

CORE Education Trust, Naseby Rd, Alum Rock, Birmingham B8 3HG

0121 389 2824 • enquiry@core-education.co.uk

CEO: Adrian Packer CBE

 @COREeducate  @COREeducate



**CORE**  
**EDUCATION**  
**TRUST**

**CORE EDUCATION TRUST**  
**Trust Lead Practitioner - Maths**  
**Information pack**

DELIVERING A  
**CORE** EDUCATION

**We promote a simple but ambitious ethos which is expressed through our four CORE values:**

**collaboration; opportunity; respect and excellence.**

## WELCOME FROM OUR CEO

Thank you for your interest in working for CORE Education Trust. I co-founded the Trust in 2015 and remain very much “hands-on” in my approach to leading the Trust. However, I am very clear that it is not my job to run our schools. We employ dynamic Headteachers and senior leaders and we give them a clear mandate to lead on delivering a CORE education in the local context of each of our schools. These schools are at the heart of the communities they serve. As a sponsor, we are committed to understanding the local contexts and we provide solutions, resources and innovation on that basis.

We promote a simple but ambitious ethos which is expressed through our four CORE values: collaboration; opportunity; respect and excellence. These values place an emphasis on fostering positive relationships and creating a culture of aspiration, purpose and belonging. We thrive on diversity and work hard to create school environments that are open, outward facing, creative and dynamic.

You can read much more about our ethos, culture and history through the many archive news stories on the internet. We have had an eventful journey to this point! What I hope you will recognise about that history is that we are a resilient and courageous MAT. We dare to step into situations that are challenging, and we seek bold solutions because that is what we believe our children deserve. Each school we take on has its own distinctive identity and therefore its own distinctive rewards and challenges. A quick look at our social media profiles will enable you to get a sense of those different contexts. As well as finding out as much as you can about the school at which the role you are applying for is based, I would also encourage you to fully understand the nuanced details of the Trust’s wider work through projects such as Echo Eternal before submitting an application. We would also ask that you consider how our values chime with your own sense of how schools should be run and how children are best served through our education system. We want all our staff to consider themselves as learners and leaders, regardless of their job role.

CORE Education has become a happy home for many staff who have worked in other environments and perhaps found it difficult to fit in. We embrace individuality of thought and celebrate that we are an employer who cares passionately about its employees, people with an incredibly diverse range of backgrounds and experiences. I have worked at every level from Teaching Assistant to Headteacher and just about every job in between. I have also worked or had experience in almost every sector of education. I am therefore proud to now be able to lead a Trust in a way that allows me to draw on my direct experiences and go about my day to day business with a strong feeling of empathy for every one of our staff. I wish you every success with your application and hope I am in a position to personally congratulate you and say “welcome home” if you’re successful.



**Adrian Packer CBE**

CORE Education Trust Founder and CEO

# OUR CORE VALUES

## COLLABORATION

**We join in and contribute. We are outward-facing and open to new possibilities.**

Each year we host, for all our staff a career enriching, collaborative and inspiring training conference.

Our vision – all our schools are united in their passion and commitment to deliver a CORE Education.



## OPPORTUNITY

**We nurture each other and invest in ourselves.**

We provide innovative experiences that broaden horizons, support social mobility, and confront inequality. We provide innovative experiences that broaden horizons, support social mobility, and confront inequality.



## RESPECT

**We cherish the richness of difference. We take time to understand each other.**

Echo Eternal is our very own commemorative arts, media, and civic engagement project. Echo Eternal is inspired by Holocaust survivor testimony and delivered through collaborative partnerships.

Our very own COREus Choir comprising of students from across the trust, are a huge part of Echo Eternal and they have dedicated much of their time to this project.



## EXCELLENCE

**We nurture each other and invest in ourselves. We are proud of our achievements, yet always aiming higher.**

CORE Education Trust's Echo Eternal Project has been recognised in the Pearson National Teaching Awards announcing Echo Eternal as Gold Winners in November 2020



# WHAT OUR STAFF SAY

## Which elements of your job give you the most satisfaction?

"...developing my skills, being able to clarify and perfect these skills and my teaching, being able to teach my subject with progress being made."

"...When I can see the positive impact of the work I have done on both colleagues and students. I very much appreciate the autonomy of my role, and the professional trust I am afforded by my line manager. This makes me feel valued and appreciated as an employee."

"...seeing the opportunities that arise for both staff and students.  
To see students totally engaged with learning through the amazing teaching staff."

## I am proud to be a part of CORE Education Trust because...

"...all CORE values protect and respect students and teachers for their individualities while it provides them with opportunities to improve academically and professionally."

"... we are given good CPD opportunities and extra facilities. For example, the annual Delivering a CORE Education conference which allows connections to be made."

"...I am proud to be a part of an inclusive school that strives towards excellence despite challenging circumstances."

## JOIN US ONLINE

[www.core-education.co.uk](http://www.core-education.co.uk)

[www.core-education.co.uk/latest/](http://www.core-education.co.uk/latest/)

[@COREeducate](https://twitter.com/COREeducate) [@COREeducate](https://www.instagram.com/COREeducate)

#COREcollaboration #COREopportunity #CORErespect #COREexcellence #COREcares #DACE

# OUR SCHOOLS

Based in Birmingham, we are committed to delivering the best possible experiences across our Academy schools. We are here to transform young people's lives and build ambitious futures through Collaboration, Opportunity, Respect and Excellence.

We are proud that each of our schools has its own distinctive character. Our Headteachers lead their schools in the best interests of their students and their families in a local context. However, all our schools are united in their passion and commitment to deliver a CORE Education.



# OUR PARTNERSHIPS

## **We promote a culturally rich community and learning projects through partnerships.**

CORE offers a variety of programmes and partnerships, which provide opportunities for our students to broaden their horizons, whilst enriching their school experience. We work with multiple partners to ensure a diverse and engaging offer for our students. An example of this is the award-winning Echo Eternal Project; a partnership led, commemorative arts, media and civic engagement project, which was awarded the Pearson National Teaching Awards Gold Award for Impact through Partnerships. This recognition is a testament to the trust's exceptional commitment to transforming the lives of young people.

Our in-house enrichment programmes include; CORE Mathletes, COREUS, and CORE Leaders of Tomorrow. We are also privileged to work with the Combined Cadet Force (CCF), Duke of Edinburgh Award (DOFE), Birmingham Hippodrome's HEN programme, Football Beyond Borders and many others. For more information about our partners and programmes please visit our website.



# EMPLOYEE BENEFITS

- All employees, regardless of hours worked or length of service, are entitled to up to 52 weeks maternity leave, including paternity and adoption leave.
- We offer all staff a 2-week break over the school Christmas holidays, on top of their allocated holiday allowance.
- We are proud to be a living wage employer, which means fair and competitive wage to all CORE Education Trust Employees
- All staff are automatically opted in for the award-winning Westfield Health employee assist program.





**CORE**  
EDUCATION  
TRUST

## JOB VACANCY

Job Title:	Trust Lead Practitioner in Mathematics	Reporting to:	Director of Teaching & Learning and Professional Development
Location:	Based in CORE academies, Rockwood Academy (HQ) as place of work	Annual Salary:	L11-15
Starting:	1 <sup>st</sup> September 2024	Interview:	Thursday 9 <sup>th</sup> May 2024
Apply by:	Thursday 2 <sup>nd</sup> May 2024, 12 noon	Shortlisting:	Friday 3 <sup>rd</sup> May 2024

CORE Education Trust is a values-driven multi-academy trust rich in cultural and social diversity. Responsible for four academies in Birmingham, the Trust was set up to innovate through adversity and to challenge the conventional boundaries of what is possible for our students. Motivated and inspired by the success of our students, our ambition goes beyond textbooks and whiteboards, we are proud to work with the young people of Birmingham.

This role will be based within the Central Team at CORE Education Trust. You will be joining a team whose sole aim is to ensure that all students get the very best support, care and guidance that enables them to achieve their very best.

### **WHO ARE WE LOOKING FOR?**

Our Trust is a place of possibility, and we never underestimate the impact inspirational staff can have on the life chances of our students. We are now seeking to appoint a Trust Lead Practitioner in Mathematics to support and challenge us and our school leaders through the next stage of our trust improvement and growth.

This is a demanding and varied role, and the successful candidate should be committed to improving the lives of the students at CORE Education Trust. You will be an advocate for the vision and aims of the Trust; supporting its mission to provide opportunities for collaboration, support and challenge all of our schools within the Trust. You will demonstrate and play a key role in developing the school improvement strategy to ensure our students experience an excellent education aligned with the agreed Trust Strategic Framework, as well as leading on the implementation of school improvement strategy in collaboration with other key colleagues.

### **WHAT WE OFFER**

The successful candidate will be joining a vibrant learning community with national award-winning credentials. The Trust works collaboratively with leaders to ensure our CORE Values are promoted, embodied, and celebrated by all the staff and children in our schools. You will:

- be given the opportunity to engage with cross-trust activities that connect students and staff to their wider family of schools/peers across the city. This includes programmes such as the award-winning Echo Eternal Holocaust memorial arts initiative, The Great Get Together and The COREus Choir
- be provided with a provision of support and training to foster a positive culture of wellbeing for all students and staff

We place a strong emphasis on supporting and encouraging personal development, which includes:

- a CPD strategy that is designed to support the career aspirations of all staff to help them realise their potential.
- access to experienced mentors who have a strong track record of developing staff

This is an exciting time to join the Trust. We are about to embark on the next phase of our evolution as an outward-facing, forward-thinking Trust guided by a vision underpinned by optimism, ambition and oneness.

### **ADDITIONAL INFORMATION & HOW TO APPLY**

For further information about this exciting opportunity or an informal discussion, please contact Sarah Saville, Executive Assistant, via [ssa@core-education.co.uk](mailto:ssa@core-education.co.uk)

Only those applicants submitting a [CORE Education Trust Application Form](#) will be considered. Please note that we do not accept CVs.

For more information, visit our website, [CORE-education.co.uk/work-with-us](http://CORE-education.co.uk/work-with-us)

We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible.

**CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS (Disclosure and Barring Services) Check is required for all successful applicants.**

**CORE Education Trust is committed to promoting equality, challenging discrimination, and developing community cohesion. We welcome applications from all sections of the community. We are an Equal Opportunities and Living Wage employer.**



# JOB DESCRIPTION

Job Title:	Trust Lead Practitioner in Mathematics	Reporting to:	Director of Teaching & Learning and Professional Development
Location:	Based in CORE academies, Rockwood Academy (HQ) as place of work	Annual salary:	L11-15
Contract type:	Permanent	Hours of work:	Full-time

B

## PURPOSE AND RESPONSIBILITIES

The Mathematics Trust Lead Practitioner is responsible for the strategic leadership of Maths across CORE Education Trust academies.

## MAIN DUTIES AND RESPONSIBILITIES:

### Teaching and Learning

- To be responsible for delivering the highest standards of teaching and learning within Maths and to ensure the quality of teaching and learning continues to meet the high aspirations of our learners, providing them with the skills, knowledge and qualifications required for success in their chosen next steps.
- To participate in maintaining a rigorous system of monitoring, evaluating and improving the quality of teaching and learning within Maths.
- To support the further development and refinement of the curriculum and to take a lead role in modelling high quality teaching.
- To monitor student achievement and progress using data and benchmarks in collaboration with Heads of Department, identifying those with learning gaps and developing strategies to address these.

### Curriculum

- In consultation with the Executive Director and Director of Teaching & Learning and Professional Development , further develop an ambitious, inclusive, knowledge rich curriculum.
- Ensure that curriculum planning moves the academies forward for the benefit of their students, by taking account of the diversity, values and experience of the academies and their wider communities.
- To support the ongoing development and delivery of curriculum planning which meet the learning aims and curriculum intent of the faculty area.
- To participate in a programme of activities which contribute to CORE's enrichment offer.

### Leadership and management

- To take a lead in the provision of professional development and coaching to colleagues within the subject area and across the Trust.
- Collaborate with other LPs across the Trust in terms of pedagogy and curriculum development, leading subject Communities of Practice across the Trust.
- To work with Headteachers to support the implementation of improvement plans, incorporating aims, priorities, targets and actions.
- To fully participate in the Trust's line management and performance management structures and to take responsibility for the delivery of these to any colleagues who may be line managed by the Lead Practitioner.
- To contribute personally to the improvement and development of CORE academies, working collaboratively with fellow leaders, both across the academies and the Academy Improvement Team.

### **Partnership Working**

- Work to establish the Trust as a beacon of educational excellence within the wider community.
- Share knowledge and experience with other Trusts to promote innovative initiatives, thereby contributing to the development of the education system.
- To promote and fully participate in cross-faculty, whole-academy and cross-Trust partnership working designed to improve outcomes for students in CORE academies.
- To represent CORE at events, sharing knowledge and best practice with colleagues in the education sector.

### **Personal Development**

- Maintain a commitment to your own professional development.
- Be aware of changing legislation, new developments, and innovations through the use of publications, evidence-based practice, and other resources. Stay informed about relevant changes and emerging themes within the sector.

### **Other Requirements**

- To carry out any other duties as may be reasonably required by the CEO/DCEO.
- To be aware of and adhere to all Trust and academy policies and procedures.
- To maintain confidentiality at all times.
- To promote and safeguard the welfare of children and young people at the school.
- To work in support of the Academy and Trust Improvement Plans.
- To take time to read notices, keep to deadlines and carry out duties to the best of your ability.

## SPECIAL CONDITIONS OF EMPLOYMENT

### REHABILITATION OF OFFENDERS ACT 1974

This job is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Appointment to this job is subject to an enhanced DBS disclosure being obtained, and any relevant convictions cautions, and reprimands being considered. Any arrests, convictions cautions or reprimands of relevance, obtained by the jobholder after enhanced DBS clearance has been acquired, must be disclosed to the Headteacher by the jobholder. Failure by the jobholder to do so, or the obtaining by the jobholder of a relevant conviction caution or reprimand, may be managed in accordance with CORE Education Trust Disciplinary Procedure.

### HEALTH AND SAFETY

The jobholder is required to exercise their duty of care by taking responsibility for their own health and safety, and the health and safety of other people who may be affected by their acts or omissions (failure to act). Full guidance regarding health and safety is set out in CORE Education Trust Health and Safety Policy, and in any risk assessments relevant to the jobholder's role or circumstances. Both can be accessed via the jobholder's line manager and must be observed.

### EQUALITY AND DIVERSITY

CORE Education Trust is committed to equality and values diversity. As such, it is committed to fulfilling its Equality Duty obligations and expects all staff and volunteers to share this commitment. This Duty requires the Trust to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share characteristics, such as age gender, race and faith, and people who do not share them. Staff and volunteers are required to treat all people they encounter with dignity and respect and are entitled to expect this in return.

## TRAINING AND DEVELOPMENT

The Academy has a shared responsibility with the jobholder for identifying and satisfying training and development needs. The jobholder is expected to actively contribute to their own continuous professional development and to attend and participate in any training or development activities required to assist them in undertaking their role and meeting their safeguarding and general obligations.

## MOBILITY:

The jobholder may be required to transfer to any job appropriate to their grade at such a place as in the service of the Trust they may be required, in accordance with legitimate operational requirements and / or facilitating the avoidance of staffing reductions.

This job description may be subject to review and / or amendment at any time to reflect the requirements of the job. Amendments will be made in consultation with any existing jobholder and will be commensurate with the grade for the job. The jobholder is expected to comply with any reasonable management requests.

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS (Disclosure and Barring Services) Check is required for all successful applicants.

Job Description Reviewed on:	March 2023
Job Description Reviewed by:	Executive Director

# PERSON SPECIFICATION

Job Title:	Trust Lead Practitioner in Mathematics	Reporting to:	Director of Teaching & Learning and Professional Development
Salary:	L11-15	Location:	Based in CORE academies, Rockwood Academy (HQ) as place of work

CORE Education Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to share this commitment. All posts will be subject to a DBS clearance at Enhanced level.

## About CORE

Based in Birmingham, we're committed to delivering the best possible experiences across our Academy schools. We're here to transform young people's lives and build ambitious futures through Collaboration, Opportunity, Respect and Excellence.

## CORE's mission and values

Based in Birmingham, we're committed to delivering the best possible experiences across our Academy schools. We're here to transform young people's lives and build ambitious futures through Collaboration, Opportunity, Respect and Excellence.

**Collaboration:** We join in and contribute. We are outward-facing and open to new possibilities.

**Opportunity:** We combine imagination with daring. We seek out experiences beyond the ordinary.

**Respect:** We cherish the richness of difference. We take time to understand each other.

**Excellence:** We nurture each other and invest in ourselves. We're proud of our achievements, yet always aiming higher.

The Person Specification outlines the main attributes needed to adequately perform the post specified. It is intended to give prospective candidates a better understanding of the post requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

	Essential	Desirable
Education, Training and Qualifications	<ul style="list-style-type: none"> <li>An honours degree</li> <li>A Qualified Teacher</li> <li>Recent, relevant professional leadership development</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of post-graduate study/research.</li> <li>Lead Practitioner/coaching/NPQ Leading Teaching/Leading Teacher Development qualification.</li> </ul>

<p><b>Professional Experience, knowledge and skills.</b></p>	<ul style="list-style-type: none"> <li>• An excellent evidence-based classroom practitioner.</li> <li>• Sustained evidence of successful teaching at KS3 and KS4.</li> <li>• Experience of involvement in developing and supporting colleagues through professional development.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of having undertaken recent CPD appropriate to the post.</li> <li>• Experience as a system leader/leading a professional network across schools.</li> </ul>
<p><b>Personal Attributes</b></p>	<ul style="list-style-type: none"> <li>• Resilience, the ability to work under pressure and able to meet deadlines</li> <li>• Ability to prioritise workload and multi-task.</li> <li>• Excellent communication skills (including written, oral and presentation skills)</li> <li>• Excellent interpersonal skills</li> <li>• A commitment to CORE Education Trust vision, values, aims and the objectives of its academies programme</li> </ul>	