



Coastal Learning
PARTNERSHIP

Working with Coastal Learning Partnership



Broadening Horizons Together



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A warm welcome

Thank you for your interest in joining Coastal Learning Partnership.

We believe that our people are our biggest asset in helping achieve our vision of ensuring all of our children experience educational excellence every day. We want to recruit, retain and develop brilliant people, and support them to have an excellent employment experience with us. We believe that our Trust is special and unique, and we strive to be an employer of choice and a place where staff aspire to work.

CLP's schools have enjoyed a good deal of success together. We have seen multiple schools judged as 'good' since March 2020, including a number of schools which have improved since joining CLP from 'requires improvement' or 'inadequate'. We are delighted that the hard work of those Headteachers and their teams has been endorsed in this way. These experiences not only capture the impressive work of those schools but they also recognise the positive impact of being part of the CLP family.

Schools within CLP do not seek to be the same as each other. Rather, they benefit from each other's experience and expertise so that they get stronger together. CLP schools work to strengthen the opportunities available to staff and children and to operate within a climate of collaboration and service to one another. We strive to be both an educator and employer of choice, with families and staff who are proud of their school and the wider family of which they are part.

About Coastal Learning Partnership

Coastal Learning Partnership is a family of twenty church and community primary phase schools, located across Bournemouth, Poole and the Purbeck area of Dorset. We are fortunate enough to work in some of the most beautiful locations in the country, with supportive leaders, valued colleagues and engaged communities.

CLP's core values are '**serve**', '**inspire**' and '**empower**' and we hope that some early sense of those values comes through this information pack.

Our schools serve one another and, in turn, are served by a central team. Our Headteachers are empowered to confidently lead their schools' ongoing improvement journeys – and we all draw inspiration from each other along the way.



Coastal Learning Partnership: Values

Our partnership's vision is captured in our motto : **‘Broadening Horizons Together.’** CLP strives to serve, inspire and empower every member of its learning community. The partnership will provide an educational experience that enables pupils to overcome challenges and which prepares them for the next phase of their education and their wider futures. Every pupil and every adult is seen, cared for, valued and enabled to flourish.

Our three shared values of serve, inspire and empower influence the way in which we work together:

- **Serve:** Schools serve their pupils and families, local communities and each other.
- **Inspire:** Central to our work is an ambition that everyone is inspired to flourish.
- **Empower:** Schools, and all connected to them, are empowered to be their very best.

Our Partnership's Values



Schools serve their pupils and families, local communities and each other



Central to our work is an ambition that everyone is inspired to flourish



Schools, and all connected to them, are empowered to be their very best

In demonstrating these values, our typical ways of working which will be modelled by all leaders are:

- **Equity:** Decision-making which strengthens equity of experience and opportunity.
- **Generosity:** Meaningful professionally generosity to collectively address challenges.
- **Accountability:** Recognising achievement and holding self and others to account with respect and clarity.
- **Listening:** Valuing everyone's voice and contribution.
- **Receptive:** Being inspired by, and learning from, examples of impactful practice outside the Partnership; sharing our own expertise.



Our Schools

CLP is a unified family of twenty primary-sector schools across two Local Authority areas: Dorset Council and Bournemouth, Christchurch & Poole Councils. Joined by shared values, our schools inspire children, preparing them for their future education and lives.

The two furthestmost points of CLP are Boscombe and Swanage. There are about 5,400 pupils overall who are supported by around 900 committed staff. Our schools work closely together in a spirit of professional generosity and collaboration, sharing resource and expertise. Our schools embrace a shared responsibility for all children, whichever school they attend.



Location Map



Our offer to you

There are a number of reasons that make **Coastal Learning Partnership** stand out as an employer of choice. These include curriculum development and support networks designed to innovate teaching and reduce workload, clear progression paths, comprehensive CPD packages, and opportunities to create change.

Career progression opportunities

As a large trust, we are able to provide clear career progression opportunities from ECT, through to senior leader, Lead Practitioners and Head Teachers. In partnership with external providers, we provide accredited and bespoke training programmes including the NPQML, NPQSL and the NPQH. We also work closely with external providers to deliver high quality CPD in pedagogy, behaviour management and curriculum development.

Trust-wide opportunities for you to make a difference

There are a wide range of opportunities for teachers to support and play a key role in trust wide initiatives.

This can be through:

- Pioneering new systems and approaches, based on current educational research and the use of AI – being at the cutting edge of educational thinking and development.
- Transferring between academies to support academy improvement or to gain additional experience in preparation for promotion.
- Leading an area for your subject or year group.
- Becoming one of our Lead Practitioners, Specialist Teachers or Leading Teachers.
- Joining strategy groups to develop best practice.

Health, Wellbeing and Discounts

- TeachMateAI and laptops for all teachers
- Six inset days, instead of the usual five
- Half price before and after school childcare in our schools
- Comprehensive training and networking offer
- Local gym discounts
- High street and online discounts
- Teachers' Pension Scheme
- Free eye tests
- Financial wellbeing coaching
- Tech and cycle salary sacrifice schemes
- Blue Light card eligibility

We care deeply about the wellbeing of our staff, and therefore offer a number of services to help you stay well, happy and fulfilled in your role. These include:

- Nurse support
- Free and confidential counselling
- Private physiotherapy
- 24/7 GP service, with prescriptions delivered to your choice of pharmacy
- Food sensitivity testing
- Slimming world programmes and weight
- Mindfulness support





What our colleagues, families and pupils say about us

At Coastal Learning Partnership we value the thoughts and opinions of our employees across the Trust as well as within the communities that we serve. Here is a small snapshot of what our employees, parents and children have said about our Trust in recent surveys.

"I feel that I work for a headteacher who I trust and respect"

"I feel that I work for a headteacher who I trust and respect"

"My children are extremely happy with their school environment, and my pre-schooler is excited to join"

"I feel like a valued member of the Trust and not just a number"

"All of the teachers are great here. They're very kind too!"

"There are many opportunities to grow and flourish"

"CLP has been the best academy trust I have worked for"

"My son loves being a Firefly and can't wait to go to school"

"The school have instilled my son with happiness and confidence!"

"It's a fun and enjoyable school that I recommend people to join this fantastic school"

"All of the teachers are great here. They're very kind too"



Coastal Learning PARTNERSHIP

What next...?

We are anticipating vacancies across a number of our schools, we are now inviting you to apply and let us know if you have a preference for school, key stage or general location. Please clearly state any preference in the supporting information section of your application form so as we can direct your application to the most appropriate schools.

Once a school has a confirmed vacancy, they will be in touch with you directly to offer you an opportunity to visit informally and attend an interview.

We are really looking forward to hearing from you. Good luck!

Coastal Learning Partnership

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