

Avenue Primary Academy

part of Cirrus Primary Academy Trust



Applicant Pack



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A letter from the headteacher

Dear Applicant,

It is a real privilege to be the Head Teacher of Avenue Primary Academy; to work with inspiring and committed staff and governors, and be supported by dedicated parents and PTA. I am proud to have so many friendly, inquisitive and positive children – over 1,000 of them! One of the things that makes Avenue unique is its size. We are a large school and are always trying to do our best to ensure consistency, have good communication for all and maintain a strong sense of community.

At Avenue Primary Academy we recognise and develop the potential of each and every person, empowering them and giving them the confidence to play a positive role in society as responsible citizens. We aim high and believe we can succeed. We work as a team in a supportive community, where everyone is valued equally within a safe and engaging environment.

Our children have positive attitudes to learning, high standards of behaviour and excellent attainment across the curriculum. We are also very lucky to have a large specialist base for children with Autistic Spectrum Disorder.

Avenue is committed to being a Rights Respecting School and we put the Rights of the Child at the core of all that we do. We know children learn best when they feel safe and are confident in knowing themselves. We pride ourselves on challenging our children to think, question and challenge themselves, becoming life-long learners.

We are proud to be an inclusive school, with pupil and staff wellbeing at the centre of everything we do and all decisions we make. We have high expectations for all our children, strive to have an engaging and interesting curriculum, develop pupils love of learning and develop their interests and talents.

At Avenue we firmly believe that education is a partnership between home and school; we regard you as an active partner in your child's education and value your interest and support.

Our website will give you all the information you need about our school, the staff and the many activities that our children enjoy through our curriculum and our extra-curricular activities.

Yours faithfully,

Lisa hunt

Headteacher



Overview of the Trust and Message from the CEO

Cirrus Primary Academy Trust was incorporated in June 2015 as a multi-academy trust for primary schools. The Trust is made up of 5 primary schools situated in the London Borough of Sutton. The core purpose of the Trust is to develop the very best organisations to ensure that children do exceptionally well and are prepared for the future, based on the principle of equality of opportunity for all. This core purpose drives our direction, decisions and actions.

Every school in Cirrus Primary Academy Trust has the commitment that it can and should be its own, unique setting. However, each school shares a relentless focus on personalised planning and having the highest aspirations for what children can achieve. This core value of being child-centred is an intrinsic part of every school's DNA, and is the minimum standard expected of all employees of the Trust.



I am very proud to be the CEO of Cirrus Primary Academy Trust (CPAT) and to work with like-minded and ambitious headteachers and trustees. The Board of CPAT is determined to see a high performing multi-academy trust that delivers the very best educational experience for pupils.

The information on our website sets out our vision for the Trust, ensuring that there is a clear focus on improving leadership and governance, and teaching and learning, and on raising standards. We have a cost effective organisation and a business model that delivers efficiency, effectiveness and growing economies of scale in order to free up more resources for the front line. I am very glad to have a strong board of trustees which provides the effective support and challenge required to ensure that the Trust is a good employer, and as a multiacademy trust, an effective home for our schools, with the leadership and track record to succeed.

It is often said that each child gets one chance of education. Our role is to ensure that our pupils make the most of their opportunities by ensuring that our schools aspire to and reach the highest standards. I look forward to an exciting future for the Trust and all its stakeholders.

Sharon Roberts
Chief Executive Officer



Trust and School

Vision & Values

Cirrus Primary Academy Trust

Our Mission

Empowering our pupils to be the best they can be



Our Vision

To provide education that enables all of us to flourish and take pride in our achievements

Our values

Inclusion, Respect, Resilience, Honesty, Ambition

Avenue Primary Academy

Our Mission

At Avenue Primary Academy we recognise and develop the potential of each and every person, empowering them and giving them the confidence to play a positive role in society as responsible citizens. We aim high and believe we can succeed. We work as a team, in a supportive community where everyone is valued equally within a safe and engaging environment.

Our Vision and Aims

- Ensure the best outcomes for every individual
- Ensure staff and pupil wellbeing continues to underpin all that we do
- Ensure high quality teaching by providing opportunities for new learning and career progression to all staff



Our Values

Pride, Perseverance, Respect, Resilience, Teamwork, Equality



Our Pupils



Why Cirrus?

Cirrus Primary Academy Trust is fortunate to be able to recruit and retain the very best staff. In addition to contractual entitlements such as annual leave and occupational pension, we recognise the important role our staff play by providing for them a range of benefits as well as flexible employment arrangements and a family-friendly approach.

Our current benefits include:

Employee Assistance Programme—The EAP offers cover for employees and their immediate family members residing at the same address and provides free access to confidential advice and counselling.

Training and Development—First class training and development opportunities are provided within the Trust. We also work with a range of partners to offer accessible training for all staff including e-learning, face to face workshops and apprenticeships.

Development Opportunities—Opportunities to work across different academies within the Trust, and a commitment to promotion opportunities, encouraging 'home grown' talent.

Networking opportunities—Opportunities to work with experienced practitioners from across the Trust

Occupational Health Service—Our free occupational health service provides staff with access to various services and support returning to work.

Travel and parking—All of our academies are easily accessible by public transport and parking is available free of charge.

Central services support—Access to Finance, HR, Premises and Health & Safety and School Improvement teams

Free Refreshments—Access to free tea and coffee in the staff break areas

Cycle to work scheme



Community & Culture

- Gaining strength from our unity with the magic of our uniqueness
- Creating a community of options and opportunities
- An environment that encourages teamwork
- Fostering a culture of honesty and integrity

Well-being

- A healthy and safe work environment
- A commitment to seeking feedback and valuing 'staff voice'
- Access to a range of support and advice both internally and externally
- Recognition and understanding of staff's life outside of school
- The option to request two days unpaid leave per year

Workload

- A commitment to regularly reviewing and monitoring working practices
- A clear expectation that staff do not respond to communication outside of working hours (i.e. 7.00am to 6.00pm)
- New initiatives are given full consideration before implementation

Growing Personally and Professionally

- Assessment & Marking and Teaching & Learning policies support staff to ensure their time is used in the most effective way
- A commitment to life-long learning for all staff including:
- Empowering staff to continually improve practice
- Encourage professional dialogue
- Support life-long learning and evidence informed practice

