



**Coombe**  
Academy Trust

# Recruitment Brochure

**Preparing you for a world of opportunity**



# Welcome from the CEO, Esther Brooks

Welcome to Coombe Academy Trust, I am delighted that you are interested in either starting or furthering your career with Coombe Academy Trust; a Trust where the values of Collaboration, Ambition and Trust are a lived experience within our schools. Our moral purpose is founded on the belief that every child and young person has an entitlement to a world of opportunity throughout their years in education and beyond. In short, this is our united vision from Nursery through to Sixth Form.



The benefits of our schools working together can be seen in our curriculum principles. Whilst the curriculum of each school is designed, with individuality, to meet the needs of its local community; the principles of Strong Foundations, Aspiration for All, Challenge and Depth, Enriched Experiences and a Broad and Balanced Curriculum are evident within each school.

An ever increasing number of staff teach across the primary and secondary phase and collaborate on the curriculum learning journeys and cross phase research; this year focusing on Oracy and Feedback.

Whether you are looking for your first steps as a support staff member, an Early Careers Teacher, an experienced member of support staff, an experienced teacher or leader, we look forward to developing a strong working relationship with you throughout your Coombe Trust journey.





## About Us

Coombe Academy Trust comprises three Nursery and primary Schools, two Secondary Schools and a joint sixth form. In addition, within our schools we have five Specialist Resource Provisions. Our schools are based in Kingston and work as one entity to improve and maintain a high standard across the Trust.

### Primary Academies

[www.knollmeadprimary.co.uk](http://www.knollmeadprimary.co.uk)  
[www.greenlane.org.uk](http://www.greenlane.org.uk)  
[www.robinhoodprimary.org.uk](http://www.robinhoodprimary.org.uk)

### Secondary Academies

[www.coombeboysschool.org](http://www.coombeboysschool.org)  
[www.coombegirlsschool.org](http://www.coombegirlsschool.org)  
[www.coombesixthform.org](http://www.coombesixthform.org)

### Our History of School Improvement

The Coombe Academy Trust was founded in 2012 from the federation of Coombe Boys' School (Good with outstanding leadership) and Coombe Girls' School (Good with Outstanding Personal Development).

The newly formed Multi-Academy Trust built on an already strong partnership between the two schools' leadership teams. As a sponsor, Knollmead Primary School joined the Trust in April 2014 (Outstanding in all areas), Green Lane Primary & Nursery School in September 2018 (Good) and Robin Hood Primary and Nursery School In September 2019 (Good).



# The importance of Teaching and Learning

Teaching and learning across Coombe Academy Trust schools is ambitious; relies on high levels of collaboration and trusting professional relationships. High quality teaching within Coombe Academy Trust recognises:

- The most effective teachers have deep knowledge of the subjects they teach.
- High quality instruction and implementation across Coombe Academy Trust schools include elements such as:
  - retrieval, to support long term memory
  - vocabulary development, as we know knowledge development 'hangs on words'
  - small steps to success and scaffolding that ensures ambition for all
  - teacher and peer modelling of work so that learners know what they are aiming for
  - inclusive access strategies that ensure engagement of all learners
  - oracy strategies to support academic progress, greater self confidence and oral communication
  - timely, formative assessment, targeted questioning and feedback, to understand gaps in learners' knowledge and address misconceptions



# The importance of Teaching and Learning

- The classroom environment itself illustrates all that we value. High quality expectations, interactions and talk between teachers and learners are integral. A Coombe Trust classroom is constantly demanding more, but still recognising students' self-worth. It also involves attributing student success to effort rather than ability and valuing resilience to failure (grit).
- A Coombe Trust teacher's abilities to make efficient use of lesson time, to coordinate classroom resources and space, and to manage learners' behaviour with clear rules that are consistently enforced, are all relevant to maximising the learning that can take place.
- Behaviours exhibited by teachers such as reflecting on and developing professional practice, participation in professional development, supporting colleagues, and liaising and communicating with parents.



# What makes Coombe Academy Trust unique?



## The Region

Our Schools are located in southwest London, a picturesque area benefiting from a wide array of parks and green spaces but still within close proximity to central London. The area is very popular with families and those who want all the offerings of city living but in a more relaxed setting. A defining feature of the area is The River Thames, providing plenty of entertainment and activities and adding to the mix of outdoor spaces. The Royal Borough of Kingston Upon Thames is comprised of a number of bustling towns providing excellent shopping, exciting bars and restaurants, and plenty of culture. All our Schools have excellent transport links both to Kingston Upon Thames and Central London.



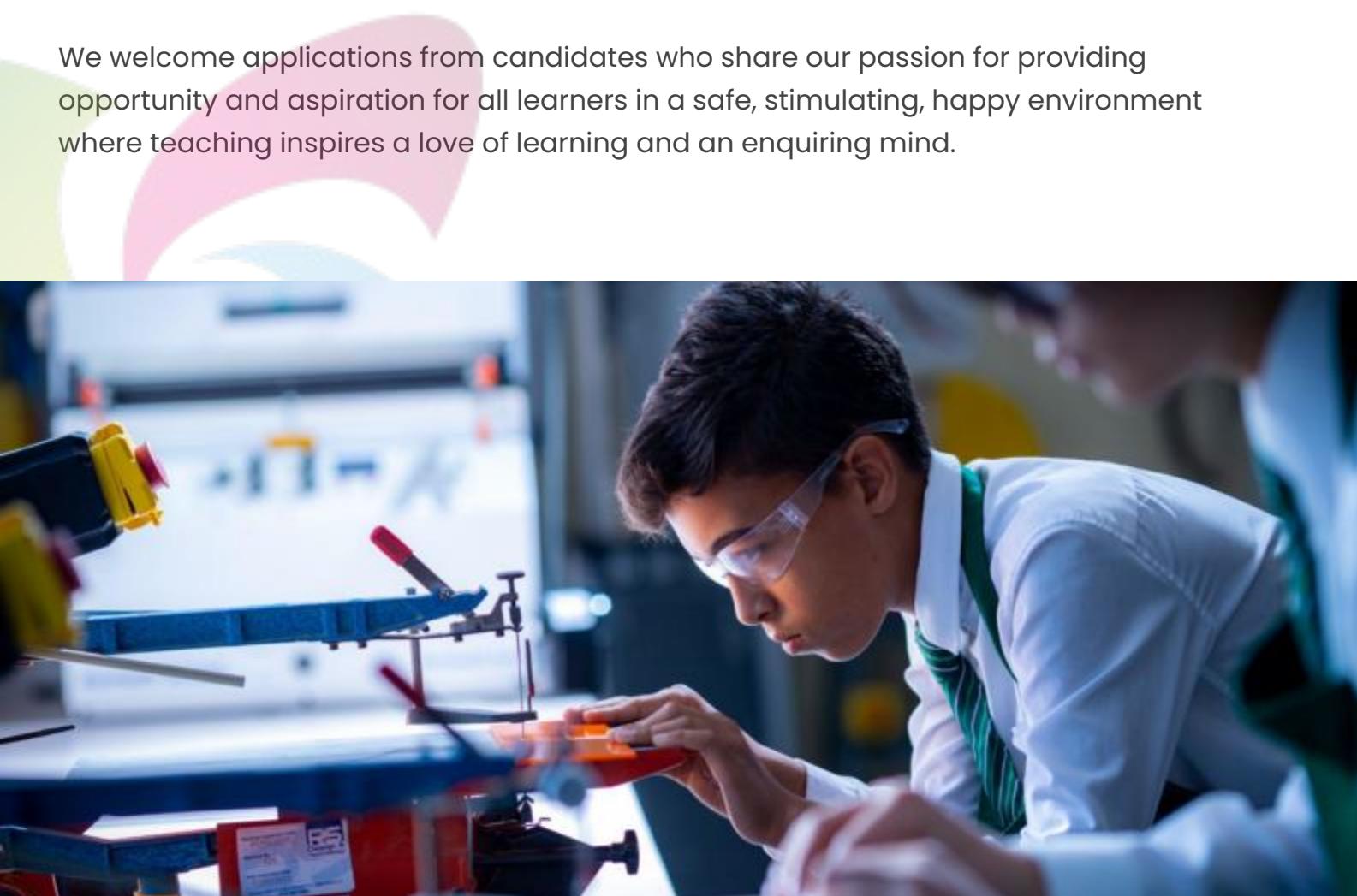
# What makes Coombe Academy Trust unique?

The Coombe Academy Trust is proud to have a total of five Specialist Resource Provisions (SRPs). The SRPs are integral to the Coombe Academy Trust community and each SRP has specialist staff who deliver high quality teaching and provision to children with identified needs.

The Coombe Trust schools benefit from a collaborative advantage; they have a strong history of mutual support and reciprocity. Leaders and practitioners from Trust schools work together through an evidenced based approach across a range of trust research groups. This year the curriculum research groups are focusing on Oracy skills and feedback.

All members of the Coombe Academy Trust's communities are friendly, caring, respectful and tolerant towards each other; ambitious and aspirational for themselves and others; honest and show integrity in all they do; positive and resilient at all times.

We welcome applications from candidates who share our passion for providing opportunity and aspiration for all learners in a safe, stimulating, happy environment where teaching inspires a love of learning and an enquiring mind.



**Coombe Academy Trust is responsible for the education of approximately 3,500 pupils and the employment of 486 staff.**



<b>COOMBE GIRLS' SCHOOL</b>	<b>COOMBE BOYS' SCHOOL</b>	<b>GREEN LANE PRIMARY &amp; NURSERY SCHOOL</b>	<b>KNOLLMEAD PRIMARY SCHOOL</b>	<b>ROBIN HOOD PRIMARY &amp; NURSERY SCHOOL</b>
1595 learners	1185 learners	410 learners	247 learners	199 learners
Specialist Resources Provision	Specialist Resources Provision	Extended care and Forest School Provisions	Two Specialist Resource Provisions Swimming Pool	Specialist Resources Provision
Ofsted Rated Good with Outstanding PD (May 2024)	Ofsted Rated Good (Sept 2023)	Ofsted Rated Good (Jan 2023)	Ofsted Rated Outstanding in all areas (February 2025)	Ofsted Rated Good (June 2024)
Joined 2012	Joined 2012	Joined 2018	Joined 2014	Joined 2019
Secondary School for 11-16 year old Girls Mixed Sixth Form Centre	Secondary School for 11-16 year old Boys Mixed Sixth Form Centre	A two form entry Primary School with Nursery	A one form entry Primary School with Nursery	A one form entry Primary School with Nursery

# Our Values

## Collaboration

As a group of schools, we believe in reciprocity; all schools and staff benefit from working together to ensure our children and young people are prepared for a world of opportunity.



## Ambition

We believe in working together to ensure every child and young person has the desire and determination to achieve success. Each school's curriculum aims to nurture and develop the aspirations of our children and young people, ensuring every child and young person has meaningful life opportunities.



## Trust

We recognise the strong correlation between trust and the capacity to develop and improve. As a group of schools we work together with strength, resilience, and transparency. Working together as one organisation we serve each school community's unique context.



## Our Vision

Bespoke professional development ensures lifelong learning for all staff in an environment where success at all levels is recognised and celebrated. In turn this provides a high standard of inclusive education for our children and young people, one in which their lives are enriched with meaningful opportunities and achieves the best possible wellbeing and academic outcomes. In short, this ensures children and young people leave Coombe Academy Trust well prepared for their next stage in life and education, and **prepares them for a world of opportunity.**

# Our Aims

- **For our staff:** To provide outstanding leadership at all levels, supported by strong professional development.
- **For our Pupils:** To provide an outstanding education for all children and young people, enabling them to thrive throughout their time in education and beyond.
- **For our organisation:** To provide strong and aligned systems and processes; enabling our schools to be efficient and effective, therefore prioritising the development of individuality within the school community and curriculum.
- **For our wider community:** To collaborate effectively with our school community, cluster schools, Wandle Hub, King's College Wimbledon and potential new schools seeking the benefits of collaboration.



# What we can offer you

At Coombe Academy Trust our focus on creating a happy and stimulating working environment means we offer a range of benefits to our staff.



## Professional Development & LifeLong Learning Opportunities

- Internal mobility within Coombe Academy Trust with access to career opportunities across 3 primary and 2 secondary schools
- A guaranteed CPD plan tailored to your requirements
- Financial support for 'M' level study
- Access to CPD through apprenticeship training
- Bespoke management training including performance management and recruitment
- Participation in an annual Trust Wide INSET day
- Networking opportunities with our local 'cluster' schools
- Access to an online learning portal

## Community



- An enthusiastic Staff Association offering opportunities for staff sport and socialising
- Staff celebrations and rewards throughout the year
- Long service recognition
- Opportunities to collaborate and network through our annual Trust Wide INSET day



## Wellbeing

- Employee Wellbeing Programme which includes:
  - 24/7 hour confidential support by an experienced therapist or advisor
  - A free life coaching session.
  - Home Life Support including information and advice on financial, retirement, legal and tax issues.
  - A range of resources supporting both physical and emotional health
- Wellbeing modules, factsheets and videos.
- Access to CSSC member benefits scheme
- A supportive Executive Leadership Team
- Wellbeing ambassadors in our secondary schools
- Discounted membership to Nuffield Health Gyms

## Travel



- Excellent transport links to be both Kingston Upon Thames and Central London including close proximity to bus and railway stations
- Access to a cycle to work scheme
- Free onsite parking

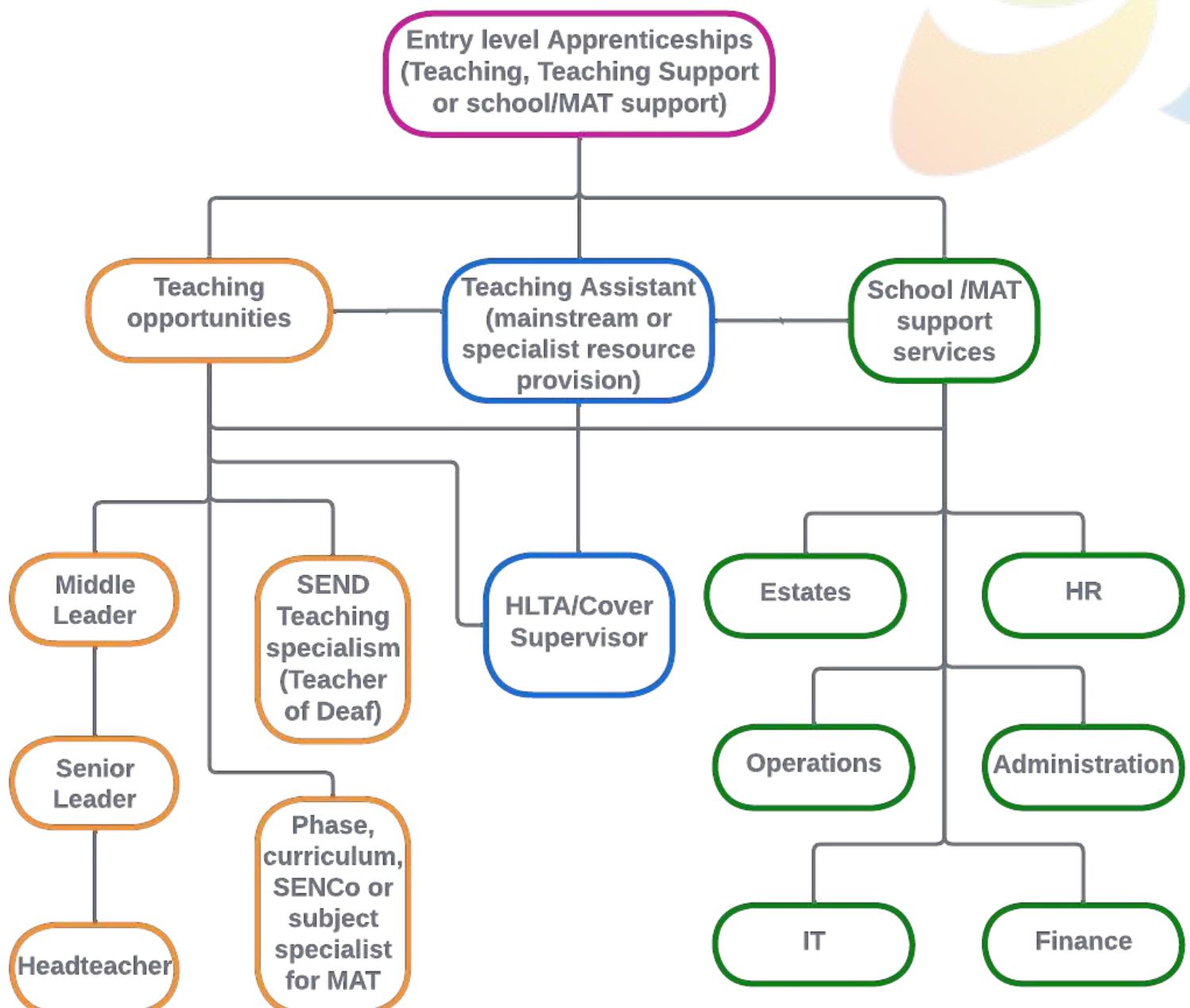
## Additional Benefits



- Discounts on shopping, leisure and travel through access to Teacher Perks and Discounts for Teachers (available to support staff as well)
- Generous Pension Scheme
- Annual pay progression opportunities



## What we can offer you



## What do our staff say



Head of Year  
& STEM  
Coordinator



Coombe Girls'  
School  
& Sixth Form



*Being at CGS gives me the opportunity to impact the lives of students as well as show them diversity in an evolving world.*

“

*Knollmead has helped me to become a knowledgeable practitioner with a diverse range of skills.*

”



SEN HLTA



**Knollmead**  
Primary School

## What do our staff say

I've had an incredible journey since first starting as an apprentice, and enjoy being surrounded by supportive and friendly colleagues at our schools.

“

”



IT Service Manager



Part of the central team



Food Technology Teacher & House Champion



Coombe Boys' School & Sixth Form



I first came to Coombe during my NQT placement and the first thing that resonated with me was the huge sense of collegiality and community.

“

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## What do our staff say



Exams Officer



Coombe Girls'  
School  
& Sixth Form



*Having started at CBS as a part-time data manager, to fit around my children, I then progressed to a full time Exams Officer at CGS.*

“



Premises Manager



**Green Lane**  
Primary and Nursery School



*I have worked in a lot of schools but this is the first place that feels like home.*

“

# Safeguarding children and safer recruitment

- The Coombe Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We expect all staff and volunteers to adhere to the principles and guidelines set out in the DfE Keeping Children Safe in Education document.
- All staff have access to bespoke Safeguarding training for their setting and the Coombe Academy Trust is committed to sustaining a culture, where all staff and volunteers feel able to raise concerns and know that these will be followed through.
- All offers of employment are subject to a number of pre-employment checks including an online presence search, appropriate Enhanced DBS checks, Children's Barred List Checks and Prohibition, directions, sanctions and restrictions checks. This includes a Section 128 check for any senior leadership positions across the Coombe Academy Trust.



# Preparing you for a world of opportunity



**Coombe**  
Academy Trust



The **Coombe Academy Trust** is a company limited by guarantee (company number 7905433, registered in England and Wales) that has its registered office at:

Coombe Boys' School, Blakes Lane, New Malden, Surrey, KT3 6NU.

Trust related enquiries: [trustenquiries@coombe.org.uk](mailto:trustenquiries@coombe.org.uk)