

# Rushy Meadow Primary Academy

part of Cirrus Primary Academy Trust



## Applicant Pack



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## A letter from the headteacher



Dear Applicant,

We are delighted that you are considering a position at Rushy Meadow Primary School, one of the schools within Cirrus Primary Academy Trust.

Rushy Meadow is a happy and calm two-form entry school, located in a quiet residential area within Carshalton. At present, we have 369 children on roll, including 19 children in our own nursery. We have a Hearing Resource Base and offer 11 places to deaf children. We have extensive grounds, including two large playgrounds, an outdoor amphitheatre, two outdoor learning areas for EYFS, a large hall, two courtyards, school library and bright, open plan classrooms; ensuring our environment is a place where pupils can thrive.

If successful, you will be working alongside a dedicated and committed team of teachers, support staff and governors. We are a family school, with a strong sense of community where everyone looks out for the wellbeing of each other. As a leadership team, we strive to ensure that all members of our school community feel valued and heard. This is epitomised by our school motto:

Pupils, families, community: learning and working together

Our mission at Rushy Meadow Primary Academy is to provide an environment where everyone feels part of a safe, secure, happy community. Children's curiosity and creativity is nurtured through an inspiring, broad and engaging curriculum. Every day, children are challenged and encouraged to be independent learners, to be resilient and aspirational, so that they all reach their full potential.

Our vision is to create a school where our pupils flourish and are proud of their achievements. We aim to instil in them a passion for learning that will empower them to become successful and to make positive contributions to the local community and beyond.

At Rushy Meadow, you will find an open and welcoming environment where we work in partnership for the benefit of our pupils. Along with the other schools in our Trust, we aim to equip our pupils with five key values: Respect, Resilience, Ambition, Honesty, Inclusion.

I hope I have given you a sense of what life at Rushy Meadow is like. You will find more information available on our website. I warmly invite you to visit our school, to see for yourself what a fantastic place it is to work and learn.

Yours faithfully,

Mr Paul Needham

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



### **Rushy Meadow Primary Academy**

#### **Our Mission**

Rushy Meadow Primary Academy provides an environment where everyone feels part of a safe, secure, happy community. Children's curiosity and creativity is nurtured through an inspiring, broad and engaging curriculum. Every day children are challenged and encouraged to be independent learners, to be resilient and aspirational, so that they all reach their full potential.

#### **Our Vision**

Our vision is to create a school where our pupils flourish and are proud of their achievements. We aim to instil in them a passion for learning that will empower them to become successful and to make positive contributions to the local community and beyond.

#### **Our Motto**

**Pupils, families, community: learning and working together**







## 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**



# Cirrus Primary Academy Trust

## Staff Charter



### **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