

Teaching Positions 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.

Gareth Stevens
Chief Executive

Our people



Gareth Stevens,
Chief Executive Officer



Claire Heald
Deputy Chief Executive



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

Primary



Jo Brown
Principal at
Charles Darwin Primary



Jordan Sullivan
Head of School at
Cobholm Primary Academy



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



Tanya Blake
Principal at
Stradbroke Academy



Rebecca Handley Kirk
Principal at
Norwich Primary Academy

Secondary



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



Antony Little
Executive Principal at
Jane Austen College
and Hewett Academy



Richard Dolding
Principal at
East Point Academy



Dan Carter
Principal at
Thetford Academy



Glen Allott
Principal at
Wayland Academy



Lucy Austin
Head of School
at Hewett Academy



Louise Jackson
Executive Principal at
Wayland Academy

Sixth Form



Summer Turner
Head of School at Jane
Austen College Sixth Form



Antony Little
Executive Principal at
Jane Austen College
Sixth Form



Chris Jennings
Principal at Sir Isaac
Newton Sixth Form



Dan Carter
Principal at Thetford
Academy Sixth Form

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. Influenced by the work of both ED Hirsch and Michael Young, we use the power of knowledge to unlock opportunities for our students. By giving our young people access to powerful knowledge, we give them access to society – the unexplained but assumed knowledge of references, the context behind news and culture.

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.

Education expertise

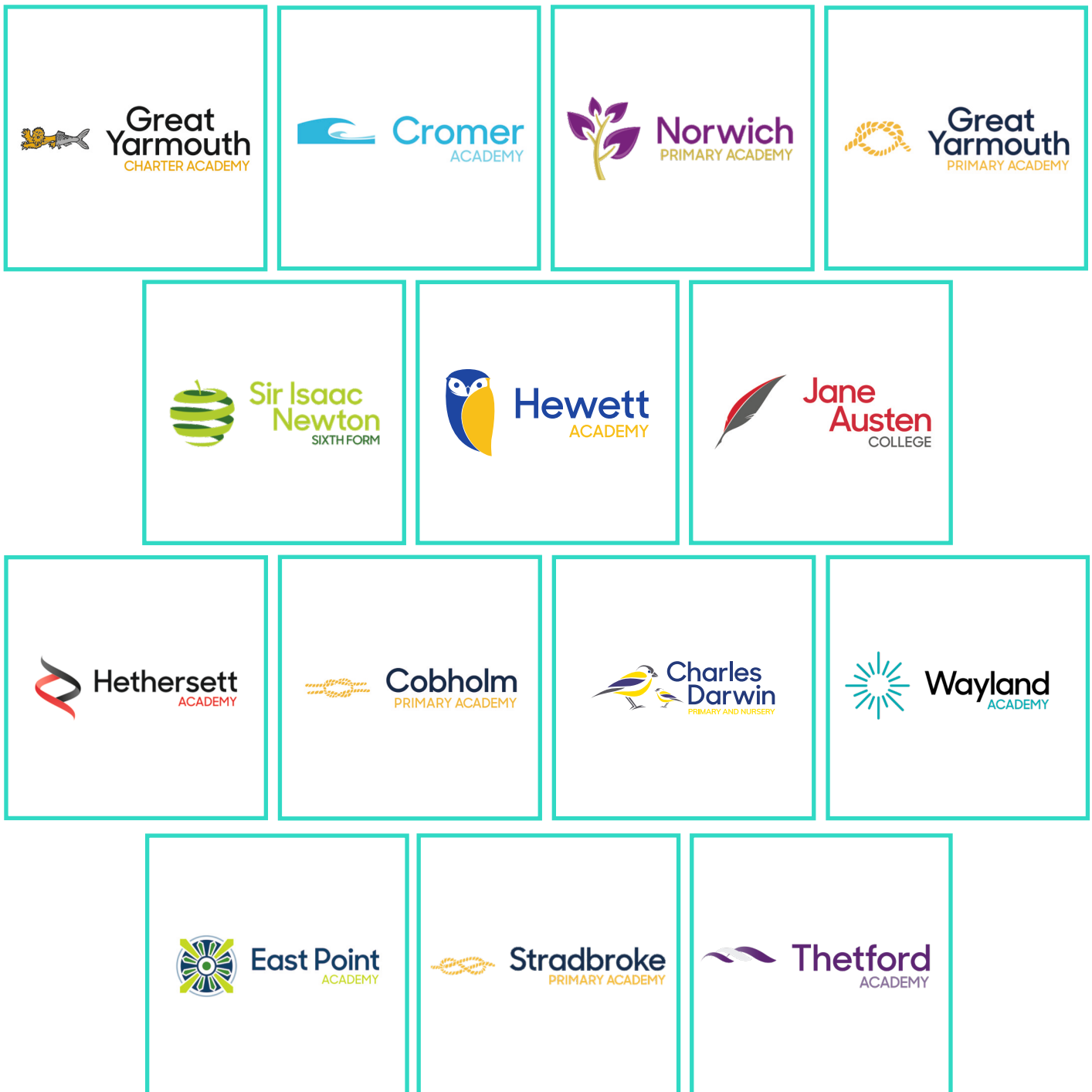
Our central education team, made up of subject experts and successful school leaders, with a wealth of experience in schools, works collaboratively with our teachers and leaders. Together, our people raise educational standards.

The unique capacity offered by our education team means we can offer excellent teacher development opportunities, whether that be subject knowledge-focused or inclusion focused CPD or exceptional leadership development programmes.

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.



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

The Inspiration Trust is dedicated to providing excellent professional development for teachers and leaders at all stages of their careers. We understand that we need to invest in our teachers and leaders as it is our people that change our pupils' lives. We do everything we can to make Inspiration Trust an exciting and fulfilling place to work.

Whether you're a newly qualified teacher or have years of experience in your field - whatever stage of your career - there is a pathway to support your development at Inspiration Trust.

As we are a growing multi-academy trust, we offer unique career development opportunities. We pride ourselves on spotting talent and developing it. Because of this, many of our people stay with us on their journey into leadership. You never know where a job at Inspiration Trust may take you.

Our programmes

- Bespoke induction programmes at all levels – new teachers, middle and senior leader and principals.
- A suite of nationally accredited National Professional Qualifications (NPQs) delivered by expert trust leaders.
- The Early Career Framework programme for early career teachers.
- Highly successful Aspiring to Headship programme.
- The Department for Education's Exemplary Leadership Programme (one of only two successful bids to deliver this nationally).
- Inspiration Annual Conference, including keynotes and workshops from leading figures in education.
- An exceptional CPD offer delivered through Inspiration Teaching School.
- Excellent subject knowledge-focused CPD and inclusion-focused CPD, delivered by our central education team.



Meet our Aspiring to Headship graduates

We invest in our people. We invest in the leaders of tomorrow. We invite aspiring principals to complete our Aspiring to Headship course with a view to being appointed as the principal of one of our schools. Find out more about some of our graduates below.

Jane Diver

Principal at Hethersett Academy

Jane Diver has worked at Hethersett Academy for seven years and was promoted from Vice Principal to Principal in March 2020 after completing our Aspiring to Headship Course.



"I really wanted to become a principal and the Inspiration Trust runs a course to prepare you for it. During the course I learnt from other outstanding schools and experienced leaders of education. The course involved a series of workshops around branding, finance, leadership, marketing and personal development. All of the workshops were run by successful principals and chief executives of multi-academy trusts."

"During every session, I learnt new tools to apply to school improvement. The sessions were informative and also challenged my thinking. It was very different to other courses I have attended in preparation for headship - it wasn't paperwork or project-based but instead it was a very thorough practical introduction."

Darren Hollingsworth

Principal at Cromer Academy



Darren Hollingsworth joined the Inspiration Trust in 2010, and has since then worked at Cobholm Primary Academy, Great Yarmouth Charter Academy and Cromer Academy. Since joining the trust, Darren has taken every career development opportunity the trust has to offer and went from Assistant Principal to Vice Principal and is now the Principal of Cromer Academy.

"The Aspiring to Headship programme had the biggest impact on me, as it was bespoke and tailored to my areas of development. Going out and seeing other schools in action is a real eye opener and in my eyes, a great professional development experience. These visits either validated what we were already doing or gave me more ideas of what we could do next. Being at the cutting edge of the knowledge-rich drive has also been invaluable. My pedagogy has changed entirely."

Inspiration Teacher Training: inspire the next generation

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.

All of our teachers and leaders have the opportunity to get involved in our School-centred Initial Teacher Training (SCITT) if they wish. Many of them enjoy the opportunity to mentor and inspire the next generation of teachers.

inspiration
**teacher
training**



How to apply

Please complete the application form found on our website at [inspirationtrust.org/vacancies](https://www.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.

