

Cirrus Primary Academy Trust



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A letter 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 multi-academy 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



Overview of the Trust

Our core purpose 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.

School improvement is never a static concept: it is ever-evolving as the drive for higher standards demands creativity and innovation. Every school has the opportunity to be even better. It requires transparency, honesty, reflection, energy and flexibility.

School improvement should be about taking risks and seizing opportunities. It should be about celebrating successes and sharing learning. Fundamentally, school improvement should be a constant state of restlessness and agitation. It is the art of becoming comfortable with discomfort.

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Over time – as the organisation matures and develops – the methodology we utilise to affect school improvement will change and develop. It will also learn from and respond to the innovations and experiences of our staff, parents, stakeholders and school leaders.



Vision and Values

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



Our Schools



Avenue Primary Academy

'Nurturing individuals, building futures'



Barrow Hedges Primary School

'Roots to grow, wings to fly'



Rushy Meadow Primary School

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



Stanley Park Infants

'Be kind, be helpful, be the best you can be!'



Wallington Primary Academy

'Learning today, Leading tomorrow'



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