



# Applicant Information Pack



# Welcome to Lakelands Primary School



Lakelands Primary School is a brand-new primary that opened in Stanway, Colchester in September 2020.

The very first pupils are Lakelands' ambassadors. They demonstrate what it means to be a pupil at our school - a place where they will be happy, encouraged, respected, nurtured and challenged. They will help shape our school for all of the children who come after them and truly pave the way as young leaders.

The children are provided with an excellent environment in which we can deliver an aspirational education where pupils can thrive. Our aim is to recruit teachers who are passionate about creating engaging and meaningful experiences and who will build the children's love for learning in all subjects including the arts, design and technology (including food preparation in a specialist space), humanities, physical education and computing. Lakelands pupils will leave Year 6, ready for their next step, confident and compassionate members of society. They will know about the importance of community and the values that underpin this; mutual respect,

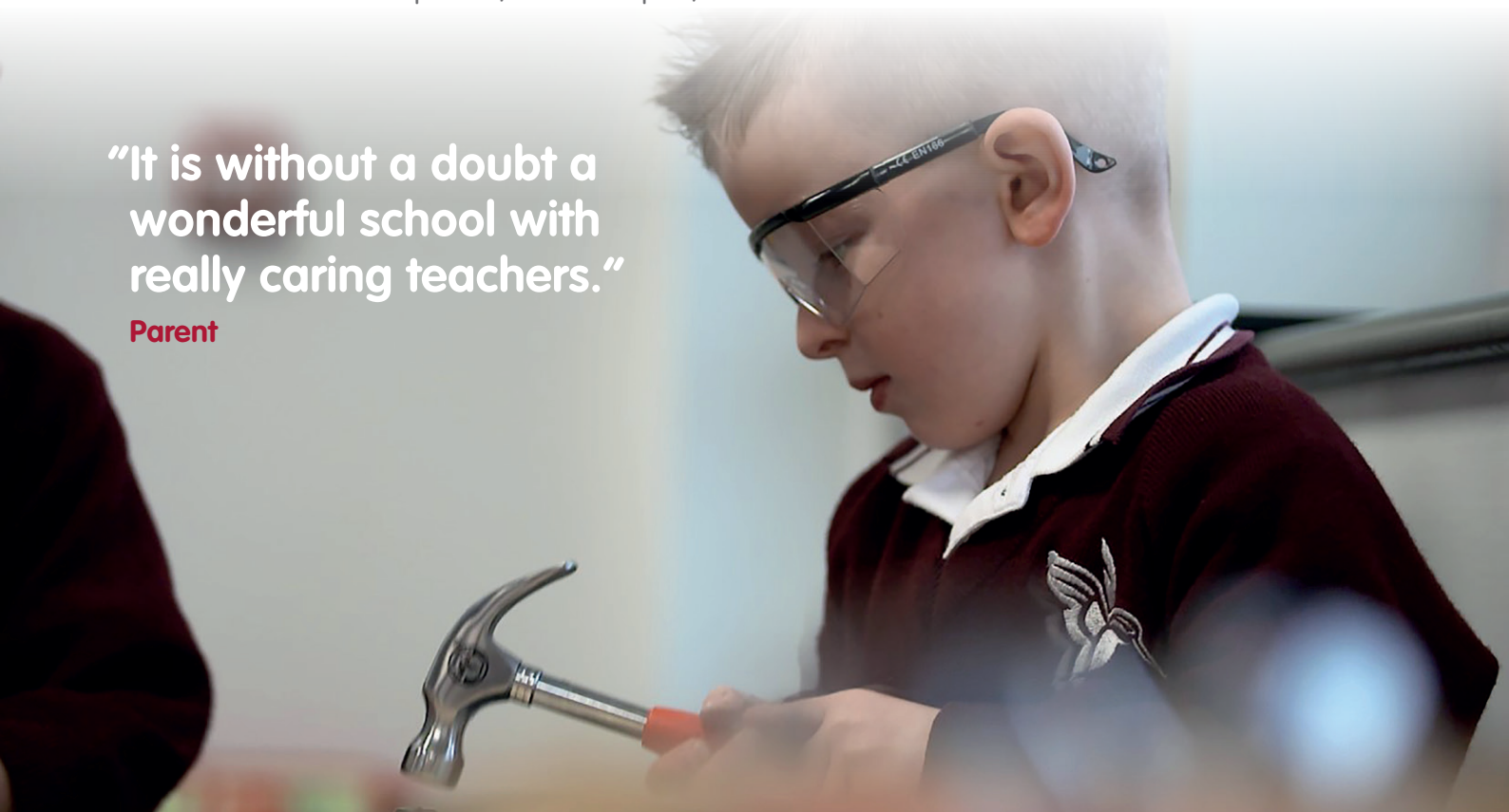
positive relationships and helping others. They will be responsible global citizens, equipped with the knowledge and skills to be forces of positive change in the world.

Personal, social and emotional learning is high on our school's agenda, and as part of this we have a 'family dining' lunchtime service. During this time, children consolidate skills such as table manners, pouring their own water and helping to set the table. Our staff eat with the children, supporting them to develop and maintain healthy eating habits, as well as connecting with them and continuing to build relationships outside of the classroom.

Lakelands is part of the Chelmsford Learning Partnership (CLP) multi academy trust. The trust is delighted and excited that the new school joined the highly successful family of schools to provide an outstanding provision for the local community in Stanway.

**"It is without a doubt a wonderful school with really caring teachers."**

**Parent**



# Value and Ethos

Lakelands pupils will be motivated learners with a sense of pride and strive to do their very best, whatever their background or starting points. Each child has an individual personality and our dedicated staff will help to develop their confidence and self-esteem.

Our school motto "Be the Change" reflects the values we wish to instil at Lakelands. Our pupils will be creative, adventurous, brave and respectful to all. The school ethos and culture will be driven by our six core values:

- C** - Compassion
- H** - Honesty
- A** - Aspiration
- N** - Nature
- G** - Generosity
- E** - Equality



**"We're very spoilt to have such superb facilities and staff at Lakelands Primary. My child is happy and thriving and that's all I could wish for."**

**Parent**

## Implementation of school values

At Lakelands, pupils will learn about what it means to be part of a diverse and inclusive community. There are no outsiders at Lakelands, regardless of background, age, gender, abilities, race or religion. Our books will be sourced by suppliers who ensure that all children are represented in the books we read. Our curriculum will be based on a global curriculum, with clear themes of sustainability, migration, inclusion and wellbeing.

Pupils will learn what it means to be generous with time and spirit. We pledge to promote empathy, kindness and compassion in all that we do, and in supporting our local community and the groups that represent them by setting up school visits and promoting joint venture activities. Pupils will learn how to look after the local and global environment; and where possible we will strive to be an ecologically friendly school (e.g. composting food waste, natural resources in the classroom, using recycled photocopier paper).

At Lakelands, the wellbeing of our pupils is of paramount importance - we will learn about mental health and how to look after our bodies and minds through the curriculum. We will also create fun, engaging and meaningful experiences in all subjects including the arts, design and technology (including food preparation in a specialist space), humanities, physical education and computing. We will celebrate achievement and creativity in equal measures.

As part of our community ethos, we are looking forward to strengthening the relationship between home and school - working closely with parents and carers to best support the development and education of their children. Parents and carers will always be welcomed into school in a variety of roles and through special events. They help us to model positive behaviour and demonstrate respect and courtesy to the whole school community.

# Working at Lakelands Primary School



We are proud of our school and have a clear, shared vision for its future and our pupils. Our team will grow year on year and the new staff members who join us will share a similar vision.

The school is committed to the professional development of every member of staff and a range of opportunities are offered both within school and externally, including working closely with colleagues from other schools in our local area and our multi academy trust, The Chelmsford Learning Partnership. The wellbeing of the staff and children, as well as the impact on staff workload, is at the heart of all decisions.

We can offer new staff:

- Continuous CPD including individualised online CPD through FLICK Learning.
- Access to BlueSky to track PMR and CPD opportunities.
- Benefits from being part of the growing CLP Trust including Employee Assistance Programme (Health Assured) for staff, their partners and dependents.
- A network of colleagues willing to support and work together with shared goals.
- Working in a school that works alongside others in the CTTC.
- Teaching and support staff will access coaching via our Teaching and Learning Framework.
- The opportunity to 'grow' with the school, with the potential of leadership opportunities and career progression in the future.
- A strong commitment to reviewing and reducing teacher workload.

**"At the centre of leaders' work to develop pupils' spiritual, moral, social and cultural (SMSC) development is the school's motto: 'Be the change'. These are underpinned by the school values of: compassion, honesty, aspiration, nature, generosity and equality."**

**Ofsted, 2020**



# General Requirements

All school staff are expected to adhere to the School and Trust values and ethos through their conduct, manner, appearance and commitment to the children and their role. Lakelands Primary School is committed to safeguarding, inclusion and promoting the welfare of children and young people and expects all staff to share this commitment. All appointments will be subject to a wide range of pre-employment checks and references.

## How to Apply

Please apply for the post via the online application linked to the advertisement. All applications should include a supporting statement, outlining your suitability for the role and clearly referencing both the Job Description and the Person Specification linked to the advert.

All candidates invited to interview will receive a letter of invitation outlining the timetable for the day as well as listing the key documents that will be required for checking as part of the interview process. These include: proof of eligibility to work/reside in the UK; original identification documentation e.g. passport;

documents confirming educational and professional qualifications.

Any candidate wishing to seek additional information about the school or the role should visit **[www.lakelandsprimary.com](http://www.lakelandsprimary.com)** or contact **[admin@lakelandsprimary.com](mailto:admin@lakelandsprimary.com)**.

Visits to the school prior to the application for a post are encouraged; these can be organised by contacting the school office on **01206 484033**.

Koulla Anslow  
Headteacher



# Recruitment and Selection Policy Statement

Lakelands Primary School is part of The Chelmsford Learning Partnership and adheres to the following Recruitment and Selection Policy Statement:

The Chelmsford Learning Trust is committed to:

- Safeguarding and promoting the welfare and safety, and the spiritual, moral, social and cultural development, of children and young people;
- Promoting equality of opportunity and community cohesion where the diversity of different backgrounds and circumstances is appreciated and positively valued;
- Promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs

and expects all staff, volunteers and other workers to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency co-operation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

The Chelmsford Learning Partnership recognises the value of, and seeks to achieve a diverse workforce, which includes people from different backgrounds, with different skills and abilities. We are committed to ensuring that the recruitment and selection of all is conducted in a manner that is systematic, efficient, effective and promotes equality of opportunity. Selection will be on the basis of merit and ability, assessed against the qualifications, skills and competencies required to do the job. We will uphold obligations under law and national collective agreements to not discriminate against applicants for employment on the grounds of the protected characteristics of age, sex, sexual orientation, marriage or civil partnership, pregnancy, gender re-assignment, disability or health, race (which includes colour, nationality and ethnic origin), religion or belief.

We will implement robust recruitment procedures and checks for appointing staff and volunteers to ensure that reasonable steps are taken not to

appoint a person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the role.

We will ensure that the terms of any contract with a contractor or agency requires them to adopt and implement measures described in this procedure. We will monitor the compliance with these measures and require evidence that relevant checks have been undertaken for all workers deployed.

The following pre-employment checks will be required where applicable to the role and setting:

- Receipt of satisfactory references
- Verification of identity
- A satisfactory DBS disclosure if undertaking Regulated Activity
- Verification that you are not barred from working with Children
- Verification that you are not prohibited from teaching
- Verification of medical fitness for the particular role
- Verification of qualifications and of professional status where required e.g. QTS status
- The production of evidence of the right to work in the UK
- Verification of successful completion of/exemption from statutory induction period
- Verification that you are not subject to a section 128 direction preventing you from holding a management position within a school
- A declaration that you are not disqualified from working with children by virtue of the Childcare (Disqualification) Regulations 2018 or that you have provided a valid disqualification waiver from Ofsted

**NB:** It is illegal for anyone who is barred from working with children to apply for, or undertake Regulated Activity.

The Chelmsford Learning Partnership (CLP) is a successful and established multi-academy trust based in Springfield, Chelmsford. There are currently 8 schools across Essex in the CLP multi academy trust.

The schools in the CLP are: Barnes Farm Infant School, Barnes Farm Junior School, Lakelands Primary School, Perryfields Infant School, Roding Valley High School, The Beaulieu Park School, The Boswells School and The Tyrrells Primary School.

Our vision for our schools is a simple one. We believe that, as a collective of schools, we are stronger together and that by working together we provide an outstanding education for every child in our family of schools.

We also believe it is important for schools in our trust to keep their individual identity and all our schools operate with their own autonomous Headteachers, Leadership teams, staff and Local Governing Bodies; each with their own ethos that makes every school in our trust unique.

As a trust, we employ 550 staff and there are over 4,500 students in our schools.

We recognise that the greatest factor in securing an outstanding education for all the children in our schools is our staff and we are committed to the continued professional development and well-being of our staff. All staff in our trust:

- Have access to pay and conditions that are, at least, in line with nationally agreed pay and conditions
- Have access to a comprehensive programme of professional development that will not only develop their current role but prepare them for career development should they wish
- Have a commitment from the trust to look after the well-being of every member of staff and have working practices and policies that allow this to happen.
- Have access to an Employee Assistance Programme (EAP) to help support with any personal matters that may impact their work, health and well-being. The partners and dependents of staff are also entitled to access support from this scheme.
- Are fully consulted on all workplace policies that impact on them - we recognise the importance of staff having real representation in the development of our workplace practice and policies.

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The Chelmsford Learning Partnership is a charitable company limited by guarantee registered in England and Wales with company number 07907388. Registered Office: Suite 78, Waterhouse Business Centre, 2 Cromar Way, Chelmsford, Essex, CM1 2QE



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