



EAGLES
PRIMARY ACADEMY



Recruitment Pack

The School for the Curious Child

ASCEND
LEARNING TRUST

Welcome, from the Head

Welcome, from the Headteacher

Dear Applicant,

At Wellington Eagles we fully encompass the Ascend Learning Trust Vision, Mission, and Values.

We pride ourselves on being a school for the curious child and are a thriving school community with great ambitions for all our pupils. Our core school values of Kindness, Curiosity, Grit, Acceptance, Courageousness, and Integrity are woven into our curriculum, learning environments and partnerships as we show pupils how they can live their lives using these values daily in all they do.

Curiosity is our driving principle for creating an inspiring and challenging global curriculum. We have high expectations for every pupil and create learning experiences that challenge, extend, and deepen learning and thought. When answering the question 'What do we want our Eagles children to do, know and be...', our team will explain we want every child to develop a love of reading and learning, be passionate and relentless in their pursuit of excellence and to use curiosity as the starting point for understanding themselves and others. We believe 'excellence' encompasses academic excellence, attitudinal excellence, and aspirational excellence and this drives all we do in day-to-day life in school.

We teach every pupil to approach life from a place of kindness and compassion. Being compassionate, helps us to seek resolution, and as global citizens we need our future generation to be able apply their knowledge and skills to the many situations that an ever-changing world demands of them.

Firm in our belief that children come first, we strive to ensure that every pupil and their family is welcomed from their first day with us and feels happy and safe in their environment. We offer a varied selection of enrichment and enhancement experiences that develop character and foster opportunities to learn critical skills using the arts, outdoor learning, and investigations. Our partnerships with our Trust schools, parents & carers, wider community and professional colleagues is central to all we do.

Through collaboration and having a relentless quest for excellence, we strive to do and be the best that we can be in our work and play. Our staff are dedicated and professional; each person bringing something unique and special to Eagles. We all care passionately about making our school a vibrant, inclusive, and engaging place that children are proud to belong to and love to attend.

At Eagles, through the approach of kindness and compassion, we encourage learning to be a process of exploration, trial, and error. We teach children to know, understand and celebrate this journey, using mistakes to grow from being a novice to developing expertise. Through our inclusive curriculum and wider learning opportunities, we show pupils how their resilience, strength of character and passion for learning will help them develop the highest aspirations possible for their own futures.

Emma Howarth-Barnes
Primary Education Director & Interim Headteacher

Welcome, from the CEO



Dear Applicant

Thank you for taking an interest in Ascend Learning Trust, where we pride ourselves on our core motto 'Together we Belong, Believe, Become'. As a community of schools, we strive to achieve this through our relentless commitment to our values of 'Compassion, Aspiration, Respect, Dedication and Integrity' for all of our students, with the potential of every individual within our community valued. As a result of our newly founded values, we strive to ensure that students receive an incredibly high standard of academic and pastoral care to enable them to leave school with the very best platform for their future. The schools within Ascend Learning Trust are a family, and as such they support each other to continuously improve, providing strength to each other.

As a mother of 3 school age children at both primary and secondary level, I know how important young people's school experience is and it is a privilege to lead an organisation whose purpose it is to support this. As the newly appointed CEO of Ascend Learning Trust (from September 2023) I am fully committed, along with all of our staff to ensuring that each child's education is the very best that it can be.

This pack will give you details of the job description and list the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge and abilities required to do the job. It is important that you identify the competencies, experience, qualifications, knowledge and abilities that will be assessed by application form, as you will need to provide evidence that you meet these criteria.

References

We will require two satisfactory references before a job offer is confirmed; one of which must be your Line Manager / Headteacher in your present or most recent employment.

Please remember to check that your referees are actually available to provide a reference, as failure to do this could cause a delay in confirming your appointment.

Further information about the Ascend Learning Trust and the Academies within it, is available on our website info@ascendlearningtrust.org.uk We hope you will feel inspired to apply to work within the Trust.

Yours sincerely

Jane Coley
Ascend Learning Trust **CEO**

The School for the Curious Child

Class Teacher



Salary: MPS/UPS - £30,000-£46,525 (DOE)

Type of role: Permanent, Full time – 32.5 hours per week

Closing date: Midnight, Sunday 7th July 2024

Interview date: TBC

Anticipated Start date: 1st September 2024

Job description

The job description lists all the main duties of the post, together with further details of the competencies (skills), experience, qualifications, knowledge, and abilities required to do the job.

The criteria listed within the job description detail the areas which will be assessed at both application and interview. It is important that you identify the competencies, experience, qualifications, knowledge, and abilities that will be assessed by application form, as you will need to provide evidence that you meet the criteria.

All employees have the responsibility to:

- Ensure any documentation produced is to a high standard and is in line with the Trust brand style.
- Be aware and comply with all policies and procedures relating to safeguarding, child protection, health, safety and security, whistleblowing, confidentiality, and data protection, reporting all concerns to the appropriate person.
- Participate in training and other learning activities as required.
- Participate in the Trust Performance Management process.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- Promote the area of responsibility within the Trust and beyond.
- Represent the Trust at events as appropriate and as directed by the Chief Executive Officer.
- Support and promote the Trust ethos, vision, and values.

Job description

Classroom Teacher

- To work in line with the relevant Teacher Standards
- To be responsible to the Key stage leader for the organisation, management and delivery of appropriate teaching
- To have knowledge of and keep up to date with current pedagogy, particularly in respect to the National Curriculum
- To plan, prepare and deliver lesson activities for children according to the curriculum policy, and which ensure progression, pace and challenge, and which make appropriate educational provision for all students
- To assess and monitor systematically the progress of each child within your class and report accordingly to Key Stage Leader
- To mark and monitor work, providing constructive feedback and setting meaningful targets for future progress to inform planning
- To provide reports of attainment on individual children to the Head of Key Stage, Leadership team, outside agencies and parents as necessary
- To be familiar with the Code of Practice and identification, assessment and support of children with special educational needs
- Act as a role model to the children in all actions and behaviour
- To provide or contribute to reports on the personal and social needs of students, as required
- To make effective and meaningful use of IT to promote teaching and learning. To ensure other adults in the classroom, such as TAs, are communicated with and deployed effectively
- To contribute to the development of the curriculum, to work closely with colleagues to undertake medium and short-term planning and implement agreed Schemes of Work
- To set high expectations of behaviour, establishing and maintaining good discipline and control of students in accordance with policy
- To establish a safe environment where respect and positive relationships flourish
- Contribute to the broader life of the Trust by supporting and leading curricular and extra-curricular events
- Contribute to the positive promotion and marketing locally and in the wider community
- To undertake any reasonable duties as directed by your Head of Key Stage or members of the Leadership team
- Comply with any reasonable request as requested by the leadership team to undertake work of a similar level that is not contained within the role profile

All employees have the responsibility to:

- Ensure any documentation produced is to a high standard and is in line with the Trust brand style.
- Be aware and comply with all policies and procedures relating to safeguarding, child protection, health, safety and security, whistleblowing, confidentiality, and data protection, reporting all concerns to the appropriate person.
- Participate in training and other learning activities as required.
- Participate in the Trust Performance Management process.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- Promote the area of responsibility within the Trust and beyond.
- Represent the Trust at events as appropriate and as directed by the Chief Executive Officer.
- Support and promote the Trust ethos, vision, and values.

Person specification

- QTS (Qualified Teacher Status)
- A Good Honours Degree.
- A detailed knowledge of the curriculum and its means of delivery.
- High standards of communication and interpersonal skills.
- The ability to work as a team.
- The ability to work towards deadlines.
- The ability to motivate both students and your peers.
- Highly motivated and enthusiastic.
- Excellent attendance and punctuality.
- Experience innovating to deliver the curriculum



How to apply

Applications should be submitted directly via MyNewTerm, you can access our careers page using the following link:

[Wellington Eagles Primary Academy MyNewTerm](#)



Please note CVs will not be accepted. You must complete the application in full giving details of all employment, training, and gaps in employment since leaving school.

Please ensure the closing date for applications is met, we cannot be held responsible for lost or late applications. Due to the large number of applications is it not always possible to respond to each application but we aim to respond within two weeks of the vacancy closing date.

If you would like to arrange a visit to the school, for more information, or to speak to the CEO about applying, please contact recruitment on 01793 781485.

Wellington Eagles Primary Academy



The Wellington Eagles Primary Academy is an ambitious, growing, and inclusive 4-11 primary school, with a Nursery for 2-4 year olds.

The purpose-built school is based within a new housing development in Ludgershall and caters for 250 pupils from Nursery through to Year 6. These are currently organised across 8 mixed Keystage classes, comprising of Nursery, Reception, 2 mixed Years 1 and 2 classes, 2 mixed Years 3 and 4 classes and 2 mixed Years 5 and 6 classes. We have a strong military presence in our school, with over 80% of pupils from Service Families and this brings a uniqueness to our school, of which we are very proud.

Located within commuting distance of the towns and cities of Salisbury, Andover, Marlborough, Devizes, Swindon, and Southampton and enjoy direct rail links with London. We are based on the edge of the beautiful Salisbury Plain and serve the families of Ludgershall. We are proud to serve our local community, and with Tidworth serving as a 'super garrison' for the British Army a number of our students have at least one parent either actively serving in the armed forces, or a family history of service.

We currently have 200 students on roll in one form entry classes, with potential to grow to a two-form entry school of 420 pupils. We work very closely with our sister academy, The Wellington Lions Primary Academy, based in Tidworth and this gives scope for a variety of professional development opportunities for our staff across the two schools. Both schools are proud members of the Ascend Learning Trust.

Wellington Eagles is awaiting its first Ofsted Inspection, as a new school that opened in September 2019.

At Wellington Eagles Primary Academy, we firmly believe that every child in our care has the right to be truly inspired by an engaging and purposeful curriculum. We have dedicated staff who are passionate about providing our children with enriching and exciting experiences so that they can all achieve success in their learning journey. We actively encourage our children to be curious and believe that this supports them on their path to becoming life-long learners.

We support our children to grow into positive, well-rounded citizens and work alongside them to encourage kindness, grit, integrity, acceptance, curiosity, and courageousness. By instilling these values, we give children the chance to shine and be proud of all that they achieve, both academically and personally.

The School for the Curious Child



Our Wellington Primary Academies promote:

- Excellence through the rigorous learning of key skills within a rich and broad curriculum.
- Holistic learning by developing the whole child.
- Innovation in the way that we teach and learn.
- Collaboration with parents and carers, the Ascend Learning Trust family, the military community and local primary schools.

Our Facilities

Wellington Eagles is a new purpose-built school based within a new housing development in Ludgershall, Wiltshire. It is sited on what used to be the old Salisbury Plain Barracks and vehicle depot, both of which have been demolished to make way for 246 family homes and the school. As a newly built school, we enjoy bright, well-resourced classrooms, a dedicated food technology room, a dance studio in addition to a large multi-use Hall and a sensory room. Our beautiful, wrap around outside area includes ample hard surface playground, a dedicated sports MUGA, football pitch, extensive playing fields and dedicated Early Years outdoor environment.

Our Curriculum

At Wellington Eagles Primary Academy we firmly believe that every child in our care has the right to be truly inspired by an engaging and purposeful curriculum. We have based our curriculum around 'The Curious Child' and we have dedicated staff who are passionate about providing our children with enriching and exciting experiences so that they can all achieve success in their learning journey. We actively encourage our children to be enthusiastic, resilient, collaborative and aspirational and believe that this supports them on their path to becoming life-long learners.

Our Commitment to your Professional Development

We are committed to the professional development of all of our staff. We place a high priority on ensuring that our professional development is tailored and appropriate for staff at all career stages. Our Early Career Teachers have access to the Pickwick training programme alongside weekly in house professional development meetings. All of our second year teachers receive one to one coaching and take part in the Olevi Creative Teacher Programme. As teachers move through their career they are able to access programmes such as the Outstanding Teacher Programme, the Outstanding Leadership Programme, and the Outstanding Facilitator Programme alongside a full range of NPQs. We actively encourage staff to seek out further valuable developmental opportunities and we have a full and varied in-school professional development calendar.

About Ascend Learning Trust



Welcome to Ascend Learning Trust, where we pride ourselves on our core motto 'Together we Belong, Believe, Become'.

As a community of schools we strive to achieve this through our relentless commitment to our values of 'Compassion, Aspiration, Respect, Dedication and Integrity' for all of our students, with the potential of every individual within our community valued.



Compassion

To always show kindness, inclusivity and empathy to each other and to encourage others to behave this way. To care for those around you and to consider the needs of all.

Aspiration

To 'dream big' and to set your goals with no limits. You work hard towards your goals and follow your dreams and always believe that anything is possible.

Respect

To treat everyone as you would always wish to be treated in both words and actions. This means listening to others, appreciating differences, showing kindness and always being considerate.

Dedication

Always try your very best to commit to and achieve all of your goals and never give up even when things are tough. Face challenges courageously and keep focused on your goals.

Integrity

Holding true to what you believe in and act in a way that shows this. Always be honest and if you are in the wrong accept feedback and apologise.



Our vision at Ascend Learning Trust is to create a sense of belonging for everyone. All our young people receive a holistic world-class education regardless of where they come from or their life challenges. They will leave their Ascend community with outcomes that opens doors to a fulfilling and successful future.

Together we Belong, Believe, Become

Work for us

As well as our commitment to staff development opportunities we also offer a wide range of services which supports your employment journey with us, these include:

Benefits

We also offer an excellent staff benefit package which includes discounts on high street stores, restaurants, cinemas and gyms as well as having a wellbeing hub and a cycle to work scheme. Examples of great discounts currently on offer include:

- 10% off Eyewear
- 20% off Gym Membership
- 25% off monthly subscription to online gym memberships
- Hundreds of offers and discounts and cashback on local and national stores
- On site flu vaccinations
- Teachers and Wiltshire Pension scheme
- Generous annual leave for support staff up to 31 days + 8 bank holidays per year (with 5 years' service)
- Free onsite gym



Professional Development

The aim is for our offer and indeed entitlement for staff to receive the very best possible opportunity. Investing in our staff is investing in our future. The structures on offer will focus on professional learning and look at highly effective strategies that work in the classroom.

In addition, there will be a thematic approach to your development so that you can choose the most appropriate areas for your development. These themes will focus on Teaching and Learning, Leadership, and Coaching and Communication, and can either be taken in isolation or combined to increase your overall level of practice.



Wellbeing

We are committed to ensuring all staff have a safe environment to work in and we promote good health and wellbeing. As a signatory of Mindful Employer, we are committed to reducing the stigma attached to mental health and work with schools to develop a strategy for wellbeing for each school.

This includes:

- Developing a wellbeing statement which focuses on the commitment to support staff health and wellbeing,
- Providing opportunities to ensure there is a trained mental health first aider in each school,
- Supporting staff through a dedicated EAP which offers counselling, CBT courses and advice and guidance to all staff,
- Offering OH support to ensure staff are supported when required.

References

We will require two satisfactory references before a job offer is confirmed; one of which must be your line manager / headteacher in your present or most recent employment.

If you are at school/college or are leaving university, please give details of the name and address of your Headteacher or tutor.

Please remember to check that your referees are actually available to provide a reference, as failure to do this could cause a delay in confirming your appointment.

All staff are required to undertake employment checks which include:

- References (for all staff and volunteers)
- Right to work in the UK (ID check)
- Qualification checks
- Barred List check
- DBS check (for all staff and volunteers)
- Childcare Disqualification check (primary only)
- Online Search checks
- Health checks

Ascend Learning Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. We particularly welcome applications from under-represented groups including ethnicity, gender, transgender, age, disability, sexual orientation, or religion.

Please note any position that involves working with children requires declaration of ALL convictions/cautions regardless of whether these are deemed as spent and a DBS check will be carried out before any employment commences.

References will be obtained before interview at shortlisting stage and may be used in the interview process. If previous employment has included working with children, then at least one referee must be from this employment regardless of whether this is the current or most recent employment. Any gaps in employment must be detailed and an explanation provided in the relevant section.