



City Learning Trust
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Chief Executive: Carl Ward
Web: www.citylearningtrust.org

July 2020

Dear Prospective Colleague,

Thank you for your interest in the post of Teacher of Music (with Performing Arts) at Trentham Academy, part of City Learning Trust and an 11-16 school. We are seeking an enthusiastic, driven and well qualified teacher and look forward to receiving applications from colleagues who share our vision for delivering World Class education.

We are looking for an NQT or experienced teacher to join the Expressive Arts Faculty to contribute positively to the development of this important subject area. You will have the opportunity to teach KS3 and KS4 and to support all of our Academies on their journey to become 'great' schools. You will have enjoyed a range of experiences and will be committed to raising standards for all students, no matter what their starting point, helping them to be the best that they can be.

The Academy has a dedicated and talented team of staff who are committed to ensuring that the young people in its care are supported and nurtured to achieve the very best they can. Staff work closely with other Academies in the Trust to improve outcomes and life chances for young people and enjoy a particularly effective relationship with CLT central staff who work across the Trust's Academies.

If you want to work in an Academy where you can make a real difference to young peoples' life chances, working in a partnership of Academies committed to cooperation and collaboration, unlocking talent and fulfilling potential, this post is right for you. In return, you will be supported and encouraged to develop further and enjoy a long and rewarding career working across the City Learning Trust.

You will join the Trust at an exciting time as we establish an international partnership with Singapore to share excellence. As we strive for a 'great' culture and practice across our trust, we are committed to supporting all our staff to develop.

As Chief Executive Officer, I am proud to provide strategic leadership in line with the culture, ethos and values of the Trust and its member Academies. The Trust Board has high expectations to deliver the highest quality education, experiences and outcomes for the children and young people in its care.

If you would like the opportunity to help shape the future of Trentham Academy within the City Learning Trust, then we look forward to receiving your application. If you are interested in having an informal conversation about this opportunity, please contact Amy Fox, HR Advisor, who will arrange such (01782 853535). Application forms for this post are available from Amy Fox or the Academy website. It would be helpful if the letter in support of your application is no more than 2 sides of A4. You may, if you wish, submit a CV with your application, but not instead of it. Please send your application to: afox@citylearningtrust.org.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'C Ward', is written over a white, irregularly shaped background.

Carl Ward
Chief Executive Officer

Appointment Procedure:



Closing Date:	19 September 2020
Shortlist:	19 September 2020
Interview:	Week commencing 28 September 2020

Trentham Academy - Background and Context:

At Trentham Academy our ethos is grounded in care, a warm friendly atmosphere and a relentless pursuit of excellence for all. In order to achieve this, we have the highest expectations of ourselves, as well as for our young people. We pride ourselves in being committed to ensuring that the Academy's community is at the heart of everything we do. The excellent relationships forged between staff, students, parents/carers and our local community, is conducive to this vibrant, successful and happy school which is now a very popular choice with parents. Student numbers have increased by 80 since 2017 and we are now oversubscribed.

Trentham Academy has undergone substantial change in the last 2 years and we have now started to see the impact of these changes. We are now the highest performing non-selective school in the City with record results in 2019: 56% 9-5 in English and Maths, City leading Science Value Added: +0.36 and Progress 8 score of +0.15. We have a vibrant staff body that really care about the students and their success. Therefore, staff work tirelessly for our children to ensure both the formal and informal aspects are delivered with passion and enthusiasm.

We pride ourselves in the extra-curricular activities and opportunities students experience which lead to their rounded development. Some of these include: Duke of Edinburgh, Sports Leaders, Dance, Choral Scholars, Transition Leaders, a range of sports, Robot club and Film club to name a few. Students also have the opportunity to go on a range of visits and trips to support their curriculums and it really does make a difference. Our Performing Arts and Music department have put on performances including Dance spectaculars and 'Grease'. Our sporting success is highly regarded across the City with our students being County and City champions in a variety of sports.

We are an Apple technology friendly Academy and all students use iPads in lessons to support their learning. This allows staff to be really creative with technology and the use of software to support learning which has served to remove barriers between home and school. We have an excellent and growing VLE called 'Firefly' which really does enhance students access to learning materials.

Here at Trentham Academy we are looking to recruit staff who are totally committed to education, have a love of learning and are reflective practitioners who want to continue their own journey supported by our vision of CPD within the Trust. We can offer you a vibrant, supportive and energetic staff, fabulous students and a supportive parent body. If you would like to arrange a visit to our wonderful Academy please contact our reception on 01782 883200.

Mike Whittingham
Headteacher



City Learning Trust - Background and Context:

The City Learning Trust is a family of Academies sharing resources and expertise: *united by our values, we place children first in everything we do*. We believe in the power of collaboration and cooperation to unlock talent and fulfil potential. We want all children and young people within our Trust to be the best that they can be and are firmly committed to achieving our mission to create a world class education system for the communities we serve.

Children in the City Learning Trust have the best opportunities to develop their education and skills. They get the best start in life to help them gain employment in the future and to instil in them a desire for lifelong learning so they can adapt in an ever-changing world. In our Trust, education is linked up from 3 to 19, where skills and qualifications are allied to an increasing understanding of the value of continuous learning and social responsibility.

Our values are important to us and guide the work we do:

- **Ambition:** Our academies aim to unlock the potential for all learners to achieve their dreams, hopes and aspirations.
- **Cooperation:** We value working together in teams, supporting each other, and sharing expertise and accountability to improve standards.
- **Commitment:** Our academies are a family of Academies with a common bond, dedicated to the communities that they serve.
- **Creativity:** We encourage innovation and the use of imagination and original ideas in all our Academies.
- **Leadership:** We believe in listening to, inspiring and empowering our learning communities so that they can achieve their true potential.
- **Respect:** We value all people and organisations abilities, qualities and achievements, and operate using the principles of equality, equity and solidarity.

The Trust is on a journey from *Good* to *Great*. Through cooperation and collaboration, we develop sustainable partnerships that will provide a legacy for tomorrow's generation. This enables our member Academies to become greater than the sum total of their parts.

The City Learning Trust offers an individual and bespoke 100 hour professional development commitment for all teaching staff across the Trust. The Trust's talent strategy identifies future career pathways and enables specific training and experience to equip colleagues for success in this area. This is facilitated via our individual professional development package which offers access to our professional development leave scheme and staff work attachment offers. Each year, staff are also invited to apply for professional development opportunities across the world through the international network opportunities established by the Trust senior leadership team.

The City Learning Trust is a registered charity and a DfE sponsor. We have a range of strategic partners and work closely with a number of multi-academy trusts to raise standards.



Job Description: Teacher - Trentham Academy

Job Purpose:

To provide professional leadership for children on a day to day basis in partnership with the Head of Faculty, Senior Leaders and Head teacher, ensuring that the vision and values of the Academy are consistently applied.

Core Responsibilities:

All teachers must fulfil the DfE Teacher Standards at all times and, where appropriate, the UPR standards. The post holder is required to carry out the duties of a school teacher as set out in the relevant sections of the latest School Teachers' Pay and Conditions Document. The post holder will model good practice in all aspects of classroom practice.

VISION & PURPOSE:

- Contribute to the development and provision of the highest quality of education and student outcomes.
- Make sure that young people of all abilities and backgrounds fulfil their potential.
- Engage all young people in interesting and engaging learning.
- Promote a positive ethos across the academy based on the academy vision and ethos.
- To share and support the Academy's responsibility to provide and monitor opportunities for personal and academic growth.

RESPONSIBLE FOR:

- Facilitating and encouraging inspirational learning experiences in Music which provide students with the opportunity to achieve their individual potential and attainment.
- Raise the profile and success of your Department across the whole Academy.
- Teaching Music across all key stages.
- Keeping your skills, and those of other colleagues, in delivering Music lessons up to date.
- Assisting in the professional development and coaching of the team so that teaching typicality in the department is never less than 'Good'.
- Devise appropriate interventions for students who are failing to make the expected levels of progress.

COMMON DUTIES:

- Collaborating with others charged with specific responsibilities, in the preparation and production of Schemes of Work and all appropriate lesson notes and assessment schemes.
- Participating in the performance management systems operating within the Department and the Academy and adhering to the teaching and learning quality standards set by these systems.
- Paying regard to personal and professional development, indicating such needs to relevant persons and taking up opportunities to meet these needs.
- Careful planning and preparation for each individual lesson, according to agreed lesson plan format, including ensuring that equipment and resources needed for lessons are available in the classroom.
- Ensuring that classwork and homework tasks given to students are properly differentiated
- Keeping a record of student attendance for each lesson.
- The setting and recording of classwork and homework completed by each class and each individual in each class as appropriate, in accordance to the Schemes of work and in line with the curriculum area and Academy policy.
- Carrying out and recording of Assessment of and for Learning, in line with Academy Policy and Practice.
- Where applicable ensuring that orders to the technician for the supply of equipment for a lesson, or series of lessons, have been placed; in the appropriate manner and in the agreed time frame
- Familiarisation with all prior performance, ability profile and target information available on individual students, teaching groups and cohorts.
- Ensuring that standards of classroom management and student behaviour allow maximum effective teaching and learning.



- Familiarisation and adherence to Academy policy and practice on Attitudes to Learning (Rewards and Sanctions).
- Familiarity and adherence to the Academy's policy on SEND and ensuring the effective/efficient deployment of classroom support
- Familiarisation with the detailed information on any SEND student within a teaching group and adherence to any guidance contained within an individual student plan.
- Keeping a separate record of progress of any SEND student within a teaching group and contributing to SEND review procedures.
- Familiarity with and adherence to the Academy policy on Health and Safety, the appropriate codes of practice issued by external bodies and risk assessments for particular activities within the Scheme of Work.
- Responsibility for maintaining, to a high standard, the appearance of furniture and fittings in a classroom
- Responsibility for a high standard of display (including students' work) in classrooms
- Responsibility for ensuring that equipment is looked after, is in safe working order and any faults are reported immediately.

PASTORAL:

- To be a Tutor to an assigned group of students.
- To promote the general progress and well-being of individual students and of the Tutor Group as a whole.
- To register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of Academy life.
- To evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- To contribute to the preparation of action plans and progress files and other reports.
- To alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved.
- To communicate as appropriate, with the parents of students and with persons or bodies outside the Academy concerned with the welfare of individual students, after consultation with the appropriate staff.
- To participate in after-hours activities with students.
- To contribute to PSHCE and CEIAG Education and other Enrichment Experiences according to Academy policy.
- To ensure the Behaviour Management systems (Attitude to Learning) is implemented consistently in the subject area so that effective learning can take place.
- To contribute to and implement the Academy policy on rewards and support taking responsibility for student behaviour.
- To make referrals for student support through the appropriate personnel for the subject area and attend meetings where required.
- To monitor student attendance and punctuality together with students' progress and performance in relation to targets set for each individual, ensuring follow-up procedures are adhered to and that appropriate action is taken where necessary.

PERFORMANCE MANAGEMENT:

Participating in the Academy's arrangements for performance management, professional development and the Academy's arrangement for quality assurance and internal verification.



Person Specification: Teacher - Trentham Academy

Attributes and Experience	Essential	Desirable
Qualifications		
Good degree	Y	
Teaching qualification in relevant subject	Y	
Knowledge & Experience		
A strong and secure subject knowledge in the specified subject up to GCSE	Y	
A strong and secure subject knowledge in the specified subject for KS5		Y
An understanding of the strategies available for improving the learning and achievement of all students	Y	
A good understanding of curriculum developments in the specific subject area	Y	
Recent and relevant teaching experience in employment or training	Y	
Experience of assessment at Key Stage 3 and 4	Y	
Experience of assessment at Key Stage 5		Y
Teaching and Learning		
Student-centred educational philosophy	Y	
Ability to lead by example and inspire high quality teaching and learning	Y	
Ability to inspire, demonstrate and support the highest of expectations for all students	Y	
Commitment to “being the best we can be”, and making a positive difference for every student	Y	
Able to use a range of teaching and learning strategies	Y	
Confidence in the use of standard computer packages (word processing, email and spreadsheets) and how these can be used to enhance student learning	Y	
An understanding for how assessment for learning can improve student performance	Y	
Developing self and working with others		
Ability to set appropriate and challenging targets	Y	
Commitment to own self development	Y	
Commitment to working collaboratively with other Academies/Schools and stakeholders	Y	
Helping to manage the organisation		
Ability to use strong and effective management systems underpinned by clear communication	Y	
Ability to produce and implement appropriate student improvement plans	Y	
The ability to access, analyse and interpret a range of data to raise standards	Y	
Commitment to developing strong links and partnerships with trustees, staff, parents, students, the wider community and other Academies/Schools	Y	
Strengthening community		
Proactive approach to ensuring excellent communication with parents and carers	Y	
Ability to promote and develop outstanding links with the community		Y
Evidence of developing positive links with feeder primary Academies/Schools and local secondary Academies/Schools		Y
Experience of working with outside agencies to secure improved outcomes for students		Y
Experience of business links		Y
Personal qualities and attributes		
Passionate about education with a clear commitment to quality	Y	
A commitment to inclusion and “Achievement for All”	Y	
A highly effective communicator able to communicate both orally and in writing to students and their parents	Y	



Communicate high expectations to all students	Y	
Firm and fair management style with interpersonal awareness and concern for impact	Y	
Can lead by example with high professional standards	Y	
Has a sense of humour, a calm manner and retains an optimistic approach	Y	
Able to work independently and collaboratively as a member of a team	Y	
Strong ICT skills including working skills with interactive software		Y
Creative in problem solving together with willingness to take on and try new approaches and ideas	Y	
Safeguarding		
Commitment to safeguarding and promoting the welfare of children and young people	Y	
Ability to relate to students in a pleasant and sympathetic manner and to recognise potential child safeguarding issues	Y	
Excellent understanding of statutory safeguarding requirements	Y	

