


Support Roles Application Pack



inspiration
trust



Welcome from our CEO

Welcome to the Inspiration Trust – a multi-academy trust based in Norfolk and north Suffolk. We support a family of 14 academies, train more than 40 teachers a year and offer continuing professional development (CPD) courses to teachers across the region. We also spearhead Inspiration Teaching School and Angles Maths Hub.

We believe that every child deserves an excellent education. Our family of schools collaborate, support and innovate to give every child the best start in life. We're proudly committed to improving the standards of education in the East of England.

We care about every child that comes through our school gates, our staff, families and wider community.

We share our knowledge, ideas and expertise locally and nationally. Our teachers and leaders can benefit from our CPD programme and inspire the next generation of teachers through Inspiration Teacher Training (ITT).

We dare to do more for our children. We believe in a knowledge-rich curriculum combined with cultural opportunities, sports, music and enrichment. We're proud to support schools in some of the region's most disadvantaged areas – we believe every child can succeed.

I'm proud to lead a trust that's so committed to ensuring every child has the best education possible. We are a family of schools – sharing, learning and collaboration is at the heart of what we do.

Dame Rachel de Souza
Chief Executive

Our people



Dame Rachel de Souza,
Chief Executive Officer



Gareth Stevens
Secondary Director



Claire Heald
Standards Director



David Thomas
Strategy Director



Carmel Greene
Teacher Training Director



Iain Mackintosh
Inclusion Director



Patrick Alexander
Curriculum and Teacher
Development Director



Gina Hardingham
Chief Finance Officer

Our principals



Summer Turner
Head of School at
Jane Austen College



Darren Hollingsworth
Principal at
Cromer Academy



Kevin Blakey
Principal at
Great Yarmouth
Charter Academy



Jane Diver
Principal at
Hethersett Academy



Tanya Blake
Principal at
Stradbroke Academy



Richard Dolding
Principal at
East Point Academy



Dan Carter
Principal at
Thetford Academy



Glen Allott
Principal at
Wayland Academy



Louise Jackson
Executive Principal at
Wayland Academy



Jo Brown
Principal at
Charles Darwin Primary



Jordan Sullivan
Head of School at
Cobholm Primary Academy



Rebecca Handley Kirk
Principal at
Norwich Primary Academy



Antony Little
Executive Principal at
Jane Austen College
and Hewett Academy



Peter Bloomfield
Executive Principal at
Great Yarmouth Primary
Academy and Cobholm
Primary Academy



Lucy Austin
Head of School
at Hewett Academy

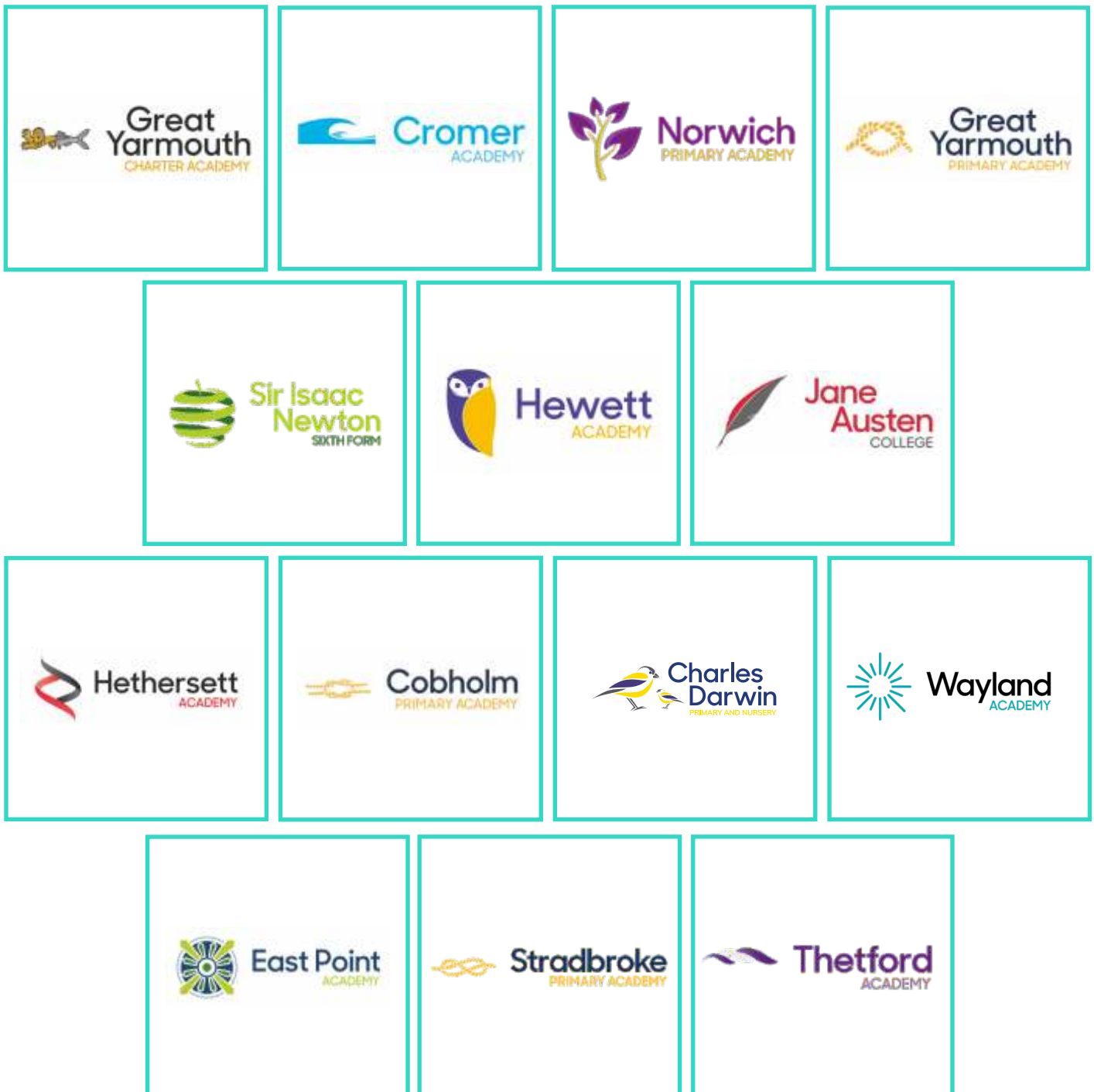


Chris Jennings
Principal at Sir Isaac
Newton Sixth Form

Our family of schools

The Inspiration Trust family of schools span across Norfolk and north Suffolk.

Each school is part of its local community and responds to the needs of its local area to provide the best possible opportunities for its young people.



About us

Our knowledge-rich curriculum

Our trust is well known for its work on curriculum development. We were one of the first multi-academy trusts in the country to embrace the importance of a knowledge-rich curriculum.

By sharing the knowledge that has shaped society and is considered important within it, we give our children the power to shape their destination and society itself. Our curriculum is at the heart of our work to transform outcomes for the most disadvantaged children in our schools.

Inclusion

Our vision is for truly inclusive schools, where the needs of all children are met exceptionally well, including vulnerable learners, those from disadvantaged backgrounds, those with special educational needs and the most able. We believe that every child deserves an excellent education.

Our family of schools collaborate, support and innovate to give every child the best start in life. We're proudly committed to improving the standards of education in the East of England and we aim to be a model of best practice for inclusion for all pupils, particularly for our most vulnerable and disadvantaged students.

Our approach to curriculum is inclusive and built on the premise that all learners have an entitlement to powerful knowledge and an excellent education. This is key to social equity.

Through excellent teacher training and development and the use of evidence based teaching approaches, we ensure that all learners can access the curriculum, providing additional support where needed to meet children's needs.

As part of our approach to inclusion we also champion equality and diversity, ensuring our schools are places where difference is celebrated. Our schools also prioritise pastoral support and pupils' personal development and wellbeing to ensure they are able to achieve their potential. We believe that our schools can be truly inclusive whilst also having an academic vision where children achieve highly.

Inclusion expertise

Our central education team, supporting our schools to continuously maintain and improve their educational standards, includes our Director of Inclusion and a team of experts who work directly with our schools.

They work on key areas of inclusion, including:

- Pastoral support
- Improving pupil attendance
- SEND provision
- Behaviour standards
- Reducing exclusions

Pastoral care

Pastoral care is really important to our trust. Our schools work closely with students and parents to support our young people at every stage. The role of our pastoral teams is to meet the social and emotional wellbeing needs of our students through a strong support system and to help students achieve their full potential.

Support for children with special educational needs and disabilities

Meeting the needs of all students is essential to the aims and principles of the trust. We want to ensure that all students with special educational needs and disabilities are integrated fully into school life and that they have correct support in place to allow them to thrive. We break down all barriers to learning and develop an environment where all children want to, and can, learn and achieve.

Inspiration Trust principles

Principle one – routines and preparation for adulthood

We use routines to make school efficient and increase learning time. But, we ensure that over time this scaffolding is removed to prepare children for the independence of adulthood.

Principle two – social

We raise our children to be comfortable in the social norms of most workplaces. But, we think hard about where those norms may not feel inclusive; we want our children to feel welcome.

Principle three – powerful knowledge

We teach powerful knowledge so that children can understand, access and influence our society. But, we also teach critiques of this knowledge – to give our children an edge and show them that a canon is always up for debate.

Principle four – thinking

We guide learning carefully to ensure all children can access the curriculum and know it. But, we also challenge children to apply their thinking to complex problems to strengthen their intellectual resilience.

Principle five – teaching behaviour

We have rules and systems to ensure good behaviour so that all children can learn, disruption free. But, we realise that behaviour needs to be taught, and some children need more support to reach that standard than others.

Why work for us?

Benefits

As a trust, we offer the following benefits:

- Generous annual leave entitlement
- Local Government Pension Scheme
- Employee Assistance Programme (confidential service)
- Cycle to work scheme
- Continuing professional development opportunities
- Enhanced maternity leave



Teacher and leadership development

We are dedicated to providing excellent professional development for our teams, so that they can change the pupil's lives. Because of this – we do everything we can to make Inspiration Trust an exciting and fulfilling place to work.

Whatever your role, there is a pathway to support your development at Inspiration Trust.

Our offer

- Bespoke induction programmes at all levels.
- Inspiration Annual Conference, including keynotes and workshops from leading figures in education.
- An exceptional CPD offer, delivered through Inspiration Teaching School.
- Excellent CPD delivered by our central education team in essential areas such as subject knowledge and inclusion.
- Access to networks and communities across the trust.

Helping you train to become a teacher

The Inspiration Trust leads a very successful and unique teacher training programme, training around 40 trainees a year across both primary and secondary phases. Inspiration Teacher Training (ITT) blends the very best of subject-specific training with optimal levels of front-line classroom experience.

Our training centre is based in Norwich, however, our placement school partnerships span across the East of England.

We offer our support staff the opportunity to complete their teacher training with us, where possible.

inspiration
**teacher
training**



How to apply

Please complete the application form found on our website at inspirationtrust.org/vacancies

If you have any questions relating to the post or application process, please contact our HR department on **01603 733438** or hr@inspirationtrust.org

If you'd like to have an informal chat about any of our posts, please do get in touch.

