



# Changing Lives Learning Trust

RESPECT · RESILIENCE · ACHIEVEMENT · OPPORTUNITY

## Recruitment Brochure

# Introduction from the CEO

Thank you for your interest in this exciting opportunity to join Kirkby Thore School.

As CEO, I am part of a creative, strong and effective Executive Team which works constantly to safeguard the future of our Trust and everyone that works in it. Cumbria's children need the best schools in their own communities. They need aspiring professionals to help them shape their world and our Trust's vision to change lives through learning supports that noble ambition. It's a great place to work; as a team, we have the creativity and desire to really make a difference to children everywhere.

Our philosophy for education is clear – we work to change lives through learning. We want all our children to have the best education they can. Everything we do, and decisions that we make, are in line with our clear moral compass, and our strategic vision is underpinned by equity and inclusion. If we judge our society by how we treat the most vulnerable, what does that look like in our schools? We are stewards of the system, and believe we should act not just in the system, but on it – challenging the system to shape the future.

Underpinning everything we do is the recognition that we must support our children to understand the world they live in, their place in it, and who and what they can become in the future. We want our children to be able to question the status quo, to understand the importance of respect, equity and inclusion in society, to treat others with compassion and understanding, and of course help them to achieve as well as they are able to take their place in society as a contributor.

Kirkby Thore School is one of nine schools in our family (six primary, three secondary) We currently have more schools talking to us about the possibility of joining us. We also are proud to be the home of One Cumbria Teaching School Hub, which provides Cumberland and Westmorland and Furness with the 'Golden Thread' of professional development for teachers and leaders from Initial Teacher Training, through the Early Career Framework, and the whole suite of National Professional Qualifications. We work with nine schools and 340 colleagues across our region.

I am delighted that you are considering applying to join our Trust. Now is an exciting time to join us as we are growing and adding opportunities for all our staff in our schools. We look for motivated and creative individuals who share our values and who sincerely want to change children's lives through learning. Being an employer of choice, with wellbeing at the heart of our strategy, is important, and in return for your commitment and hard work, we will invest in your development and progression. We want you to come to work feeling valued, respected, and knowing that your talent is recognised.

I look forward to welcoming you to the Changing Lives Learning Trust.



**JUDITH SCHAFER**

Chief Executive  
Changing Lives Learning Trust



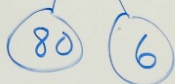
29.11.23

$$46 + \boxed{54} = 100$$

$$40 + \boxed{50} = 90$$

$$6 + \boxed{4} = 10$$

$$\textcircled{1}4 + \boxed{86} = 100$$



$$\textcircled{10} + \boxed{80}$$





# Welcome to

# Changing Lives Learning Trust

Changing Lives Learning Trust (CLLT) is a multi-academy trust with sponsor status and is a not for profit charity which sponsors primary and secondary academies. Our sponsors, the Nuclear Decommissioning Authority, Sellafield Ltd. and the University of Central Lancashire have already proven their commitment and success in creating a fully inclusive, aspirational, high-achieving family of academies, firmly rooted in the local community.

Our aim is to support schools to be outstanding places of education where expectations are that students will develop into citizens who actively contribute towards the building of cohesive and peaceful communities and are able to represent themselves confidently in all aspects of public life.

Our highly experienced and skilled executive team support leaders to focus on contextual and localised leadership of curriculum, teaching, learning and the professional

development and opportunities for their colleagues. Local governing boards are supported to thrive and contribute to the overall direction and decision making of our Trust.



# Our Vision, Aims and Values

Our **VISION**, our distinction: ‘to have legitimate grounds to claim that those we undertake to teach and train will have a preparation for life that is excelled by no other.’

## AIMS

The Trust will:

- Significantly raise educational standards above local and national levels.
- Raise student aspirations and launch them into their next stage of education or onto career paths that will exceed expectations.
- Promote and nurture community cohesion.
- Involve and work in collaboration with key stakeholders, partners and the community.
- Ensure that key stakeholder groups are represented on the Local Governing Boards, including parents/carers and staff.
- Ensure that all employees contribute to academy activities by being positive role models for students.
- Provide a programme of high quality continual professional development (CPD) and training for all members of staff to underpin and sustain improvements in the core functions of the Trust.

## OUR VALUES



**RESPECT**



**RESILIENCE**



**ACHIEVEMENT**



**OPPORTUNITY**

# Our five pillars of success

01

## Students

We want all children to have a preparation for life that is excelled by no other. We focus not just on academic achievement, but also the personal development of the whole child, so they can go on to transcend everything they previously thought they could be.

02

## Staff

We want all our colleagues to have a preparation for and fulfilment in their working life that is excelled by no other. We are the employer of choice, providing a great place in which to work and an environment where they can develop as exemplary professionals.

03

## Parents / Carers

Changing Lives are committed to meeting their children's individual needs in a way that is excelled by no other. We foster aspiration as well as academic, moral, personal and social development. A Changing Lives academy is the natural choice for the education and care of their children.

04

## Local Community

Our local Changing Lives academies are respected and supported in ways that are excelled by no other. We recognise the unique characteristics of the area and draw upon them to improve outcomes locally, regionally, nationally and globally.

05

## Partnership

We work closely with external agencies, including service providers, businesses, employers and other local stakeholders to enhance children's learning and development to change their lives in a way that is excelled by no other.



A photograph of two young boys in school uniforms walking through a hallway. They are both smiling and holding orange bags. The hallway is decorated with a large, colorful display of plastic bottle caps hanging from the ceiling on the right side. In the background, there is a colorful mosaic on the wall and a radiator.

The School  
Kirkby Thore Primary School



# Introduction From The Headteacher

Kirkby Thore Primary School is a small village primary placed in the heart of the community. Our wonderful outside environment and rural location, set in the shadow of the Pennines, inspires us to “Aim High”, which we achieve using our values of being safe, respectful, and ready to learn.

Our bespoke curriculum has been carefully developed to ensure sequenced learning and promote critical thinking and engagement so that all children achieve to the very best of their ability. The school is committed to creating a friendly, safe and encouraging atmosphere, where everyone feels welcomed and valued. All members of the school community are kind, respectful and encouraging to each other, ensuring that we flourish as happy, confident and successful individuals. Success of all kinds is noticed (and celebrated) so that aspirations are high, and everyone can take pride in what they do and what they achieve.



**JENNIFER ROBINSON**

Headteacher  
Kirkby Thore Primary School



# Why work with us?



Access to join the Teachers' Pension Scheme and the Local Government Pension Scheme for support staff

Local Pensions Partnership Administration

We are delighted that you are considering applying for a role within Changing Lives Learning Trust. This is a very important and exciting time in our development and growth as a Trust and now is an exciting time to join us. Our dedicated staff and committed team of Trustees and Governors are relentless in their aim to provide the best school experience possible for every child.

We look for inspirational and motivated individuals who care deeply about children and share a similar vision and values to that of the Trust. Our plans, as well as having the required focus on school improvement, also include a focus on you, the individuals who help and support our young people.

Whether you join us as a leader, a teacher, support staff or an early career teacher we will invest in you, your development and your well-being throughout your career.

We view vacancies such as this as an opportunity to attract new talent into our Trust. By joining us you will become an important member of our trust family, supporting us to deliver our vision.

As part of your employment with us you will be entitled to a range of benefits, including an Employee Assistance Programme with 24/7 health and well-being support.

A cost effective way to purchase new cycling equipment and bicycles by spreading the cost and also making savings on your tax/NI contributions via a salary sacrifice scheme



Opportunities for continuing professional development

Health Assured allows access to the Employee Assistance Programme 24/7 for advice, personal support and guidance. They can also provide access to counselling.



The Trust is committed to flexible working arrangements provided both the objectives and needs of the Trust and the individual can be met.



A full occupational health service is provided via our partner



Generous holiday entitlement which increases with service, for support staff



# One Cumbria

One Cumbria is the only DfE appointed Teaching School Hub for Cumberland and Westmorland and Furness, accessible to all 322 schools, central to the DfE's comprehensive strategy dedicated to supporting teachers throughout their careers. We are charged with delivering the 'Golden Thread' of teacher professional development from Initial Teacher Training, the Early Career Framework to NPQEL, the most senior of the new suite of NPQs. We work in partnership with Teach First, delivering high quality training to substantial numbers of ECTs across Cumbria, as well as three cohorts of NPQ programme members, with around 120 graduates – currently around 350 colleagues in total.

We are working with most of the schools within our TSH region - primary, secondary, special, EYFS, PRUs. We are delighted that we can work with experienced and talented system leaders from all over Cumberland and Westmorland and Furness to facilitate our courses. Being officially appointed by the DfE, we are part of the implementation of their recruitment and retention strategy to raise teacher quality and effectiveness. We have a clear vision that we will, by 2024, have legitimate grounds to claim that those we undertake to train will receive a preparation for life that is excelled by no other. This will be our distinction and for the many schools we currently work with, this is also their experience.

Our delivery teams and facilitators are from our own system because, as our name suggests, we are able to draw on the unifying multiplier effect of expertise that already exists in our unitary authorities and we have multiple opportunities for teachers and teacher trainees to get involved in what we are doing.

Our optional and match funded Masters programme, our all-expenses paid exchanges to Prague to learn about different education systems and ideologies are just two of the opportunities One Cumbria has made possible. Our work with PRUs, Special Schools, and Early Years' Providers in providing high quality professional writing material to augment our provision means we're enhancing everything the Golden Thread offers.

All of this will always be free at the point of delivery. We are determined to deliver our vision which is supported by our commitment to ensure that every child has the very best schools right there, in their own community, full of the very best skilled teachers and leaders in the land. If and when the funding runs out for NPQs, we will continue to offer them free if you're in our partnership.

One Cumbria is the only accredited provider for Initial Teacher Training in Cumberland and Westmorland and Furness following the market reform process. In September 2023 we saw our first trainee teachers in our schools, as we operate as a delivery partner in a pilot scheme with Teach First, before launching our own ITT provision in our own right in September 2024. Our brand new bespoke curriculum has been written by Cumbrian practitioners for Cumbrian schools – we are very excited that our trainee teachers will be taught to teach in a new way to address our contextualised needs. It is testament to our Trust wide approach to changing lives through learning that One Cumbria provides an excellent opportunity for schools across the county to come together, delivering world-class training for our teachers and trainee teachers. By drawing on the expertise of professionals and schools from across our two authorities, the TSH is working to ensure that we deliver exceptional teacher training, and as a result, our children get the best possible education.







Changing Lives Learning Trust

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