



**Quality First**  
Education Trust

A growing primary  
academy trust with  
a relentless drive  
for improvement,  
excellence and  
equality

# Q1E Teacher

## Application Pack



**Quality First Education Trust**



## Quality First Education Trust

Web  
[www.q1e.org.uk](http://www.q1e.org.uk)

Company No.  
07768645

Dear applicant

I am delighted that you are interested in a teaching role at the Quality First Education Trust.

At Q1E we provide excellent opportunities for class teachers. You will access outstanding professional development and support from the outset.

We pride ourselves on ensuring our teachers have the resources they need to do an excellent job, including a high quality curriculum with well-planned units and lessons. We encourage staff to access development opportunities, including Trust-wide leadership roles.

If you are new to teaching, you will be supported every step of the way. We are very proud of the support we provide for Early Career Teachers, starting with a paid three week Q1E pre-induction programme in July. Please read through this pack for more information about all the support and development we offer.

Q1E is an ambitious Trust with exciting potential. I am proud and privileged to lead it. We are a primary-only Trust of four schools in south London, and we pride ourselves on being able to provide a tailored provision for our children, staff and schools.

Our four schools have many differences, but they are united in having fantastic staff teams, shared curricula, and consistent Q1E systems and structures to support them.

If you share our relentless drive for improvement, excellence and equality, I hope you will consider applying to join us.

**John Grove**

Chief Executive Officer

**Quality First Education Trust**



# About the Quality First Education Trust



**The Quality First Education (Q1E) Trust was established in 2017 and currently has four London primary schools:**

- Churchfields Primary School, with approximately 500 children on its extensive site in Beckenham
- Belleville Primary School, a large school with over 900 pupils and a history of excellent provision, across two sites in Clapham
- Belleville Wix Academy, with approximately 330 children, one third of whom are taught through an English/French bilingual stream
- The Alton Primary School, with approximately 200 pupils on a large site in Roehampton, bordering Richmond Park.

Our schools are linked together by **a relentless drive for improvement, excellence and equality.** Together we provide a high quality education for the children we serve.

One of our core principles is the belief that **“the quality of an education system (or school) cannot exceed the quality of its teachers”** (McKinsey 2007). This lies at the centre of what we do and how we operate. The recruitment, retention and development of excellent teachers is our highest priority.

Being part of a larger organisation gives our schools many advantages, particularly around sharing knowledge, practice and resources. We have a centrally-developed curriculum, with clear units and lesson plans ready to deliver. We have excellent pedagogical directors who support the development of teaching and learning strategies and primary subject knowledge across the Trust.

We lead the South West London Maths Hub and are a national leader in the teaching of mastery-style mathematics. We also take pride in having a broad, balanced, high quality curriculum in all areas.

We believe in primary schools improving primary schools (and teachers improving teachers!), through approaches based on research and evidence. We have a strong history of school-to-school support and improvement, including an excellent peer review programme, and we have strong links with outstanding schools nationally and internationally. We have a keen interest in learning from the best, so staff have numerous opportunities to watch and learn from excellent teaching, visit other settings, engage with outstanding visitors, and participate in research projects.

We seek teachers who share our collaborative ethos and our drive to provide an excellent quality first education for all.



# Teaching with us

Q1E provides clear structures, excellent resources and outstanding professional development for teachers.

We aspire to be an 'employer of choice', providing all those who join us with excellent working conditions and career prospects.

Across the Trust, we have a strong, well planned curriculum with clear units and lesson plans. In each primary year group we have 10 to 12 teachers across our four schools, who review their plans together every week. Teachers also assess and moderate together.

Each of our schools employs specialist teachers for specific subject areas such as PE and languages, so that class teachers can focus on excellent provision in the core and foundation subjects.



**Name:**  
Dermot Mullin

**Joined Q1E in:**  
June 2019

**Working at Q1E is:**  
**Motivating, fast-paced and progressive**

*I have had the opportunity to teach in the English and bilingual streams at Belleville Wix, and am now the Curriculum Lead for the school.*

**Name:**  
Emma Wadsworth

**Joined Q1E in:**  
September 2021

**Working at Q1E is:**  
**Exciting, diverse and challenging**

*I've received regular CPD opportunities through the Trust and my teaching confidence has increased hugely!*



We foster an open door policy – teachers should always feel they can watch others teach, ask questions and access support or advice whenever they need it.

Our buildings are well maintained and our classrooms are excellently resourced. We believe it is important for teachers to have excellent resources to do their job.

You will be welcomed and encouraged to participate in the wider life of your school. All of our schools have fantastic, friendly and supportive staff teams, and serve vibrant communities with supportive parents and carers. Superb extra extra-curricular activities are provided for our children and each of our schools makes the most of being within easy reach of central London, with trips to amazing landmarks and world-famous museums. Pupil voice is important, and children are encouraged to take on leadership roles.



**Name:**

Cara Wright

**Joined Q1E in:**

September 2020

**Three words to describe Q1E:**

**Opportunity, support, learning**

*I have enjoyed having the opportunity to develop as a teacher and professional, and to work as part of a wider team across the trust. There are so many people to go to for support and advice!*



All staff joining the Trust receive an extensive programme of induction and training.

## Early Career Teachers (ECTs)

Since 2012 we have trained almost 500 new teachers, within and beyond our Trust! You will be part of an ECT cohort in your first two years of teaching, so you won't be on your own.

### Our ECTs receive:

- three weeks' paid pre-induction training in July, once you finish your teacher training. This covers how we teach Maths and English in depth, and will introduce you to our wider curriculum and our pedagogical strategies.
- a structured two year ECT induction programme starting in September, which includes enrolment on University College London training, facilitated by the Wandle Teaching School Hub
- a tailored and regularly reviewed development plan, from the first day of your first term
- an in-school mentor – an experienced teacher able to show you the ropes and provide practical support in your role
- an induction leader, to ensure your development needs are met
- support from senior members of the Q1E central team, offering pedagogical advice and support.



## Experienced teachers

**Support isn't just for ECTs. We ensure excellent development for all those who are new to the Trust, no matter how experienced in their career.**

All teachers new to us will receive:

- five days of training on how we teach Maths and English, and a clear understanding of the school and Trust expectations, before your first term starts (in negotiation with your current school)
- a structured induction programme once you are in the role
- a tailored professional development plan which is reviewed at least half termly
- an experienced mentor.



### Ongoing entitlement for all teachers

The development doesn't stop once you've settled in! All teachers receive:

- Regular professional development observation and feedback
- An annual development conversation
- Joint planning and assessment with teachers from across the Trust
- Excellent INSET sessions, including joint development days for all teachers across the Trust
- Professional support from senior leaders including modelling, coaching and guided lessons
- Support from the Trust's pedagogical and curriculum leaders, to help you develop your teaching and learning strategies and subject knowledge
- The opportunity to observe others' teaching, both live and filmed, and to film and discuss your own lessons to support personal reflection and professional coaching
- Access to extensive internal and external training opportunities, appropriate to your needs.
- Leadership opportunities within your school and across the Trust. Many of our leaders started with us as new teachers or support staff!



**Name:**

Alex Williams

**Joined Q1E in:**

September 2016, as a trainee teacher

**Working at Q1E is:**

### Inspiring, happy and fulfilling

*I started at Q1E as a trainee teacher, and six years later I am an assistant head! I have had support and opportunities throughout. A real benefit for me has been the opportunity to work on three different sites, allowing me to work with many different colleagues and encounter new challenges and fantastic families in my community.*





Belleville is a large, popular, successful school in Battersea/Clapham, with over 900 pupils on two sites.

A diverse variety of languages, cultures and backgrounds are represented here. The growth in our school numbers over time reflects the excellent quality of education we provide.

As a designated National Support School, Academy Sponsor and Maths Hub, Belleville has a long history of excellence and of supporting and improving schools. Belleville was also part of the first ever cohort of designated Teaching Schools.

Belleville is an "Outstanding School" (Ofsted) which prides itself on providing an excellent, broad and balanced curriculum whilst ensuring high standards in the core subjects.

**Webbs Road,  
London  
SW11 6PR**

**Meteor Street  
London  
SW11 5NZ**

The Alton is a one form entry inclusive primary school, right next to Richmond Park in south west London.

Ofsted (good, 2019) describe us as a school where "pupils come to school happily" and "leaders and staff support every pupil to reach their full potential". We have extensive facilities that offer children a wide array of fantastic, vibrant and diverse opportunities. We want our children to love learning and enjoy school. We work hard to ensure that we develop our children's self-esteem so they feel safe and understand their uniqueness and ability to make a difference in their own lives and the lives of others. The Alton is also home to a small Resource Base for children with moderate learning difficulties.

**Danebury Avenue,  
Roehampton,  
London,  
SW15 4PD**



Belleville Wix is located close to Clapham Common and near to the vibrant centre of Battersea.

Ofsted (good, 2019) say our “provision for reading and mathematics is exceptionally strong” and “leaders and staff support every pupil to reach their full potential”.

Since we joined the Trust we have had a truly successful school improvement journey and have benefited from working particularly closely with Belleville: our teachers train and plan together and we share fantastic specialist teachers and resources. Belleville Wix shares its site with École de Wix, a French primary school. As well as our English curriculum stream, we work with École de Wix to offer jointly-run bilingual classes. We are proud of our unique bicultural ethos and community.

**Wix's Lane**  
**Clapham Common North Side**  
**London SW4 0AJ**

Churchfields is a popular two to three form entry primary school in Beckenham.

We are passionate about children achieving their best, developing independent skills and enjoying their learning. Ofsted (good, 2016) have noted the strength of our maths and writing provision, and have praised our personal development, welfare and behaviour as “outstanding.”

Our aim is to provide children with high quality learning and teaching to ensure that they make good progress in all areas and we are continually working to further improve children's experiences and outcomes.

Churchfields has a strong commitment to inclusion and our provision includes a two class SEND provision for children with severe and complex needs.

**Churchfields Road,**  
**Beckenham**  
**Kent, BR3 4QY**

# Job Description

## MAIN DUTIES AND RESPONSIBILITIES

### The post holder will:

#### Teaching and Learning

Be an excellent teacher.

Effectively teach children, using a range of strategies to meet their many and varied needs.

Maintain thorough subject knowledge, and knowledge of national and local developments.

#### Recording and Assessment

Set clear targets for children's learning and use assessment information to inform all aspects of planning and teaching.

Display commitment to raising standards and accelerating pupil progress.

Keep parents informed about their child's progress and wellbeing.

Liaise with other staff and outside agencies as necessary to best support each child.

#### Recording and Assessment

Support the aims and ethos of The Quality First Education Trust.

Operate in accordance with the aims, policies and procedures of the Trust and the school.

Set a good example in terms of conduct, dress, punctuality and attendance.

Participate in and contribute to staff training and meetings.

Positively embrace professional development and research.

Reflect on and improve performance.

#### Additional duties

Be aware of and comply with policies and procedures relating to Child Protection, Safeguarding, and Health and Safety, and report all concerns to the appropriate person.

Undertake other general tasks that the Headteacher may reasonably ask.

The duties outlined in this job description are in addition to those covered by the latest School Teachers' Pay and Conditions document. This may be modified by the Headteacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

# Person Specification

We are looking for someone who:

Education/qualifications	Essential	Desired
Has Qualified Teacher Status	✓	

Experience	Essential	Desired
Has taught children successfully, meeting their many and varied needs	✓	
Has evidence of being an excellent teacher	✓	
Has evidence of raising standards and accelerating pupil progress	✓	

Knowledge and Understanding	Essential	Desired
Understands the purpose, structure and balance of the National Curriculum/ EYFS curriculum and its requirements	✓	
Has thorough subject knowledge	✓	
Keeps abreast of national and local education developments	✓	
Displays commitment to the safeguarding and protection of children and fulfils relevant duties for child protection	✓	

Skills and abilities	Essential	Desired
Is an outstanding teacher	✓	
Can assess, record and report on the achievements of pupils	✓	

Personal qualities	Essential	Desired
Is committed to equal opportunities	✓	
Respects and values different experiences and backgrounds	✓	
Is able to develop positive relationships with all members of the school community	✓	
Is a good communicator	✓	
Has an exemplary record of attendance and punctuality	✓	
Holds high expectations of pupils, adults and self	✓	
Is committed to personal and professional development	✓	
Is reflective and learns from experience	✓	
Is motivated	✓	
Is proactive	✓	

This specification acts as selection criteria and gives an outline of the type of person and the characteristics required to do the job.

Essential characteristics: those without which the candidate would be rejected.

Desirable characteristics: useful for choosing between two good candidates.

We very much hope you will decide to apply to be a teacher with the Q1E Trust.

Please apply by **9.00am on Monday 14th March 2022**. Your early response is encouraged, as we review applications as we receive them.

We will be looking for evidence which demonstrates that you meet all the criteria in our person specification, and are ready and excited to join us!

We have a single application form for the Trust as a whole, which enables you to tick the Q1E school or schools that you are interested in.

We strongly encourage you to email [recruitment@q1e.org.uk](mailto:recruitment@q1e.org.uk) if you would like to arrange an opportunity to visit any of our schools before you apply.

Our application form and equal opportunities form can be found at [q1e.co.uk/join-us/](http://q1e.co.uk/join-us/). Please download and complete both forms and email them to [recruitment@q1e.org.uk](mailto:recruitment@q1e.org.uk). Please note that we do not accept CVs.

Please also contact [recruitment@q1e.org.uk](mailto:recruitment@q1e.org.uk) if you have any special requirements to enable you to fully participate in the application/selection process.

## EQUAL OPPORTUNITIES

In the Quality First Education Trust:

- our schools are committed to ensuring that every employee is treated fairly in day to day work, promotion and training.
- every job applicant is given an equal chance when they are considered for jobs.
- our schools aim for their workforce to reflect the composition of the local community.
- our schools aim to end discrimination in the workplace in respect of different racial groups, sexual orientation, religion, belief and people with disabilities.

## LEGAL INFORMATION

As you are applying for a job with us at the Quality First Education Trust, we need to make certain legal aspects clear before you submit your application.

We are under a duty to protect the public funds we administer and to this end may use the information you have provided on your application form for the prevention and detection of fraud. We may also share this information with other bodies responsible for auditing or administering public funds for these purposes. Providing any misleading or false information to support your application will disqualify you from appointment, or if appointed will render you liable to dismissal without notice. By submitting the application form, you declare that you have understood and complied with the requirements laid down in the previous paragraph.

## SAFEGUARDING

The school and the Trust are committed to safeguarding and promoting the welfare of children.

This role involves engaging in regulated activity relevant to children. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

Safeguarding checks will be undertaken, including an enhanced Disclosure and Barring Service (DBS) check and a barred list check.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. All criminal convictions must be disclosed.

Our safeguarding policy can be found at

[www.q1e.co.uk/key-information](http://www.q1e.co.uk/key-information).

## DATA PROTECTION

When you complete the application form you will be required to declare that you understand that the information given on the application form will be used by the Quality First Education Trust for:

- the purpose of processing my application for employment;
  - monitoring the Trust's employment policies; and if my application is successful,
  - recording information relevant to my employment
- Submitting the application form consents to the processing by the Trust for the purposes set out above of all the information you give, including such information as constitutes sensitive data.