



Maritime
Academy
Trust

Recruitment Pack

Maritime Early Career Teacher

Introduction

Maritime has been an adventure from day one. We are proud of how far we have come, but more than that, we are excited about where we are going.

We are passionate about breaking barriers for children and helping them realise they are capable of incredible things. We expect the same of ourselves -- thinking outside the box and achieving creativity through problem-solving. We are relentlessly focused on building a brilliant organisation to help build a solid start in life for every single one of our pupils.

This is an excellent time to join us at Maritime as we are at a key juncture in our journey. We are using a recent period of growth as an opportunity to reinvigorate our vision and goals for the future, a process currently underway. We know from this crazy Covid period we have to think differently. We need to reimagine what education can look like for our children and families and we need the determination and drive to get us there.



Tiffany Beck, Chair of Trustees



Nick Osborne, Chief Executive Officer

Background

Maritime Academy Trust began as a partnership of three schools in Greenwich. The impact of our partnership work was striking – our schools transformed through targeted collaboration, innovative ideas and an entrepreneurial curriculum, firmly embedded in knowledge, that builds leadership and life skills into children. To secure this collaboration for the future, we created Maritime in 2016. Since then, our Trust has grown in strength, capacity and expertise.

We now serve 4000 pupils and 700 staff in thirteen schools across Greenwich, Bexley, Kent and Medway. We support the development of our schools in all aspects of education, finance, HR, IT, estates, operations and governance.

Our role as a Trust is to ensure meaningful collaboration drives improvement, innovation and efficiencies across the schools, enabling headteachers to focus on teaching and learning so every pupil can thrive.



Maritime Mindset

We created Maritime around an idea - that education should be meaningful, that children should love learning, and that everyone who works with us should feel they make an impact. We believe in preparing children for a future we can't even imagine yet - through the life skills in a knowledge-rich, entrepreneurial curriculum: critical thinking, collaboration, creativity, character, citizenship, and communication. This is how they'll be able to adapt in an ever-changing world. Children celebrate their learning through their Big Outcomes.

We work together across our Trust through our Maritime Behaviours which frame our approach to every day, every opportunity and every challenge: collaboration, adaptability, supportiveness & trust, humour & positivity, humility & honesty, and creativity & innovation.

Each of our schools is different, but they do share three main things:

- A belief in a curriculum that is engaging for children and challenges them to develop skills as well as knowledge.
- An expectation of outstanding behaviour in school so children feel safe and are in an environment which helps them learn to the best of their ability.
- A strong belief in collaboration, looking to learn from each other and also willing to support others when they are in need.



Our Academies

Our academies are located across London and the South East.



Barnsole Primary School



Bligh Infant & Junior School



Brooklands Primary School



Danecourt School



Ebbsfleet Green Primary School



Featherby Infant & Junior School



Greenacres Primary School



Hook Lane Primary School



Millennium Primary School



Nightingale Primary School



Timbercroft Primary School

Application Guidance

Thank you for your interest in working with the Maritime Multi-Academy Trust. This Application Guidance has been developed to help you to complete your application. Please take a few minutes to read through the information before filling out the application form.

Your application will be your first point of contact with the Trust and the school you would like to work with. The content of your application will determine whether or not you will be invited to interview, therefore it is essential that you complete it as fully as possible. We will not make any assumptions about your abilities and do not take into account any previous applications.

CVs are not acceptable in the place of a completed application form and all candidates are required to address the criteria on the person specification for the post. However, you may submit a CV in addition to your completed application form.

Personal Details

Enter fully and clearly your name, address and telephone number(s) so that you can be easily contacted in the event that you are shortlisted to attend an interview.

Employment

State clearly your current or most recent employer's name and address. Include details of the post held and (if applicable) reason for leaving.

Previous Employment

Enter names and addresses of all previous employers, starting with the most recent. You can also include work experience placements, holiday jobs or voluntary work in which you have developed skills relevant to the job you are applying for. It is very important that you complete this section in chronological order, and detail accurately any gaps between employment and other activities.

Education

Provide full details of your education at secondary level and above along with details of degrees/diplomas and any other qualifications, including those that you are currently studying for. Make sure you give all the information required, including levels and grades of any examinations taken. If a required qualification has been specified for the role, make sure you give all the information required and levels of any examinations taken. You will be expected to provide documentary evidence if you are invited for an interview.

Supporting Statement

This section is very important. It gives you the opportunity to detail why you feel you are the best person for the job and why you are applying, and is the key information that is used for shortlisting. Before completing this section refer to the Job Description and Person Specification for the role.

Application Guidance

Add short Focus on how your skills, knowledge and experience meet each role requirement, detailed in the person specification giving specific examples. In completing this section you may refer to both paid and voluntary work and your experience within any school or any relevant experience outside

Referees
Referees

Provide the names, addresses and email addresses of two people who are willing and able to provide references in support of your application. One of these must be your current (or most recent) employer.

If you are an NQT We suggest you ask the Headteacher of your most recent placement and your university or college tutor, as they will be able to comment upon your teaching skills.

If you are not currently working with children but have done so in the past, the second referee should be the employer by whom you were most recently employed in work with children. Please note that family members, friends and relatives are not acceptable

Referees will be asked about past disciplinary actions or allegations excluding those that were deemed to be unfounded, unsubstantiated or malicious when assessing your application.

If you are subsequently made a conditional offer of employment, further information may

Eligibility to Work in the UK

If you are selected to attend for an interview you will be asked to provide documentary evidence of your right to work in the UK.

Declarations

If you are appointed, you will be required to complete a Disclosure and Barring Service (DBS) application. The DBS will provide a report to you confirming whether you have any history of criminal convictions, including cautions and

All posts in schools are exempt from the Rehabilitation of Offenders Act 1974; this means you must declare all convictions,

The existence of a criminal background does not automatically mean that you cannot be appointed but it may do so.

We need to know if you have a close relationship with and/or are related to any employee, governor or anyone else connected to the school, in order to ensure a fair selection process.

If you have a disability please provide details of any adjustments that you will require if shortlisted for an interview. Any details you provide regarding a disability will be dealt with sensitively and will only be disclosed to staff involved in the selection process when it is considered appropriate and necessary.

Application Guidance

Before submitting your application form ensure that you take time to read it through to check for any errors or omissions. You may find it useful to keep a copy of your submitted application form to refer to if you are short listed for the post you are applying for. Your completed application must be submitted before the specified closing date.

Next Steps

All applications will be acknowledged. You will be notified within two weeks whether you have been shortlisted to attend an interview. It is the policy of the Trust that feedback is not provided to candidates at the shortlisting stage

Safeguarding

It is an offence to apply for a job if you are banned from working with children. Please see our policy statement on the recruitment of ex-offenders

Maritime Trust and its schools are committed to recruiting with care and safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are subject to a satisfactory DBS check. A copy of our policy on the recruitment of ex-offenders can be **[found here](#)**

[A copy of the Maritime safeguarding policy can be found here](#)

Shortlisted applicants will be asked to complete a criminal history declaration before interview.

Privacy

A copy of our privacy statement for job applicants can be found [here](#).



ECT- Offer



Maritime
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At Maritime we want to develop children who are happy, resilient and confident to give things a go. Children should be getting memorable experiences, in fantastic schools and classrooms. We can help them achieve outstanding results to set them up for the next stage in their lives by having dynamic teachers and support staff who love their work and working together. If you want to be part of Maritime, we can offer a supportive environment with engaged children and the freedom to deliver a creative and exciting curriculum. We collaborate at all levels meaning fantastic development and career progression opportunities. The Maritime team will support and motivate you in achieving your career ambitions. Our exceptional teachers, support staff and leaders come from a wide range of backgrounds, but they all share a deeply held commitment to give our children an outstanding education in an inspiring and happy school environment.

ECT Programme

We understand that starting your first teaching position is both exciting and scary. At Maritime we provide the support that you need to navigate the steep learning curve at the beginning of your career and develop into an excellent teacher.

With Maritime you will receive a comprehensive two year programme of professional development and support as set out in the Early Career Framework. The Trust partners with the Thames Gateway Teaching School Hub to deliver an evidence-led programme of development to support excellent and effective classroom practice. The two year programme is set out into 12 blocks, each building upon the last. These elements range from behaviour management to effective questioning and planning to understanding the science of how the brain works.

During year one of your induction you will be supported at every step. In addition to regular line management meetings you will have access to an Induction Tutor and trained Mentor who will provide regular opportunities for support and coaching.

Being part of the Trust also means you will also have lots of opportunities to meet and Network with ECTs in other Trust schools to share experiences.



Our Commitment

- All first year ECTs will be employed from the beginning of July to enable them to complete a comprehensive induction with their new school. This will allow time for ECTs to meet their class and plan to prepare for the new term.
- All ECTs will have a fully trained and supportive Mentor. The Mentor will be positioned to offer coaching and guidance on pedagogy alongside how to undertake some of the administrative requirements of the role, for example data analysis and report writing.
- All ECTs will have regular meetings with their Mentor. In year 1 these will be weekly and year 2 fortnightly.
- You will be assigned an external 'buddy' by our Training Partner Thames Gateway.
- All ECTs will have access to resources and example lesson plans to allow them to focus their time on teaching and learning.
- Access to ECT Network groups to support opportunities to build relationships and share experiences with other ECTs in the Trust.
- Wherever possible ECTs will remain with the same year group in year 2, to support their skill development.



ECT Offer

Your Maritime Benefits

The Maritime Academy Trust is able to provide our children with a phenomenal education because we employ the very best Teachers and Support Staff, who share our vision, values and behaviours. We want our employees to feel valued and offer a competitive package of benefits.

National Terms & Conditions



Mental Health First Aiders



Enhanced maternity & paternity benefits



CPD & Progression opportunities



Early salary access & financial advice (Wagestream)



Interest free Travel Work Loans



Access to face to face counselling sessions



Annual Flu Vaccinations



Eyecare Vouchers



Local Government & Teachers Pensions Schemes



Cycle to Work Scheme



Comprehensive Employee Assistance Programme



Maritime is a charitable education trust with schools across Greenwich, Bexley, Kent and Medway. As an education charity, we are fully committed to advancing education for the public benefit. It is our mission to empower our schools with the means to drive ever greater and more enjoyable outcomes for children.

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Maritime ECT offer

- Our Early Career teachers will complete a standard length of induction of 2 years
- Maritime have two trained facilitators of the accredited Education Development Trust Early Career Teacher Programme who deliver to both Maritime ECT's and regionally.
- In conjunction with our delivery partners Thames Gateway we offer a wide range of training, support and mentoring
- We also offer additional days run by the Trust for team building and bonding as well as building up a network of colleagues who are in the same boat!
- In your school you will have a trained mentor to support you
- You will also have the support of an induction tutor

Currently Maritime is training Training over 20 ECTs and delivering regional training to Kent ECT's.

We are passionate about staff well-being and offer flexible and family-friendly working options. We want the people we employ to be highly skilled and motivated and for that reason, we offer a comprehensive programme of CPD

Job Description

Job Title	ECT
School	Maritime Trust Academy
Responsible	The headteacher and members of the senior leadership team (SLT)
Direct Reports	The postholder may be responsible for the deployment and supervision of the work of teaching assistants relevant to their responsibilities

Purpose

Responsibility for the learning and achievement of all pupils ensuring equality of opportunity for all.

Working proactively and effectively in collaboration and partnership with learners, parents/carers, governors, other staff and external agencies in the best interests of pupils.

Act within, the statutory frameworks, which set out professional duties and responsibilities and in line with the duties outlined in the School Teachers Pay and Conditions Document and Teacher Standards.

Responsibilities

Delivery of an appropriate curriculum and set challenging learning objectives for all pupils.

Responsibility for pupil attainment, progress and outcomes.

Have a clear understanding of the needs of all pupils, including those with special educational needs; gifted and talented; EAL; disabilities; and use distinctive teaching approaches to engage and support them.

Make accurate and productive use of assessment to secure pupils' progress, using relevant data to monitor progress, set targets, and plan subsequent lessons.

Establish a safe, purposeful and stimulating environment for pupils, rooted in mutual respect and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.

Have high expectations of behaviour, promoting self-control and independence of all learners.

Job Description

Plan for and create a classroom environment which will facilitate independent learning and enable children to fulfil their potential.

Maintain appropriate and efficient records, integrating formative assessment into planning.

Be responsible for promoting and safeguarding the welfare of children and young people within the school, raising any concerns following school protocol/procedures.

Participate in any relevant meetings/professional development opportunities at the school, which relate to the learners, curriculum or organisation of the school including pastoral arrangements and assemblies.

Be responsible for improving teaching through participating fully in training and development opportunities identified by the school or as developed as an outcome of appraisals.

Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them.

Participate in meetings which relate to the school's management, curriculum and administration.

Cover for absent colleagues within the remit of the current School Teachers' Pay and Conditions document

Carry out playground and other duties as directed and within the remit of the current School Teachers' Pay and Conditions Document.

Perform any reasonable duties as requested by the headteacher.

Person specification

The following criteria will be used for shortlisting purposes:

Qualifications	Essential/Desirable	Method of Assessment
Educated to Degree level	Essential	Application Form
Qualified Teacher Status	Essential	Application Form
Knowledge & Experience	Essential/Desirable	Method of Assessment
Teaching Experience	Essential	Application Form
Secure knowledge of curriculum areas	Essential	Application Form/Interview
Ability to deploy a wide range of effective behaviour management strategies, successfully	Essential	Application Form/Interview
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.	Essential	Application Form/Interview
Sound ICT knowledge and skills and the ability to effectively use ICT to <u>enhance learning</u> and teaching	Essential	Application Form/Interview
Ability to demonstrate a commitment to equal opportunities and the use of variety of strategies to promote inclusion	Essential	Application Form/Interview

Person specification

Understanding of safeguarding requirements and measures that promote the welfare of children	Essential	Application Form/Interview
Personal Qualities	Essential/Desirable	Method of Assessment
Ability to form positive relationships with children, colleagues and parents	Essential	Application Form/Interview
Ability to communicate effectively both verbally and in writing	Essential	Application Form/Interview
Ability to effectively manage own workload	Essential	Application Form/Interview



How to
Apply:

Please apply online via TES using the
online application form.

Further
Information:

Please visit the Maritime Academy Trust
website



Contact Us



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[@MaritimeAcademyTrust](https://www.facebook.com/MaritimeAcademyTrust)



www.tes.com/jobs/employer/maritime-academy-trust-1162586



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