



LEARNING
ACADEMIES TRUST

**LEAD TEACHER
SUPPORT CENTRE
RECRUITMENT PACK
MAYFLOWER COMMUNITY ACADEMY**

BELIEVE YOU CAN, TOGETHER WE WILL

www.learningat.uk 01752 914160 @ hr@learningat.uk

About the Learning Academies Trust

The Learning Academies Trust was originally formed by three Plymouth primary schools in November 2016 and has grown from there. In terms of pupil numbers, the Trust is now the largest primary school MAT, or Multi Academy Trust in the city of Plymouth.

The Learning Academies Trust is a family of schools dedicated to delivering outstanding education to all our children, whatever their starting point or background. Our Trust's mission is:

Together we will... work with our children, families, and communities to provide exceptional learning opportunities for all our children

All of our schools are committed to the following values:

Aspiration Excellence Collaboration Inclusivity Kindness Respect



We know that with great leadership, inspirational teaching, caring pastoral support and hard work, every child in every one of our schools can succeed. By joining our Trust, you will become part of an inspiring group of people, committed to shaping a great future for our city's children.

The Learning Academies Trust is comprised of 18 Primary Schools across the city of Plymouth and delivers exceptional education to approximately 5000 children and employs over 900 members of staff. Each school has a unique identity and set of values but are joined together in their aspirations for their communities. For more information about the Trust, our schools and what we do, check out our website www.learningat.uk

A message from our Chair of the Trust Board...



Mr John Butcher

Thank you for showing interest in joining the Learning Academies Trust. We are proud of our achievements to date and our recognition as a truly collaborative and united partnership of Plymouth primary schools. It is our aim to support our schools with expert advice from a central team of experts covering estates, IT, finance and HR. Furthermore, our school improvement offer demonstrates a shared, supportive understanding of curriculum delivery that meets the needs of our young people.

The LAT believes that strong communication between the strategic direction provided by the Trust Board and its local governing bodies is also significant in establishing a coherent and shared vision with common values embedded in our practice. I truly hope you will want to explore this exciting professional opportunity and we would be delighted to share our offer with you during the application process.

A message from our CEO...



Mr Simon Spry

This is an exciting time to be considering a career with us at the Learning Academies Trust. As a Primary phase family of local schools, we have high expectations to deliver the very best for our children.

If you are passionate about working with us and the children in our schools, we'd love to hear from you. Information about the role and the school you are applying for are detailed in this pack and for wider Trust wide news and information, please check out our website or Twitter feed @learningatceo.

If you would like any further information or a conversation about the Trust, then there is no better way than to do this in person.

Please contact our Trust HR Team to arrange a time to talk hr@learningat.uk

About Mayflower Community Academy

Executive Headteacher: Mr David Sammels

Location: 41 Ham Drive, Ham, Plymouth PL2 2NJ

Approximate number of students: 390

Approximate number of staff: 80



Message from the Executive Headteacher

We are delighted to welcome you to our forward-thinking school. Our staff are committed in their role of creating the most inspirational opportunities for our pupils and their families. Each school role plays an important part in supporting our wider team to do just that. Mayflower routes itself in informed educational practice and plays a pivotal role in both local and national research and development. We pride ourselves on developing leaders who strive to develop the talents and interests of our community. We look forward to meeting new members who can take us even deeper into this work. We welcome your application. Together we can...

David Sammels, Executive Headteacher

Lead Teacher Support Centre Job Description

Job title	Lead Teacher Support Centre
Location	Mayflower Community Academy
Grade	MPS1-UPS3
Terms of contract	Temporary (until 31 st August 2025)
Salary FTE	£31,650-£49,084
Actual annual salary	£31,650-£49,084
Hours/weeks	1.0FTE 32.5 hours per week, 52.14 weeks per year
Closing date	24 th January 2025
Proposed interview date	7 th February 2025
Anticipated start date	April 2025

Job Summary

This role is like all other Teacher roles at Mayflower and can work across the entire setting if required. It will primarily be working within the Support Centre to support the teaching staff and SENDCo in providing an outstanding education through working with children with SEND.

It will involve the planning and delivery of their Early Health Care Plans (EHCPs) and support transitions during the day. Promoting and embedding the school's ethos and values in everyday activities. To work with teachers to plan, organise and support teaching and learning activities for classes. To complete specified work for a whole class, individuals and groups under the direction and supervision of a qualified teacher.

Responsible for the management of Teaching Assistants and other classroom support staff across the centre and the development of specialist areas as directed by the Headteacher.

Roles and Responsibilities

- Take responsibility for a class or classes of children determined on an annual basis by the Headteacher and in accordance with the duties listed below
- To carry out the professional duties covered by the latest School Teachers' Pay and Conditions Document. The postholder will be expected to undertake duties in line with the professional standards for qualified teachers and uphold the professional code of the General Teaching Council for England.
- Deliver and administer statutory and non-statutory assessments.
- Teach a class or classes of pupils, and ensure that planning, preparation, recording, assessment and reporting meet their varying learning and social needs;
- Maintain the positive ethos and core values of the school, both inside and outside the classroom;
- Promote the school's visions, aims and values.
- Contribute to constructive teambuilding amongst teaching and non-teaching staff, parents and governors;
- Be willing to take part in wider school life.
- Bring initiative, energy and drive to the team.
- Have high expectations of every child from their given starting points.
- Refuse to allow disadvantage to be a barrier to their children's achievements.
- Empower and inspire children and staff to want to succeed.
- Have secure subject knowledge in the primary curriculum.
- Be immersed in our inclusive nature as a school and recognise/appreciate the needs of our children and community.

The Class Teacher will:

- Implement agreed school and trust policies and guidelines;
- Support initiatives decided by the LAT, Headteacher and staff;
- Plan appropriately to meet the needs of all pupils, through differentiation of tasks;
- Be able to set clear targets, based on prior attainment, for pupils' learning;
- Through high quality teaching deliver a school curriculum that inspires all children;
- Provide a stimulating classroom environment, where resources can be accessed appropriately by all pupils;

- Keep appropriate and efficient records, integrating formative and summative assessment into planning;
- Work with school leaders to track the progress of individual children and intervene where pupils are not making progress;
- Report to parents on the development, progress and attainment of pupils;
- Promote the school's code of conduct amongst pupils, in accordance with the school's behaviour policy;
- Participate in meetings which relate to the school's management, curriculum, administration or organisation;
- Communicate and co-operate with specialists from outside agencies;
- Make effective use of ICT to enhance learning and teaching
- Lead, organise and direct support staff within the classroom;
- Participate in the performance management system for the appraisal of their own performance, or that of other teachers

This job description will be reviewed annually as part of the performance management review process, or more frequently if necessary. It may be amended at any time after consultation with the headteacher and postholder.

PERSON SPECIFICATION

	Essential	Desirable
High quality teaching leading to good progress and outcomes	Excellent teaching skills and a passionate commitment to excellence and enjoyment	<i>Ability to contribute to a curriculum team</i>
	Experience of working successfully across different age groups within a primary school	
	Excellent use of feedback and assessment to support children's understanding of their next steps and targets	
	Understanding of the importance of pupil progress data tracking and target setting	
Commitment to meet all of the needs of the children	Proven ability to cater for the needs of all children, including the most vulnerable and pupil premium children	<i>An understanding of the 'Building Learning Power' initiative and growth mindset</i>
	Proven ability to improve outcomes for children (academic and pastoral)	<i>Experience of working with EAL children</i>
	Clear awareness of how to keep children safe	
High quality behaviour management	A proven ability to manage children's behaviour, using a positive approach	
	Evidence of an ongoing positive and enthusiastic approach to motivating the children and supporting colleagues	

Commitment to the wider life of the school and professional development	Good emotional intelligence and inter-personal skills	<i>Sense of humour</i>
	Ability to work sensitively with children, parents and carers	<i>Willingness to lead extra-curricular activities</i>
	Ability to be flexible and adapt to any last minute changes	
	Keen interest in further professional development and evidence of responding positively to advice given	
	Commitment to working collaboratively with colleagues at Mayflower and across the Trust for the good of all children	
	Ability to work across a large building	
	Qualified teacher status Commitment to following the school's code of conduct (within staff handbook)	

Working for our Trust

By working within our Trust, you will be part of a team of people who want to make a difference in the lives of the children and communities we serve. Whether you are joining us in a teaching capacity or a support service position, you will become vital in helping to shape the futures of the next generation for our city.

The Learning Academies Trust strives to be an employer of choice in the southwest. We are committed to developing our employees to their full potential and take great pride in the availability of learning and development resources for our staff. From training days to an extensive package of e-learning courses, you will have a wealth of opportunities available to develop your skills and experience.

Employee benefits



In January 2020, the Learning Academies Trust became the first education employer in Plymouth to achieve the Livewell Southwest Wellbeing at Work Bronze Award. The Trust is committed to supporting the wellbeing of all staff and is proud to work closely with official bodies to ensure we have a holistic approach to staff wellbeing.

As a Learning Academies Trust employee, you will have access to a growing list of benefits to support you both professionally and personally. Our benefit package includes:

- Free counselling services for personal or professional support
- Cycle Scheme
- Employee Newsletter
- Regular recognition awards
- DSE Eyecare scheme
- iHASCO online training courses
- Annual flu vaccination
- Annual health check
- Discounted gym membership

How to apply

If you believe you can demonstrate the dedication, skills and passion required, we look forward to receiving your application. Please click the link to submit your application form. Please note – we do not accept CVs. Completed applications should be submitted prior to the closing date.

Please note, the closing date is for guidance only. Successful applicants will be invited to interview at the earliest available opportunity. Learning Academies Trust reserves the right to close the vacancy early if a suitable candidate is found.

With 18 schools, we are regularly looking for passionate people to join our teams. If there are no vacancies currently, but you would like to register your interest for future vacancies, please join our talent pool and we will be in touch as soon as we have a suitable position.