



Changing Lives Learning Trust

RESPECT · RESILIENCE · ACHIEVEMENT · OPPORTUNITY

Dearham Primary Headteacher Recruitment Pack



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

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

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 Dearham Primary School



Welcome from The Chair of Governors

Dearham Primary School has always existed to change lives through learning; delivering unrivalled education and reaching every child through adults obsessed with excellence in teaching, learning and leadership practice.

We are looking for someone who embodies our Trust values and I hope you will get a sense of those as you read this pack. We want someone who is motivated, caring, experienced and an inspirational teaching professional who is looking for an opportunity to build on the school's strong reputation; someone who can bring innovative new ideas and to make a real difference to the future of a wonderful group of children.

We need someone who can think big and see the big picture, recognise opportunities and figure out how to seize them. Innovation will be second nature to you. You will be a great leader and a great coach, and we expect you to set an example for what it means to be part of Changing Lives Learning Trust. You will be a supporter, a champion and a capacity-builder of every school and every adult that works with the children of Cumbria. You will work closely and in collaboration with our CEO, Executive Team, our Trust Board and governance committee to positively enhance education and spark something great for every single one of our children.

Louise Maguire



About

Dearham Primary School

Dearham Primary School and Nursery is a friendly village school and nursery with children at the heart of everything they do.

At Dearham we believe that education is a two-way process where children's opinions are valued and respected. The interests and aspirations of the children drive the curriculum intent forward.

We have a wonderful team of dedicated staff, who work hard to ensure that every child is supported by both cherishing and challenging them to fulfil their potential in a safe and welcoming learning environment.

Dearham Primary School became part of Changing Lives Learning Trust on 01 September 2020. It currently has 252 pupils on roll and 36 employees and is Ofsted graded 'outstanding'.



Vacancy

HEADTEACHER

Salary: L16 – L20

Permanent Post

Relocation package available

Start date – January 2024

We are seeking an experienced, ambitious and highly driven individual to lead Dearham Primary School on the next stage of its journey. You must demonstrate leadership with uncompromising honesty, integrity and ambition for our vision; that we will have legitimate grounds to claim those we undertake to teach and train will have a preparation for life that is excelled by no other.

If you are successful, you will join a team of committed and talented professionals and a home where your development is a priority in enabling you to play a key role in the future of our Trust, the children we serve and the people who work with them.

SUPPORT YOU CAN EXPECT FROM US

A dedicated Headteacher buddy/mentor

Depending upon your experience, opportunities for additional Trust wide responsibilities

A School Improvement Partner to work alongside you

A dedicated and supportive Trust Executive Team

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 which increases with service, for support staff



The Recruitment Timeline

The closing date is: 09.00, 15 September 2023
Interviews will take place: 21 and 22 September 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.

Please send your completed application to: recruitment@changinglives.education. If you have any queries regarding completion of the application process please contact a member of the HR team at: recruitment@changinglives.education

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 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.



Changing Lives Learning Trust

✉ recruitment@changinglives.education

🌐 www.changinglives.education

☎ [01946 820356](tel:01946820356)