



Cumbria Education Trust

BE THE BEST YOU CAN BE

Respect | **Responsibility** | **Resilience**



Recruitment Pack

Teacher of D.T - with a specialism in Food Technology
William Howard School—Vacancy Ref WHST20

www.cumbriaeducationtrust.org



Message from the Chief Executive

Dear Applicant

Thank you for your interest in this exciting position within Cumbria Education Trust (CET).

It gives me great pleasure to introduce you to CET and tell you a little about us, our schools and the journey we are on.

The Trust has grown since its formation in 2015. We now encompass 13 academies, more than 4,000 students and in excess of 700 staff. We've grown quickly and fully appreciate the responsibility that is placed on us to ensure all our young people are given access to high quality education.

Our 10 primaries, three secondaries and West Coast Sixth Form have a shared vision. That is to enable every young person to reach their potential and achieve the success they deserve by providing an innovative and inspiring teaching experience.

Whilst each academy has its own individual ethos and personality, we are firmly of the belief that schools are better when they work together. Collaboration makes us stronger and sharing best practice from Longtown to Tebay, or Whitehaven to Brampton is part of our everyday practice.

Our motto is, be the best you can be, our values Respect, Responsibility and Resilience with our young people always coming first.

The past couple of years have tested all schools, and we have certainly had to demonstrate plenty of Resilience. But we have continued to move forward, never losing sight of our mission to continuously improve our schools.

Our expertise has also grown as we have refined our ways of working to make the most of the depth of talent at our disposal.

Through our investment in staff, we are developing more excellent school leaders and teachers. There have been many notable achievements along the way. Four of our primaries and one Secondary have now been judged Good at their first Ofsted inspection after joining the trust, our ability to drive standards across all our academies is enhanced and we continue to invest in facilities to widen opportunities for all.

Please have a look through the following pages which will hopefully give you a sense of what the trust and our schools are all about.

If you believe you can make a positive contribution to the development of CET and have a real drive and commitment for communications and marketing, then we would be delighted to hear from you.



Lorraine Hughes
Chief Executive





Message from Head of School

As Head of School, it is my privilege to lead this remarkable learning community, where we seek to ensure that every student reaches their potential and is the best they can be. Our school is built on the foundation of high performing teams, excellence, culture, and passion. William Howard School is part of Cumbria Education Trust, and as such we share the trust's core values of Respect, Responsibility and Resilience. These values are deeply embedded into our school life. We believe developing strong character and resilience in young people is crucial for their personal and social development. Good character traits such as integrity, empathy, responsibility, and perseverance help individuals make ethical decisions, build positive relationships, and lead successful and fulfilling lives. Students at our school are exposed to a wide variety of opportunities both in and outside the curriculum, which helps them to be happy to attend and engage in all aspects of school life.

We take our responsibility for our students learning seriously, and we make no apology for expecting them to work hard and strive for their own personal version of academic excellence. Passionate about quality teaching, our teachers are highly qualified and obsessive about their subjects, and they bring this enthusiasm into the classroom every day. We are proud to have some of the best educational facilities and resources available, including state-of-the-art technology and well-equipped classrooms.

Above all we are an inclusive community. We respect and celebrate difference in a warm but disciplined learning environment. We want students to find their niche and be happy, responsible and respectful citizens. At our school, we encourage students to take risks and pursue their passions, while also fostering a strong sense of community and belonging. We believe that this supportive environment helps students to develop their full potential, both academically and personally.

I believe that the motivation and ability to learn, to lead and contribute to more than just one's own life are what enables a life to be both well-lived and worthwhile. Our purpose is to develop these qualities in our students during their secondary school journey here at William Howard, helping them to be the best they can be, every single day.

Our School is an oversubscribed vibrant and a dynamic community of over 1300 students, located in the heart of the market town of Brampton, surrounded by the beautiful historical landmarks of Hadrian's Wall and the Northern Pennines. As outlined above our school is dedicated to providing the best education possible to all our students, and we believe that starts with a talented, dedicated and passionate teaching staff.

Whether you're an experienced teacher, or just starting your career in education, we believe that you have the potential to make a real impact here at William Howard School. We are looking for individuals who share our commitment to excellence, and who are passionate about inspiring the next generation of learners. So, if you're ready to join a dynamic and high performing team, surrounded by some of the most beautiful countryside in England, we would love to hear from you. We believe in working together to help our students reach their full potential, and make William Howard School the best it can be.

Thank you for considering our school as your place to make a difference.

Ms Kathryn Pigdon
Head of School



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 the Trust and running through our schools are the principles of:

Respect:

For ourselves, for each other, for the community we live in, for the wider world.

Responsibility:

For our own actions, for the impact they have on others, to make our school community a happy thriving place to be.

Resilience:

In taking on new challenges, in persevering when things get tough, in encouraging our selves and others to “be the best we can be”.

Our Approach:

We always operate with a pupil and student **FIRST** approach:

Inspiring Learning

Creating happy, positive and vibrant learning environments for ALL pupils and students.

Achieving Success

Enabling every pupil and 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.

Our motto: Be the best you can be.



The Role

Post Title	Teacher of D.T with a specialism in Food Technology
Responsible To	Curriculum Leader
Location	William Howard School, Brampton, Cumbria, CA8 1AR
Salary	MPS/UPS

We are looking to appoint a Teacher of D.T with a specialism in Food technology to our vibrant and successful Design and Technology Department. The successful candidate will have excellent subject knowledge and be able to teach GCSE and A Level D.T. They will demonstrate a passion for the subjects and a commitment to innovation and raising the quality of teaching and learning across Design and Technology.

Food sits within the Design and Technology department in our large rural school. It is a vibrant place to work, with a wide range of opportunities in an ever growing and developing Multi Academy Trust (MAT). The subject is highly respected both by staff and students with outstanding results at GCSE and A Level. The staff work together to deliver the very best experience and outcomes for all of our students. As we sit at the heart of Cumbria Education Trust we have worked hard to build relationships with our larger family and are keen to develop this further.

- You will be a confident, motivated D.T teacher with an uncompromising commitment to student achievement and the ability to engage learners of all ages and competencies.
- You should have a strong background in D.T, ideally having studied the subject for your first degree.
- If successful, you will teach across the range of age and ability from Key Stage 3 to Key Stage 5.
- Excellent written and oral communication skills in a variety of contexts (students, parents, colleagues etc.) are sought.
- The successful candidate will be required to work effectively in a closely-knit team.
- Commitment to continuous review and curriculum development is sought.
- Candidates should have a forward-looking approach to teaching and have drive, initiative and the ability to respond quickly to further developments in education within school.



The Application Process

Teacher of DT with a specialism in Food Technology - Vacancy Ref: WHST20

Hours: Full time (1.0fte)

Basis: Permanent

Payscale: Teacher MPS/UPS

This is an exciting time to join CET, as we continue to build our team, in readiness for further growth. Our core values of Respect, Responsibility and Resilience sit at the heart of all our school communities.

William Howard School is seeking to appoint a highly motivated and enthusiastic Teacher of D.T with a specialism in Food Technology to join our dedicated and successful team. The successful candidate will have a passion for Food Technology and a commitment to delivering outstanding outcomes for all students.

As a dynamic, inclusive, and oversubscribed 11-19 school, we are committed to creating a culture of high performance, academic excellence, and providing a wider educational experience to build character. At William Howard School, we pride ourselves on being a truly inclusive learning community where every young person is inspired to be the very best version of themselves.

Please go to <https://www.cumbriaeducationtrust.org/job/teacher-of-dt-with-a-specialism-in-food-technology-vacancy-ref-whst20/> for further details and application form or telephone 016977 45721.

Please return all applications to: applications@cumbriaeducationtrust.org

Closing date: 09:00am Friday 12 May 2023

Interviews are expected to be held as soon as possible post closing date.

The Cumbria Education Trust is committed to safeguarding and promoting the welfare and safety of children and young people and expects all staff and volunteers to share this commitment. Enhanced DBS disclosure and Barred List checks are required for this post.

To find out more visit
www.cumbriaeducationtrust.org/



Working for CET

CET strives to be recognised as an employer of choice.

We want to attract high quality staff for our schools and in return offer a 'people first' approach, so that staff feel part of a community. We want staff to be confident to both support and challenge one another regardless of position or seniority, feel valued and able to contribute to the development of CET.

We also recognise the need to reward effort and good results as our aim is year-on-year improvement by schools.

There are well developed staff progression routes. We support and develop our staff and give individuals every opportunity to develop and grow with us. There is a commitment to high-quality Continuous Professional Development programmes. These are geared to maximising job satisfaction and significantly increasing expertise, confidence and skills.

Staff can work across our family of schools, enabling our academies to benefit from wider expertise and to offer individuals fresh opportunities. Quality of life outside work significantly shapes the way in which people perform, so the need to achieve a healthy work/life balance is an important aspect of our commitment to staff. In return, we ask our staff to commit to the trust standards, these include:

- All of us are responsible for promoting the trust values of Respect, Responsibility and Resilience.
- Staff routinely modelling our view that everyone is helped and supported to 'Be the best you can be'.

- In all decision-making, pupils and students must come first and inclusion is at the heart of our learning approach.

Learn and grow

CET, with its partners Ambition Institute and Three Rivers Teaching School Hub, is working to develop our future school leaders. We have launched National Professional Qualification courses for teachers looking to expand their knowledge. The courses include – Leading Behaviour and Culture, Leading Teaching, Leading Teacher Development, Senior Leadership and Headship – with us entering our third cohort. Programmes are delivered and facilitated by a team of Ambition Institute trained and qualified Visiting Fellows from existing individuals within the Trust.

Talented people expect their employer to value them, encourage diversity, offer flexibility, to trust them, to help them develop their career and give them a sense of purpose.

At CET, we aim to ensure we create a workplace which enables our people to thrive.

"If you need support with your maths, 'here's some help with your maths curriculum'. If you need CPD for staff, then 'bring this person in to help'. I call it a 'prepared five-star package.'"

Deputy Headteacher



"I have been able to work across two of the trust's secondary schools, undertaking key roles within each of the organisations. The CEO and Heads have been amazing at providing roles that allow me to feel valued and part of the wider organisation."

Deputy Headteacher

"You are part of a wider community and there's lots of opportunities to develop own practise and to help others develop."

Teaching Assistant Apprentice



"You are so well supported and everyone always has their door open."

Teaching Assistant

What would you say to anyone thinking
about joining CET?

*“I would quite simply
say, what are you
waiting for?”*

Laura O'Connor—Assistant Headteacher, William Howard School





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