

# CIRRUS PRIMARY ACADEMY TRUST

## APPLICANT PACK



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# 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**

## OVERVIEW OF THE TRUST

Our core purpose 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.

School improvement is never a static concept: it is ever-evolving as the drive for higher standards demands creativity and innovation. Every school has the opportunity to be even better. It requires transparency, honesty, reflection, energy and flexibility.

School improvement should be about taking risks and seizing opportunities. It should be about celebrating successes and sharing learning. Fundamentally, school improvement should be a constant state of restlessness and agitation. It is the art of becoming comfortable with discomfort.

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Over time – as the organisation matures and develops – the methodology we utilise to affect school improvement will change and develop. It will also learn from and respond to the innovations and experiences of our staff, parents, stakeholders and school leaders.

# VISIONS & VALUES

## 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





## AVENUE PRIMARY ACADEMY TRUST

Headteacher: Lisa Hunt

*'Nurturing Individuals, Building Futures'*



## BARROW HEDGES PRIMARY SCHOOL

Headteacher: Louise Wood

*'Roots to Grow, Wings to Fly'*



## RUSHY MEADOW PRIMARY SCHOOL

Headteacher: Paul Needham

*'Pupils, Families, Community: Learning and Working Together'*



## STANLEY PARK INFANTS' SCHOOL

Headteacher: David D'Souza

*'Be Kind, Be Helpful, Be the Best you Can Be!'*



## WALLINGTON PRIMARY ACADEMY

Headteacher: Joanne Guerin

*'Learning Today, Leading Tomorrow'*



# 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



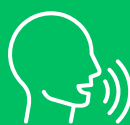
## Community & Culture

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