

# THE TENNYSON

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## Learning Community



‘Together in Strength and Partnership’

### Welcome Message from the Chair

*Together in Strength and Partnership - You, your school, your world – make the most of it!*

Thank you very much for requesting the details for a post with the TLC. At the very forefront of our drive for improved educational standards is the determination to work together in partnership to enable the Tennyson Learning Community to offer the very best educational experience to all of the children in our local communities.

#### Our Vision, Mission and Aims

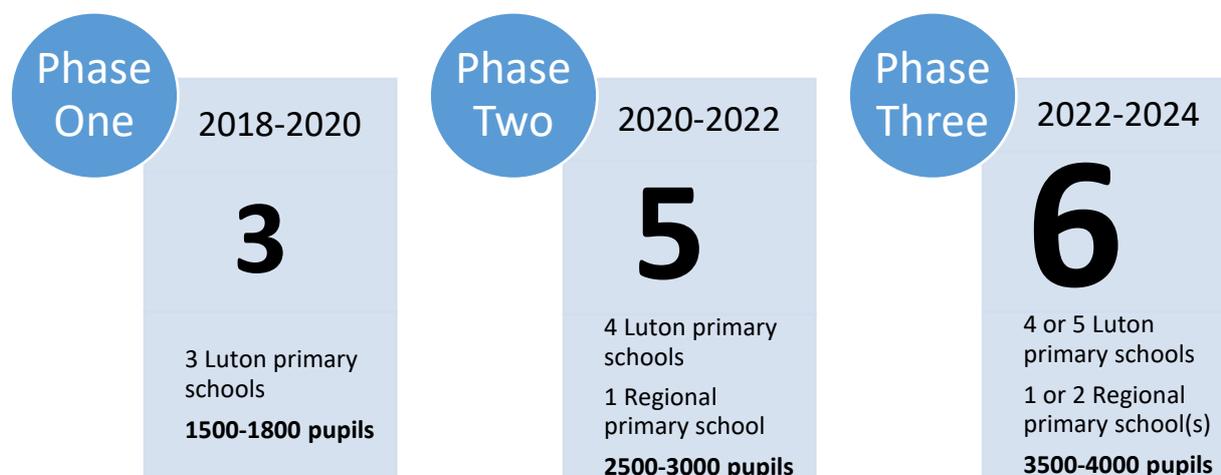
Our new academy trust has the potential to become a hub of excellence, a reflective leader of learning, a provider of primary education that enables children and young people to develop their skills and potential. The TLC would like to appoint ambitious and energetic senior central and education staff who will work alongside the Trust Board and who will establish and maintain the ethos in line with its vision.

The TLC is a newly established primary-only Academy Trust with the aim of supporting and leading the growth and improvement of primary academies across Luton and south Bedfordshire. We are driven by a moral purpose and a vision that ensures every child has the right to outstanding teaching and, every academy, exceptional leadership. It is our vision to work with our children, their parents and carers and our staff to create and to sustain excellent academies.

Our beehive logo echoes the Tennyson Road ethos, a school that has provided the inspiration for this Multi-Academy Trust and one that has given outstanding school-to-school and peer support for teachers and leaders in the Luton area. This is an association of which we are very proud and one that provides an excellent foundation for the MAT.

The beehive honeycomb pattern is symbolic of our ambition. The hexagon is the perfect shape, the one that holds **together in strength** and efficiency. There is no waste in a system that will enable schools to join and fit naturally together at perfect angles when they are ready to commit to the **partnership**, celebrating their uniqueness and preserving tradition.

Our mission will set high expectations for our leaders and teachers to support and stretch every child. We will ensure that they make the strongest progress possible and build the skills, knowledge and attributes that will prepare them well to make that all-important start to their secondary school.



The work of staff in our academies will be underpinned by a rigorous emphasis on keeping our children safe at all times, considering the wider environmental factors in their lives that influence their safety and welfare.

Long-lasting improvement is the work of teams within and across our learning Trust and collaboration with other schools, academies and stakeholders. We will unlock the potential of our teachers and leaders to develop as reflective practitioners and to ensure that they have strong support networks that let them learn, grow and innovate and achieve great things for the boys and girls. The shared values of inspirational teaching and strong leadership, in an inclusive community, is at the very core of the TLC. These will be firmly embedded in all of our academies and embraced by our leaders, teachers, staff, parents, volunteers and children.

### Our Leadership Values

The touchstone to our success is the leadership and professional behaviours we can expect of our staff, positioning the TLC academies as great places to work. This represents how the Trust academy staff and executive leaders wish to be known, to relate to each other and to pupils and parents. It is underpinned by the regulatory professional standards, including the Teaching and Headteacher standards.

The TLC commits the leadership group to lead by example and ensure that their behaviours and the way they approach their work embodies the Trust's values, and through being accountable for their actions and outcomes, sharing information with staff when it should be shared, and seeking out and valuing other perspectives.

We all know that highly effective leadership at all levels, visibly seen by staff, pupils and parents to set the standard, will help us achieve our ambitions for improving outcomes for all of our pupils and developing and supporting teaching, administrative and support staff. Together we endeavour to model and exhibit the following behaviours:

- talk openly and honestly together to ensure there is clarity about the specific requirements of the academy and agree the focus for support, challenge and for further intervention

- share, as well as to take on board, new ideas, responding positively to the advice and challenge given, understanding that this is offered to support positive and sustainable change to improve outcomes for pupils without fear or favour
- lead and teach by example, modelling and promoting the Trust and academy values, in a climate of mutual respect, encouraging others to take a lead and accountability in their area of responsibility

The salary for the posts with the Trust are competitive and will be reviewed regularly in line with the growth of the TLC, which is committed to maintaining the minimum requirements of the Teachers Pay and Conditions Document.

## Application

If you are interested in applying for a role with the TLC, please complete your on-line application form, available on the MyNewTerm website and return it as detailed on this portal. If you have any further questions about the role please feel free to contact Charlene Huntley, HR Administrator.

**The TLC welcomes applications from experienced teachers and those new to the profession. High quality induction and excellent continuing professional development is available to newly and recently qualified teachers as well as experienced teachers seeking a new challenge in an excellent school.**

The successful shortlisted applicants will be informed about the interview process in due course. Please do not hesitate to contact the school for an informal conversation about the roles.

**We are committed to safeguarding and promoting the welfare of children and young people. All staff will be subject to appropriate checks, including enhanced DBS checks and referencing.**

The Tennyson Learning Community supports Equal Opportunities.

**Tracy Cowan – Chair of the Board of Trustees**