

RESPECT | RESPONSIBILITY | RESILIENCE



WORKINGTON  
ACADEMY

Recruitment Pack

# WELCOME

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Welcome to Cumbria Education Trust (CET).

The Trust is responsible for the education of more than 4,000 young people across ten primary schools, three secondaries and our West Coast Sixth Form. While we have grown quickly, the vision for our young people remains the same; to enable every one to reach their potential by providing an innovative and inspiring learning experience.

We believe in raising the aspirations of our children and helping them aim higher. We offer a broad and balanced curriculum that is enriched by many wonderful and exciting opportunities. 'Be the best you can be' is a motto shared throughout our schools, as are the key characteristics of Respect, Responsibility and Resilience.

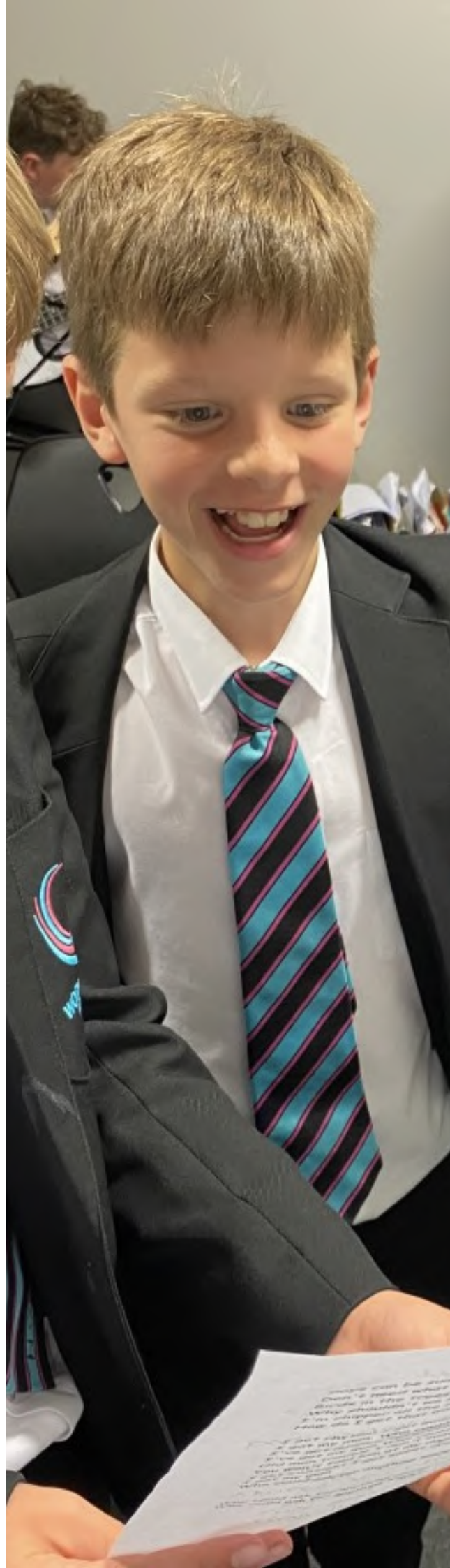
I firmly believe that schools are stronger when they work together and sharing best practice across our primaries and secondaries is part of everyday life. It is also a priority to support teachers with excellent professional development opportunities, which in turn benefits all our children.

Our schools are a vital cog in their local communities and we are fortunate to count on strong support from families and stakeholders in each area.

I hope that what you read about CET encourages you to find out more - whether you are a parent searching for the best school for your child, a teacher aiming to progress your career, a school governor looking to the future or a business wanting to support your local community and young people.



**Lorraine Hughes,**  
Chief Executive



## 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

### Respect



To be tolerant and understanding of ourselves, others and society

### Responsibility



To be self-motivated to drive learning and be good citizens

### Resilience

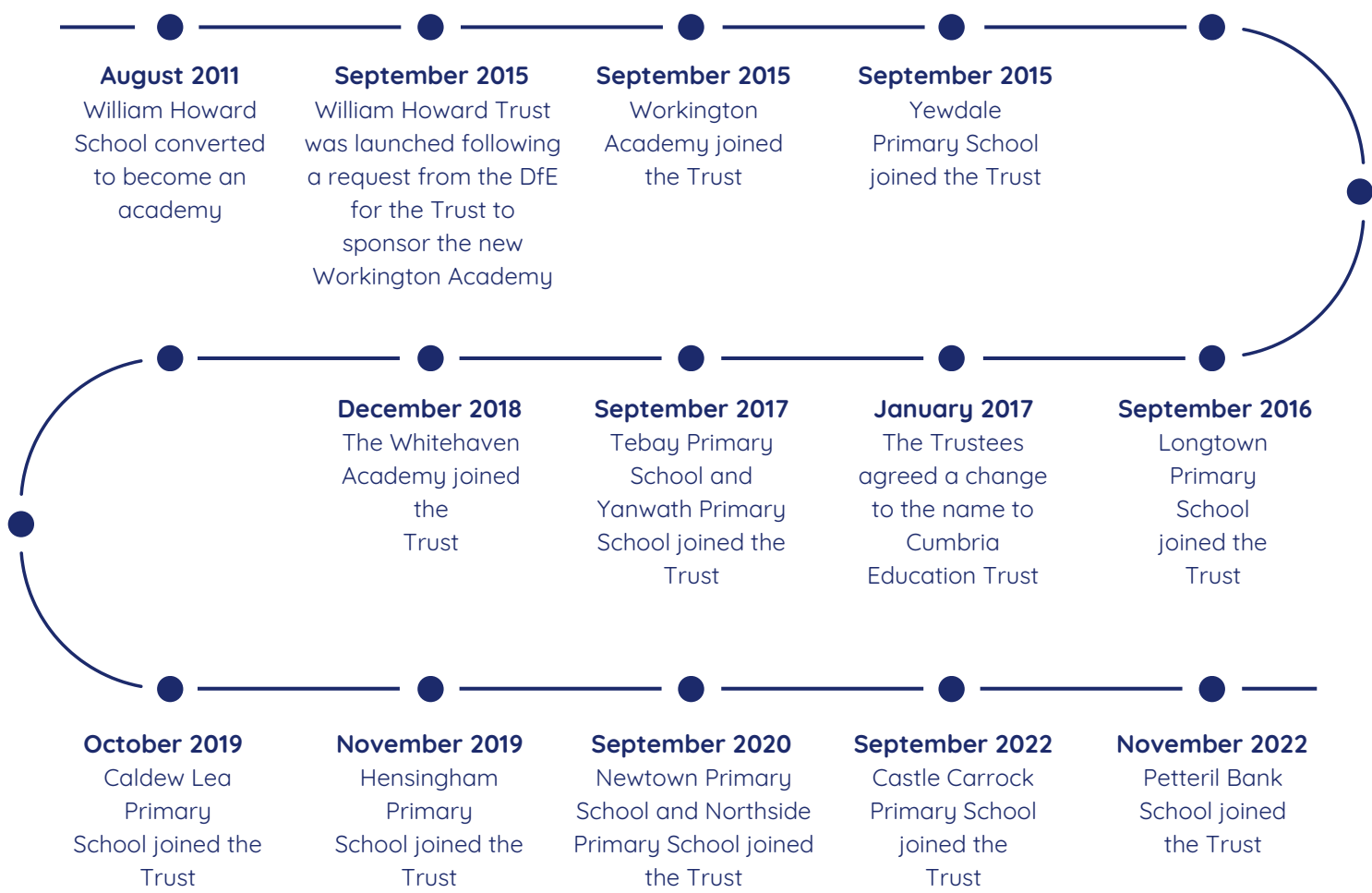


To understand and embrace challenge for personal growth





## TIMELINE OF OUR SCHOOLS JOINING THE TRUST





## ABOUT WORKINGTON ACADEMY

Workington Academy prepares its students to be lifelong learners who will go on to contribute positively to the wider community. Above all, they aim to develop an enthusiasm and thirst for learning with students who are confident, capable and happy young people who are hardworking and achieve well in everything that they do.

Students are guided to be tolerant of one another, to recognise individuality and, at the same time, embrace collective responsibility. There are high aspirations for students.

Staff aim for school to be an enjoyable and productive experience for everyone, where every young person looks forward to the possibilities of each day with energy and enthusiasm.

Every student has the opportunity for further academic and career success and to be fully equipped for their life beyond school.



**Head of School** - Mark Bedford

**Age Range** - 11 to 18

**Town** - Workington

**Joined CET** - 2015

**Ofsted Rating** - Good (2022)

## STAFF BENEFITS

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.



PROFESSIONAL  
DEVELOPMENT



RETAIL  
DISCOUNTS



COMPETITIVE  
ANNUAL LEAVE



FREE PARKING  
ON SITE



FLEXIBLE AND FAMILY  
FRIENDLY POLICIES



PENSION  
SCHEME



CYCLE TO  
WORK SCHEME



FREE WILL  
WRITING SERVICE

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.

All of us are responsible for promoting the trust values of Respect, Responsibility and Resilience.



## ...BUT DON'T JUST LISTEN TO US

“You are part of a wider community and there’s lots of opportunities to develop own practise and to help others develop.”

“You are so well supported and everyone always has their door open”

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

“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.”



# APPLICATION PROCESS

1

All of CET's vacancies are managed through My New Term. Our adverts appear on a number of platforms, such as CET's website, individual school webpages, My New Term, TES, the Cumberland Council Vacancies page and our social media.

2

Each advertisement will lead you to the My New Term platform. This is where you will complete your application. Registration is free and the online application form is simple, intuitive and verified as fully KCSIE and GDPR compliant.

3

Once you have registered, you will be able to track the status of your application, save any vacancies of interest, receive automated reminders and accept or decline interviews, should you be successful.

4

Should you have any queries regarding a specific post or your application, contact details are displayed at the bottom of each My New Term advert.

5

Don't see any suitable vacancies at the moment? We encourage you to join our Talent Pool, which you will find on My New Term.

Applicants for all posts must be willing to undergo safeguarding screening appropriate to the post.

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

All staff members are required to complete an enhanced DBS disclosure.



SCAN TO VIEW  
VACANCIES

