

# IMAT | *Inclusive* MULTI ACADEMY TRUST

GREAT REASONS TO WORK  
AT ONE OF OUR SCHOOLS



# INCLUSIVE MULTI ACADEMY TRUST

The Inclusive Multi Academy Trust was established in 2016 with a vision to inspire and nurture our children and their community to be the very best that they can be. By March 2018 we will consist of three schools; Beechfield, Cherry Tree and Laurance Haines. All schools are situated within a mile of each other and of Watford town centre, which has excellent transport links to Central London/major airports and the M25 and M1. Each school is richly diverse and children with different languages, cultures and religions learn together in harmony. Laurance Haines was very proud to receive the very first National Nurturing Schools Award in the country last year. Our Trust ethos is a nurturing one and we put the mental health and wellbeing of our children, parents and staff at the centre of this.

The schools maintain their own clear identity, however, working collaboratively within a trust means that there is a huge amount of opportunity and support for staff in each school.

We can offer you:

- A real sense of community
- An innovative approach to learning with an emphasis on enjoyment and creativity
- A strong commitment to CPD with quality mentoring and development support
- A dedicated NQT programme which offers bespoke support and training, as well as the opportunity to work with other people at the same career stage as you
- A staff council that is listened to and has impact
- Outstanding Trust leadership with children at the heart of all we do
- A healthcare plan which includes private medical care as well as well being care, physiotherapy, stress counselling and lifestyle health screening days



# STAFF STORYBOARD

My name is Emma Penfold and I have been working at Cherry Tree School since September.

I am a Year 5 class teacher and have started the most daunting yet exciting year of my life – my NQT year. After completing my first term I have realised that support from those around you is paramount and that's what Cherry Tree, Beechfield and Laurance Haines offers me throughout. From a variety of CPD training to just a helping hand, these schools have made my first term an extremely positive experience. I have had the opportunity to talk to staff in all three schools, including my own mentor and other NQTs which really helps.

I thoroughly enjoy working with Year 5 and my year group partner and I can already see the progress my class are making! However, I value that in years to come I will be able to move around the school and develop my teaching further.



My name is Olivia Gunner and I have been teaching at Laurance Haines School for four years.

I am a Year 2 class teacher and I am fortunate enough to work with the most incredible team! I initially started at Laurance Haines as a cover teacher before I started my permanent classroom role. Within a week I knew that I had made a great choice. This is one of the most caring and nurturing schools I have seen and the wellbeing of the children is of the upmost importance to all staff members.

I had begun my NQT year at another school however the support and training was poor and I knew that I had to find somewhere that would help me to teach to the best of my abilities. Laurance Haines gave me this opportunity. The support and CPD that has been offered to me at the school has been phenomenal and did not stop when my NQT year was complete. I recently received mental health first aid training to help support staff and pupils.

I have recently become a staff governor, this opportunity has developed my knowledge and understanding of the strategic issues facing the education sector.

# INTERVIEW TIPS



**Research the school** The school website is a great place to start. It should give you an understanding of the school ethos, its context, results data and a link to their most recent Ofsted report. It's always worth visiting the school beforehand if you can. This will give you the opportunity to meet the staff and children. Good schools have a social media presence so follow their Facebook and Twitter accounts

**First Impressions count** Dress appropriately and be friendly and polite.

**Keep up to date with the news** You are likely to be asked a question which prompts you to demonstrate that you keep abreast of current affairs within the education sector. Some great sources are the TES, DfE and BBC Education. All have Twitter feeds that keep you instantly up to date.

**Think about questions you may be asked** These will include questions on topics such as classroom management, behaviour strategy and safeguarding children.

**Responses** Listen to the question asked. Make sure you know what the interviewer wants to know. Ask for clarification if the question is not clear. Ensure you draw on your own experience. Think about examples of times when you have had to deal with the situation you are being asked about, how you handled it, how successful you were and what you learnt from it. Remember to convey a desire to work with children. Most of all make sure you are selling the product: You!

**Prepare** Do you have a mentor you could ask for a practice interview? Choose someone you know that will give you honest feedback.

**Teaching a lesson or leading a pupil activity is very common** You should have had the details of what is expected and time to prepare. Don't be afraid to ask for help and stick with your normal style of teaching, one that works well for you but be aware of how to make your lesson outstanding. Observers will be looking at whether the children made progress in the area you were teaching them in.

## Beechfield School

Gammons Lane  
Watford  
WD24 5TY  
01923 221269



 @HeadBeechfield

## Laurance Haines School

Vicarage Road  
Watford  
WD18 0DD  
01923 233146



 @HeadLHS

## Cherry Tree School

Berry Avenue  
Watford  
WD24 6ST  
01923 245490



 @HeadCherryTree1