

# Coppice Primary Partnership

*An Ethic of Excellence*



# Coppice Primary Partnership

RECRUITMENT PACK



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# Welcome to Coppice Primary Partnership (CPP)

Thank you for your interest in joining CPP. I hope that you find the information in this pack useful and that it gives you the information that you need to help you with your application. I believe that it will help you see that it is an excellent place to work.



We are a primary focused MAT based in the West Kent area with, currently, three schools: Coxheath Primary School, Loose Primary School and St Katherine's School & Nursery. Our work within CPP is built upon a passionate belief that all children are capable of producing exceptional outcomes.



Our trust was born out of a genuine desire to secure outstanding provision for all children. The word 'partnership' was chosen deliberately as our vision is for schools to work together, building on their own strengths and uniqueness to secure the very best for every child.

# We are guided by a set of core principles which support everything we do.

- ▶ We are a primary led trust who understand and appreciate the uniqueness of Primary Education.
- ▶ Collaboration supports the identification of best practice and its appropriate dissemination.
- ▶ We will be led by primary specialists with experience of leading successfully within the primary sector.
- ▶ Excellent academic standards of education will be secured by building on the strong values and ethos in which children are educated within each school.
- ▶ Our curriculum, rich with the knowledge and skills that children need will also celebrate sport and the arts, supporting children's aspirations. Every child's time at school will be a positive experience and something they will remember fondly for the rest of their lives.
- ▶ Our school improvement model is designed to retain expertise within the trust, providing bespoke and timely support as required.
- ▶ We invest in our staff by providing high quality professional development to support them in securing the very best provision for our children. We build capacity and will offer opportunities internally where appropriate to encourage staff retention.

# Our Mission, Vision, Values and Purpose

## Excellence as Standard

Excellence is transformational. As Ron Berger says: "Once a student (or adult) sees that he or she is capable of excellence, they are never quite the same. There is a new self-image, a new notion of possibility. There is an appetite for excellence."



At Coppice, our mission is to ensure that everyone experiences Excellence as Standard; through the curriculum, the teaching and the opportunities provided to them.

We achieve this through creating a culture of Continuous Improvement, where we put People First to ensure children get a Quality Education which is enhanced through Collaboration and Growth.



- ▶ We are a learning organisation. Through our commitment to **continuous improvement** we will ensure that staff are encouraged to 'improve not prove'. Whether this be from high quality CPD or our Inquiry based approach to appraisal, we are committed to improving our staff.
- ▶ It is our firm belief that by taking a **people first** approach, which puts children at the heart of all decisions and looks after our staff, both personally and professionally, that we are able to support all of our people to reach their potential.
- ▶ The **quality education** that a child receives is vital for their future. Our ambitious curriculum gives children the skills and knowledge they need, is taught with effective pedagogies and is supported and enriched by outstanding personal development
- ▶ **Collaboration** is key to our success. We are one staff over our three sites, working together to improve efficiencies, support each other and share practice, both within and beyond the trust

# Our behaviours

The behaviours we hold at CPP are key to securing success as they help us to breathe life into our purpose. Our behaviours are what drive our actions and through having a shared set of behaviours, we have confidence in the decisions being made at all levels and places across the trust. That way, our behaviours and our culture become inseparable.

Accountable

Authentic

Courageous

Inclusive

Future Focused



## Accountable

- Demonstrating professional regard to commitments
- Supporting the Trust aims and translating it into the schools' context
- Giving and receiving information through effective communication
- Owning our decisions and being open to challenge about them
- Upholding the ethos of the trust through these behaviours

## Authentic

- Acting with self-awareness and are open to feedback
- Modelling the expectations and behaviours we look for in others
- Recognising our own vulnerabilities and those in others and embracing them/and do something about them
- Acting with honesty and truthfulness especially when this is difficult
- Listening to and seeing the person behind the job

## Courageous

- Doing what is right, even if it is unpopular
- Challenging the status quo
- Owning our successes and mistakes
- Bringing our bold and ambitious thoughts to the table
- Challenging injustice

## Inclusive

- Being informed before making decisions and then communicating the 'why'
- Developing and embedding transparent processes and applying them consistently
- Being committed to promoting equity
- Being aware of our unconscious biases and blind spots and challenging them
- Providing opportunities for professional growth for everybody

## Future Focused

- Creating space to move away from operational activities
- Considering, anticipating and planning for the future,
- Encouraging progression by developing the talent we have
- Being ambitious for the Trust, the schools, the children and the community
- Being outward looking and curious about our own development as leaders

# How we work – our structure

Our trust is made up of a strong team of both volunteers and professionals.

- ▶ The members are the guardians of the trust and its ethos: custodians of governance in the trust and its vision and values.
- ▶ Our Trust Board and associated committees, including our Local Governing Bodies (LGBs) all support the trust and the schools with strategic oversight. The Trust Board determine our vision, values and set the strategic direction. Our Trust committees and the LGBs support the Trust Board in monitoring and challenging how the strategic direction is implemented.
- ▶ Our Trust staff team works on the education and operational delivery of the strategy. We have a strong central team which supports schools with education, HR, finance and business. Our Executive Leadership team comprises our school leaders and we support each other through working together



# Our Schools

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|--|--|
| <b>Loose Primary School</b><br>PAN: 90<br>Three Form <a href="#">Entry</a>   |  <b>Loose</b><br>Primary School             |
| <b>Coxheath Primary School</b><br>PAN: 60<br>Two Form <a href="#">Entry</a>  |  <b>COXHEATH PRIMARY SCHOOL</b>             |
| <b>St Katherine's Primary School &amp; Nursery</b><br>PAN: 90 YR-Y6 and 50 FT or 100PT Nursery<br>Three Form <a href="#">Entry</a> |  <b>St. Katherine's</b><br>School & Nursery |

## Loose Primary School

- ▶ Loose Primary School is a large 3 form entry primary school, with over 120 staff, and is located on the outskirts of Maidstone. Loose has stunning grounds enjoyed by exceptionally well behaved pupils. The school is popular and regularly oversubscribed with consistently strong first choice applications received.
- ▶ A large proportion of pupils come from White British families (84%) with 8% EAL and 21 home languages spoken by children and families. Loose has an increasing number of pupils with identified needs (10%) who are well supported. Loose is also significantly below the national average for pupils in receipt of Pupil Premium.

- ▶ We believe passionately in an ethic of excellence in all that we do. High academic challenge through a motivating, meaningful and memorable curriculum is at the heart of what we do. We build in to this continual moral development and enrichment that allows for the holistic growth of each child in our care. Specialist Music, PE and ART allows our creative side to excel and we will build on this over time. Our aim is to connect our curriculum with our community through exceptional pupil engagement and opportunity. We recognise every pupil as a unique individual, each with their own gifts and talents for us to celebrate.
- ▶ We seek to build successful partnerships with parents and the community to give children every possible opportunity to flourish. We are a school to which the whole school community; children, staff, parents and governors are proud to belong.
- ▶ We offer a wide range of experiences based on a progressive and exciting curriculum and we are proud of the extensive range of extended services that we offer, including wrap around care from 7:30am until 6.00pm. We provide a foundation for life in a happy, high achieving school, where all individuals have high expectations of themselves, respect each other and strive to excel.



# Benefits of joining Coppice Primary Partnership

All staff joining our Trust will receive a planned induction to ensure that your career with us gets off to the best start possible. You will have access to high quality CPD throughout your time with the trust, provided by the school, the trust or external providers where appropriate. We encourage staff to continue their development and will support them financially through external qualifications (such as NPQs, CIPD, finance etc).



In addition, all staff in the trust automatically are in receipt of our 'Coppice Promise'. This is our promise to all staff around our practices and offers to ensure that their workload and wellbeing are effectively managed. Some of the highlights are:

# Workload



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Shared planning across the trust with aligned curriculum models in some areas to free up valuable time – no need to ‘start from scratch’

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Email promise - We very much have the mantra ‘I’m sending this email at a time that works for me, please reply at a time that works for you’.

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No unnecessary meetings – if we don’t need one, we won’t have one.

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Evaluation of summative data three times a year. We understand and appreciate that this is a ‘point in time’ assessment. All data is input on Insight – reports therefore can be easily generated and information easily accessed.

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Good behaviour comes from a collective approach. All schools across the trust have a commitment to a robust behaviour management policy to ensure that time is focused on teaching and learning rather than behaviour management

# Wellbeing

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Access to private health care including 24hr GP access, physiotherapy (and much more!) and an Annual Flu jab offered to all staff

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A family first approach – cover to ensure that you don't miss important family events

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The Trust and the schools in it are committed to supporting flexible working requests wherever possible

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All staff are entitled to free access to wraparound care for primary aged children attending trust schools. This includes access to the holiday play scheme where staff are working.

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The holiday play scheme is also open and free to staff who have children who attend other schools where staff are required to work.

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All staff can have access to Kent Rewards, a site offering cash back, discounts and vouchers for a range of popular high street stores.

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Throughout the year, optional school and trust wide social events will be available as we believe in developing relationships and social events can certainly help. Events will be informal affairs, usually in informal settings

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# Vacancy Deputy Headteacher at Loose Primary School



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|----------------------|------------------------------|
| Employment type:     | Full-time                    |
| Salary:              | Group L6-10                  |
| Visit Dates:         | As requested                 |
| Close date:          | 17th May                     |
| Date of Interviews:  | Week commencing the 20th May |
| Position start date: | September 2024               |

Loose Primary School are looking for a passionate and dedicated Deputy Headteacher to lead our Key Stage 1 to excellence.

If you have significant senior leadership experience within a primary school or wider MAT structure and you are looking for your next challenge or career opportunity, then this could be the job for you. As the Deputy Headteacher for KS1 you will have the opportunity to not only grow in a fantastic three form entry school in Maidstone, but also become a member of the Coppice Primary Partnership (CPP) executive leadership team, where your skills will be used to support the education and school experience for all children in the trust.

Loose is a school with an excellent reputation. The focus in the past few years has been to develop a truly outstanding curriculum which gives children purposeful and powerful knowledge. When Ofsted came in May 2023 they could see the strengths of these early changes, our ambitious curriculum, our outstanding EYFS and our exceptionally well behaved pupils but there is still work to do! If pedagogy, exciting curriculum experiences, high academic outcomes and inclusion for all is your expertise, we want you here with us on our journey to excellence. Come and see us, meet the team and dream big alongside us for our community.



Operating within the ethos and values of the trust and to assist you in achieving your vision for the school, you will be supported by a dedicated and hardworking team of staff, a committed Local Governing Board, a supportive school community and the wider network of CPP.

As part of the trust, you will have access to a range of services and high-quality support which is designed to remove as many of the lower level administrative functions from the school to allow you to focus on what matters most – the quality of teaching and learning in your school.

Coming to see the school and meeting with our Headteacher and Trust Leader is essential. We want you to see what a fantastic opportunity this role is and meet some of the school and CPP team members.



# We are looking for:

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an inspirational leader with a proven track record of improving standards in Key Stage 1 who can continue to move the school forwards

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an ability to inspire and motivate others to work creatively in their classrooms and can work collaboratively with governors, staff and parents

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a person who understands children and how they learn. Someone with high standards for environment and curriculum experiences

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an analytical leader with excellent organisational skills and the ability to think strategically

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a values driven leader with a strong sense of accountability, excellent people skills and a drive for excellence

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a team player who looks at how capacity can be shared across the trust, understanding that we can achieve more together than we can on our own

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a positive role model for work/life balance

# We can offer you:



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the opportunity to lead in a large school with an excellent reputation

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a fantastic environment with excellent resources available to all

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a supportive team of staff both in the school and across the trust

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articulate and polite children who are ready to learn and embrace challenge

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a school with excellent links with our parents and the wider local community

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a supportive and proactive layer of governance, including the local governing board and wider trust board.

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an immediate network of two other schools within the trust to share, develop and refine ideas

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a range of benefits to support your workload and wellbeing

# How to apply

## **Where to apply**

- ▶ Please find the advert and associated documents on [www.Kent-Teach.com](http://www.Kent-Teach.com)
- ▶ Please complete the application form through Kent-Teach directly – there is not a separate application form to complete.
- ▶ When completing your personal statement, ensure you share what drives you and your motivations. For leadership positions, please also discuss how you would be able to support the school and Trust's overarching vision and include information about your own teaching and leadership experience.



- ▶ In your personal statement, you will need to relate your skills and knowledge to the person specification with evidence that shows how you meet the criteria
- ▶ All relevant dates including closing dates can be found on the advert.