

Working At...
The Inspire Multi Academy
Trust (South West)



RECRUITMENT HANDBOOK

The Inspire Multi Academy Trust (South West)

WWW.TIMAT.CO.UK

A Message from our CEO

Dear Applicant,

Thank you for expressing an interest in applying for a post with The Inspire Multi Academy Trust (TIMAT). We pride ourselves on being an inclusive and ambitious multi academy trust of two primary schools situated in Plymouth, Devon, serving diverse and aspirant communities.

We have a track record of excellence and a national reputation for sustainable school improvement and academic standards, all of which are focused on our principles: 'The 5Cs'... Culture, Curriculum, Consistency, Coaching and being Competitive.

We are seeking hungry, humble, smart and selfless staff who share our belief that success is gained by developing a culture of 'doing it for all the right reasons' and going above and beyond to continually improve the learning opportunities for our children and stakeholders.

Working at TIMAT will provide exciting opportunities for candidates who are ambitious, creative and enjoy working in collaboration with others.



Our professional development offer is of the highest quality. We very much value evidence based professional learning and require all staff to be committed to the continuing, supportive CPD packages available.

Whether you are an ECT, ambitious Teaching & Learning Assistant, aspiring leader or apprentice at the beginning of your career, successful candidates are guaranteed to be working with outstanding practitioners, receiving the very best support from a friendly and aspirant team who are completely committed to transforming the life chances of our children and communities.

Aaron Meredith
CEO & Executive Headteacher

Core Principles & Values

About The Inspire Multi Academy Trust (South West)

Formed on January 1st 2016, the core purpose of the trust is to give more young people the educational opportunities and outcomes they deserve with the aspirations to achieve what they are truly capable of. This will be achieved with local and regional collaboration, by sharing best practice and a trust-wide commitment to excellence in all elements of our delivery.

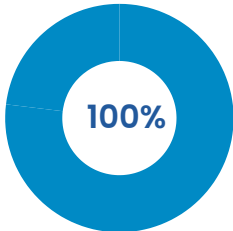
Key Core Principles & Values:

At TIMAT, we work collaboratively to provide a first-class education for every child and community we serve. We strive for excellence in all that we do, ensuring children are prepared for future learning, employment and life beyond school.



Our approach places the whole child at the centre, combining high expectations with inclusion, wellbeing and rich educational experiences, so that each school meets the unique needs of its community and remains a school of choice for families and staff alike.

Ofsted Feedback



Leadership at all levels is visionary. Staff unanimously share this vision of excellence. They are proud to work at the school.

The TIMAT Principles: Our 5Cs

Culture	Curriculum	Consistency	Coaching	Competitive
Clarity of purpose... 'doing it for all the right reasons'	Curriculum principles, intent and alignment	'Core Habits of Excellent Teaching'	Evidence based professional learning	Creating the 'Schools of Choice' for our communities
Going 'above and beyond' to continually improve	Purposeful and intentional use of assessment	Shared language and approach to pedagogy and relationships	Continuing professional, supportive development	Sharing and learning from best practice

The Inspire Multi Academy Trust (South West)

Curriculum Matters

The Inspire Curriculum

At TIMAT, we are proud to have an ambitious, knowledge-rich curriculum which supports our children in becoming independent, confident and kind citizens of the future, who aspire to 'go out into the world and do well but more important go out into the world and do good'.

Reading sits firmly at the heart of our curriculum. Books are the golden thread that link knowledge, imagination and language across every subject. Our curriculum is proudly shaped by our locality. Being in Plymouth is not just a backdrop. It is a living, breathing part of our curriculum design.

A unique part of our offer is our resilience curriculum, which deliberately provides pupils with opportunities to build character, develop teamwork and experience the world beyond the classroom through activities such as overnight stays at the National Marine Aquarium & residentials to Dartmoor and London.



We are passionate about equipping our young people with the strength of character, high standards and inner grit needed to thrive in today's world.

Through unplugged adventures, we aim to help children discover the value of real-world experiences preparing them not just to succeed but to contribute courageously and meaningfully to society.

SUBJECTS

Subject Champions lead their subject both within the school and the Trust.

Their responsibilities include developing Curriculum Booklets with the Trust Curriculum Leader, monitoring standards, purchasing resources, overseeing plans and supporting colleagues with teaching, learning & best practice across the Trust.

CPD

We place a strong emphasis on developing staff interests, expertise & leadership.

All staff benefit from Trust-wide collaboration, focused curriculum CPD and opportunities to engage with National Subject Associations, local networks and external training, ensuring they can remain informed & ambitious in their role.

COACHING

Incremental coaching is an entitlement for all teaching staff and a central part of our professional culture.

Through regular coaching conversations, colleagues are supported to refine their practice, build confidence and continually develop their expertise. This support approach ensures that reflection & best practice remain at the heart of Teaching & Learning.

What We Offer You...

Continuous Professional Development

At The Inspire Multi Academy Trust, professional development is a central part of our culture. We are committed to ensuring that every member of staff continues to grow, develop and thrive throughout their career no matter their role or position.

All staff engage in an ongoing, high-quality CPD programme designed to support excellent practice, professional confidence and long-term career progression. Our development offer includes collaborative training, incremental coaching, shared practice opportunities and trust-wide professional learning.

Alongside our internal CPD provision, staff are encouraged and supported to access wider professional development opportunities where appropriate. These may include:

- **National training programmes and conferences for all staff**
- **Subject leader development through national associations**
- **Local hub and network opportunities for teaching, admin & support staff**
- **Specialist curriculum and leadership training for teaching staff**

Professional development pathways are shaped through the school development plan, performance management conversations and individual professional interests ensuring opportunities are meaningful, personalised and aligned with career aspirations. We believe investing in our staff is essential to providing the very best education for our children.



What We Offer You

Employees of the Trust

We recognise that our employees are the most important factor in providing the best opportunities for all. The quality and commitment of our employees is critical to improving our children's life chances. We are proud to be a high performing, committed and ambitious team of life long learners that look after the well-being of all colleagues, whilst challenging them to be the best they can be.

Excellent Staff Pensions

Employer contributions to Teacher and Support Staff pension schemes (automatic enrollment) includes a Death in Service benefit.

Terms & Conditions of Employment

We follow the School Teachers Pay & Conditions and pay our teaching salaries defined by MPS, UPS & Leadership scales. For Support Staff, we follow the National Joint Council (NJC).



Health & Well Being Support

You will have access to a specific counselling service which specialises in educational settings. Calls to this service are immediate and free of charge. Examples of situations where they can help include how to manage work life balance, finances, managing stress and anxiety. As well as this, the opportunity to work with selfless, like-minded people who are committed to transforming children's lives.

FREE

Flu Vaccine

To help ensure our employees stay healthy we will fund an annual flu vaccination for anyone who wishes to have it.

DISCOUNT

Blue Light Card

School staff are eligible to join this discount scheme for a fee. The trust are more than happy to reimburse this fee.

FREE

Wraparound Care

If your child attends a Trust school (from Reception to Year 6) and you are onsite working, your child will be able to attend our Breakfast Club an/or After School Club, free of charge.

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Get in touch...



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