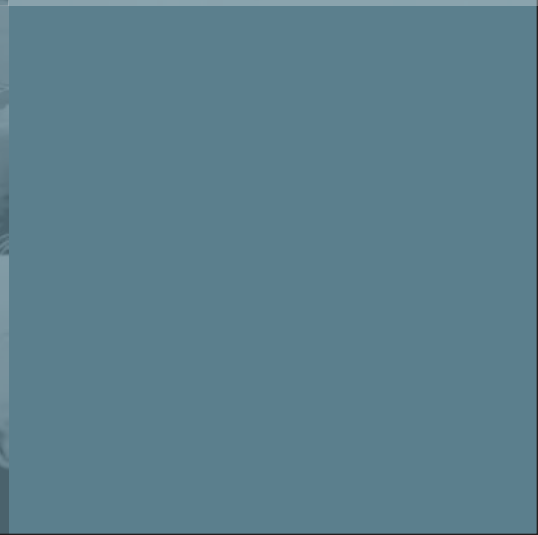



# Recruitment Pack

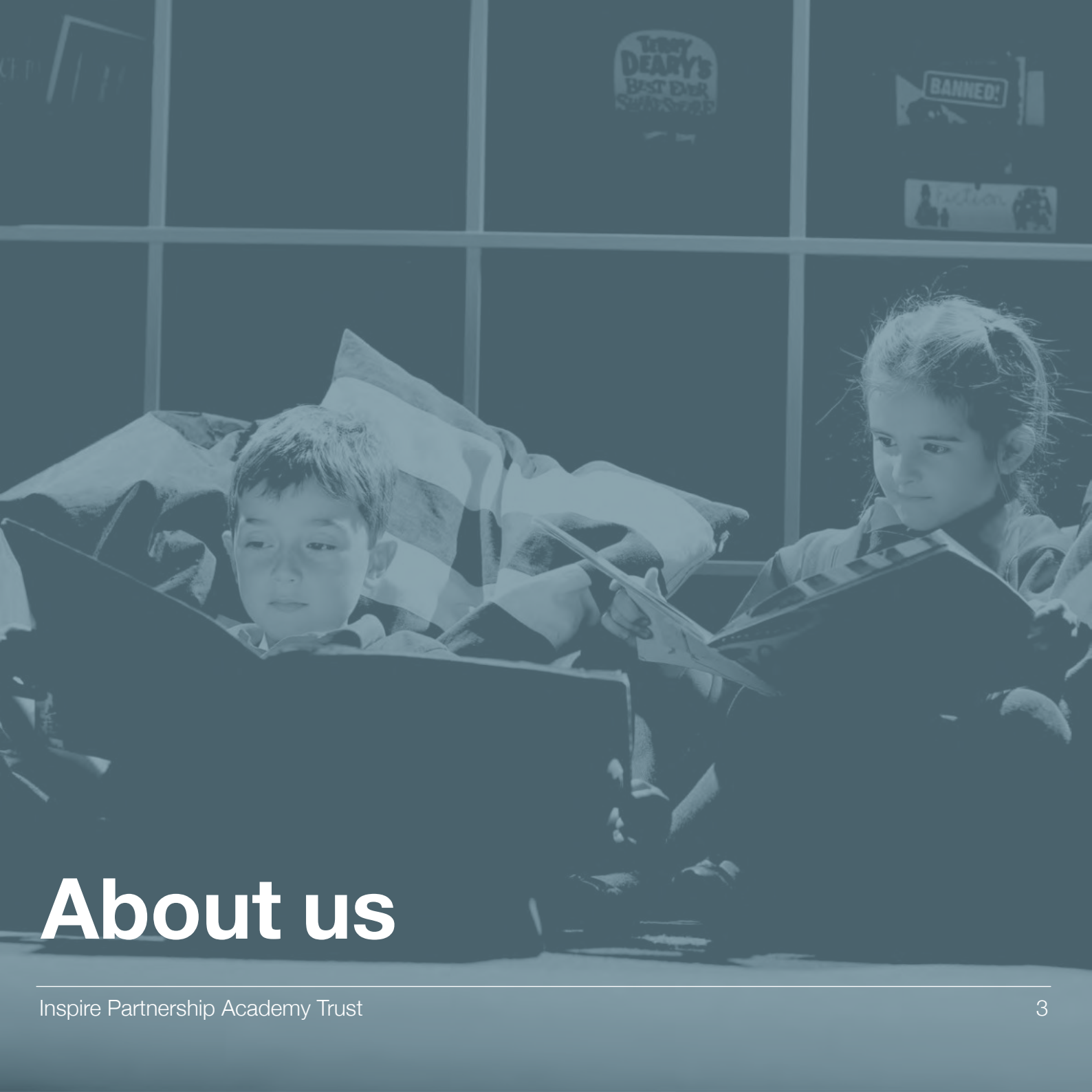


A photograph of two children, a boy and a girl, looking intently at a tablet computer. The boy is on the left, and the girl is on the right. They are both smiling and appear to be engaged in a collaborative activity. The image is overlaid with a semi-transparent blue filter.

**Transforming children's  
lives through partnership  
and collaboration.**

# Contents

<b>About us</b>	<b>4</b>
<b>Our Mission And Working At The Inspire Partnership</b>	<b>6</b>
<b>Our Curriculum</b>	<b>9</b>
<b>Our Safeguarding Statement</b>	<b>11</b>
<b>Our Schools</b>	<b>13</b>



# About us

# About us

We are an ambitious educational trust of nine primary schools situated in Greenwich, Medway and Croydon serving diverse and aspirant communities of learners.

There are many teaching jobs out there but what sets us apart is the opportunity to work at the cutting edge of educational thinking and practice. Regardless of your role, you will have the chance to develop your knowledge with access to the best training and development opportunities at each stage of your career, take part in ground breaking research projects and be actively encouraged to work collaboratively with some of the most talented and innovative colleagues, both at a local and national level.

We are extremely proud of our curriculum model, which ensures pupils develop core knowledge and skills leading to high quality learning outcomes, as well as developing pupils' confidence to make a difference in the world. We believe the fundamental goal of a world class education is to ensure students make a meaningful contribution within their community and beyond. For this reason, our curriculum links to Oxfam's global citizenship and the United Nations sustainable development goals.

We will always seek to celebrate our pupils' achievements through stunning visual displays and these are a defining feature of our schools. We offer a dynamic and supportive working environment. Our core terms and conditions of employment are in line with other local schools and we recognise national and local agreements relating to the fair and equitable management of school staff.

## Find us on:

Twitter: @IPAT\_Edu

Website: [www.inspirepartnership.co.uk](http://www.inspirepartnership.co.uk)

LinkedIn: [www.linkedin.com/company/inspire-partnership-trust](http://www.linkedin.com/company/inspire-partnership-trust)

A young girl with dark hair in a ponytail, wearing a dark jacket with a light floral pattern, is captured mid-jump in a field. She has a joyful expression with her mouth open. Numerous light-colored leaves are floating in the air around her, suggesting a breeze or a leaf-fall event. The background is a soft-focus field of grass and more leaves.

# Our Mission & Working at The Inspire Partnership



## Our Mission

Our mission to transform children's lives through partnership and collaboration comes from a desire to create a coalition for change in all of our schools, building a legacy where pupils are able to fulfil their true potential as learners.

At the Trust's inception, we recognised each of our founding schools required an alternative approach to improvement which focused more on relationships, connectedness and inter-disciplinary approaches to learning. This is why collaboration is central to our mission. It binds schools together as communities, reminding us that we exist in the People Age. The emphasis on transformation exists because our schools have all required rapid systemic improvement in practice.

Partnership and collaboration apply both to how students learn best but also how school communities become stronger. For example, when children are taught how to work together collaboratively, success is measured through interaction, engagement and relationships.

## Working at the Inspire Partnership

The Inspire Partnership is committed to offering its staff career-defining opportunities backed by a competitive package of employee benefits.

We always want to attract high-quality candidates who can identify with our Partnership Values:

**Collaboration** matters  
**Excellence** in everything  
**Community** first  
**Equity** for everyone  
Continuous **growth**

Our core terms and conditions of employment are in line with other local schools and we recognise national and local agreements relating to the fair and equitable management of school staff. What sets us apart is the opportunity for you to work at the cutting edge of educational thinking and practice.

## Working at the Inspire Partnership Continued.

Regardless of your role, you will have the chance to develop your knowledge with access to the best training and development opportunities at each stage of your career, take part in ground breaking research projects and be actively encouraged to work collaboratively with some of the most talented and innovative colleagues, both at a local and national level.

At the Inspire Partnership we are extremely proud of our curriculum model, which ensures pupils develop core knowledge and skills leading to high quality learning outcomes, as well as developing pupils' confidence to make a difference in the world. We believe the fundamental goal of a world class education is to ensure students make a meaningful contribution within their community and beyond. For this reason, our curriculum links to Oxfam's global citizenship and the United Nations sustainable development goals.

We will always seek to celebrate our pupils' achievements through stunning visual displays and these are a defining feature of our schools. Please do arrange a visit to see for yourself.

### **Terms & Conditions**

We recognise the Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book'). We also recognise the framework for teachers pay set out annually in the School Teachers' Pay and Conditions Document. We recognise the support staff terms and conditions that are set out by the National Joint Council for Local Government Services National Agreement on Pay and Conditions (the 'Green Book')

### **Pay & Pensions**

You will be paid monthly into your nominated bank account and you will be able to access your payslips on line. You will be automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme through our admitted body status. Both schemes offer an attractive range of benefits.

### **Continuous Service**

We recognise continuous service in line with the Redundancy Payments (Continuity of Employment in Local Government etc.) Order 1999.



### **Help & support in the workplace**

We are looking for staff who want to make a real commitment to the partnership and what it stands for, but we also know that there will be time when you need a little extra support. Therefore, we have a range of family friendly policies and services in place like employee assistance programmes and occupational health to give you the help you need when you need it.

### **Continuing Professional Development**

We believe that the best results come from learning and working together and those joining the partnership will be encouraged and supported to fully integrate CPD into their working routine, whether this is through attending one of our in-house training courses, participating or leading a research project or having the time to plan and learn with colleagues from across the partnership.

### **Inspire Partnership Hub**

We have recently launched an online employee communication and rewards platform for all staff. The Hub will give you access to the latest internal news, information and developments as well as offering generous discounts from a wide range of high street and internet retailers.

# Our Curriculum

The Inspire Partnership curriculum is underpinned by education for global citizenship. We believe that learners are entitled to an education that equips them with the knowledge, skills and values they need to embrace the opportunities and challenges they encounter; creating a future that they want to live in. Learning is brought to life through current contexts that connects to our children's lives - who they are, how they fit into the world and how they contribute back.



## Inspire Partnership Character Skills



Our curriculum connects to real life, promotes thinking as a global citizen and develops character skills for young people to make meaningful contributions to society. Even very young children are trying to make sense of a world marked by division, conflict, environmental change and extreme inequality and poverty. It is designed to enable children to make deep connections between learning and understanding the world that they live in, leading to children connecting taught knowledge and skills with agency and purpose.

Therefore, we ensure learning is 'deep' rather than shallow. Deep learning requires planning for and modelling behaviours and actions associated with:

- deeper thinking
- deeper purpose
- active and collaborative engagement so that children meet the world but are not at the centre of it.

# Curriculum Implementation

Six global learning themes underpin our curriculum and each theme is broken down into knowledge and understanding, skills and attitudes:

- Social justice and equity
- Identity and diversity
- Sustainable development
- Peace and conflict
- Human rights
- Power and governance

In order to achieve depth of thinking and learning we plan for children to focus on three of these themes per year. Across each year a number of high-quality core texts are used to bring the themes to life for our children and to promote a connectedness with the learning.



To allow for deep seeking meaning we ensure that our curriculum promotes learning for both their cognitive domain and affective domain (see visual below). Through our knowledge, understanding and skills we aim to develop our children's cognitive capacity including application, synthesising and evaluating. Equal focus is given to the affective domain through our focus on values, motivations and attitudes towards learning. The values, motivations and attitudes need to be modelled and taught explicitly alongside curriculum content. We share, celebrate and pay attention to the specific learning dispositions that need to be nurtured and developed within our children.

## Find out more:

Visit our website [www.inspirepartnership.co.uk](http://www.inspirepartnership.co.uk) to see examples of our Curriculum Framework and how we're implementing this across our schools.

# Our Safeguarding Statement for Safer Recruitment

The Inspire Partnership Academy Trust is committed to our responsibilities for safeguarding and promoting the welfare of children, young people and vulnerable adults as outlined in Working Together to Safeguard Children. We are committed to recruiting candidates who share this commitment to safeguarding, and therefore we apply robust recruitment and selection procedures to ensure that the people selected are right for the job, and that all candidates are appropriately screened prior to appointment.

The following pre-employment checks will be undertaken as applicable:

- References
- Occupational Health pre-employment screening
- DBS check
- Barred list check
- Section 128 check
- Overseas criminal records check
- Identity check
- Right to work in the UK
- Evidence of qualifications applicable to the role
- Confirmation of registration with applicable registered body where applicable

All our roles involve working with children and we will therefore take up references prior to interview. You should provide details of referees including your current and previous employers, covering the last 5 years. If you are currently working with children, on either a paid or voluntary basis, your current or previous employer will be asked about disciplinary offences relating to children, including any in which the penalty is time expired. We will also ask if you have been the subject of any child protection concerns and if so, the outcome of any enquiry or disciplinary procedure.

## **Recruitment of Ex-Offenders**

If you are successful at interview then we will require you to obtain an Enhanced Certificate of Disclosure from the Disclosure and Barring Service (DBS) and we administer this process. Most of our roles will also require a Barred List check. We will ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position.

## **Interview**

We ensure that anyone making appointment decisions has the necessary information, guidance and support to identify and assess the relevance and circumstances of any offences. If you are invited for interview then we shall assess issues relation to safeguarding and promoting the welfare of children and young people including:

- your motivation to work with children and young people;
- your ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- your emotional resilience in working with challenging behaviours; and
- your attitude to the use of authority and maintaining discipline.

## **Appointment**

If you are offered the post, we shall ask for evidence of:

- your identity;
- your right to work in the UK: and,
- your qualifications (including any relevant professional registration).

## **We shall also check:**

- whether you are on the Children's Barred List (formerly List 99).
- that you are medically fit to undertake the role.

All job offers will be condition on the satisfactory completion of pre-employment checks.

## **False Information**

Please note that providing false information is an offence and could result in your application being rejected or your dismissal from employment if you are appointed. The matter may also be referred to the police.

# Our Schools

## Greenwich

### **Foxfield Primary School**

Sandbach Place,  
Woolwich, London,  
SE18 7EX

Headteacher: Siobhan Adams  
(maternity cover)  
Telephone: 020 3260 7500

Find out more:  
[www.foxfield.org.uk](http://www.foxfield.org.uk)

### **Woodhill Primary School**

Woodhill,  
London,  
SE18 5JE

Headteacher: Owen Philips  
Telephone: 020 8854 5055

Find out more:  
[www.woodhillschool.co.uk](http://www.woodhillschool.co.uk)

### **Rockliffe Manor Primary School**

Bassant Road,  
Plumstead, London,  
SE18 2NP

Associate Headteacher: Nancy Cook  
Telephone: 0208 854 4785

Find out more:  
[www.rockliffemanor.co.uk](http://www.rockliffemanor.co.uk)

## Medway

### **Delce Academy**

The Tideway,  
Rochester  
ME1 2NJ

Headteachers: Dora Indresano  
(interim) Telephone: 01634  
845242

Find out more:  
[www.delceacademy.co.uk](http://www.delceacademy.co.uk)

### **Maundene Primary School**

Swallow Rise,  
Walderslade, Chatham,  
ME5 7QB

Associate Headteacher: Jo Capes  
Telephone: 01634 864721

Find out more:  
[www.maundene.medway.sch.uk](http://www.maundene.medway.sch.uk)

### **Elaine Primary School**

Elaine Avenue,  
Rochester, Kent,  
ME2 2YN

Headteacher: Sarah Martin  
Telephone: 01634 294817

Find out more:  
[www.elaine.medway.sch.uk](http://www.elaine.medway.sch.uk)



# Croydon

## **West Thornton Primary School**

Rosecourt Road  
Croydon  
CR0 3BS

Headteachers: Alex New  
Telephone: 020 8684 3497

Find out more:  
[www.westthornton.croydon.sch.uk](http://www.westthornton.croydon.sch.uk)

## **Forest Academy**

Bridle Way  
Croydon  
CR8 8HQ

Headteacher: Swabra Lloyd  
Telephone: 020 8777 2808

Find out more:  
[www.forestacademy.org.uk](http://www.forestacademy.org.uk)

## **Woodside Primary School**

Morland Road  
Croydon  
CR0 6NF

Headteacher: Danielle Ashley (interim)  
Telephone: 020 8654 5333

Find out more:  
[www.woodside.croydon.sch.uk](http://www.woodside.croydon.sch.uk)

# Find out more:

Call: 020 7993 3601

E-mail: [info@inspirepartnership.co.uk](mailto:info@inspirepartnership.co.uk)

Website: [www.inspirepartnership.co.uk](http://www.inspirepartnership.co.uk)

Twitter: @InspireSELondon

