

# Coppice Primary Partnership

*An Ethic of Excellence*



# Coppice Primary Partnership

RECRUITMENT PACK



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# Welcome to Coppice Primary Partnership (CPP)

Thank you for your interest in joining CPP. I hope that you find the information in this pack useful and that it gives you the information that you need to help you with your application. I believe that it will help you see that it is an excellent place to work.



We are a primary focused MAT based in the West Kent area with, currently, three schools: Coxheath Primary School, Loose Primary School and St Katherine's School & Nursery. Our work within CPP is built upon a passionate belief that all children are capable of producing exceptional outcomes. Our core value of 'Excellence' permeates everything that we do and is central to our vision.



Our trust was born out of a genuine desire to secure outstanding provision for all children. The word 'partnership' was chosen deliberately as our vision is for schools to work together, building on their own strengths and uniqueness to secure the very best for every child.

# We are guided by a set of core principles which support everything we do.

- ▶ We are and will remain a primary led trust who understand and appreciate the uniqueness of Primary Education.
- ▶ Collaboration supports the identification of best practice and its appropriate dissemination.
- ▶ We will be led by primary specialists with experience of leading successfully within the primary sector.
- ▶ Excellent academic standards of education will be secured by building on the strong values and ethos in which children are educated within each school.
- ▶ Our curriculum, rich with the knowledge and skills that children need will also celebrate sport and the arts, supporting children's aspirations. Every child's time at school will be a positive experience and something they will remember fondly for the rest of their lives.
- ▶ Our school improvement model is designed to retain expertise within the trust, providing bespoke and timely support as required.
- ▶ We invest in our staff by providing high quality professional development to support them in securing the very best provision for our children. We build capacity and will offer opportunities internally where appropriate to encourage staff retention.

# Our Mission, Vision, Values and Purpose

## Excellence as Standard

Excellence is transformational. As Ron Berger says: "Once a student (or adult) sees that he or she is capable of excellence, that student (or adult) is never quite the same. There is a new self-image, a new notion of possibility. There is an appetite for excellence."



By surrounding ourselves with excellence, we can raise our expectations of our children, ourselves and each other



Working with all stakeholders across the trust, we agree that 'Excellence' is what holds us together – something that we all believe in. We further broke this down to make 'Excellence' more tangible. This way we can support and challenge each other, both within and across schools, to achieve the very best for our children, and for each other.

# Why it is important

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## **Excellence in collaboration**

Individually, we all have strengths and talents, but collectively, when we combine those strengths and talents, we can achieve so much more. Excellence in collaboration allows us to achieve more together through learning from and supporting each other.

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## **Excellence in environment**

We all need to see excellence. By seeing it, it tugs at that internal voice that says we could be better. For some, seeing excellence around them in their environment may be their only window into what they can achieve. We owe it to them to show them what they can achieve. We can help make the difference for children by showing them beauty and making them feel a part of it.

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## **Excellence in relationships**

Relationships are the bedrock upon which our organisation is built. We are in the business of working with people – without positive professional relationships, we cannot support each other in the best way or provide for our children in the best way.

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## **Excellence as a professional**

The biggest impact on children and their outcomes in school are the adults that support them. We are their role models and need to set the example for them in everything that we do. Excellence as a professional also highlights our drive to continuously improve ourselves.

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## **Pride in our excellence**

The excellence we've designed into our schools isn't window dressing; it's an essential part of our success. We believe that by taking pride in what we do and being proud of what we've done gives meaning and value

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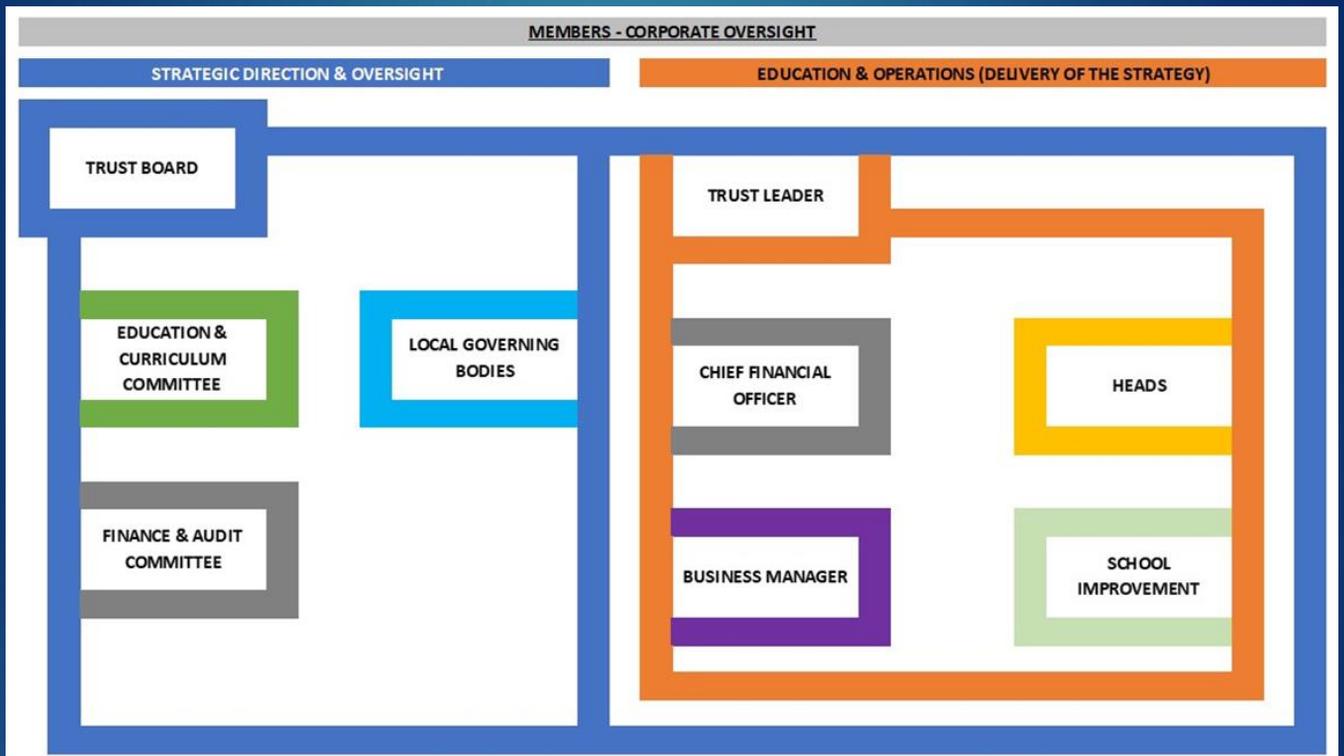
# How we work – our structure

Our trust is made up of a strong team of both volunteers and professionals.

- ▶ The members are the guardians of the trust and its ethos: custodians of governance in the trust and its vision and values.
- ▶ Our Trust Board and associated committees, including our Local Governing Bodies (LGBs) all support the trust and the schools with strategic oversight. The Trust Board determine our vision, values and set the strategic direction. Our Trust committees and the LGBs support the Trust Board in monitoring and challenging how the strategic direction is implemented.
- ▶ Our Trust staff team works on the education and operational delivery of the strategy. We have a strong central team which supports schools with education, HR, finance and business. Our Executive Leadership team comprises our school leaders and we support each other through working together



# What this looks like



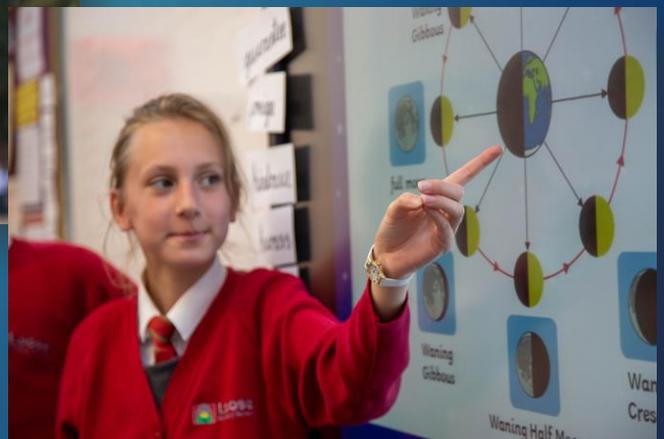
# Our Schools

<b>Loose Primary School</b> PAN: 90 Three Form <a href="#">Entry</a>	
<b>Coxheath Primary School</b> PAN: 60 Two Form <a href="#">Entry</a>	
<b>St Katherine's Primary School &amp; Nursery</b> PAN: 90 YR-Y6 and 50 FT or 100PT Nursery Three Form <a href="#">Entry</a>	

## Loose Primary School

- ▶ Loose Primary School is a large 3 form entry primary school, with over 120 staff, and is located on the outskirts of Maidstone. The school is popular and regularly oversubscribed with consistently strong first choice applications received.
- ▶ A large proportion of pupils come from White British families (84%) with 8% EAL and 21 home languages spoken by children and families. There are 11% in receipt of Pupil Premium, 9% identified as having SEN with 2.0% having an Education, Health and Care plan and 17 in receipt of higher needs funding.

- ▶ We believe passionately in providing the correct blend of academic challenge, moral development and enrichment that allows for the holistic growth of each child in our care. Our aim is not to limit, but rather liberate, children's potential. We recognise every pupil as a unique individual, each with their own gifts and talents.
- ▶ We seek to build successful partnerships with parents and the community to give children every possible opportunity to flourish. We are a school to which the whole school community; children, staff, parents and governors are proud to belong.
- ▶ We offer a wide range of experiences based on a progressive and exciting curriculum and we are proud of the extensive range of extended services that we offer, including wrap around care from 7:30am until 6.00pm. We provide a foundation for life in a happy, high achieving school, where all individuals have high expectations of themselves, respect each other and strive to excel.



# Working within Coppice Primary Partnership

We are driven by our purpose – our 'why'. We surround ourselves with people and organisations who share our beliefs, and it is through these beliefs that we strive for excellence.

Our core purpose is defined as:

## Continuous Improvement

- with the right conditions and in the right environment, everyone can and should improve

## Staff First

- the better we make our staff and the more we look after them, the better opportunities we make for our children

## Quality Education

- every child – not just in the trust schools – has the right to a high quality education

## Collaboration

- by utilising the skills and expertise within and beyond the trust, we can support each other and our improvement



- ▶ We are a learning organisation. Through our commitment to **continuous improvement** we will ensure that staff are encouraged to 'improve not prove'. As Dylan William famously said 'Everyone needs to improve, not because they are not good, but because they can be even better'. Whether this be from high quality CPD or our Inquiry based approach to appraisal, we are committed to improving our staff.
- ▶ The quality of a school cannot exceed the quality of its staff. It is our firm belief that by taking a **staff first** approach which looks after our staff, both personally and professionally, they will be in the best possible place to undertake high quality work which, in turn, will have a positive impact on the children in the trust and beyond.
- ▶ The **quality of education** that a child receives is vital for their future. The curriculum is their invitation to the conversations of the world. We need to give children the knowledge, skills and understanding to join these conversations. It is important to find the right balance between a high quality curriculum which builds knowledge and skill over time with the pedagogical understanding that enables that it to be delivered in a way that ensures the children learn the content well.
- ▶ **Collaboration** is key to our success. We are one staff over our three sites. By approaching our work in this way, we are able to work together to improve efficiencies, support each other and share practice to ensure the very best for our children, staff and communities.

# Benefits of joining Coppice Primary Partnership

All staff joining our Trust will receive a planned induction to ensure that your career with us gets off to the best start possible. You will have access to high quality CPD throughout your time with the trust, provided by the school, the trust or external providers where appropriate. We encourage staff to continue their development and will support them financially through external qualifications (such as NPQs, CIPD, finance etc).



In addition, all staff in the trust automatically are in receipt of our 'Coppice Promise'. This is our promise to all staff around our practices and offers to ensure that their workload and wellbeing are effectively managed. Some of the highlights are:

# Workload



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Shared planning across the trust with aligned curriculum models in some areas to free up valuable time – no need to ‘start from scratch’

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Email promise - We very much have the mantra ‘I’m sending this email at a time that works for me, please reply at a time that works for you’.

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No unnecessary meetings – if we don’t need one, we won’t have one.

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Evaluation of assessment data required two times a year. We understand and appreciate that this is a ‘point in time’ assessment. All data is input on Insight – reports therefore can be easily generated and information easily accessed.

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Good behaviour comes from a collective approach. All schools across the trust have a commitment to a robust behaviour management policy to ensure that time is focused on teaching and learning rather than behaviour management

# Wellbeing

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Access to private health care including 24hr GP access and Annual Flu jab offered to all staff

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A family first approach – cover to ensure that you don't miss important family events

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The Trust and the schools in it are committed to supporting flexible working requests wherever possible

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All staff are entitled to free access to wraparound care for primary aged children attending trust schools. This includes access to the holiday play scheme where staff are working.

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The holiday play scheme is also open and free to staff who have children who attend other schools where staff are required to work.

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All staff can have access to Kent Rewards, a site offering cash back, discounts and vouchers for a range of popular high street stores.

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Throughout the year, optional school and trust wide social events will be available as we believe in developing relationships and social events can certainly help. Events will be informal affairs, usually in informal settings

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# Vacancy Headteacher at Loose Primary School



Employment type:	Full-time
Salary:	Group 4 – L14 to L27
Visit Dates:	10 <sup>th</sup> , 14 <sup>th</sup> , or 17 <sup>th</sup> November
Close date:	November 23 <sup>rd</sup> 2022 at Midday
Date of Interviews:	6 <sup>th</sup> and 8 <sup>th</sup> December 2022
Position start date:	17 <sup>th</sup> April 2023

Following the current Headteacher accepting a new headship post, Loose Primary School are looking for a new Headteacher.

If you have significant senior leadership experience within a primary school or wider MAT structure and you are looking for your next challenge or career opportunity, then this could be the job for you. As Headteacher of Loose Primary School, you have the opportunity to not only be the leader of a fantastic three form entry school in Maidstone, but also become a member of the Coppice Primary Partnership (CPP) executive leadership team, where your skills will be used to support the education and school experience for all children in the trust.



Loose is a school with an excellent reputation. Since achieving an outstanding Ofsted in 2016, the school has continued to strive for further improvements. The focus in the past few years has been to develop a truly outstanding curriculum which gives children purposeful and powerful knowledge. When Ofsted revisited in May 2022, they could see the strengths of these early changes, but there is still work to do!

Operating within the ethos and values of the trust and to assist you in achieving your vision for the school, you will be ably supported by a dedicated and hardworking team of staff, a committed Local Governing Board, a supportive school community and the wider network of CPP.

As part of the trust, you will have access to a range of services and high-quality support which is designed to remove as many of the lower level administrative functions from the school to allow you to focus on what matters most – the quality of teaching and learning in your school.

Coming to see the school and meeting with the Trust Leader is essential. We want you to see what a fantastic opportunity this role is and meet some of the school and CPP team members.



# We are looking for:



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an inspirational leader with a proven track record of improving standards who can continue to move the school forwards

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an ability to inspire and motivate others and work collaboratively with governors, staff and parents

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a person who understands the current educational climate

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an analytical leader with excellent organisational skills and the ability to think strategically

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a values driven leader with a strong sense of accountability, excellent people skills and a drive for excellence

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a team player who looks at how capacity can be shared across the trust, understanding that we can achieve more together than we can on our own

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a positive role model for work/life balance

# We can offer you:



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the opportunity to lead a large school with an excellent reputation

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a fantastic environment with excellent resources available to all

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a supportive team of staff both in the school and across the trust

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articulate and polite children who are ready to learn and embrace challenge

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a school with excellent links with our parents and the wider local community

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a supportive and proactive layer of governance, including the local governing board and wider trust board.

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an immediate network of two other schools within the trust to share, develop and refine ideas

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a range of benefits to support your workload and wellbeing

# How to apply

## **Where to apply**

- ▶ Please find the advert and associated documents on [www.Kent-Teach.com](http://www.Kent-Teach.com)
- ▶ Please complete the application form through Kent-Teach directly – there is not a separate application form to complete.
- ▶ When completing your personal statement, ensure you share what drives you and your motivations. For leadership positions, please also discuss how you would be able to support the school and Trust's overarching vision and include information about your own teaching and leadership experience.



- ▶ In your personal statement, you will need to relate your skills and knowledge to the person specification with evidence that shows how you meet the criteria
- ▶ All relevant dates including closing dates can be found on the advert.