



Springmead Primary School



**Recruitment Pack
2024**



About Springmead Primary School

At Springmead, our staff and children love to come to school and learn together and adopt a culture of positive regard throughout our community.

The overarching values of care, respect and self-control underpin every aspect of our school life and every individual takes responsibility for promoting these central values. Our innovative and reactive curriculum has been designed around the needs of our children to ensure that they are at the heart of everything we do. Through our wide range of enrichment activities we are able to provide our children with a well-rounded school experience which is exciting and fun.



We are passionate about making Springmead a supporting, nurturing and inclusive school where children have a voice at all levels. Everyone in the Springmead community works as a team to ensure that all our children are given the best possible opportunities to experience success with their learning, whatever that is to them, and to achieve the highest standards in all they do.



About Springmead Primary School continued

We are passionate about making Springmead a supporting, nurturing and inclusive school where children have a voice at all levels. We place great emphasis on developing the whole child through our curriculum learning intentions of:

- Being brave and taking risks
- Reflection
- Team working and collaboration
- Independence
- Problem solving
- Creativity

which are interleaved into everything that we do in order to develop children who leave us with the confidence and skills to be able to take advantage of every opportunity in their lives that follow.





Springmead's Aims and Values

Our school has very clear aims and values which underpin everything that we do and every decision that we make.

Springmead Vision

We build our school vision around three key pillars:

Growth To encourage a culture of 'no limits' learning where children are aspirational and strive for excellence in order to grow and flourish.

Respect To provide a supportive and caring environment where diversity is celebrated and everyone is valued and treated with respect, including ourselves.

Learning To provide high quality learning experiences that are purposeful, challenging and fun and that encourage all children to reach their full potential

Springmead Values

We expect children, staff, parents and LSC members to adopt the 'Springmead Way' of care, respect and self-control in everything we do. Our learning values underpin our daily life and curriculum, which are:

Being brave and taking risks
Reflection
Teamwork and collaboration

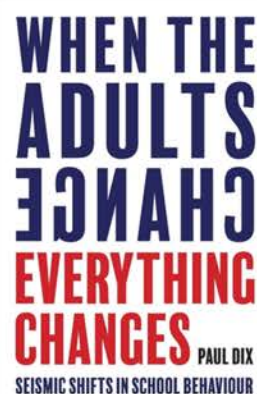
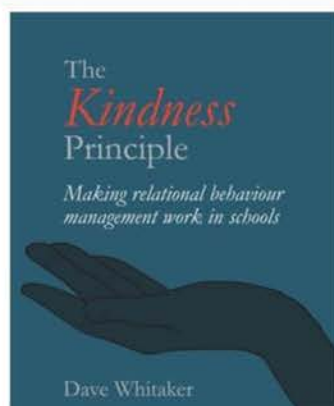
Independence
Problem solving and exploring
Creativity



Springmead's Approach to Behaviour

Springmead Primary School believes in a behaviour management approach rooted in positive regard. This maintains our high standards and is led by an acceptance and a genuine understanding of children's behaviour. Our policy is built on kindness and compassion, with the idea that relationships should be at the heart of school life and our approach to behaviour management. Our school culture sets out the ways in which the adoption of relational, restorative approaches to managing behaviour create a safe and happy school for our children to learn and for our staff to work in.

Our behaviour strategy aims for all staff to establish unconditional positive regard for all children. As part of our child-centred approach to managing behaviour, we teach children about our three behaviour rules; we are ready, respectful and safe. Children learn about what these rules look like at school and how they can help to regulate, learn from and improve their own behaviour.





Leadership and teaching roles

We can offer:

- Enhanced salary – currently 5% above national pay scale.
- Three personal days per year which can be taken during term time.
- Free access to school's wellbeing service.
- A positive working environment within an extremely well-resourced school.
- The support of a highly professional and committed staff team and the opportunity to expand your professional networks beyond the Trust through our external partnerships.
- The opportunity to develop your career within an expanding Multi Academy Trust with a track record of excellent student attainment and achievement.
- Exceptional professional development opportunities.

What we require:

- UK Qualified Teaching Status (QTS).
- Understanding of safeguarding procedures and child protection methods and responsibilities.
- Passionate about learning, teaching and assessment.
- Ability to form and maintain appropriate relationships and personal boundaries with children.
- Ability to communicate effectively (both orally and in writing) to a variety of audiences, including pupils, staff, colleagues and parents.
- Effective behavioural management skills and approach.
- Ability to create a positive, supporting and effective learning environment.



Support staff roles

We can offer:

- Enhanced salary
- Three personal days per year which can be taken during term time
- Free access to school's wellbeing service.
- A positive working environment within an extremely well-resourced school.
- The support of a highly professional and committed staff team and the opportunity to expand your professional networks beyond the Trust through our external partnerships.
- The opportunity to develop your career within an expanding Multi Academy Trust with a track record of excellent student attainment and achievement.
- Exceptional professional development opportunities.

What we require:

- Understanding of safeguarding procedures and child protection methods and responsibilities.
- Passionate about learning, teaching and assessment.
- Ability to form and maintain appropriate relationships and personal boundaries with children.
- Ability to communicate effectively (both orally and in writing) to a variety of audiences, including pupils, staff, colleagues and parents.
- Effective behavioural management skills.
- Ability to create a positive, supporting and effective learning environment.

All about The Spiral Partnership Trust



Marcus Cooper
CEO

Spiral Partnership Trust is a community of primary schools who share a common goal of shaping a better future for our pupils, staff and the local communities we serve. Our success is built upon strong relationships, innovation and collaboration.

‘Shaping a better future’

Spiral Partnership Trust will shape a better future, providing an excellent education for all underpinned by strong relations, innovation and collaboration,

Working with key stakeholders, Spiral Partnership Trust will ensure that:

- our children and their learning come first in all decision making;
- the distinct strengths and characteristics of our schools and all those within the community are recognised and celebrated;
- through innovation and collaboration, expertise and research are shared with our family of schools and beyond; and
- we treat each other with kindness and respect and model this in all our interactions.