



# Meridian Trust

## Teacher of Maths Recruitment Pack



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## Welcome from our CEO, Mark Woods



Thank you for your interest in joining the Meridian Trust family.

The success and growth of our Trust has been based on remaining focused on some critical principles:

- Every child is known, equally valued and supported to achieve their potential in all our academies. Every community we serve benefits from the facilities and services we provide.
- Our staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported.

- We ensure that well-run schools retain and develop their distinct contextual identity, while sharing and contributing to our common values, practices, curriculum approaches and operational systems

Since 2011, thanks to the fantastic work of our staff, our Trust has grown from 1 to 28 academies whilst retaining our focus on working within an area that enables easy movement between our schools. From first developing an application in 2007 to open schools in the new town of Northstowe, we have been committed to the vision of being an all-through and all-inclusive Trust. Our Trust currently consists of 14 primary schools, 12 secondary schools and 2 special schools. We are also currently developing 3 free school projects within our region.

Meridian also plays a key role in the wider development of education in the region. We are the home to the Cambridge and Peterborough Teaching School Hub and operate a vibrant Initial Teaching Training provider that trains upwards of 100 teachers annually. In addition, our commitment to the local community as an extension of our village college ethos means that we host a range of activity in our schools, including providing leisure and educational opportunities.

If being part of a dynamic, compassionate and dedicated group who believe we can really improve young people's life chances and opportunities by working together appeals to you, we very much look forward to receiving your application.



## A Brief History

Meridian Trust, formerly known as Cambridge Meridian Academies Trust (CMAT), is a values-led Trust and has risen to be one of the highest performing academy groups in the country. Our Trust was first formed as an educational trust to create a federation of schools in 2006 with a desire to provide high quality and dynamic education for everyone, right in the heart of our community. Through various government policies, our commitment to collaboration has remained consistent.

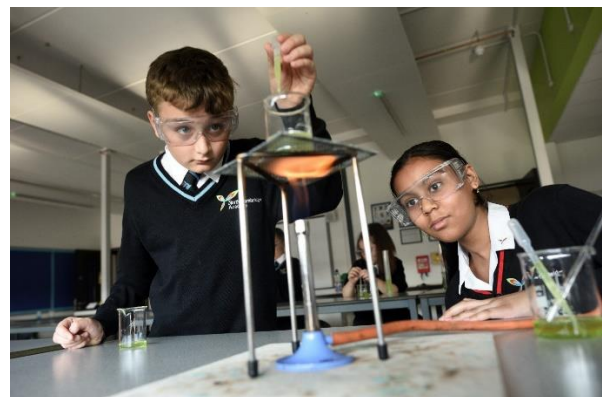
Meridian Trust was formed in 2011 to deliver more widely on that clear vision to provide high quality and dynamic education for all at the heart of the communities we serve. Our steady growth since then reflects our commitment to the communities we serve and our track record of success. The period since 2018 has seen an increase in speed of growth as many long term projects matured and our relationship with Sharnbrook Academy Federation emerged.

We are currently a family of 28 academies (including 14 primary, 2 special and 12 secondary schools). The secondary schools include a University Technology College, an Upper School, four 11-16 schools and six 11-18 schools. We also have 2 new secondary free schools in development. All within 20 miles of Cambridge and Peterborough and the main communication routes between. We merged with Cambridge Primary Education Trust to become the Meridian Trust in April 2022. As a lead partner in the Cambridge and Peterborough Teaching School Hub and an ITT provider through the Cambridge Partnership we retain a strong commitment to growing and supporting staff throughout their training and career development. We

have a proven track record of school improvement and transforming the lives of children and young people over the last 10 years.

Students thrive in Meridian Trust academies as a result of the implementation of our values, our successful and proven systems and our commitment to valuing people. We are among the highest performing multi-academy trusts in the country for student progress. No trust academy has ever undergone an OFSTED inspection resulting in anything other than an improved outcome. Our academies are well-run and our staff benefit from excellent access to professional development.

Our commitment to the education system goes beyond just our own academies. We operate 'The Cambridge Partnership', one of the largest initial teacher training providers in the country which has recently merged with the SAF ITT, and 'Leadership East' these further strengthen our capacity and commitment to professional development. We also provide support through various SLAs to a number of other trusts and academies.





## Trust Vision, Mission and Values

### Meridian Trust Vision

Meridian Trust exists to provide, support, and champion high-quality education at the heart of local communities.

As members of the Meridian family, Trust academies aim to unite their pupils, families and other local stakeholders around this common purpose to share experience and resources, to improve standards and to maximise our contribution to their wider communities.

Our vision, mission and values guide and bring together each of the Trust's academies.

### Our Vision:

High-quality educational provision for all at the heart of local communities.

### Our Mission:

To deliver, promote and inspire high quality educational provision in schools at the heart of their local communities so that:

- Every child is a successful learner, confident individual, and responsible and employable citizen
- Every school is a hub for community activities, a centre for extended services and a source of immense pride for students, their families, and other local stakeholders

### Our Values:



#### Achievement for all

We offer a curriculum that supports all our students. We provide you with the opportunities to maximise your potential in the Trust



#### Valuing People

Staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported



#### High Quality Learning Environment

Students develop a lifelong love of learning. We offer you excellent targeted provision for professional development at each career stage



#### Pursuit of Excellence

Our curriculum stretches and challenges students. You will be similarly encouraged to develop aspirational personal and professional goals



#### Extending the Boundaries of Learning

We provide a breadth of experience through the curriculum and beyond. Staff can access a range of learning opportunities that go beyond traditional training



## Why work for us

Meridian Trust aims to be the employer of choice for the communities we serve. Since 2010 we have nurtured and developed the careers of many people. You can read about some of those journeys in the 'Meridian Trust People' section of this website. We are committed to making a difference to young people's lives and the communities we serve. Help us make our mission a reality.

### Benefits:

Working with us brings with it a range of attractive benefits, including;

- Generous employer contributions to Local Government or Teacher Pension Scheme
- Free on-site parking
- Eyecare vouchers
- Access to a free Employee Assistance Programme, offering mental health and wellbeing support to staff
- Cycle to work scheme
- Reduced staff membership to the facilities at Academy Leisure, Sawtry
- Free tea and coffee making facilities
- Generous sick pay and annual leave



## How to apply

To apply please complete the online form on the TES. Your supporting statement should address and evidence the selection criteria detailed in the Person Specification.

### Closing Date:

Friday 20<sup>th</sup> January, noon

### Interviews:

W/C 23<sup>rd</sup> January 2023

### Applying:

For any questions about the application process please contact:

Grace Finnigan, Leader of Maths

[gfinnigan@stamfordwellandacademy.org](mailto:gfinnigan@stamfordwellandacademy.org)

*Meridian Trust is committed to safeguarding and promoting the welfare of children. All appointments will be subject to satisfactory pre-employment checks including enhanced DBS disclosure.*

*We are committed to diversity & inclusion and equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, race, religion or belief and marriage and civil partnerships.*

*Meridian Trust is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced disclosure and barring service check. We expect all adults who work for the Trust to share our commitment to safeguarding and the health and wellbeing of our students.*



## Job Description and Person Specification

To facilitate and encourage learning which enables students to achieve the highest possible standards: to share and support the corporate responsibility for the well-being, education and discipline of all students.

Main responsibilities:

### Planning, Teaching and Class Management

- To prepare and teach lessons of a high standard to all students in their classes so that students achieve the targets they are set.
- With the guidance from the Teaching and Learning Leader, participate in all CPD activities that will improve personal performance in any aspect associated with classroom teaching and professional knowledge.
- To take part in the school's Performance Management process and enter into a professional discussion with their line manager about their strengths as a teacher and any areas which are in need of improvement.
- Address any areas of weaker performance, taking advice from their line manager and actively engaging in any actions that might be suggested.
- Be willing at all times to have lessons observed in order for the school to be able to accurately assess the overall quality of teaching within the school which is vital to the whole school self-evaluation process.
- Take on the role of a form tutor and ensure students are well prepared for learning each and every day.
- To undertake any reasonable task as directed by the Headteacher.

### Monitoring, Assessment, Recording, Reporting

To follow designated programmes of study, carry out all assessments and marking, recording, reporting and target setting in line with departmental and school policy.

### Pastoral Duties

At all times ensure that students are subscribing to school policies in terms of behaviour, appearance, academic work and social interaction and follow the guidelines given in the staff handbook if any student is infringing these policies.



### Other Professional Requirements

Work as a team member within the department, sharing ideas and resources and asking for guidance and help from fellow teachers when necessary.

### Resource Management

- To take a shared responsibility to ensure the accommodation in which teaching takes place is vibrant and conducive to learning.
- To ensure that all department resources used are kept in good order and any defects are quickly reported to the Head of Department.
- Knowledge and Skills At all times, there must be demonstrable knowledge and understanding of:

The principles and practices of excellent learning and teaching.

The specialist subject area.

The application of ICT to learning, teaching in the specialist subject.

The use of past and current student data in order to improve.

Statutory requirements and recent developments in terms of government initiatives and policy.

This job description will be reviewed annually and may be subject to amendment or modification at any time at request of the Principal or the incumbent of the post. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.





**Person Specification:**

Attributes	Essential	Desirable
Experience	Teaching in the relevant subject area. Using data to inform target setting and planning.	
Skills/ Abilities	Ability to communicate with a variety of stakeholders (e.g. colleagues, parents, external agencies). Ability to form and maintain appropriate relationships and person boundaries with children and young people. Ability to use new technology to support both the curriculum and work organisation. Ability to work as part of, and contribute to, a whole-school, multi-disciplinary team. Ability to monitor and evaluate teaching and learning. Ability to identify the necessary resources which ensure high quality teaching and learning. Ability to assess the needs of individuals to inform lesson planning. Ability to deliver high quality lessons, evaluate the impact of these and develop future planning accordingly.	Ability to coach and mentor others.
Equality Issues	Demonstrable commitment to inclusive teaching and learning. Awareness of the effects of discrimination on students, parents, colleagues and policy	
Specialist Knowledge	Subject/KS curriculum knowledge	
Education and Training	Qualified Teacher Status Evidence of ongoing continuing professional development	Evidence of meeting the threshold standards. Sustained and substantial performance in the threshold standards.
Other Requirements	Demonstrate responsibility for promoting and safeguarding the welfare of children and young persons. Willingness to work in both this school and our Trust schools if required.	

