

Primary

Academy  
Transformation  
Trust

Class Teacher - (Maternity Cover)

# Application Pack

Kingsmoor Academy

Ployters Road

Harlow

Essex

CM18 7PS

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# 01. About Academy Transformation Trust

## Our Mission

Transforming lives by *putting education first*.

## Our Vision

Transforming Lives of **Our Learners**:

We seek to ensure that all our learners receive a high-quality education from expert staff and aspire to achieve the best they possibly can, no matter their background or ability. Our learners have a safe, supportive learning environments in which they develop, grow, and challenge themselves. We are determined that our learners will receive the very best enrichment and opportunities to help them reach their full potential and ensure they are prepared for the future, wherever it might take them.

Transforming Lives of **Our Colleagues**:

Our colleagues are supported with the very best professional development through our innovative ATT institute, allowing them to stay focused on learning and developing as practitioners whilst they progress in their careers. We share the very best practice across our community of academies to help build systems and processes that really work.

Transforming Lives of the **Communities We Serve**:

We are committed to actively engaging with and addressing inequality in our local areas. We understand that every one of our academies and their diverse communities are different, so we aim to build a supportive, collaborative, and nurturing relationship with each whilst sharing our key values across our Trust.

## Our Values

### Commitment to Education

Our core purpose is to positively impact the lives of all our learners. Education will always be at the heart of everything we do.

### Transparency and Integrity

We are proud of our success whilst being open and honest about our areas for improvement. Our actions are always ethical and in the best interests of all our stakeholders.

### Innovation and Improvement

We are committed to innovative education- always moving forward and never standing still. Our learners are ambitious and prepared for a future that is constantly changing and developing.

### Dedication to Inclusivity

Our learners are all different and all important to us. We aspire to support, challenge, and help each one of them reach their full potential, regardless of their background or level of ability.

To learn more about our story/journey, please read our [ATT Magazine](#)

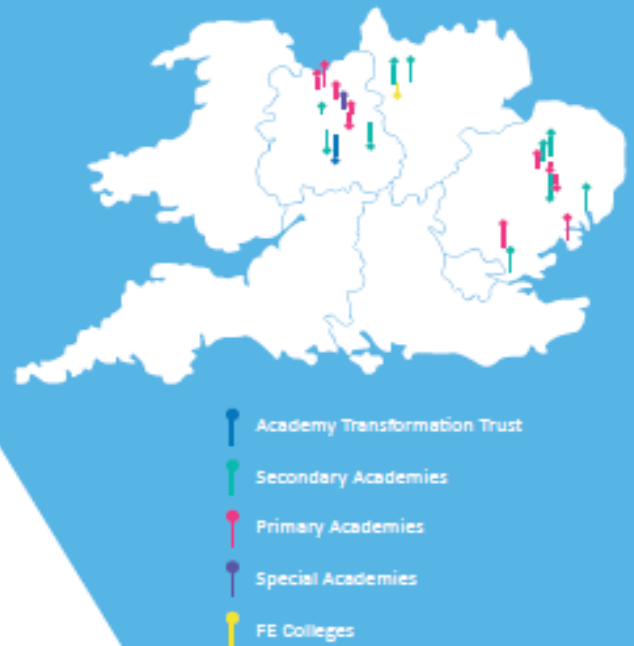


# Fast Facts

Our cross-phase group of academies was founded in 2011 and since then we've grown to our current family of 21 academies (primary, secondary, post 16 and FE) operating across 10 English local authority areas. We are responsible for the education of over 13,000 learners, for the careers of almost 2000 colleagues and for the most effective spending of nearly £80 million of taxpayer income each year.

## Strategic Aims

- To plan and deliver a curriculum which enables students to reintegrate with learning, delivers improving progress and outcomes for all learners and demonstrates that lessons have been learned from the pandemic experience.
- To create the conditions in which our people can demonstrate independent, thoughtful and confident behaviours in pursuit of our vision and aims.
- To continue to improve our financial performance alongside an enhanced reputation in business operations and governance.



ATT | 21 Academies

Local Authority Areas | 10

Staff | 1720

Primary | 409  
Secondary | 1130  
Special | 30  
FE | 76  
Other | 75

Learners | 13,334

Primary | 2711  
Secondary | 9280  
Special | 45  
FE | 1298

Governance

People Engaged | 120+  
Trustees | 10  
Members | 4

Finance

£78 million in funding and other income

ATT Institute | Offering the very best PD opportunities for all our colleagues.

## Headline Performance Measures

- Record progress scores for many of our academies in 2019.
- Rising Attainment 8 and Progress 8 rates for three years running across all secondary academies.
- Rising Key Stage 5 average points scores across all academies for three years.

Academy Ofsted Ratings

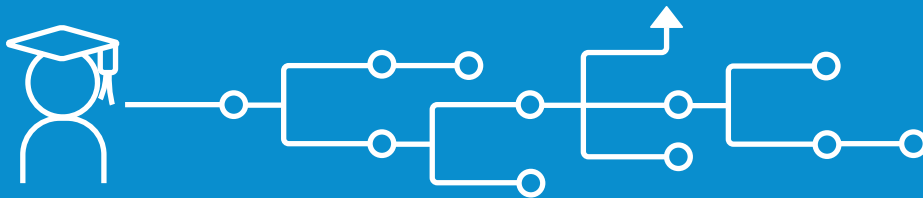
1 Outstanding

18 Good

1 Requires Improvement

1 Inadequate

# 02. Career Testimonials



## **Donovan Stansbury** | Teaching Assistant

ATT has helped my career from the very beginning of my adult life. I started my career at Mildenhall College Academy on a Teaching Assistant Apprenticeship, provided by ATT FE. Now with my knowledge and understanding of my role I can succeed further with the support of ATT. I have completed my apprenticeship and now have a full-time role as Teaching Assistant at the academy. My next step is to start an OU degree, again something I will do with the full support of ATT.

## **Martin Sexton** | Lead for Computer Science and STEM Coordinator

Working for ATT has given me many opportunities to progress my career. A move from Westbourne Academy to Mildenhall College Academy 5 years ago gave me my first step up from teacher to leading Computer Science. I received an ATT award for STEM which led to me becoming the STEM coordinator. To help develop my career further I now lead Team Network Group meetings with other Computing teachers from across the trust. ATT has also allowed me to develop my skills knowledge through attending a range of CPD with Computing at School, Barefoot, and Digital Schoolhouse all of which are helping to develop my practice.

## **Nicola Powling** | Faculty Leader, Humanities

Since joining Mildenhall College Academy three years ago, I have been well-supported in my development as a middle leader and with the guidance and advice of senior leaders in the academy I have been able to demonstrate significant impact on the quality of teaching and learning in the Humanities subjects. Last academic year I chaired the Eastern TNG for History, which has given me the opportunity to work with colleagues across the Trust and share best practice. Most recently, I have been seconded to the senior leadership team with a responsibility for teaching and learning; this is an opportunity to continue my career development and to gain insight and experience in senior leadership.

## **Cat Rushton** | Director of ATT Institute

ATT has offered me the exciting opportunity to experience a wider scope of influence over academies, to collaborate with other leaders, and to work with a range of colleagues and stakeholders in various contexts.

# 03. Academy Information



The Academy Transformation Trust sponsors Kingsmoor Academy. We are a caring, inclusive Academy with high expectations for all our pupils, whereby we aim to provide a calm and stimulating learning environment, rooted in mutual respect and where everyone is valued.

Our most recent Ofsted inspection in February 2020, confirmed that we continue to be a good Academy. They highlighted that: 'Pupils feel proud to attend Kingsmoor Academy and they enjoy learning. Staff have high expectations. The school's mission for every child to be 'equipped with the knowledge, skills and understanding they need to be the best they can be' is a reality for all pupils.'

We take pride in the wider curriculum that we provide for our children which offers enriching opportunities throughout their learning journey at our Academy. Our pupils are encouraged to explore and be inquisitive learners both in the classroom as well as in our Forest school. The wellbeing of our children is paramount at Kingsmoor, and we provide children with 'circle time' opportunities to talk freely. We provide a range of clubs to support character building and to enable them to develop life skills. We provide all of our pupils with meaningful opportunities to understand how to be responsible, active citizens who contribute positively to society. Pupils also have opportunities to take part in talent shows, sporting events and residential trips.

At Kingsmoor Academy, we are very proud of the excellent relationships that exist between our pupils, parents, staff, governors, and the wider community.

We look forward to welcoming you to Kingsmoor.



Our PD Curriculum is delivered through three pillars:

Transformational Leadership

[Click to Learn More](#)

Transformational Teaching

[Click to Learn More](#)

Transformational Services

[Click to Learn More](#)

## Professional Development at ATT:

# 04. The ATT Institute

### What is our Institute?

Our ATT Institute is the cornerstone of ATT colleague professional development for all roles and career stages, bringing the best development opportunities from accredited courses to one off training sessions. All our courses are evidence-based and facilitated by extremely knowledgeable professionals, so we know that all our colleagues receive the best training available. Our offer is designed and delivered by a group of expert colleagues with the needs of all our stakeholders in mind. Whatever your current role and aspirations, there will be something in our offer to support you in reaching the next step of your career journey.

### PD Opportunities for Our Colleagues

Our Academy Transformation Trust Institute (ATTI) has a suite of training opportunities and professional development pathways across all our directorates: Education, Finance, Governance, Trustees and operations.

These are promoted internally via our dedicated SharePoint and directed communications, and externally via the [ATTI webpage](#). Our ATTI offer is continually evolving to meet the ever-changing professional development needs of our colleagues and includes a range of accredited courses and bespoke training opportunities.

### Strategic Collaboration

Collaboration is essential to the continued improvement of our academies and colleagues. We create a culture of collaboration through our professional networks and enable colleagues to drive our Trust priorities within their domains of expertise.

**Find Out More Online:**

[academytransformationtrust.co.uk/institute](https://academytransformationtrust.co.uk/institute)

# 05. Job Description



## Class Teacher (Maternity Cover)

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions Document. It may be modified by the Principal, in consultation with yourself, to reflect or anticipate changes in the job, commensurate with the salary and job title.

### Key Responsibilities:

- To embrace our vision
- To engage with a culture that promotes excellence, equality, high expectations and aspirations of all pupils in our care.
- To engage with a culture and systems which ensure that safeguarding and child protection are of the highest priority.
- To engage with and implement all policies and procedures, including providing feedback for continuous improvement of policies and procedures as appropriate.
- To create and deliver lessons that are at least Good and strive towards Outstanding.
- To ensure that pupils are offered world class 21st century learning opportunities.
- To support the development of our family of academies.
- To undertake ad hoc duties as required.

### The successful candidate will:

- Work collaboratively within the academy and with other Trust academies to enhance the whole network.
- Engage with a culture of high expectations and aspirations so that all pupils are able to achieve their potential and the academy secures high attainment for all.
- Continue to transform the quality of teaching and learning by creating and delivering lessons that are at least Good and strive for Outstanding, including the use of effective differentiation within lesson.
- Ensure that all staff are respectful towards all pupils, with an unshakable belief in their entitlement to a high-quality education, whatever their circumstances and ability.
- Take a leading role in the development of new and emerging technologies to enrich and extend the learning experiences of all pupils.
- Maintain and enhance best practice as an academy which works with and for its community.

### Pupils

- Ensure pupils are always engaged in safe and healthy educational activities in an environment that is rich and colourful and designed to promote enjoyment and excitement in learning.



- Identify pupils who require interventions in collaboration with colleagues.
- Create and deliver tailored lessons that lead to improved outcomes for pupils.
- Engage and build effective working relationships with pupils.
- Plan and deliver opportunities to develop the social, emotional, and cultural aspects of pupils' learning.
- Organise and manage groups or individual pupils, ensuring differentiation of learning needs, reflecting all abilities.
- Ensure the academy's Behaviour Policy is implemented effectively.

#### **Ethos**

- Our vision to aspire to create a learning community built and sustained by a culture of citizenship, respect, trust, honesty, well-being, and financial independence.
- An environment where all members of the academy and its community actively demonstrate their care and concern for everyone and fulfil the requirements of our shared vision.
- High morale, with the Principal setting an example in terms of professional standards and leadership.

#### **Other**

- Maintain links with organisations.
- Liaise as necessary with other recognised bodies or agencies in the furtherance of the academy's needs or those of any child, employee.

# 06. Person Specification



## Class Teacher (Maternity Cover)

	Essential	Desirable
<b>Professional Qualifications and learning</b>	<ul style="list-style-type: none"> <li>5 GCSEs (A* to C) including Maths and English – or Equivalent.</li> <li>Undergraduate degree.</li> </ul>	<ul style="list-style-type: none"> <li>Held variety of roles and responsibilities with a primary school/academy.</li> <li>Qualified teacher status.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Being a 'good' classroom teacher</li> <li>Working with children with a variety of needs.</li> <li>Linking with statutory agencies.</li> </ul>	<ul style="list-style-type: none"> <li>Being an Outstanding classroom teacher.</li> <li>Successful experience as a Primary Teacher within a UK SEMH school/academy.</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>Commitment to the protection and safeguarding of children and young people.</li> <li>Up to date knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, children and young people.</li> <li>Cooperation and collaboration with relevant agencies to protect children.</li> </ul>	<ul style="list-style-type: none"> <li>Relevant safeguarding training/qualifications.</li> </ul>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>Demonstrates good understanding of the principles of effective teaching and learning in all phases.</li> <li>Has good and current knowledge of all curriculum requirements and can implement, monitor, and support these effectively.</li> <li>Embraces the use of new and emerging technologies to enhance and extend the learning of all students.</li> <li>Has a good understanding of assessment and how it can be used to improve pupil progress, including SEN pupils.</li> <li>Effective and systematic behaviour management, including of SEN pupils, by using clear boundaries, sanctions, regards and praise.</li> <li>Is committed to continuous learning including professional development.</li> </ul>	<ul style="list-style-type: none"> <li>Has a track record of securing high standards and at least good progress for all pupils.</li> <li>Is an outstanding classroom practitioner within a similar educational environment.</li> <li>Has a track record that demonstrates the very best quality of teaching and learning for all pupil groups, particularly SEN and vulnerable pupils.</li> </ul>

	Essential	Desirable
Developing self and working with others	<ul style="list-style-type: none"> <li>• Can contribute to a culture of high expectations for self and for others.</li> <li>• Can review own practice, set personal targets, and take responsibility for personal development.</li> <li>• Can manage own workload to allow appropriate work/life balance.</li> <li>• Can maintain confidentiality.</li> <li>• Can articulate and understand current educational issues.</li> </ul>	<ul style="list-style-type: none"> <li>• Can demonstrate a proven track record of developing self within an educational context.</li> <li>• Can show resilience in the face of challenge.</li> <li>• Has excellent interpersonal skills, with the ability to listen and communicate effectively in all contexts and to command respect.</li> </ul>
Manage the Organisation	<ul style="list-style-type: none"> <li>• Has the ability to articulate and communicate the vision and values that make the academy unique.</li> <li>• Has the ability to secure high levels of engagement from all stakeholders which enable excellent pupil achievement.</li> </ul>	<ul style="list-style-type: none"> <li>• Proven track recording of supporting school improvement.</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>• Highly approachable, very grounded and makes sensible judgements.</li> <li>• Excell critical thinking skills; has intellectual curiosity and rigour.</li> <li>• Strong interpersonal and communication skills.</li> <li>• Demonstrate resilience in and EBD environment.</li> </ul>	

# 07. How to Apply

## Class Teacher (Maternity Cover)

### Applying:

Please apply by visiting  
[www.academytransformatio  
ntrust.co.uk/vacancies](http://www.academytransformatio<br/>ntrust.co.uk/vacancies)

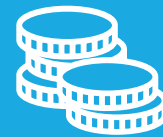


### Status:

32.5 Hours per Week  
52 weeks per year  
12-month Fixed term contract ending 31 August 2025

### Salary:

Scale Points: MPS 1-6  
Actual Salary: £30,000 - £41,333



### Closing Date:

Wednesday 10<sup>th</sup> July 2024 at 9am  
Or sooner should we receive sufficient applicants.

### Start Date:

01 September 2024



### Interviews:

To be confirmed




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