



**Meridian  
Trust**



**Stamford Welland  
Academy**

# **Teacher of Science & Maths Required for September 2023 Application Pack**



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Valuing People



High Quality  
Learning  
Environment



Pursuit of  
Excellence



Extending the  
Boundaries of  
Learning



Achievement  
for all

## 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.

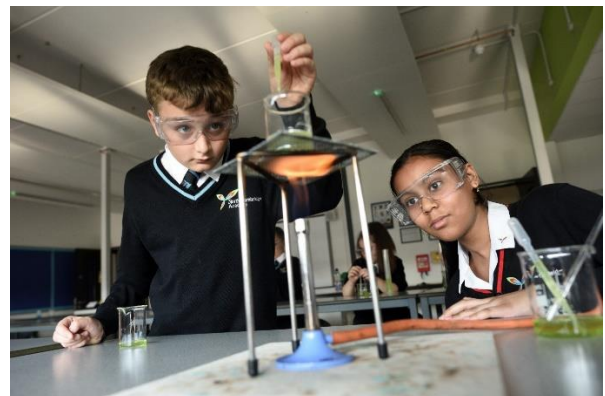
We are currently a family of 28 academies (including 14 primary, 2 special and 12 secondary schools). The secondary schools include a University Technology College, an Upper School, four 11-16 schools and six 11-18 schools. We also have 2 new secondary free schools in development. All within 20 miles 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. In addition to operating schools, we are the home of the Cambridgeshire and Peterborough Teaching School Hub, and train more than 150 new teachers each year through Meridian Trust ITT. 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. 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.

As a strong, regional multi-academy trust we currently operate schools across Bedfordshire, Cambridgeshire, Lincolnshire, Peterborough, and Northamptonshire. We are proud to have strong partnerships within all these communities.





## Trust Vision, Mission and Values

### Our values and who we are:

Meridian Trust is a successful multi-academy trust founded on its commitment to people and communities.

Our proven approach over more than a decade has elevated us to a respected and admired academy trust, a national leader in education and a source of great pride to the communities we serve.

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 Meridian Trust values, practices, curriculum approaches and operational systems.

### 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:

- Young people become successful learners and confident, empowered individuals;

- Young people are encouraged to think for themselves and act for others, equipping them with the values, attributes, knowledge and skills to make a rewarding contribution to society;
- 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 staff benefit from strong networks, excellent career opportunities and a human approach where they are equally valued and supported;
- Well-run schools retain and develop their distinct contextual identity while sharing and contributing to the Meridian Trust values, practices, curriculum approaches and operational systems.

Teaching and Learning Path to Excellence			
	Teachers	Students	
<b>ASPIRATION</b>	<ul style="list-style-type: none"> <li>Encourage students to set and achieve personal goals that set subject targets aside. Provide challenge and encourage aspiration.</li> <li>Plan and deliver lessons that provide appropriate challenge and are underpinned by their subject knowledge and understanding. Use subject knowledge to plan and deliver lessons.</li> <li>Set clear targets and ensure that progress is monitored and reported.</li> <li>Ensure that regular feedback, including marking, provides challenge &amp; opportunities for reflection. Refine and improve learning and understanding.</li> <li>Enjoy their subjects and ensure that they have excellent subject knowledge. They take their learning to the wider world.</li> </ul>	<ul style="list-style-type: none"> <li>Set personal goals and understand how to achieve them.</li> <li>Challenge yourself to achieve and exceed your targets in lessons. This value becomes an opportunity to contribute, assist or enrich learning.</li> <li>Take pride in your achievement and this is evident in the way you present. You show your 'best' and ensure that you are good at what you do.</li> <li>You accept and own feedback, using it to improve your work and yourself.</li> <li>You take responsibility for your learning and always seek out new knowledge and skills. You often go beyond what is asked of you.</li> </ul>	
<b>RESILIENCE</b>	<ul style="list-style-type: none"> <li>Encourage and model student independence, organisation and adaptability.</li> <li>Encourage students to take risks with their learning by creating an environment that allows and where they can learn from their mistakes.</li> <li>Encourage students to overcome challenges and persevere when they face difficulties.</li> <li>Establish routines, working methods, study time and consistent expectations that focus and manage good behaviour for learning.</li> </ul>	<ul style="list-style-type: none"> <li>You are ready to learn and see challenges as a necessity. You understand that making mistakes, learning from them and changing approaches, is the key to improving.</li> <li>You always try to contribute to class and support the learning of others.</li> <li>You are not afraid to tackle tasks and challenges that they seem difficult. The only feeling of success after completing difficult work and encourage others to do the same.</li> <li>You accept guidance from staff and peers to help focus your learning in a positive way.</li> </ul>	
<b>UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>Ensure that the subject is a safe and supportive space where all members of the community can learn, work and flourish. This includes the wider world of the subject.</li> <li>Recognise the individuality of students and develop consistent expectations based on understanding and knowledge.</li> <li>Explain clearly what they want students to learn and how to do it in the bigger picture.</li> <li>Ensure that a safe and supportive environment is created for all.</li> <li>Take responsibility for their personal growth and to improve key skills including literacy, numeracy and learning.</li> </ul>	<ul style="list-style-type: none"> <li>You learn to understand and respect the views of all members of the school community, ensuring respect for the individual and support of your peers.</li> <li>You help to ensure the school is safe and supportive space by being kind, caring and respectful.</li> <li>You understand the purpose of your learning and how it helps you to achieve your goals. You seek support when provided it, and take every opportunity to improve.</li> <li>You work at pace and ensure to learn from mistakes.</li> <li>You work hard to understand and retain new and difficult knowledge, skills and concepts.</li> </ul>	



## 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 14<sup>th</sup> April 2023 - noon

### Interviews:

Week Commencing 17<sup>th</sup> April 2023

### Applying:

For any questions about the application process please contact:

Erica Appleton

[eampleton@stamfordwellandacademy.org](mailto:eampleton@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*



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*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

Job Title:	Teacher of Science/Maths
School/Academy:	Stamford Welland Academy
Hours of work:	Full time
Salary:	MPS/UPS
Responsible to:	Curriculum Lead

### Key responsibilities and Accountabilities:

#### Kindness

- The role of the Form Tutor is fundamental to our ethos in all Meridian Trust schools. You are expected to really know and understand your tutees and form working relationships with their families, this is a non-negotiable for us at SWA. You are their first port of call, and you must want to be. Extra time is given to allow you to be able to fulfil this important role.
- To undertake supervision duties at breaktime, after school etc, as directed by SLT, where suitable.
- To understand that as a small school we all go the extra mile to enable the students to have a full and rich experience. This means we help and support each other by taking on things that you might never experience in a large secondary school.
- Really care about the SWA family, the staff, the children, and the families. Be ready to adapt. We do not discard children. We all have a role to play in keeping our children in school, loving their learning, and becoming great people.

#### Curious

- Be passionate and excited about your subject and want to share that enthusiasm with the young people that you teach.
- Be adaptable, open, and willing to learn and grow in your teaching role. None of us are the finished article and none of us want to be, we expect you to remain curious about your teaching.
- To read, be curious and keep up to date with current thinking and new initiatives regarding teaching. Bring new ideas, keep being excited about your subject.



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- Work with the SEN department to stretch and challenge all pupils, offering all students a culturally rich curriculum, whilst allowing all students to access high quality material.
- Engage in CPD that asks you to reflect on research on good teaching and knowledge acquisition.
- Work with staff across departments to build on knowledge and shared content to deliver a consistent approach to key skills and key vocabulary.
- To attend and contribute to Department meetings held at SWA and across the Trust.

### **Hardworking**

- To plan and teach your subject effectively and creatively across the age and ability range, to meet the needs of the children in your classes.
- Support the planning of Schemes of Learning that develop student knowledge to cover the National Curriculum and effectively prepare students for success at GCSE.
- Set homework in line with the Academy policy.
- To ensure pupils are assessed as per Academy policy, using CAT tests and summative assessments to adapt and support pupil learning. Using our simple marking strategy to avoid overmarking and ensure that students take the lead on improving their own work.
- To report to parents on pupil progress as per Academy policy.
- To promote your subject in the school and contribute to extra-curricular and enrichment activities in your department, including trips and visits.

### **Child Protection and Safeguarding**

- The post holder will have a shared responsibility for the safeguarding of all children and young people. The post holder also has an implicit duty to promote the welfare of all children and young people.
- To inform the Child Protection Officer of any issues relating to the safety and well-being of students.

*The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment.*

*All staff will be subject to an enhanced check with the Disclosure & Barring Service.*



## Person Specification

Criteria	Essential/Desirable
<b>Qualifications</b>	
Relevant Degree	E
Teaching Qualification	E
Evidence of regular, relevant and recent professional development	E
<b>Experience</b>	
Substantial teaching experience with a track record of high achievement	D
<b>Abilities, skills and knowledge</b>	
A strategic and innovative thinker, with a vision for the Curriculum Team, and the ability to take a strategic view and work with others to deliver improvement	E
Ability to work with clear and measurable objectives to provide year on year improvement	E
Ability to inspire high levels of student performance	E
High standards of communication and interpersonal skills, with the ability to build strong relationships with students, parents, staff, governors and the wider community	E
Strong analytical skills, with a good knowledge of ICT systems to enable its use in department performance analysis.	E
Ability to develop the use of ICT within Teaching and Learning	E
<b>Professional knowledge and understanding</b>	



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In depth knowledge of relevant curriculum area(s) and experience of monitoring and assessment methods	E
<b>Personal Qualities</b>	
Ability to work co-operatively with colleagues of other disciplines with the Curriculum Leader	E
Enthusiasm, energy and a positive approach toward leading students and staff	E
A clear commitment to the principles of continuous professional development for staff as a means of raising achievement	E



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