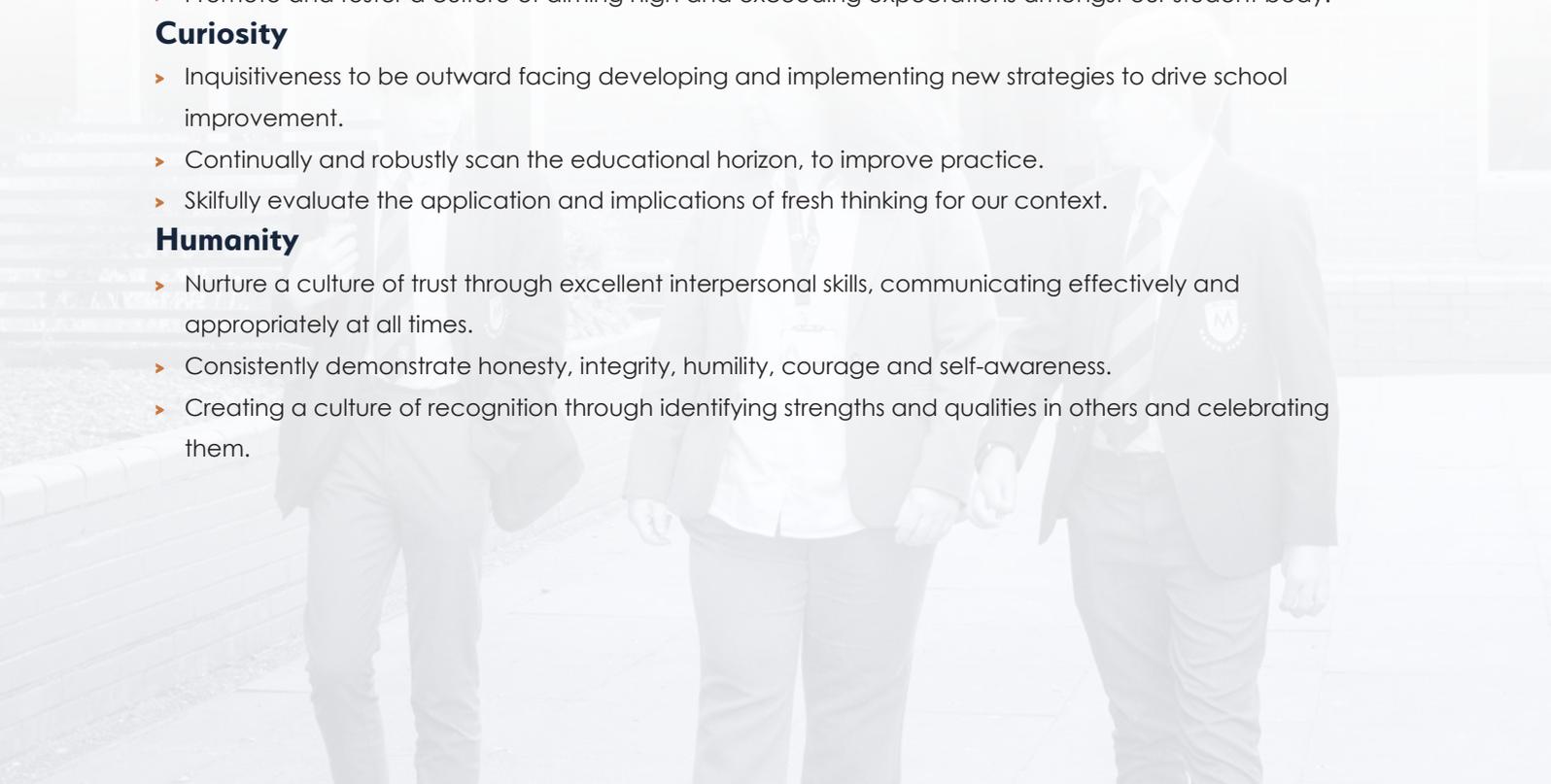
- Highly ambitious and maintain the highest standards and expectations of students, staff and self.
- Model learning by continually aspiring to be better by taking full responsibility for, and ownership of, one's own Professional Learning.
- Promote and foster a culture of aiming high and exceeding expectations amongst our student body.

### Curiosity

- Inquisitiveness to be outward facing developing and implementing new strategies to drive school improvement.
- Continually and robustly scan the educational horizon, to improve practice.
- Skilfully evaluate the application and implications of fresh thinking for our context.

### Humanity

- Nurture a culture of trust through excellent interpersonal skills, communicating effectively and appropriately at all times.
- Consistently demonstrate honesty, integrity, humility, courage and self-awareness.
- Creating a culture of recognition through identifying strengths and qualities in others and celebrating them.



# Bounce Forward

Manor School is one of 17 lead secondary schools across the country which benefits from free psychological fitness training and educational resources provided in partnership by Bounce Forward (a renowned charity that supports children and the adults around them to build resilience and emotional wellbeing) and the Harry Kane Foundation.



Healthy Minds includes training for education staff and 69 lessons across Year 7-11. The evidence-based teaching resources feature bespoke content co-authored by Harry Kane and his wife, Kate. The Physical Resilience lessons inspired by Harry deliver learning on the role that exercise, nutrition and sleep has on mental health.

In February 2024 Kate Kane visited Manor School to see first-hand the lessons she has helped design and find out how it has affected students, before Harry joined in virtually from Munich to hear how students have been using the learning from the lessons and answer their questions.



## OFSTED: 'Good' March 2020

Whilst Ofsted is not a key driver in what we do at our school, we are proud of this recognition.

In March 2020, Ofsted visited Manor School whilst we were at the beginnings of COVID-19 and an impending lockdown looming large. We believe the report is a fair and accurate assessment of where we were as school at that time, recognising the significant progress we had made over the previous three years. Below are just some of the comments from the March 2020 Ofsted report which you can find on our website.

"Manor School Sports College is a friendly and inclusive school."

"Senior leaders have implemented a well-thought-out and ambitious academic and vocational curriculum for all pupils. Pupils can study a wide range of courses which suit their interests and aspirations, including in the sixth form."

"Staff enjoy working at the school. Leaders have high expectations of staff. They ensure that they consider staff wellness too."

"Pupils value the 'work, world and wellness' programme. These sessions include helping to raise pupils' aspirations, healthy relationships and how to keep safe."

# How to apply

Before you apply, please come and visit us. We are friendly and welcoming, and our students will show you why it is so great to be part of the Manor School family.

To arrange a visit or phone call with the Principal, please email Natalie Bannard, Executive Assistant, on [nbannard@manor.school](mailto:nbannard@manor.school) or call 01933 623921.

As part of your application, please provide a written letter addressed to the Principal (of no more than 1,300 words) detailing why you believe your experience, skills, personal qualities, training and/or education are relevant to your suitability for the post advertised and how you meet the person specification applicable to the post. You should pay particular attention to the national standards for the position for which you are applying.

**For more information about our school, please visit our website:  
[www.manor.school](http://www.manor.school)**

**To apply for this position, please visit the Trust's website:  
[www.neneeducationtrust.org.uk](http://www.neneeducationtrust.org.uk)**

Nene Education Trust and Manor School are committed to safeguarding and promoting the welfare of children and young people and expects all staff, students and volunteers to share this commitment. All shortlisted candidates will be subject to an online search as part of our due diligence process.

Any offer of employment will be subject to DBS and Right to Work checks.

The Trust will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.





[www.manor.school](http://www.manor.school)

01933 623921

@Manor\_School



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