



Transforming children's lives through
partnership and collaboration



Inspire
Partnership



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Welcome

Thank you for expressing an interest in applying for the role of SENDCo at the Inspire Partnership.

We are an ambitious and growing multi-academy trust of nine schools situated in Greenwich, Croydon and Medway, serving diverse and aspirational communities of learners.

We have a track record of excellence and a national reputation for sustainable school improvement, focused on our Partnership Values:

- Collaboration matters
- Excellence in everything
- Community first
- Equity for everyone
- Continuous growth

As a partnership, we always strive to attract the most creative and committed staff who share our belief that success is gained by developing a growth mindset; one which values effort and believes anything is possible

Working for our partnership will provide exciting opportunities for candidates who believe in excellence for all and enjoy working collaboratively.

Our professional development offer is of the highest quality; we are engaged in a range of research projects that are shaping education policy and have an extensive network of schools and organisations we work with.

We work with amazing young people who value strong relationships with adults, are creative and want to learn.

Our curriculum is dynamic, connects learning with global themes, and provides children with opportunities to flourish.

This is an exciting time to join the Inspire Partnership as we build on the achievements of Rockliffe Manor since joining the Partnership.

The successful candidate will play a crucial role in the school senior leadership to shape the next chapter of the school's achievements for its pupils, staff and the communities it serves.

We look forward to hearing from you soon.



We promote independence, resilience and teamwork so that all children are prepared to be informed, purposeful citizens in the 21st Century.

If you are an enthusiastic and committed candidate who is passionate about providing our young people with the very best learning experiences, we want to hear from you. Your application should highlight and provide evidence of your strong leadership strengths, as well as your commitment and alignment to the Inspire Partnership ethos and values.

This rewarding role also offers a fantastic career opportunity for the successful candidate to develop their networks and strategic leadership across the Partnership and beyond.

By working closely with leadership teams across our family of schools, you will be influential in fostering cross-school initiatives, driving trust-wide improvement strategies, and contributing to the development of shared best practices.

The Inspire Partnership

Information about the trust



About us

The Inspire Partnership is passionate about transforming the future for our children through partnership and collaboration. Placing children at the centre of all we do, we aim to create a climate where excellence flourishes as a result of outstanding leadership, engaging teaching and high quality learning.

This comes from a desire to create a coalition for change in all of our schools, building a legacy where pupils are able to fulfil their true potential as learners.

At the Trust's inception, we recognised each of our founding schools required an alternative approach to improvement which focused more on relationships, connectedness and interdisciplinary approaches to learning.

This is why collaboration is central to our mission. It binds schools together as communities, reminding us that we exist in the People Age. The emphasis on transformation exists because our schools have all required rapid systemic improvement in practice.

Partnership and collaboration benefit us all and help school communities become stronger.

Our values

Collaboration matters because this creates shared agency amongst staff, pupils and our wider communities. We are stronger together and can achieve more through working in partnership.

Excellence in everything because we believe learning is an artform, measured best through the journey and the quality of the outcome. Excellence is inclusive because it creates a shared expectation in everyone to achieve.

Community first connects our mission to transform lives with our vision to ensure pupils have the skills, qualities and attitudes to achieve the very best. Leadership behaviours for everyone are rooted in serving communities, especially those who need us most.

Equity for everyone exists to ensure we are fair, enact ethical leadership and strive to remove barriers to learning wherever they exist.

Continuous growth applies to us as leaders of learning as much as children discovering the joy of learning. We all have the capacity to grow new skills, learn knowledge and gain new experiences. We grow best in a climate of trust, reciprocity and connectedness.

Our story so far



In 2013, the partnership was formed from 3 primary schools in Greenwich - Foxfield Primary School, Rockliffe Primary School and Woodhill Primary School. We established a common curriculum framework, a suite of professional development training and networks of excellence shared between our staff.

Within 2 years, all 3 schools had improved provision and outcomes for pupils and were judged to be good or outstanding by Ofsted and external partners.

The partnership had established a mature framework for school-to-school support programmes, delivered both locally and across the country.

In 2017 we were invited by Medway to support Maundene and then Elaine primary schools, both underperforming with declining standards and pupil outcomes way below national expectations.

Within a year of joining the Trust, each school had demonstrated rapid improvement.





In 2020, we began a new journey with 4 schools joining the Trust. Delce Academy joined us in March 2020, followed by Forest Academy, West Thornton Primary School and Woodside Primary School in April 2020.

Despite the challenges of lockdowns and the pandemic, as a family of 9 schools we have continued to serve and strengthen relationships in our communities and to achieve our mission of transforming children's lives through partnership and collaboration.

In 2022, Forest Academy, Elaine Primary School and Maundene Primary School received inspections from Ofsted and we were proud to share the vastly improved positive transformation of the schools which were reflected in the good outcomes of all three reports.



In 2024 Delce Academy and West Thornton Primary School were inspected by Ofsted and we were delighted to have the schools' hard work validated with good and outstanding outcomes. Both schools had been judged as inadequate before joining the partnership.



In 2025 we will welcome Chattenden Primary School, Medway, into the partnership as we continue to grow our Trust.

Working with us

Our mission to transform children's lives through partnership and collaboration comes from a desire to create a coalition for change in all of our schools, building a legacy where pupils are able to fulfil their true potential as learners.

Our core terms and conditions of employment are in line with other local schools and we recognise national and local agreements relating to the fair and equitable management of school staff.

What sets us apart is the opportunity for you to work at the cutting edge of educational thinking and practice.

Regardless of your role, you will have the chance to develop your knowledge with access to the best training and development opportunities at each stage of your career, take part in ground breaking research projects and be actively encouraged to work collaboratively with some of the most talented and innovative colleagues, both at a local and national level.

If we create a culture where every teacher believes they need to improve, not because they are not good enough but because they can be even better, there is no limit to what we can achieve. - Dylan Williams

Terms and conditions

We recognise the Conditions of Service for School Teachers in England and Wales (the 'Burgundy Book'). We also recognise the framework for teachers pay set out annually in the School Teachers' Pay and Conditions Document.

Similarly, we recognise the support staff terms and conditions that are set out by the National Joint Council for Local Government Services National Agreement on Pay and Conditions (the 'Green Book')

Pay and pensions

You will be paid monthly into your nominated bank account and you will be able to access your payslips online. You will be automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme through our admitted body status. Both schemes offer an attractive range of benefits.

Continuous service We recognise continuous service in line with the Redundancy Payments (Continuity of Employment in Local Government etc.) Order 1999.

Our benefits

Within our partnership, we want to ensure that whilst supporting our wonderful pupils and communities, you feel valued as a colleague, and that your important contribution is fully recognised and appreciated.

As a values-based organisation, we want to ensure that your lived experience at work is rewarding, enriching and supports you to reach your goals both personally and professionally.

As a colleague of the Trust here are some of our great benefits:

Collaboration - We don't just talk about it, we live and breathe it in everything we do. As a member of staff you will experience a range of activities which allow you to work closely with colleagues not only in the Trust but across a variety of networks and partnerships as you share ideas and best practice. We are a Trust where innovation and new ideas are welcomed and encouraged.

Workload and Wellbeing - We have pledged our support to the DfE's Wellbeing Charter and as an ambitious and outward facing Trust we go beyond this through our commitment to staff workload and wellbeing as outlined in our [Trust Relational Charter](#)).

This includes the opportunity to provide feedback on matters that directly relate to you and your workload and wellbeing through a variety of mechanisms. As well as support from wellbeing champions and Mental Health First Aiders, you and your family will have 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance.

Employee recognition - We value the contribution of all staff across the partnership and take every opportunity to thank them for this as well as celebrate local and Trust-wide achievements through shout-outs in school briefings, our Partnership Press and the annual Trust Awards.

Professional development - You will be provided with ongoing professional training, development and opportunities tailored to your learning needs throughout your career. Including Trust-Wide Innovation Hubs and opportunities to collaborate with colleagues across the Partnership, focusing on specific areas of educational development.

Pay progression - No matter what role you do, pay progression is offered.

Pension schemes - All staff have access to two of the most attractive national pension schemes - Teachers' Pensions Scheme and Local Government Pension Scheme.

Electric car scheme - Eligible staff can access this scheme through salary sacrifice, making electric cars more affordable.

The Inspire Partnership **Wellness and Workload Commitment**

**Our pledge to staff wellness and fair workload
takes focus on:**

- Values and Principles
- Working Practices
- Health
- Social and Collective
- Personal Growth

Scan to read
the full pledge
in our Wellness
and Workload
Charter:



 **Inspire**
Partnership

Our schools

Greenwich



Foxfield Primary School
Co-Headteachers: Megan Minnett and Tatum Ward
Telephone: 020 3260 7500
Find out more:
www.foxfield.org.uk



Woodhill Primary School
Headteacher: Swabra Lloyd
Telephone: 020 8854 5055
Find out more:
www.woodhillschool.co.uk



Rockliffe Manor Primary School
Headteacher: Nancy Cook
Telephone: 0208 854 4785 Find out more:
www.rockliffemanor.co.uk

Medway



Elaine Primary School
Headteacher: Rupinder Bansil
Telephone: 01634 294817
Find out more:
www.elaine.medway.sch.uk



Delce Academy
Headteacher: Michael Harris
Telephone: 01634 845242
Find out more:
www.delceacademy.co.uk



Maudene School
Headteacher: Joanne Capes
Telephone: 01634 864721
Find out more:
www.maudene.medway.sch.uk

Croydon



West Thornton Primary School

Co-Headteachers: Donna Callaghan and Jonathan Owen
Telephone: 020 8684 3497
Find out more:
www.westthornton.croydon.sch.uk



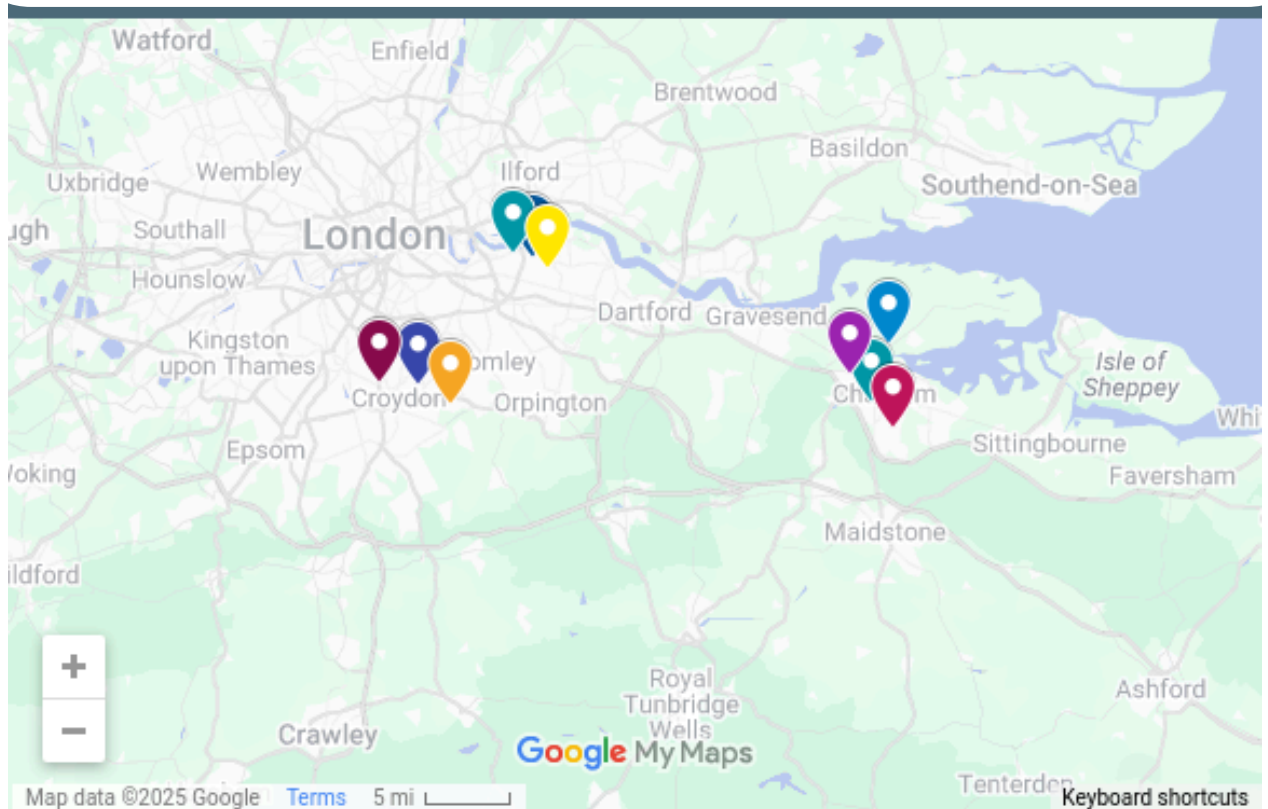
Woodside Primary School

Headteacher: Iman Atwal
Telephone: 020 8654 5333
Find out more:
www.westthornton.croydon.sch.uk



Forest Academy

Headteacher: Clare Dennis
Telephone: 020 8777 2808
Find out more:
www.forestacademy.org.uk



Links

[Privacy Statement](#)

[Inspire Partnership](#)

[Curriculum Showcase](#)

[Professional Learning](#)

[Applicant Guidance](#)

The Inspire Partnership Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an Enhanced DBS check. The Inspire Partnership is an equal opportunities employer and welcomes applications from men and women of all ages from any background and from candidates with disabilities.