



Candidate Information Pack

Teacher



Contents

About the Trust	1
About us	2
Our vision and values	3
Working at Warren Academy	4
Benefits of being part of L.E.A.D. Academy Trust	5
How to apply	6
Job description and Person specification	7



Welcome from the CEO

L.E.A.D. Academy Trust comprises primary and secondary academies across the East Midlands. Our mission is to be a pioneering, confident, high-performing Trust with national and international influence.

We are determined to bring about change and improvement to education standards in the East Midlands by appointing visionary leaders who believe in the Trust's vision and values and are committed to making a tangible difference to the lives of children and young people.

As a Trust, we pride ourselves on the support and advice we give to all our leadership staff, enabling them to be exceptional leaders and teachers who can inspire both pupils and staff.

This role represents an exciting opportunity to be part of something special; developing and supporting our Trust in improving educational outcomes while retaining the school's individual identity and specific needs of their children, young people and community.

If you are ambitious, determined, energetic and passionate about education and want to join us on our mission, then we look forward to receiving your application.

Diana Owen CBE

Chief Executive Officer





L.E.A.D. Academy Trust
comprises of:

24
primary

..... and

3
secondary
academies

..... across

5
geographical
regions

..... with

11,000
pupils

..... and

1,500
members
of staff





Our Academies

Within our Trust, all academies strive to achieve:

- The highest standards of behaviour and conduct.
- Outstanding teaching and learning.
- A fully inclusive approach in which all children are equally important.
- A climate of mutual respect between the children, staff and community.
- Positive relationships.
- High aspirations for all involved with the school – a 'can-do' attitude.
- A wide range of enrichment opportunities for all to get involved in.
- A celebration of all the cultures and faiths represented in the school.
- An organisation in which there are no excuses for underachievement.

"The headteacher is a visionary leader. Leaders, including subject leaders, are a united team."

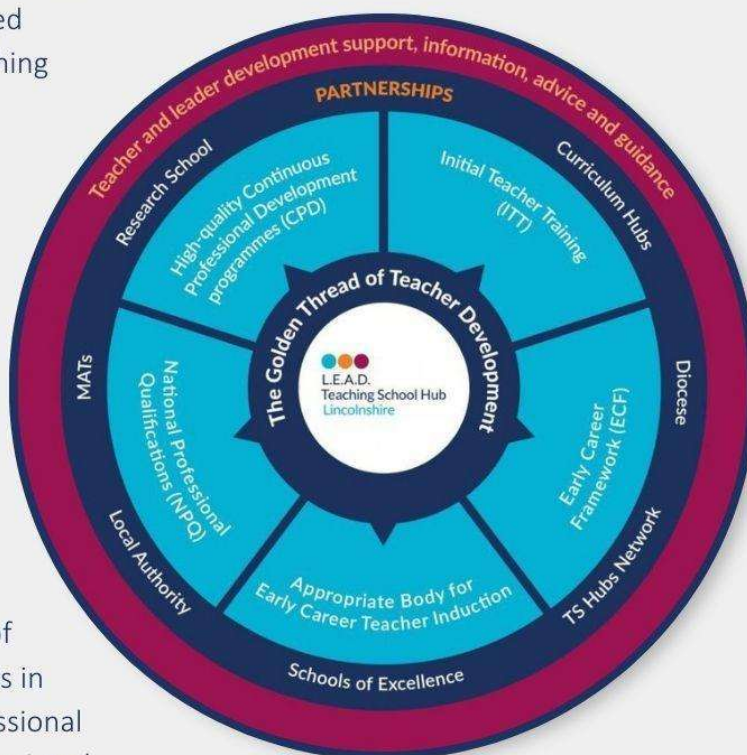
Witham St Hughs
Academy
Ofsted Report, 2012

L.E.A.D. Teaching School Hub

'Working together to lead the highest outcomes for all.'

L.E.A.D. Teaching School Hub Lincolnshire was launched in 2021 as one of the 87 organisations to be awarded Teaching School Hub status by the DfE. The Teaching School Hub is designated to work with schools across Lincolnshire and throughout our Trust. It supports every school type and phase, including nursery, primary, secondary, special and alternative provisions.

The role of the Hub and the Trust is to promote the importance of high-quality continuing professional development, from Initial Teacher Training through to executive leadership, supporting teachers throughout their career in a sequential and cohesive way. During 2021/2022 the TSH delivered 167 days of CPD to 2,163 participants, supporting 233 schools in total. The ability to access this high-quality professional support is therefore a significant opportunity associated with joining our Trust.





A message from the Headteacher

At Warren Primary Academy, we put children at the heart of every decision and action we take. We offer innovative learning opportunities that will inspire curiosity, develop inquiring minds, and maximise learning potential for all children. You will see **an ambitious curriculum**, which helps children to maximise their learning potential, ensuring they are **empowered to be citizens of the future**.

You will see an interconnected and **creative** focus to our curriculum: a sequential development of knowledge and skills, where all children will progress in their learning to enable individual aspirations to be achieved. By focusing on each child's personal learning journey, we will maximum progress and long-term learning for all children. Enrichment in the curriculum at Warren guarantees children develop vocabulary and skills.

Pupils will have been taught the dispositions and behaviours that enable them and others to listen, engage and contribute when being taught. You will see a culture of 'perseverance' and learning from mistakes. All children are encouraged to participate through verbal and non-verbal means as this develops an inclusive environment where everyone can achieve. You will see children who are encouraged to be **independent, reflective, resilient, and responsible** for their learning and teachers who build strategies to help the children to evaluate their own work and others work so that they can identify their successes and next steps.

You will see children who develop important skills that enable them to excel in life: **problem solving and self-belief; creativity and confidence; leadership, teamwork, and collaboration** so they can flourish whilst at school and beyond.

You will see a team **limitless in our ambition** for the children at Warren. By working in unison with parents and the wider community, we ensure that children are guided to make conscious, positive choices to achieve extraordinary things. We celebrate all children's individual achievements, both in and beyond school. You will see us promote pride in personal and collective achievement and ensure that all pupils know the feelings that success evokes.

You will see children at Warren Primary Academy leave primary school believing **anything is possible: opportunities are limitless**. Each individual will see that they have **endless potential** and that they are the leaders of future generations to come.

We welcome you to visit our school and find out more about our Warren family.

Mrs Kellie Salam

Head of School

About Warren Academy

Warren Primary Academy is a one form entry school in Top Valley, Nottingham, where community is at the heart of everything we do. Our most recent Ofsted in November 2022 noted that the academy is Good, with one parent summing up the views of many saying, "it really feels like the school is a community again and that the children are in an environment where they are able to learn."

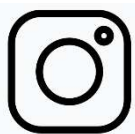
Our vision is for every child to know the feeling of success; we prioritise their needs and remain unwavering in our ambitions for them. We aim to provide 'Limitless Opportunity' with 'Endless Potential' for all pupils, regardless of backgrounds, and we are looking for someone who is willing to living this vision out every day.

Our four core values of creativity, community, commitment, and compassion run through all aspects of our school, like golden threads and are a key component of our new curriculum model. This has been designed to ensure inclusivity of all our pupils.

The dedication and passion of our staff living out our vision was demonstrated this year through our win of the Whole School award at [The Farshore Reading for Pleasure Awards 2023](#). The award recognises the work by the school in developing reading for pleasure habits with the children and how this extends to their families, carers, community, and teachers. We are a school who has a passion for reading!

We are also committed to teacher development through our robust CPD offer, including ongoing support from a friendly team who have worked hard to create a family feel and establish the school at the heart of the community.

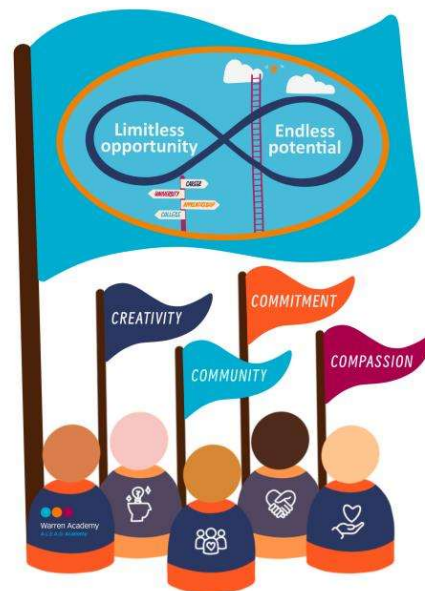
See what we've been up to recently:



@warrenprimaryacademy



@warrenleadacad





Benefits of being part of L.E.A.D. Academy Trust for Teaching staff

We recognise that successful people place value on a range of benefits associated with their careers, including receiving professional recognition, commensurate financial reward, job satisfaction, opportunity to innovate and a balanced approach to work and personal time. We place value on these aspects too.

Employee benefits from day 1

1. National teacher pay and conditions, including generous TPS scheme with minimum 23% employer contribution rate.
2. Superb CPD opportunities via various established routes including dedicated Teaching School Hub.
3. Access to Trust EAP service: 24/7 free advice on range of issues and wellbeing counselling.
4. Free eyecare vouchers and flu jabs.
5. Access to free Occupational Health Service, including physiotherapy service.
6. Access to free staff discounts and cashback for a huge range of products.

Ofsted feedback

"Leaders and staff are highly ambitious for all pupils. They take their responsibility to the pupils and the community very seriously. This is seen in their careful work to develop a knowledge-rich curriculum that promotes character development and raises aspiration."

Radford Academy Ofsted Report, Jan 2023

"Staff feel that leaders are considerate of their well-being. They talk about leaders being approachable."

Bishop Alexander Academy, March 2023

"Staff value the training that they have had and the time to develop subject leadership roles. Teachers at the early stage of their career feel well supported and valued as members of staff."





How to apply

Please send a completed application form and covering letter explaining your interest in the role and how you meet the person specification to: admin@warrenacademy.co.uk

CLOSING DATE: 12 noon on Friday 13th June 2025

INTERVIEWS: We expect interviews to take place week beginning 16th June 2025

Applications will be reviewed upon receipt; therefore shortlisted candidates may be contacted in advance of the closing date.

L.E.A.D. Academy Trust is committed to safeguarding and promoting the welfare of children and young people and we can expect all staff and volunteers to share this commitment. This post is subject to an enhanced DBS check.

For an informal, confidential discussion about this opportunity, please email: admin@warrenacademy.co.uk



"I wanted to be part of an organisation that works in partnership, believes in collaboration and invests and understands the importance of high-quality leadership and management."

Rebecca Riley, Head of School,
Huntingdon Academy



Job description

Key responsibilities and accountabilities

Teacher: Initially Fixed Term depending on the needs of the school

Salary: Main scale M1-M6

Main Responsibilities:

Teaching

- Plan and teach lessons to the classes they are assigned to teach within the context of the school's plans, curriculum, and schemes of work.
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned pupils.
- Participate in arrangements for preparing pupils for external examinations.

Whole school organisation, strategy, and development

- Contribute to the development, implementation and evaluation of the school's policies, practices and procedures in such a way as to support the school's values and vision.
- Work with others on curriculum and/or pupil development to secure co-ordinated outcomes.
- Supervise and so far as practicable teach any pupils where the person timetabled to take the class is not available to do so.

Health, safety, and discipline

- Promote the safety and well-being of pupils.
- Maintain good order and discipline among pupils.

Management of staff and resources

- Direct and supervise support staff assigned to them and, where appropriate, other teachers.
- Contribute to the recruitment, selection, appointment and professional development of other teachers and support staff.
- Deploy resources delegated to them.



Person specification

The person specification listed below outlines the competences, knowledge and behaviour of candidates who would be suitable for this role. The two right-hand columns provide guidance as to whether these items are essential (E) or desirable (D) criteria.

		E	D
Qualifications and Attainments	<ul style="list-style-type: none"> Qualified teacher with QTS or recognised equivalent Teaching experience within the age range and/or subjects applying for (NQT status may also be relevant) 	E E	
Skills and knowledge	<ul style="list-style-type: none"> Ability to create a stimulating and safe learning environment. Ability to establish and maintain a purposeful working atmosphere Ability to plans, prepare and deliver the curriculum as relevant to the age and ability group/subjects taught Ability to assesses and record the progress of pupils learning to inform next steps and monitor progress Ability to demonstrate a commitment to equal opportunities and uses a variety of strategies and practices to promote inclusion in the classroom Ability to teach using a wide variety of strategies to maximise achievement for all children including those with special educational needs and high achievers and to meet differing learning styles Ability to deploy a wide range of effective behaviour management strategies Ability to demonstrate current knowledge and understanding of national and local education issues Ability to contributes to a culture of collaborative working to develop professional practice 	E E E E E E E E	D
Experience	<p>Demonstrable understanding of:</p> <ul style="list-style-type: none"> The developmental, emotional, social and educational issues of children and young people Awareness of the range of needs of children within the classroom Keeping children safe <p>Proven experience:</p>	E E E E	

	<ul style="list-style-type: none"> • Experience within teaching environment at relevant age level • Recent experience in work with children and families • Management Information Systems e.g. SIMS, G4S, MyConcern 	E	D
Personal Attributes	<ul style="list-style-type: none"> • Approachability, enthusiasm and creativity • Honesty and Integrity • Discretion • Patience, tolerance and sensitivity • Flexibility • Resilience • Organisational skills • Commitment to make a difference • Demonstrable commitment to personal CPD 	E E E E E E E E E	
Additional Requirements	<ul style="list-style-type: none"> • This role is subject to an enhanced DBS • May be required to travel to other Trust locations or third party services as part of the role • Hold a driving licence and have access to own vehicle 	E E	D



L.E.A.D. Academy Trust

Lead • Empower • Achieve • Drive

L.E.A.D. Academy Trust
5a The Ropewalk
Nottingham
NG1 5DU

Email address:

admin@warrenacademy.co.uk

Phone number:

0115 9153760