



# WALLINGTON PRIMARY ACADEMY

## APPLICANT PACK



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# A LETTER FROM THE HEADTEACHER



Dear applicant,

Welcome to Wallington Primary Academy.

Thank you for registering your interest in becoming a staff member at Wallington Primary Academy, one of five schools within our family of schools in Cirrus Primary Academy Trust (CPAT). We are an ambitious academy. We aspire to deliver a world-class education for our young people. Whilst we endeavour to ensure our pupils are literate and numerate, our aim is much bolder: we set out for our pupils to become truly incredible young people of future society.

We pride ourselves on providing a nurturing and stimulating environment characterised by cultural capital and moral purpose. We are lucky to have a fantastic learning environment (you need to see it to believe it) with plenty of space for outdoor learning, play and sports and a committed, determined, and supportive team of teachers, support staff and Governors, who have high expectations for the success of all children and the future of our school.

We invest in our staff, provide them with quality, professional development opportunities, allow them to collaborate and innovate to make the best decisions for our learners. We ensure we learn from other schools both in trust and beyond because we believe that these partnerships ensure we continue to grow and make us stronger.

Ofsted states that, **“Pupils are happy and safe. They enjoy reading...Leaders are ambitious for pupils. They aim for all pupils to do well and most typically do. Pupils enjoy the responsibilities they have... they like making important decisions about the school, for example deciding on rules and conduct for the class charter and dining room... Leaders work with pupils to decide what behaviour is acceptable in different areas of the school... Behaviour in lessons is focused and calm. Pupils trust school staff. They said that adults help them sort out any problems that may arise. Bullying is rare. If bullying occurs, leaders deal with it swiftly and appropriately’.** July 2022

We strive for our pupils to become lifelong learners and leaders of tomorrow’s world. We hope you are successful and can become a part of our pupils’ future.

Kind regards,

**Mrs Guerin**  
**Headteacher**

# OVERVIEW OF THE TRUST AND MESSAGE FROM THE CEO



Cirrus Primary Academy Trust was incorporated in June 2015 as a multi-academy trust for primary schools. The Trust is made up of 5 primary schools situated in the London Borough of Sutton. The core purpose of the Trust is to develop the very best organisations to ensure that children do exceptionally well and are prepared for the future, based on the principle of equality of opportunity for all. This core purpose drives our direction, decisions and actions.

Every school in Cirrus Primary Academy Trust has the commitment that it can and should be its own, unique setting. However, each school shares a relentless focus on personalised planning and having the highest aspirations for what children can achieve. This core value of being child-centred is an intrinsic part of every school's DNA, and is the minimum standard expected of all employees of the Trust.

I am very proud to be the CEO of Cirrus Primary Academy Trust (CPAT) and to work with like-minded and ambitious headteachers and trustees. The Board of CPAT is determined to see a high performing multi-academy trust that delivers the very best educational experience for pupils.

The information on our website sets out our vision for the Trust, ensuring that there is a clear focus on improving leadership and governance, and teaching and learning, and on raising standards. We have a cost effective organisation and a business model that delivers efficiency, effectiveness and growing economies of scale in order to free up more resources for the front line. I am very glad to have a strong board of trustees which provides the effective support and challenge required to ensure that the Trust is a good employer, and as a multi-academy trust, an effective home for our schools, with the leadership and track record to succeed.

It is often said that each child gets one chance of education. Our role is to ensure that our pupils make the most of their opportunities by ensuring that our schools aspire to and reach the highest standards. I look forward to an exciting future for the Trust and all its stakeholders.

**Sharon Roberts**  
**Chief Executive Officer**

# VISIONS & VALUES

## Cirrus Primary Academy Trust

### Our Mission

Empowering our pupils to be the best they can be

### Our Vision

To provide education that enables all of us to flourish and take pride in our achievements

### Our Values

Inclusion | Respect | Resilience | Honesty | Ambition

## Wallington Primary Academy

### Our Vision

At Wallington Primary Academy our vision and values are at the heart of every decision we make. They act as the pillars of our curriculum, they inform our teaching and learning practices and most importantly, they underpin the relationships that we cherish and foster.

### We Aspire for Everyone:

- To demonstrate intellectual curiosity.
- To have compassion for all living things.
- To respect, yet challenge each other's views.
- To build lasting, effective relationships.
- To have aspirational goals to fulfil our dreams.

### We Practise the 'Fab 4':

**Communicate:** to share our feelings and ideas confidently and sensibly

**Collaborate:** to work as a team, to help, to teach each other

**Be compassionate:** to understand, to care for every living thing

**Connect with others:** to be a good friend to everyone in our school

### We Achieve our Fab 4 by Following our Pupil Choices:

- Use hands for helping
- Speak sensibly
- Listen for learning
- Be polite and honest
- Take pride in our school
- Work as a team.





## OUR PUPILS



# WHY CIRRUS?



Cirrus Primary Academy Trust is fortunate to be able to recruit and retain the very best staff. In addition to contractual entitlements such as annual leave and occupational pension, we recognise the important role our staff play by providing for them a range of benefits as well as flexible employment arrangements and a family-friendly approach.

Our current benefits include:

## **Networking Opportunities**

Engage with experienced practitioners across the Trust through various events and initiatives throughout the year, fostering collaboration and knowledge-sharing.

## **Training and Development**

Access first-class training and development opportunities, including e-learning, face-to-face workshops, and apprenticeships, offered in partnership with leading providers.

## **Career Development Opportunities**

Explore diverse career pathways and benefit from tailored professional development programs. We are committed to investing in our people to help them grow and succeed.

## **Extended October Half-Term Break**

Enjoy a two-week autumn break, providing a longer pause to recharge and return refreshed.

## **Employee Assistance Programme (EAP)**

Receive free, confidential advice and counseling for yourself and immediate family members residing at the same address, ensuring support when it's needed most.

## **Occupational Health Service**

Gain access to a free occupational health service that supports your well-being and assists with a smooth return to work if needed.

## **Staff Recognition Awards**

Celebrate the achievements of colleagues and pupils through our recognition awards that highlight excellence across the Trust.

## **Staff Charter**

Experience our unwavering commitment to supporting and valuing our staff, outlined clearly in our Staff Charter.

## **Convenient Travel and Free Parking**

All our academies are easily accessible by public transport, with the added benefit of free on-site parking.

## **Central Services Support**

Access expert support from our Finance, HR, Premises, Health & Safety, and School Improvement teams, ensuring smooth day-to-day operations.

## **Free Refreshments**

Enjoy complimentary tea and coffee in staff break areas to keep you energized throughout the day.

## **Cycle to Work Scheme**

Promote a healthier lifestyle and save on commuting costs with our Cycle to Work scheme.

# Staff Charter



## Workload

A commitment to regularly reviewing and monitoring working practices

A clear expectation that staff do not respond to communication outside of working hours (i.e. 7:00am - 6:00pm)

New initiatives are given full consideration before implementation



## Community & Culture

Gaining strength from our unity with the magic of our uniqueness

Creating a community of options and opportunities

An environment that encourages teamwork

Fostering a culture of honesty and integrity



## Staff Voice

Staff can contact [listen@cirrustrust.uk](mailto:listen@cirrustrust.uk) with any suggestions, feedback or concerns they have with the knowledge that the Trust senior leadership team will investigate and treat concerns anonymously where appropriate.

HR Surgeries will be running monthly in schools. This will allow staff the opportunity to meet with HR to raise queries, provide feedback and to voice any concerns that they may have. Look out for HR surgery dates in your school



## Growing Personally and Professionally

Access to development opportunities within own school and across the Trust

Recognition of excellence performance

Assessment & Marking and Teaching & Learning policies support staff to ensure their time is used in the most effective way

A commitment to life-long learning for all staff including:

- Empowering staff to continually improve practice
- Encourage professional dialogue
- Support life-long learning and evidence informed practice



## Well-being

A healthy and safe work environment

A commitment to seeking feedback and value 'staff voice'

Access to a range of support and advice both internally and externally

Recognition and understanding of staff's life outside of school

The option to request two days unpaid leave per year