

Develop your career with Inspire Partnership Academy Trust



Transforming children's lives through
partnership and collaboration





Rob Carpenter
CEO, Inspire
Partnership
@carpenter_rob

Welcome

Thankyou for your interest in working for Inspire Partnership. We are an ambitious and growing multi-academytrust of ten schools situated in Greenwich, Croydon and Medway, serving diverse and aspirational communities of learners. We have a track record of excellence and a national reputation for sustainable school improvement, focused on our partnership values:

- **Collaboration matters**
- **Excellence in everything**
- **Community first**
- **Equity for everyone**
- **Continuous growth**

As a partnership, we strive to attract the most creative and committed staff who share our belief that success is gained by developing a growth mindset - one which values effort and believes anything is possible. Working for our partnership will provide exciting opportunities for candidates who are committed to excellence for all and thrive in a collaborative environment.

Our professional development offer is of the highest quality and we are engaged in a range of research projects that are shaping education policy. We play a leading role in an extensive network of schools and organisations with whom we collaborate. We are privileged to work with amazing children who value strong relationships with adults, are creative and are eager to learn. Our curriculum is dynamic, connects learning with global themes, and provides children with rich opportunities to flourish. This is an exciting time to join us, as we build on the achievements of our schools and strengthen the foundations as we grow. If you are successful in your application, you will be provided with opportunities to learn with other schools and benefit from specialist teachers as well as work with outstanding leadership teams, as you receive the very best support. We look forward to hearing from you soon.



**Mikhail
Harracksingh,**
Reception class
teacher at
Rockliffe Manor
Primary School

I joined Inspire approximately 8 years ago as a one to one/ teaching assistant, I worked at Woodhill first for three years developing my practice and pedagogy. A Reception teacher there at the time saw potential in me and always encouraged me to explore becoming a teacher. At the same time, Woodhill offered me the opportunity to cover a few classes when teachers were on PPA.

After gaining experience teaching a class my confidence began to grow and also a desire to develop professionally. Whilst gaining qualified teaching status I was offered the chance to join Rockliffe Manor Primary school to complete my training. I did not hesitate to move schools as the way I was treated across the Partnership made me feel like an 'Inspire Boy', not tied to one school but a part of a bigger picture shaping young minds for a better future. I have been at Rockliffe now for the last 5 years and aim to be there for many more.



Working for Inspire has been a fantastic experience, for my personal and professional development. It has an exceptional work-life balance and leaders ensure that all teachers are OK, and have all the tools they need to succeed. They have constantly demonstrated that they have their employees' best interests at heart and support is freely available for anyone that requires it.

I love the nurturing side of my job, caring for and shaping young minds, instilling them with the values of the Inspire Partnership. I love that everyday is a new adventure with new challenges to face and new misconceptions to address with my students.

I love the students I work with and their families and I really enjoy that my headteacher sees strengths in me that I may not see and puts me in positions to implement these skills and enhance them. I feel like I work with family and I am supported to be the best version of myself.



What we're looking for

Successful candidates will:

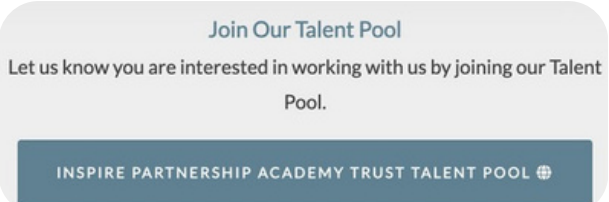
- Take pride in delivering high-quality service and expertise within your functional area, understanding how your role directly supports the Trust's success.
- Maintain a strong understanding of the educational landscape, including statutory requirements, inclusion, and the operational needs of a school environment.
- Be driven by the pursuit of excellence in all central services to ensure that every child in the Trust receives the best possible support and environment.
- Commit to creating an environment where both staff and students can thrive, ensuring your work removes barriers to engagement and success.
- Act as an instrumental member of the wider Trust community, making a significant contribution to the culture and daily life of the schools you support.
- Possess a proven track record of leading people and developing expertise. You should be adept at holding others to account while leveraging individual strengths to inspire and motivate colleagues.
- Thrive in an ambitious, outward-facing Trust culture, embracing high expectations and a forward-thinking approach to organisational growth.
- Commit to your own ongoing professional development and stay at the forefront of best practices within your field.
- Proactively seek opportunities to work across the Partnership, sharing resources and expertise across different school settings to create a "one Trust" identity.

How to apply

Search 'Inspire Partnership Academy Trust'
on MyNewTerm.com



Join Inspire Partnership Academy Trust's **Talent Pool** to hear about new job opportunities as they emerge.



<https://mynewterm.com/trust/Inspire-Partnership-Multi-Academy-Trust/16179>

All of our job opportunities are advertised on mynewterm.com.

The Inspire Partnership Academy Trust is committed to 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 an Enhanced DBS check. Inspire Partnership is an equal opportunities employer and welcomes applications from candidates of all ages from any background including candidates with disabilities.



You can also follow [Inspire Partnership](#) on LinkedIn for news updates, jobs and professional development opportunities.

Our values

We place children at the centre of everything we do. We create a climate where excellence flourishes as a result of outstanding leadership, engaging teaching and high quality learning.

At the Trust's inception, we recognised each of our founding schools required an alternative approach to improvement which focused more on relationships, connectedness and interdisciplinary approaches to learning.

This is why collaboration is central to our mission. It binds schools together as communities, reminding us that we exist in the People Age.

Collaboration matters because this creates shared agency amongst staff, pupils and our wider communities. We are stronger together and can achieve more through working in partnership.



Excellence in everything because we believe learning is an artform, measured best through the journey and the quality of the outcome. Excellence is inclusive because it creates a shared expectation in everyone to achieve.

Community first connects our mission to transform lives with our vision to ensure pupils have the skills, qualities and attitudes to achieve the very best. Leadership behaviours for everyone are rooted in serving communities, especially those who need us most.



Equity for everyone exists to ensure we are fair, enact ethical leadership and strive to remove barriers to learning wherever they exist.

Continuous growth applies to us as leaders of learning as much as children discovering the joy of learning. We all have the capacity to grow new skills, learn knowledge and gain new experiences. We grow best in a climate of trust, reciprocity and connectedness.



The Inspire Partnership **Wellness and Workload Commitment**

**Our pledge to staff wellness and fair workload
takes focus on:**

- Values and Principles
- Working Practices
- Health
- Social and Collective
- Personal Growth

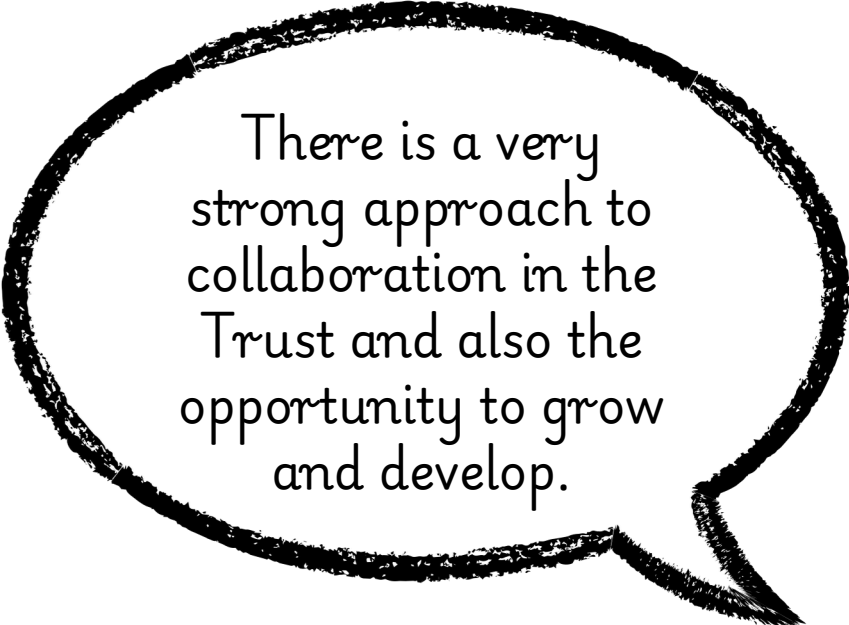
Scan to read
the full pledge
in our Wellness
and Workload
Charter:



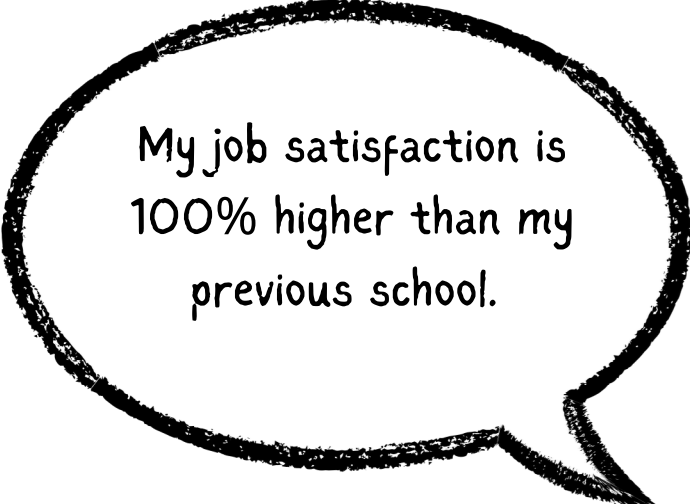
 **Inspire**
Partnership

What our staff say


Working with The Engagement Platform (TEP), we run termly surveys to give staff an anonymous and confidential opportunity to speak their mind. We take all feedback seriously and use it in our mission to continuously grow and improve, in an ever-evolving sector. Very often, however, we receive very positive feedback.



There is a very strong approach to collaboration in the Trust and also the opportunity to grow and develop.



My job satisfaction is 100% higher than my previous school.



It does feel like a big family, with everyone supporting one another.

Working with us

Our core terms and conditions of employment are in line with other local schools and we recognise national and local agreements relating to the fair and equitable management of school staff. What sets us apart is the opportunity for you to work at the cutting edge of educational thinking and practice. Regardless of your role, you will have the chance to develop your knowledge with access to the best training and development opportunities at each stage of your career, take part in groundbreaking research projects and be actively encouraged to work collaboratively with some of the most talented and innovative colleagues, both at a local and national level.

“If we create a culture where every teacher believes they need to improve, not because they are not good enough but because they can be even better, there is no limit to what we can achieve.” - Dylan Williams

Terms and conditions: We recognise the Conditions of Service for School Teachers in England and Wales (the ‘Burgundy Book’). We also recognise the framework for teachers’ pay set out annually in the School Teachers’ Pay and Conditions Document.

Similarly, we recognise the support staff terms and conditions that are set out by the National Joint Council for Local Government Services National Agreement on Pay and Conditions (the ‘Green Book’)

Pay and pensions: You will be paid monthly into your nominated bank account and you will be able to access your payslips online. You will be automatically enrolled into either the Teachers’ Pension Scheme or the Local Government Pension Scheme through our admitted body status. Both schemes offer an attractive range of benefits.

Continuous service: We recognise continuous service in line with the Redundancy Payments (Continuity of Employment in Local Government etc.) Order 1999.

Our benefits

Within our Partnership, we want to ensure that whilst supporting our wonderful pupils and communities, you feel valued as a colleague, and that your important contribution is fully recognised and appreciated. As a values-based organisation, we want to ensure that your lived experience at work is rewarding, enriching and supports you to reach your goals both personally and professionally. **Here are some of our great benefits:**

Collaboration - We don't just talk about it, we live and breathe it in everything we do. As a member of staff you will experience a range of activities which allow you to work closely with colleagues not only in the Trust but across a variety of networks and partnerships as you share ideas and best practice. We are a Trust where innovation and new ideas are welcomed and encouraged.

Workload and Wellbeing - We have pledged our support to the DfE's Wellbeing Charter and as an ambitious and outward facing Trust we go beyond this through our commitment to staff workload and wellbeing as outlined in our Trust Relational Charter.

This includes the opportunity to provide feedback on matters that directly relate to you and your workload and wellbeing through a variety of mechanisms. As well as support from wellbeing champions and Mental Health First Aiders, you and your family will have 24/7 access to a free Employee Assistance Programme to provide confidential advice and guidance.

Employee recognition - We value the contribution of all staff across the partnership and take every opportunity to thank them for this as well as celebrate local and Trust-wide achievements through shout-outs in school briefings, our Partnership Press and the annual Trust Awards.

Professional development - You will be provided with ongoing professional training, development and opportunities tailored to your learning needs throughout your career. Including Trust-Wide Innovation Hubs and opportunities to collaborate with colleagues across the Partnership, focusing on specific areas of educational development.

Pay progression - No matter what role you do, pay progression is offered.

Pension schemes - All staff have access to two of the most attractive national pension schemes - Teachers' Pensions Scheme and Local Government Pension Scheme.

Electric car scheme - Eligible staff can access this scheme through salary sacrifice, making electric cars more affordable.

Our story so far



In 2013, the Partnership was formed from 3 primary schools in Greenwich - Foxfield Primary School, Rockliffe Primary School and Woodhill Primary School. We established a common curriculum framework, a suite of professional development training and networks of excellence shared between our staff. Within two years, all three schools had improved provision and outcomes for pupils and were judged to be good or outstanding by Ofsted and external partners. The partnership had established a mature framework for school-to-school support programmes, delivered both locally and across the country.

In 2017, we were invited by Medway to support Maundene and then Elaine primary schools, both underperforming with declining standards and pupil outcomes way below national expectations. Within a year of joining the Trust, each school had demonstrated rapid improvement.





In 2020, we began a new journey with four schools joining the Trust. Delce Academy joined us in March 2020, followed by Forest Academy, West Thornton Primary School and Woodside Primary School in April 2020. Despite the challenges of lockdowns and the pandemic, as a family of nine schools we have continued to serve and strengthen relationships in our communities and to achieve our mission of transforming children's lives through partnership and collaboration.

In 2022, Forest Academy, Elaine Primary School and Maundene Primary School received inspections from Ofsted and we were proud to share the vastly improved positive transformation of the schools, which were reflected in the good outcomes of all three reports.



In 2024, Delce Academy and West Thornton Primary School were inspected by Ofsted and we were delighted to have the schools' hard work validated with good and outstanding outcomes. Both schools had been judged as inadequate before joining the partnership.



In 2025, we welcomed Chattenden Primary School, Medway, into the partnership as we continue to grow our Trust.

Our schools

Greenwich



Foxfield Primary School
Co-Headteachers: Megan Minnett and Tatum Ward
Telephone: 020 3260 7500
Find out more:
www.foxfield.org.uk



Woodhill Primary School
Headteacher: Martha Holder
Telephone: 020 8854 5055
Find out more:
www.woodhillschool.co.uk



Rockliffe Manor Primary School
Headteacher: Nancy Cook
Telephone: 0208 854 4785
Find out more:
www.rockliffemanor.co.uk

Medway



Elaine Primary School Head of School: Emma Baldwin
Telephone: 01634 294817
Find out more:
www.elaine.medway.sch.uk



Delce Academy
Headteacher: Julie North
Telephone: 01634 845242
Find out more:
www.delceacademy.co.uk



Maundene School
Headteacher: Joanne Capes
Telephone: 01634 864721
Find out more:
www.maundene.medway.sch.uk



Chattenden Primary School
Headteacher: Vicky Diddams
Telephone: 01634 250861
Find out more:
www.chattenden.medway.sch.uk

Croydon



West Thornton Primary School

Co-Headteachers: Donna Callaghan and Clare Dennis
Telephone: 020 8684 3497 Find out more:
www.westthornton.croydon.sch.uk



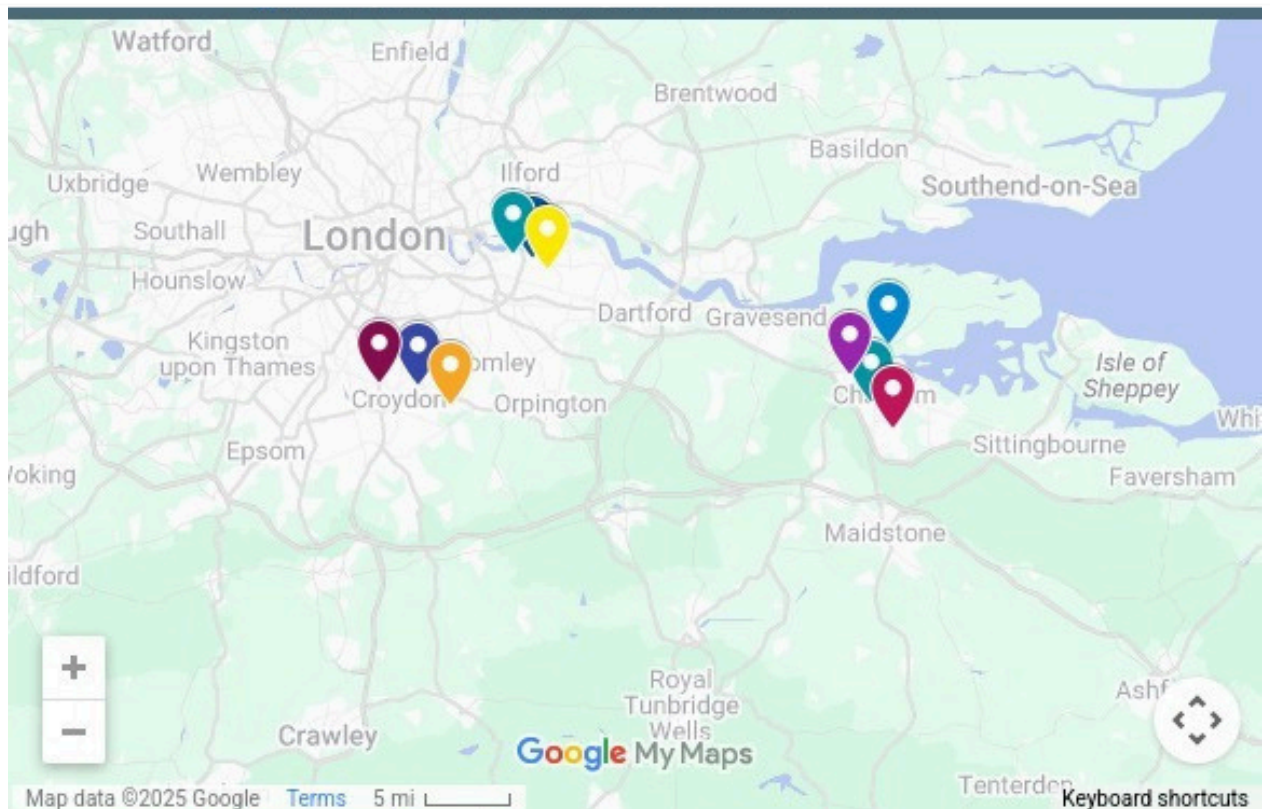
Woodside Primary School

Headteacher: Iman Atwal
Telephone: 020 8654 5333
Find out more:
www.westthornton.croydon.sch.uk



Forest Academy

Headteacher: Swabra Lloyd
Telephone: 020 8777 2808
Find out more:
www.forestacademy.org.uk



Links

[Privacy Statement](#)

[Inspire](#)

[Partnership](#)

[Curriculum Showcase](#)

[Professional Learning](#)

[Applicant Guidance](#)

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