

The logo consists of four rounded square shapes arranged in a 2x2 grid. The top-left is light blue, top-right is light green, bottom-left is yellow, and bottom-right is a darker green.

BLACKDOWN
EDUCATION
PARTNERSHIP



BELIEF IN EVERY CHILD



WELCOME TO BLACKDOWN EDUCATION PARTNERSHIP

I hope that this recruitment pack will give you an idea of Blackdown Education Partnership, what we stand for and what it might be like to work with us.

We have a simple and compelling vision for education. We believe that our schools should sit at the heart of our communities; that there are no limits to what our children and young people can achieve; and that they should be great places to work and learn.

We are incredibly proud of our Trust and the schools within it. Strong partnerships, collaboration and generosity are the bonds which underpin our collective mission to provide great education for all children no matter what their starting point or their background.

Before BEP...I have been associated with Uffculme Academy Trust for more than 10 years, and I have no doubt that it is a very special organisation. Having moved from Headteacher to Executive Head to CEO, I know first-hand how a strong ethos, ambitious culture and compassionate environment drive success. We are lucky enough to employ brilliant people who share our vision, many of whom have started careers with us and stayed to progress these careers. We want people to join us who believe that, whatever their role, they can make a difference to the life chances of students. We are totally committed therefore to helping all our staff thrive and fulfil their professional ambitions.

We are looking for an individual who shares the same vision and values – if you believe that you have the skills, drive and vision to help us achieve our aims we would be delighted to receive your application.

We look forward to receiving your application.

LORRAINE HEATH, OBE
CHIEF EXECUTIVE OFFICER





Dear Applicant

I'm delighted that you are interested in the position we have available at Court Fields School and joining the Blackdown Education Partnership. Visitors to Court Fields School always comment on our warm, friendly and purposeful learning environment. We pride ourselves on our excellent pastoral care, our varied programme of enrichment and extra-curricular activities, our outstanding relationships with each student, our broad and ambitious curriculum and the cohesion within our staff team. Though our significant school development in the last 4 years, we have worked tirelessly with students, parents, staff and the wider community to build a positive, inclusive and aspirational environment for all our stakeholders.

On a personal note, it is a pleasure and privilege to work with our students and with our staff. This is, without doubt, the best team of people I have ever worked with. Our staff are invested in educating our young people, so that they leave us ready for the challenges of the future and equipped to make a difference in the world. We need those who join us to share these very high expectations of themselves and those they work with. I look forward to hearing from you, understanding how you can complement our team and inspire our children.

Yours sincerely

Mrs Polly Matthews
Headteacher

Graduate Trainee Teacher Apprentice - Secondary



***Biology, Physics, Chemistry, Maths,
Computing and World Views/Religious Education***

Full Time

Fixed Term from September 2024 to August 2025

Up to £28,000 PA dependent on experience and subject specialism

Closing date for applications: Friday 10th May 2024

This is an exciting opportunity to enter the profession and gain significant teaching experience while studying to become a fully qualified teaching professional.

The Graduate Trainee Teacher role, in conjunction with the Graduate Teacher Programme and Buckinghamshire University, offers talented and motivated graduates the chance to study towards the full range of professional teaching qualifications while gaining significant on the job and classroom experience and earning a competitive salary which reflects your prior academic success. On completion of the apprenticeship, you will hold a PGTA (level 6) or PGCE (level 7) academic teaching qualification, QTS (Qualified Teacher Status) allowing you to practice in the UK and abroad and a teaching apprenticeship as well as having a minimum of 600 hours of teaching experience. Unlike traditional taught routes into teaching, you will be a fully fledged member of the school community from day one, acting as both lead teacher and tutor to students and being involved in all areas of school life.

Court Fields School is a significantly improving school with a 'culture where hard work is expected', and one in which the majority of parents say, 'their child is flourishing at this school' (Ofsted, 2023). Court Fields' staff and students are committed to improving rapidly to be a great school where every child, regardless of background, achieves well, feels they belong to our community and fully participates in school life to develop character and the resilience to succeed. We have a proven track record of training and developing new entrants to the profession to a high standard, with many of our trainees

BELIEF IN EVERY CHILD

and Early Career Teachers rapidly moving into leadership positions both within the school and the wider trust.

To support your development to become a highly skilled teaching practitioner, we will provide a dedicated subject specialist mentor to coach you in all aspects of your teaching practice, time off timetable each week to engage in your post-graduate academic study and regular professional studies and development sessions with a member of our senior leadership team. We will further support your development by ensuring you gain an extended placement in a different school and have access to expertise and opportunities across the entire Trust, allowing you to gain a deep understanding of education across the age and stage range and in different school settings.

We are seeking applications from graduates with a 2.2 or above in Sciences, Computing, Mathematics, or a related discipline. It is not vital that your first degree is in the subject that you intend to teach, but additional training may be needed to enhance your subject knowledge if it is not. Experience working in an educational setting with children and young people will be a benefit, but most important to us is your outlook and drive to continually improve. Teaching is a highly rewarding career choice, but it is one which requires you to hold yourself to the highest of standards, to be self-motivated and work independently and to continually reflect on your practice and how you can succeed. Successful applicants for this program will be resilient, reflective and driven to succeed in everything they do.

What you can expect from us:

- Dedicated subject and reflective mentors to support your learning and development.
- Sponsorship to ensure you complete the program fully qualified, both academically and professionally, and are able to take up a permanent position in education immediately.
- A comprehensive induction process, tailored to your role and previous experience.
- A structured programme of targeted, whole school or bespoke professional development in addition to your university and apprenticeship courses.
- Fabulous students who are motivated, interested, keen to learn and enthusiastic.
- An outstanding ethos where students achieve, have a strong sense of belonging and participate in learning, enrichment and the community.
- A high-quality curriculum, developed across our Trust, with a commitment to a programme of school improvement.
- A range of development opportunities for future career progression within the Trust.
- Opportunities to work with and in other schools.
- Friendship, support, and interaction with a vibrant and caring staff team with a

commitment to improving children's lives.

- Strong leadership, a culture of high expectation and clarity of strategic school development.

If you are interested in the Graduate Trainee Teacher Apprentice position, we would recommend that you contact us for an informal conversation to find out more, or to visit us at Court Fields. In order to do this, please contact Martyn Dudley, Deputy Headteacher via the school office.

All applications should be made by completing the online application form at <https://www.courtfields.net/join-our-team-vacancies.htm> for full details of the role, please see the job description and person specification.

Closing date: Friday 10th May 2024

Final interview date: Week Beginning 20th May 2024

GRADUATE TRAINEE ROLES ARE LIMITED AND INTERVIEWS WILL BE CARRIED OUT ACROSS THE APPLICATION WINDOW, FROM APRIL ONWARDS, SO EARLY APPLICATION IS RECOMMENDED.

Job Description



Job Title: Graduate Trainee Teacher Apprentice

Location: Court Fields School, Wellington

Responsible to: Head of Department, Assistant Headteacher – Teaching and Learning

Salary: up to £28,000 dependent on subject specialism and experience

Hours: In school directed hours are Monday to Friday 08:25 – 15:25, term time. Additional work outside of the school day will be needed to complete training and study.

KEY PURPOSE OF THE JOB

To design, plan and deliver lessons to students across the secondary age range (11 – 16) in your subject specialism. You will be working from detailed curriculum plans and schemes of work which have been designed in collaboration from experts across the trust. To act as a tutor to a class of students, overseeing their personal development curriculum and being the first point of call for pastoral matters. To immerse yourself in the culture of the school, continue your own education through engagement with all taught aspects of the course and take up all opportunities for learning and development within school and further afield.

JOB PURPOSE:

(Please note, this job purpose reflects the role of a fully trained member of teaching staff. As a Graduate Apprentice you would be supported in gaining the knowledge and skills to support you in performing at this level as quickly as possible and at least by the end of the fixed term)

1. To deliver the curriculum in a manner that meets the needs of individual students.
2. To implement Trust's policies and procedures.
3. To contribute to the process of curriculum development in order to ensure that the curriculum provided is of high quality and meeting the needs of individual students.
4. To develop professionally in all aspects of the role through involvement in professional development activities.
5. To personalise learning for students across the ability range and ensure the effective and efficient deployment of learning support within the classroom.
6. To contribute to the establishment of effective working relationships within teams across the school.
7. To commit to positive behaviour management.

8. To commit to enrichment activities in support of effective learning.
9. To work in an inclusive and positive manner and help to promote enjoyment of learning throughout the Trust.
10. To support and contribute to attempts to achieve continuous improvement in all aspects of the work of the Trust.
11. To represent and promote the area and school in a manner that enhances the Trust's aims and values.

OTHER RESPONSIBILITIES

- To undertake additional duties as required, commensurate with the level of the job.
- To contribute to the effective working of the school/team.
- Maintain positive, professional relationships with students, parents / carers, and colleagues.
- Commit to Equal Opportunities and Anti-Discriminatory Practice.
- The school operates a Smoke-Free Policy, and the post-holder is prohibited from smoking in any of the Trust buildings, enclosed spaces within the curtilage of buildings, and vehicles.
- The post-holder is expected to familiarise themselves with and adhere to all relevant Trust Policies and Procedures.
- The post-holder must comply with the Trust's Health and Safety requirements specifically for the school they are working at.
- The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

As this post meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment will be subject to an Enhanced Disclosure and Barring Service Check (DBS) before the appointment is confirmed. This will include details of ALL cautions, reprimands or final warnings as well as convictions, whether "spent" or "unspent". Criminal convictions will only be taken into account when they are relevant to the post.

You have a duty of care for your own health and safety at work and that of others who may be affected by actions at work.

Person Specification



Qualifications	Essential	Desirable
Grade C / 5 or equivalent in GCSE English and Maths	E	
Honours degree 2.2 or above	E	
Honours degree 2.2 or above in the subject specialism applied for		D
Experience		
Experience working with children, teenagers or young people	E	
Experience working in a school or educational setting		D
Experience working in a classroom as a classroom assistant or in a similar role		D
Experience of working with children, young people or adults with special educational needs		D
Skills		
Experience of Microsoft Office packages		D
Ability to develop successful relationships with students	E	
Ability to communicate confidently with a wide range of people at all levels, including students, parents, staff and outside agencies		D
Ability to work effectively as part of a team and to use own initiative	E	
Knowledge of the education sector	E	
Knowledge of pedagogy, cognitive science, learning theory or related knowledge		D
Personal Qualities		
Ability to manage own time and workload effectively	E	
Reflective, able to assess own progress and identify next steps to improve practice	E	
Dedicated to professional development and willing to invest in self	E	
Resilient, able to work under pressure	E	
Ability to adapt to change	E	
Flexibility and a positive attitude	E	
Approachable, friendly and able to form positive but professional working relationships with staff, students and other stakeholders	E	



We believe in the potential of every child

OUR MISSION

- To nurture and develop the ambition, talents and interests of every child
- To break down the barriers that inhibit the opportunities and achievements of disadvantaged pupils so that they can go on to lead lives of choice and opportunity
- To create a family of schools that are deeply and purposefully connected to their communities.

Our Schools



UFFCULME PRIMARY SCHOOL

BELIEF IN EVERY CHILD



LOCATIONS

All our schools are situated in the beautiful countryside of Devon and Somerset, within easy commuting distance of Exeter to the west and Bristol to the North, being close to some of the most beautiful coastlines of Devon and Dorset.

Our schools' varied locations allow our staff to access not only beautiful beaches, but also some of the best areas for walking, biking and other outdoor activities; yet the cities of Exeter, Bristol and Bath are close by.



