Changing Lives Learning Trust

RESPECT · RESILIENCE · ACHIEVEMENT · OPPORTUNITY

Recruitment Pack

Introduction from the CEO

Changing Lives Learning Trust serves the community of five schools (one secondary, four primary) with more schools discussing how to join. We have also been designated as the Teaching School Hub for Cumbria because we have a vision to supply the next generation of exceptional teachers and leaders for our region. Saying we are ambitious does not come close.

I live and breathe our Trust's vision and distinction; to succeed in 'Changing Lives Through Learning' by providing each child with an education that will give them a preparation for life that is excelled by no other. I am in no doubt that we can achieve this brave and ambitious aim with your help, your passion, and your expertise.

We welcome anyone who shares that vision and who subscribes to the multiplier effect of genuine partnership that enables continual improvement to teach children in a way that is relevant to the modern age; providing moments of awe and wonder, encouraging and enabling every child to aspire to a future that transcends the cultural and social limitations placed upon them.

We are characterised by autonomy within mutual, partnership-driven principles, aims and objectives, and within them, our individual and collective determination to accept nothing less than the pinnacle of educational provision. We have a shared professional dissatisfaction, that no matter how good we become we are utterly convinced we can be even better.

Our Trust specialises in celebrating, protecting and enhancing the uniqueness of each individual school. If we're all the same, our opportunities to learn will be limited. By remaining different, through everyone involved in our academies, rich collaboration, learning and life-long endeavours can begin.

It is a privilege to lead our Trust and the continual development, support and celebration of, hopefully, your and our collective contributions and accomplishments. Weaving a fully inclusive, collaborative and purposeful focus on our ever-improving quality of education holds the promise of changing lives through learning, for the children and communities we serve and the adults who work with them.

I sincerely hope you will join us.

JONATHAN JOHNSON

Chief Executive
Changing Lives Learning Trust

Anatomy
Herpetology
Ichthyology
Ornithology
Pharmacology
Physics
Ecology
Dendrology
Genetics
Chemistry
Geology

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 vision, our distinction, is to succeed in 'Changing Lives through Learning' by providing an education for each child that will give them a preparation for life that is excelled by no other institution in the country. Our focus will always be on securing purposeful progress towards that distinction, having developed, and continually developing, our model for school improvement that is focussed on creating collaborative pedagogical models to have a transformational effect on children's life chances within very quick timescales.

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 Trust specialises in celebrating, protecting and enhancing the uniqueness of each individual school. If we're all the same, our opportunities to learn will be limited. By remaining different, through everyone involved in our academies, rich collaboration, learning and life-long endeavours can begin.

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 of 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

RESPECT • RESILIENCE • ACHIEVEMENT • OPPORTUNITY

Our VISION, our distinction, is to succeed in 'Changing Lives through Learning' by providing an education for each child that will give them a preparation for life that is excelled by no other institution in the country.

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.

VALUES

The Trust will seek to promote the following values:

- Hard work
- Honesty
- Respect for people and property
- Politeness and courtesy
- Independence and resourcefulness
- Self-discipline
- Trust and fairness
- Tolerance and compassion
- Caring for others
- Caring for the environment

The School
West Lakes Academy

Introduction from the Principal

It is immensely exciting for me to lead the most dynamic, creative and hard-working group of staff and to be part of West Lakes Academy's relentless search for continual improvement. The academy you are applying to is a leader in how to change lives through learning and we are looking forward to finding more visionary, creative experts to join us in that journey. Visitors to the academy comment on how quiet and purposeful the atmosphere is. Students go about their learning with independence and confidence. Staff and students often comment on how friendly and welcoming the school is and how they feel cared for and valued.

The academy has been heavily oversubscribed over recent years. In September 2021 our number on roll was 1218 including 195 students in the 6th Form. We are firmly established as the school of choice in the local area. One of the reasons we are oversubscribed is our excellent examination results; Our Progress 8 measure regularly places us as one of the top performing schools in the county as well as nationally. Results at post-16 are also strong, our performance placing us in the top 5% of schools nationally. The majority of our students stay on into the sixth form and we are attracting increasing numbers of students from other schools in the area.

In March 2017 the academy was rated 'Outstanding' by Ofsted which served further to reinforce the reputation we have locally for delivering outstanding teaching and supporting students to make outstanding progress.

This is not an academy that stands still and we are always seeking the next initiative that will help our students with their learning.
Our well-established iPads for learning scheme for all students in years 7-11 is providing excellent opportunities to reshape what high-impact learning looks like and is being used as a baseline for futures thinking.

Our students represent the academy at interschool competitions, often showcasing our specialisms in science and the arts. Staff are equally enthusiastic to showcase their skills and share good practice; we regularly compete for national and local awards. There is a big 'Team West Lakes' ethos here.

One of the academy's strengths is its staff; teachers are highly professional and experts in their subject and support staff are well qualified. Staff commitment, performance, attendance and morale are high and turnover is low. We attract, motivate and retain a strong team of individuals and there is plenty of scope for new ideas, innovation and employee development.

I look forward to meeting you should you either request a visit or if you are called for interview.

ABBY DEEKS

Principal
West Lakes Academy

One Cumbria

- One Cumbria is the only DfE appointed Teaching School Hub for our county, accessible to all 322 schools, central to the DfE's comprehensive strategy dedicated to supporting teachers throughout their careers. Appointed as one of only three eligible schools based upon our performance and track record in delivering CPD and student outcomes, 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 over 270 ECTs across Cumbria, as well as two cohorts of NPQ programme members, with around 70 graduates – currently around 300 colleagues in total. We are currently working with 200 schools - primary, secondary, special, EYFS, PRUs and AP. We are delighted that we can work with experienced and talented system leaders from all over Cumbria 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 of the 150+ 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 county 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 other countries in the world 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 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, and full of the very best skilled teachers and leaders in the land. When the funding runs out on NPQs in two years' time, 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 our county following the recent market reform process. In September 2023 we will see our first trainee teachers in our schools, as we begin to operate as a delivery partner 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 the county the TSH is working to ensure that we deliver exceptional teacher training, and as a result, our children get the best possible education.

ACADEMY PRACTICAL SUBJECTS TECHNICIAN

WEST LAKES ACADEMY

PERMANENT POST
Band B point 1 to 4 (£20,812 to £21,575 FTE, pro rata £18,280.30 to £19,463.55)
Hours of work: 37 hours per week
Monday to Friday, term time plus two weeks (40 weeks)
Working hours: 08.00 to 16.00 Monday to Thursday, 08.00 to 15.30 on Fridays

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West Lakes Academy are looking to appoint an enthusiastic, conscientious and self-motivated person to join the Food Technology and PE Team. This is a key role in providing a welcoming and safe environment for staff, students and visitors.

We seek a conscientious, adaptable technician to support the practical curriculum across mainly the Food Technology and Physical education P.E. subjects. With occasional assistance to the other curriculum technicians, when required. In this role you will be providing assistance and information as required in the preparation of resources for practical lessons that meet both health & safety standards and the requirements of the classes involved. Duties include providing general assistance in the safe storage, transit and accessibility of resources, including helping to ensure that stock levels are maintained and future requirements are identified.

This is a busy and varied role and candidates should have excellent interpersonal and organisational skills. Although advantageous, the post requires no previous experience of working in a school setting.

Previous experience is desirable however full training will be provided for the right candidate.

Why work with us?

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.

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

Generous holiday entitlement which increases with service

cyclescheme

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

LPP
Local Pensions Partnership Administration

Teachers' Pensions

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

smartclinic

A full occupational health service is provided via our partner.

WEST LAKES
ACADEMY

The Recruitment Timeline

The closing date is 09.00 am on Monday 05 June 2023.
Shortlisting during week beginning Monday 05 June 2023.
Interviews will take place week beginning Monday 12 June 2023.

How to apply:

Applications must be made using the Changing Lives Learning Trust application form.

Your application should include full contact details (address, daytime, home and mobile telephone numbers where applicable and email addresses) and details of two referees. For each referee, please provide their name, position, organisation, telephone numbers and email addresses where known. One of these referees must be your current or most recent employer.

Please send your completed application to: **recruitment@changinglives.education**

The Trust is an equal opportunities employer. If you require adjustments to the recruitment process please give details of how we can ensure that you are offered a fair selection and interview process or if you would prefer, please contact the Recruiting Manager at the school to discuss any requirements. If you do not hear from the school within two weeks of the closing date, then please assume that your application has been unsuccessful on this occasion.

Successful candidates will be asked to provide, prior to taking up the appointment, documentary evidence showing their entitlement to work in the UK. We will also carry out reference checks, an enhanced DBS and declaration of health check.

Changing Lives Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to all necessary pre- employment checks, including enhanced DBS, prohibition check, qualifications (where applicable), medical fitness, identity and right to work. All applicants will be required to provide two suitable references that will be sought prior to interview.

WEST LAKES
ACADEMY

Changing Lives Learning Trust
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