



# Changing Lives Learning Trust

RESPECT · RESILIENCE · ACHIEVEMENT · OPPORTUNITY

## Recruitment Brochure

# Introduction from the CEO

Changing Lives Learning Trust is a family of five schools (one secondary, four primary) with more schools discussing how to join.

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.

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.

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	Paleontology	Anthropology	Botany	Zoology

Our  
atmosphere  
isn't burning  
in Chemistry

WEST LASE  
ACADEMY

WEST LASE  
ACADEMY

# 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 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 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 for 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

Our **VISION**, our distinction: ‘to have legitimate grounds to claim that those we undertake to teach and train will have a preparation for life that is excelled by no other.’

## 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.

## OUR VALUES



**RESILIENCE**



**ACHIEVEMENT**



**OPPORTUNITY**



**RESPECT**

# 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.



# Our five pillars of success

01

## Students

We want all children to have a preparation for life that is excelled by no other. We focus not just on academic achievement, but also the personal development of the whole child, so they can go on to transcend everything they previously thought they could be.

02

## Staff

We want all our colleagues to have a preparation for and fulfilment in their working life that is excelled by no other. We are the employer of choice, providing a great place in which to work and an environment where they can develop as exemplary professionals.

03

## Parents / Carers

Changing Lives are committed to meeting their children's individual needs in a way that is excelled by no other. We foster aspiration as well as academic, moral, personal and social development. A Changing Lives academy is the natural choice for the education and care of their children.

04

## Local Community

Our local Changing Lives academies are respected and supported in ways that are excelled by no other. We recognise the unique characteristics of the area and draw upon them to improve outcomes locally, regionally, nationally and globally.

05

## Partnership

We work closely with external agencies, including service providers, businesses, employers and other local stakeholders to enhance children's learning and development to change their lives in a way that is excelled by no other.

# 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



# VICE PRINCIPAL – WEST LAKES ACADEMY

**PERMANENT POST**

**LEADERSHIP PAY SCALE L20 TO L24, £70,773 TO £78,010 FTE per annum (pay award pending)**

**1.0 FTE**

**Start Date: January 2024**

Relocation allowance available for suitable candidate.

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We have an exciting opportunity for a committed and inspirational Vice Principal to join our collaborative and passionate senior leadership team. You will be supported by an exceptional team and will be prepared to work hard to ensure that every student makes exceptional progress. The successful candidate will bring fresh, bold ideas, helping to lead the academy in the next stage of its development.

## **The successful candidate will:**

- Have drive, determination and a passion to make a difference and change lives through learning
- Be an acknowledged outstanding senior leader
- Have a clear understanding of the characteristics of high quality teaching
- Prioritise the development of effective leadership at all levels, actively seeking ways to improve their own and others' practice
- Be courageous in giving candid feedback and not afraid to challenge the status quo
- Be able to demonstrate their commitment to our students
- Motivate both colleagues and students to work hard and try their best through passing on to them their infectious enthusiasm and passion
- Work hard to ensure all students make at least expected progress irrespective of their starting point and individual needs
- Demonstrate leadership qualities including personal resilience, drive and initiative and role model those personal qualities we wish to see in all our staff and instill in our young people

For an informal and confidential discussion about the role or to discuss making an application please contact Martin Blair at Hays Leadership Appointments on 07736791138 or at [martin.blair@hays.com](mailto:martin.blair@hays.com).

# Why work with us?



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

Local Pensions Partnership Administration



**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

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.



A full occupational health service is provided via our partner



Opportunities for continuing professional development

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 for support staff which increases with service



WEST LAKE  
ACADEMY

# The Recruitment Timeline

The closing date is 09.00 am on Monday 16 October 2023.  
Shortlisting will take place week beginning Monday 16 October 2023.  
Interviews will take place week beginning Monday 16 October 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.

For an informal and confidential discussion about the role or to discuss making an application please contact Martin Blair at Hays Leadership Appointments on 07736791138 or at [martin.blair@hays.com](mailto:martin.blair@hays.com).

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 [recruitment@changinglives.education](mailto:recruitment@changinglives.education) 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.

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.





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## JOB PROFILE

<b>POST TITLE:</b>	<b>Vice Principal</b>
<b>JOB PURPOSE</b>	<p>To change lives through learning by working in partnership with the Principal, governors and staff to ensure the continuous improvement of the academy.</p> <p>Principal Accountabilities</p> <p>Provide strategic vision and inspire all staff to contribute to achieving this in particular:</p> <ul style="list-style-type: none"><li>• To raise the academic achievement of all students, particularly those who are vulnerable.</li><li>• To improve standards of behaviour so that all students demonstrate exceptional behaviour for learning</li><li>• To improve attendance</li><li>• To contribute to the overall success of the academy contributing fresh ideas, drive and ambition</li></ul>
<b>GRADE:</b>	L20-L24
<b>RESPONSIBLE TO:</b>	<b>Principal</b>

## MAIN DUTIES AND RESPONSIBILITIES

We seek a committed, enthusiastic and passionate colleague to join us as Vice Principal. The successful candidate will bring fresh, bold ideas, helping to lead the academy in the next stage of its development.

### Main Duties

1. Provide strategic vision and leadership as a key member of the Academy Leadership Group
2. Raise the academic achievement of all students, particularly those who are vulnerable.
3. Lead on improving the academy's approach to developing the behaviours we expect to see from our students
4. Lead on the academy's approach to improving attendance
5. Lead on forming and strengthening effective professional relationships with parents and families
6. Take responsibility for the academy in the absence of the Principal
7. Alongside the Principal, be responsible for progress against the academy development plan
8. Evaluate practice across the academy and report regularly on this to the Principal and governors
9. Support individual heads of department through the line management structure to improve results in their curriculum areas

10. Work to a high standard in creating and implementing agreed policies, priorities and expectations, modelling good practice for other colleagues
11. Promote a culture of teamwork, in which the views of all members of the academy community are valued and taken into account
12. Promote and contribute to a culture of research-informed practice
13. Provide support for staff in developing their leadership skills
14. Contribute to regular reviews of the organisation of the academy to ensure it meets statutory requirements
15. Take responsibility for the performance management/appraisal of identified staff
16. Contribute to regular evaluation of the impact of the use of resources in relation to the quality of education of the students and value for money
17. Set high expectations for your own performance and that of others
18. Engage in relevant professional development activity

## General

1. Contribute to the creation of a positive academy ethos, in which every individual is treated with dignity and respect and the safety and welfare of children and young people is paramount
2. Support the induction of staff new to the academy
3. Initiate new ideas and encourage developments
4. Provide information to the Principal/governors as may be required.
5. Be responsible for ensuring that administrative and organisational tasks relating to the post are carried out effectively.
6. Ensure that Health and Safety issues are properly understood and procedures are followed.
7. Ensure that all safeguarding policies and procedures are strictly adhered to
8. Contribute to the academy development plan
9. Attend, when required, ALG meetings and meetings of the governing body
10. Represent the academy at events
11. Establish effective relationships with all stakeholders
12. Fulfil ALG duties and responsibilities

The fluid nature of the development of the academy will mean that changes are inevitable. The duties will be reviewed annually as part of the Performance Management Review.



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## General

- Comply and assist with the development of policies and procedures relating to health, safety, data protection and confidentiality, reporting all concerns to an appropriate person.
- To adhere to the Trust/academy Health and Safety Policy including risk assessment and safety systems.
- Participate in training opportunities and professional development as required.
- Support the Trust's academies at events as and when required.
- Develop constructive relationships and communicate with other agencies/professionals.
- Contribute ideas on new and innovative business opportunities that could improve the effective functioning of the Trust.

## Trust

All Multi Academy Trust staff are expected to:

- Undertake other such reasonable duties as may be required from time to time.
- Work towards and support the Sponsors' and CEO's vision and the objectives of Development Plans.
- Support and contribute to the MAT's responsibility for safeguarding students.
- Work within the MAT's Health and Safety policy to ensure a safe working environment for staff, students and visitors.
- Work within the MAT's Diversity Policy to promote equality of opportunity for all students and staff, both current and prospective.
- Maintain high professional standards of attendance, punctuality, appearance, conduct and positive courteous relations with students, parents, colleagues, Members, Trustees and members of Local Governing Boards at all times.
- Actively engage in the MAT's performance management process and take responsibility for their own professional development.
- Adhere to MAT policies and procedures as set out in the staff handbook and other guidance documentation which is available to all staff via the trust networks.

This job description should be seen as enabling rather than restrictive and may be subject to regular review to reflect the changing priorities and objectives of the annual MAT Development Plan.

All staff of the MAT are expected to comply with any reasonable request from a leader to undertake work of a similar level and/or type that it is not specified in this job description.

## PERSON SPECIFICATION

	Essential	Desirable
<b>Qualifications and Experience</b>		
Degree or equivalent.	Y	
Qualified Teaching Status	Y	
NPQH		Y
SLE		Y
MA in Educational Leadership		Y
<b>Experience</b>		
Experience of line managing other leaders.	Y	
Experience in an Assistant Principal (or equivalent) role.	Y	
<b>Knowledge and Skills</b>		
Excellent knowledge of the research around effective pedagogy, assessment and behaviour management.	Y	
Exceptional knowledge of effective leadership techniques.	Y	
Excellent understanding of safeguarding guidance and practices.	Y	
Thorough understanding of the Ofsted framework.	Y	
Confident knowledge of national performance measures and ability to complete high quality data analysis.	Y	
Understanding of SEND code of practice.	Y	
Understanding of Pupil Premium guidance.	Y	
High expectations.	Y	
Experience in a SENCo role.		Y
Experience of working with external agencies, e.g. alternative provision.	Y	
Experience of using SISRA.		Y
Experience of timetabling.		Y
Experience of working as a trainer for a Research School, Teaching School Hub, or similar.		Y
<b>Skills / Ability</b>		
Exceptional leadership skills	Y	
Self-reflection and the drive to seek learning opportunities to improve own practice and knowledge.	Y	
Ability to influence others and inspire them around your vision.	Y	
Ability to formulate and implement an effective action plan to effect rapid improvement.	Y	
Ability to design and implement a training programme that has impact on the quality of teaching and learning.	Y	
Courage to challenge the 'status quo'	Y	

### Personal Skills

Ability to relate well to students and adults.	Y	
Ability to work constructively as part of a team, understanding academy roles and responsibilities and own position within these.	Y	
Ability to prioritise tasks and act on own initiative.	Y	
Ability to motivate and encourage students and staff to achieve their full potential.	Y	
Ability to influence colleagues.	Y	
Motivated and driven by what is best for the students at all times.	Y	
Drive to make a difference.	Y	

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Print name: \_\_\_\_\_

Changing Lives Learning Trust

✉ [recruitment@changinglives.education](mailto:recruitment@changinglives.education)

🌐 [www.changinglives.education](http://www.changinglives.education)

☎ [01946 820356](tel:01946820356)