



Coombe
Academy Trust

Recruitment Brochure

Preparing you for a world of opportunity





Coombe

Academy Trust

About Us

Coombe Academy Trust comprises three Nursery and primary Schools, two Secondary Schools and a joint sixth form. In addition, within our schools we have five Specialist Resource Provisions. Our schools are based in Kingston and work as one entity to improve and maintain a high standard across the Trust. As a trust we are seeking to expand the areas that we support.

Primary Academies

www.knollmeadprimary.co.uk

www.greenlane.org.uk

www.robinhoodprimary.org.uk

Secondary Academies

www.coombeboysschool.org

www.coombegirlsschool.org

www.coombesixthform.org

Our History of School Improvement

The Coombe Academy Trust was founded in 2012 from the federation of Coombe Boys' School (Good with outstanding leadership) and Coombe Girls' School (outstanding). The newly formed Multi-Academy Trust built on an already strong partnership between the two schools' leadership teams. As a sponsor, Knollmead Primary School joined the Trust in April 2014 (now Good with Outstanding features), Green Lane Primary & Nursery School in September 2018 (Good) and Robin Hood Primary and Nursery School In September 2019.



Welcome from the CEO, Esther Brooks

Welcome to Coombe Academy Trust, I am delighted that you are interested in either starting or furthering your career with Coombe Academy Trust; a Trust where the values of Collaboration, Ambition and Trust are a lived experience within our schools. Our moral purpose is founded on the belief that every child and young person has an entitlement to a world of opportunity throughout their years in education and beyond. In short, this is our united vision from Nursery through to Sixth Form.



The benefits of our schools working together can be seen in our curriculum principles. Whilst the curriculum of each school is designed, with individuality, to meet the needs of its local community; the principles of Strong Foundations, Aspiration for All, Challenge and Depth, Enriched Experiences and a Broad and Balanced Curriculum are evident within each school.

An ever increasing number of staff teach across the primary and secondary phase and collaborate on the curriculum learning journeys and cross phase research; this year focusing on Oracy and Feedback.

Whether you are looking for your first steps as a support staff member, an Early Careers Teacher, an experienced member of support staff, an experienced teacher or leader, we look forward to developing a strong working relationship with you throughout your Coombe Trust journey.



The importance of teaching and learning,

Teaching and learning across Coombe Academy Trust schools is ambitious; relies on high levels of collaboration and trusting professional relationships. High quality teaching within Coombe Academy Trust recognises:

- The most effective teachers have deep knowledge of the subjects they teach.
- High quality instruction and implementation across Coombe Academy Trust schools include elements such as:
 - retrieval, to support long term memory
 - vocabulary development, as we know knowledge development 'hangs on words'
 - small steps to success and scaffolding that ensures ambition for all
 - teacher and peer modelling of work so that learners know what they are aiming for
 - inclusive access strategies that ensure engagement of all learners
 - oracy strategies to support academic progress, greater self confidence and oral communication
 - timely, formative assessment, targeted questioning and feedback, to understand gaps in learners' knowledge and address misconceptions



The importance of teaching and learning

- The classroom environment itself illustrates all that we value. High quality expectations, interactions and talk between teachers and learners are integral. A Coombe Trust classroom is constantly demanding more, but still recognising students' self-worth. It also involves attributing student success to effort rather than ability and valuing resilience to failure (grit).
- A Coombe Trust teacher's abilities to make efficient use of lesson time, to coordinate classroom resources and space, and to manage learners' behaviour with clear rules that are consistently enforced, are all relevant to maximising the learning that can take place.
- Behaviours exhibited by teachers such as reflecting on and developing professional practice, participation in professional development, supporting colleagues, and liaising and communicating with parents.



What makes Coombe Academy Trust unique?



The Region

Our Schools are located in southwest London, a picturesque area benefiting from a wide array of parks and green spaces but still within close proximity to central London. The area is very popular with families and those who want all the offerings of city living but in a more relaxed setting. A defining feature of the area is The River Thames, providing plenty of entertainment and activities and adding to the mix of outdoor spaces. The Royal Borough of Kingston Upon Thames is comprised of a number of bustling towns providing excellent shopping, exciting bars and restaurants, and plenty of culture. All our Schools have excellent transport links both to Kingston Upon Thames and Central London.



What makes Coombe Academy Trust unique? (continued)

The Coombe Academy Trust is proud to have a total of five Specialist Resource Provisions (SRPs). The SPRs are integral to the Coombe Academy Trust community and each SRP has specialist staff who deliver high quality teaching and provision to children with identified needs.

The Coombe Trust schools benefit from a collaborative advantage; they have a strong history of mutual support and reciprocity. Leaders and practitioners from Trust schools work together through an evidenced based approach across a range of trust research groups. This year the curriculum research groups are focusing on Oracy skills and feedback.

All members of the Coombe Academy Trust's communities are friendly, caring, respectful and tolerant towards each other; ambitious and aspirational for themselves and others; honest and show integrity in all they do; positive and resilient at all times.

We welcome applications from candidates who share our passion for providing opportunity and aspiration for all learners in a safe, stimulating, happy environment where teaching inspires a love of learning and an enquiring mind.



Coombe Academy Trust is responsible for the education of approximately 3,500 pupils and the employment of 486 staff.



1552 learners	1113 learners	395 learners	247 learners	201 learners
Specialist Resources Provision	Specialist Resources Provision	Extended care and Forest School Provisions	Two Specialist Resource Provisions Swimming Pool	Specialist Resources Provision
Ofsted Rated Outstanding	Ofsted Rated Good	Ofsted Rated Good (Jan 2023)	Ofsted Rated Good with Outstanding features	Ofsted Rated Good
Joined 2012	Joined 2012	Joined 2018	Joined 2014	Joined 2019
Secondary School for 11-16 year old Girls Mixed Sixth Form Centre	Secondary School for 11-16 year old Boys Mixed Sixth Form Centre	A two form entry Primary School with Nursery	A one form entry Primary School with Nursery	A one form entry Primary School with Nursery



Our Vision



Our Aims

- **For our staff:** To provide outstanding leadership at all levels, supported by strong professional development.
- **For our Pupils:** To provide an outstanding education for all children and young people, enabling them to thrive throughout their time in education and beyond.
- **For our organisation:** To provide strong and aligned systems and processes; enabling our schools to be efficient and effective, therefore prioritising the development of individuality within the school community and curriculum.
- **For our wider community:** To collaborate effectively with our school community, cluster schools, Wandle Hub, King's College Wimbledon and potential new schools seeking the benefits of collaboration.



What we can offer you

Benefits

- Generous Pension Scheme
- Free onsite parking (in most of our schools)
- Annual pay progression opportunities
- Cycle to Work
- Access to CSSC member benefits scheme

Professional Development & lifelong learning opportunities

- A guaranteed CPD plan tailored to your requirements.
- Financial support for 'M' level study
- Internal mobility within Coombe Academy Trust with access to career opportunities across 3 primary and 2 secondary schools.
- Access to National College professional development in education
- Bespoke management training including performance management and recruitment
- Participation in an annual Trust Wide INSET day
- Opportunity to develop networking opportunities with our local "cluster" schools

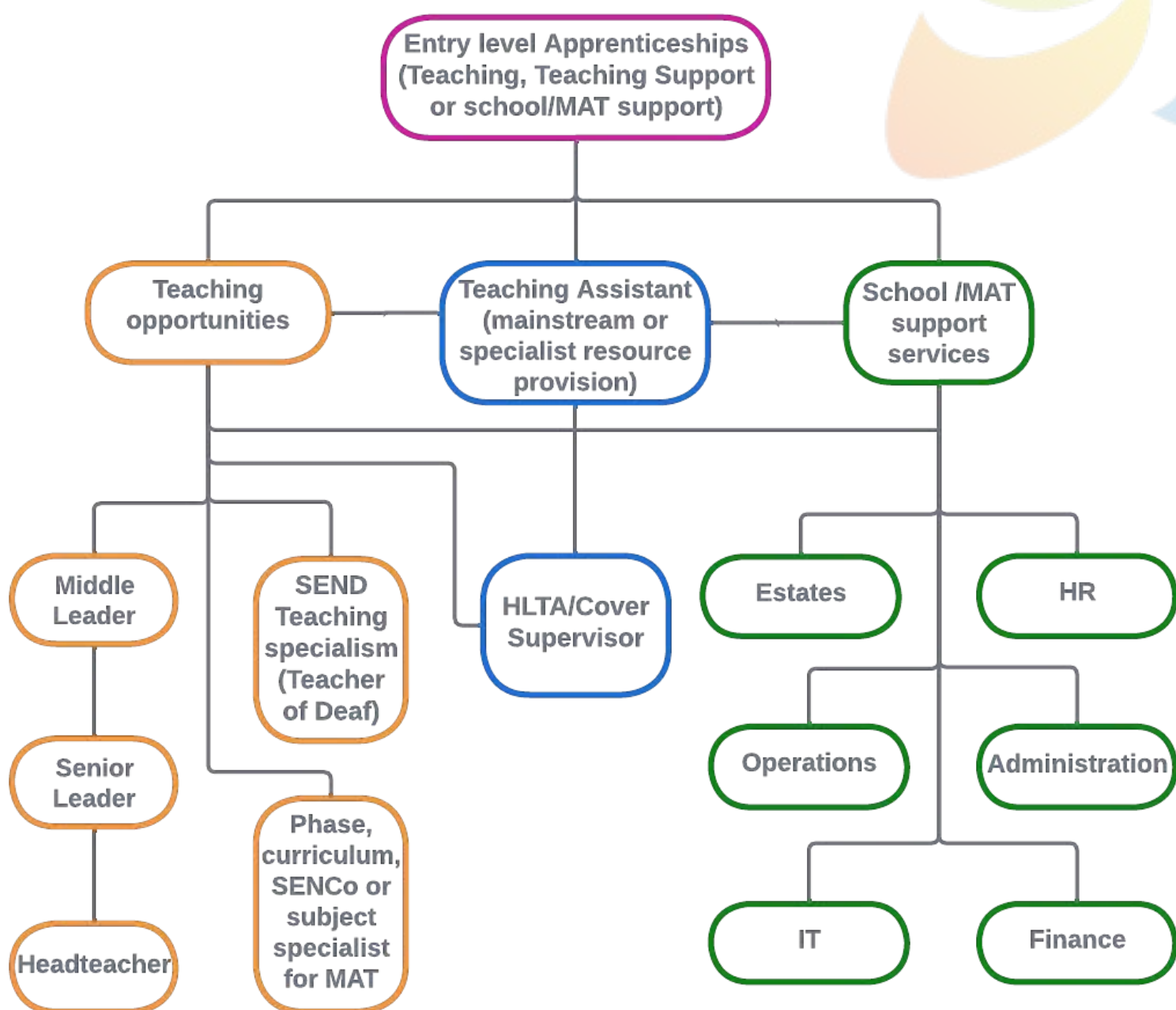
Recognition and support

- A supportive Executive Leadership Team
- Access to an Employee Wellbeing Programme including counselling and mentoring
- An enthusiastic Staff Association offering opportunities for staff sport and socialising
- Staff celebrations and rewards throughout the year





What we can offer you



What do our staff say



Head of Year
& STEM Coordinator

At Coombe
Girls' School
& Sixth Form



Being at CGS
gives me the opportunity
to impact the lives
of students as well
as show them
diversity in an
evolving world.



I feel privileged to work
in a supportive
environment
with a diverse
group of SEND
students.



Teaching Assistant

At Coombe Boys'
School & Sixth
Form



What do our staff say



IT Service Manager

Part of the
central team



I've had an incredible journey since first starting as an apprentice, and enjoy being surrounded by supportive and friendly colleagues at our schools.



My first term has been exceptionally busy and so rewarding. The students are a pleasure to teach and work alongside.



SENCo



At Coombe
Girls' School
& Sixth Form

What do our staff say

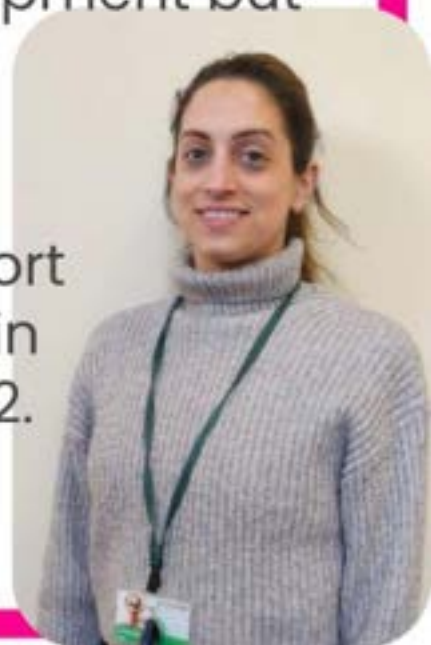


Chromebook
Programme
Coordinator

Part of the
central team



“The school not only focus on their student development but their staff too. I have been provided with constant support since I started in November 2022.”



“I have worked in a lot of schools but this is the first place that feels like home.”



Premises
Manager



At Green Lane
Primary & Nursery

Safeguarding children and safer recruitment

- The Coombe Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We expect all staff and volunteers to adhere to the principles and guidelines set out in the DfE Keeping Children Safe in Education document.
- All staff have access to bespoke Safeguarding training for their setting and the Coombe Academy Trust is committed to sustaining a culture, where all staff and volunteers feel able to raise concerns and know that these will be followed through.
- All offers of employment are subject to a number of pre-employment checks including an online presence search, appropriate Enhanced DBS checks, Children's Barred List Checks and Prohibition, directions, sanctions and restrictions checks. This includes a Section 128 check for any senior leadership positions across the Coombe Academy Trust.



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The **Coombe Academy Trust** is a company limited by guarantee (company number 7905433, registered in England and Wales) that has its registered office at:

Coombe Boys' School, Blakes Lane, New Malden, Surrey, KT3 6NU.

Trust related enquiries: trustenquiries@coombe.org.uk