



RECRUITMENT PACK:

Deputy Headteacher

At

Half Acres Primary Academy



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September 2020

Dear Applicant

Post of Deputy Headteacher – Half Acres Primary Academy

Thank you very much for your interest in applying for the post of Deputy Headteacher at Half Acres Primary Academy within Inspire Partnership Multi Academy Trust. The focus of our Trust is to work with primary schools across the Wakefield District. The Trust was established in August 2016 and our vision is to develop a community of schools working together to achieve excellent outcomes for all.

We are currently a Trust of eight primary academies and are supporting other local primary schools as they look towards joining the Trust. We envisage our family growing over the next academic year.

Our aim is to support schools through collaboration. We will ensure that our academies are able to provide an excellent education for children, families and communities they serve. We believe in freeing teacher and leaders from bureaucracy to concentrate on providing the very best teaching, learning support and development that every child deserves.

We aim to deliver continuously improving educational opportunities and exciting educational experiences to all our pupils to share with their communities.

We look forward to hearing from you soon.

With best wishes



Sue Vickerman
CEO



Benefits of working as part of INSPIRE Partnership Multi-Academy Trust

- Being part of a diverse family of schools, increasing our links both within our community and across the Trust.
- Improved pupil outcomes through collaborative working and learning opportunities.
- A team committed to the rapid dissemination of best-practice across the group – sharing of policies, procedures etc.
- Access to high quality professional development networks, which supports the recruitment and retention of staff.
- Effective and appropriate support and intervention at all levels, from a skilled network of staff.
- Economies of scale to procure value for money services for all its schools, for example financial management, premises services, HR support and I.T.

Vision of the INSPIRE Partnership Multi-Academy Trust

INSPIRE Partnership MAT vision is for a community of schools working together to achieve excellent outcomes for all.

Aims of INSPIRE Partnership Multi-Academy Trust

I – Investment in the future of all children in our schools through high quality learning experiences to raise standards and improve outcomes

N – Network of professional development opportunities to ensure all our staff are highly effective and that strong leadership pathways are in place.

S – Sharing of best practice across all schools in our Trust so that school improvement is a joint responsibility.

P – Partnerships with parents and other key people who are involved in the lives of our children.

I – Innovative approaches to providing services and developing economies of scale to the benefit of all children and staff.

R – Relationships between all our schools that values and respects their uniqueness, and where trust, autonomy and accountability go hand in hand – all this to achieve:

E –Excellent teaching, learning, leadership and professionalism resulting in excellent outcomes for all.



Inspire Partnership Trust Offers



- At least 3 NQT networks / training sessions each half term.
- At least 3 RQT networks / training sessions per academic year.
- At least 3 English Leaders networks / training sessions per academic year.
- At least 3 Maths Leaders networks / training sessions per academic year.
- At least 2 Curriculum Development / Subject Leaders training sessions (full days) per academic year.
- At least 6 EYFS Leaders networks / training sessions per academic year.
- At least 3 Lower Foundation Stage networks / training session per academic year
- At least 6 SENDCo networks / training sessions per academic year.
- At least 3 British Values networks / training sessions per academic year.
- At least 3 Learning Mentor / Attendance networks / training sessions per academic year.
- At least 3 ICT Leaders networks / training sessions (full days) per academic year.
- At least 3 PE Leaders networks / training session per academic year leading to a Trust sports event at Thornes Park in the summer term.
- Access to the 'Good to Outstanding' Teacher programme.

All networks and training sessions led by our outstanding School Improvement Partner or they are led by system leaders within the Trust.



The Vision of Our Academies



Ackton Pastures
Primary Academy

At the very heart of our curriculum are our **values**. Each month we study a focus value while making links to our learning and our families. We share these values in our assemblies, in our classrooms and around the school. Where children are spotted demonstrating these values, they are given a sticker which encourages them to share and celebrate. It is expected of every pupil and member of staff that will demonstrate **patience, tolerance and understanding** of each other each other, that we will be **thoughtful and determined** in the face of challenge, that we will be **courageous and responsible** every day, and that we will maintain **peaceful friendships** which **unify** our community.

Through **respect and honesty**, we will **cooperate** with each other. Above all, we **appreciate** each other and the opportunities we have been given. We treat each other **equally** and we **trust** each other - and this is how we build community.



Ash Grove
Primary Academy

Our Vision at Ash Grove Primary Academy is:

- To ensure our children are developed into Respectful, Responsible, Tolerant, Friendly, Co-operative and Honest members of society.
- To enable children to know, recall, understand and use the skills and knowledge they need at each stage of their development and to move them on to their next stage of development.
- To work towards clear "end points" so that children keep up, not catch up, as much as possible.
- Engage with and reflect our local context.
- Develop our children's "Cultural Capital".
- Address social disadvantage through our teaching and wider work.
- Teach the most useful knowledge to our children, based on research and evidence.
- In all lessons and learning, ensure that reading is developed so that children can read at a stage appropriate level.



Fitzwilliam
Primary School

The aim of our school is to 'work and grow together' to nurture our children to reach their potential and to become responsible, fair and active members of the modern global community.

We are very proud of our school and believe we have much to celebrate. Fitzwilliam Primary School is a vibrant school, at the heart of a regenerating community. We have the aspirational belief that all children will achieve excellence and develop a love of learning to take with them through the rest of their lives. By creating a learning environment where children are confident to take risks, we prepare them well for their future. Within our community, we drive our ethos and mission of '**working and growing together**' to nurture our children to become responsible, fair and active members of the modern global community.

Within our ethos, we offer a wide range of opportunities and experiences in and out of the classroom to develop and inspire our pupils as young learners. We want to encourage and foster them in a range of positive attributes, skills and attitudes to prepare them for a rapidly changing world beyond school.

We have identified 6 key skills which we feel are relevant to the pupils at Fitzwilliam Primary School and help strengthen our ethos of '**working and growing together**'. These Key skills are:

- **Collaboration**
- **Independence**
- **Resilience**
- **Communication**
- **Leadership**
- **Enthusiasm**

The staff and governors are dedicated to taking the school forward with the achievement and well-being of our pupils at the heart of everything we do. We believe we offer something very special to all our pupils as part of our learning community.

At Fitzwilliam Primary School we uphold the values that produce children who will be positive citizens in a forever changing world



The Academy prides itself on providing an extremely high standard of education. Our curriculum is exciting and innovative. Every effort is made to ensure all children achieve their full potential. A strong emphasis is placed on basic skills alongside a curriculum, which promotes, sports, dance, ICT, art and the humanities. We nurture our children to become responsible, fair and active members of the modern global community who understand and uphold the values of democracy. We pride ourselves in having a totally committed staff team who are relentless in their drive to offer a curriculum which is broad, challenging, creative and inspiring. Opportunities are created within this curriculum for rich and memorable experiences.

Our academy is at the very heart of the community we serve, taking part in annual traditional events such as the World Coal Carrying Competition and May Day weekends.

Lunchtimes are well thought out and provide exciting opportunities for children to engage in quality play which encourages team building and turn taking. The Academy was the first in the country to be awarded the Quality in Play Mark.



As a whole school team we have high expectations of both our staff and children! We encourage and nurture a strong sense of partnership based on shared values between the school and the family and these things lie at the heart of children's happiness and success at Girnhill. Our aim is to 'enable every child to reach their full potential' and we constantly pursue opportunities to help children grow, be prepared for our grown-up world and believe anything is possible.

"The school's work to promote pupils' personal development and welfare is exemplary. Pupils show respect for adults and their peers and are developing an excellent understanding of the values that the school promotes"



At Half Acres Primary School we will:

- Enable our children to have high aspirations for a successful future, built on strong academic foundations
- Broaden horizons through a rich curriculum that promotes language development and real-life learning
- Equip children to be self-confident learners who are resilient
- Enable everyone to be proud of our individuality, respect our diversity and be proud of our heritage
- Empower children to lead positive lives that are physically and mentally healthy.

To achieve this we will:

- Ensure that children have access to a coherently planned, vocabulary rich and knowledge rich curriculum that builds their knowledge, skills and vocabulary in a meaningful way
- Ensure that no child is prevented from accessing this curriculum as a result of social, cultural, physical or economic disadvantage
- Ensure that children have a rich diet of experiences that build on their academic learning and support their personal development
- Promote Fundamental British Values and pay careful attention to supporting each child to develop personally and socially so that they can interact positively with others
- Teach children about their own physical and mental health and how they can stay physically and mentally healthy



At South Hiendley Primary School we endeavour to **empower** all our pupils with a range of knowledge, understanding and skills to support their learning now and in the future. *We strive* to enable all our children to **grow** and **succeed** personally and academically through an engaging and ambitious curriculum that is rich in **language** and opportunity, to enable them to discover, experience and appreciate the world in which they live.

We promote an ethos of ambition so that all children have high aspirations of themselves, regardless of their starting point and background. We aspire to create a curriculum that allows children to see the breadth of choices that are within their reach, so that they can achieve their full potential and be a successful part of society.



Central to everything we do are our **values**, which we share with staff, children and the wider community. These are the founding principles that inform our curriculum. We strive to treat each other with respect, show **honesty**, and express **love** for our friends, family and community.

Every day, we show our **appreciation** for the gifts we have been given, and for the world we live in. We give our children opportunities to show **responsibility**, and they learn through work and play to **co-operate**. Together we thrive.

We expect everyone to show **tolerance** of difference, **patience** in adversity, and face challenge with **courage** and **determination**. We believe in **equality**.

Here at Towngate Primary Academy, we understand that one of the greatest gifts we can share is **friendship**. With **optimism**, **hope** and **humility**, our children can achieve anything they set their hearts on.

Through **trust**, **understanding** and **thoughtfulness**, we can build a community of **unity** and **peace**. Every moment is an opportunity to do our best, to achieve **quality** in all our outcomes.

Every day, in every way, we seek to live by these values, and to help others to do so too.