



Quality First Education Trust

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



- Join us for opportunities
- To grow
 - To shine
 - To make a difference

Who are we?

The Quality First Education Trust is a growing multi-academy trust with four south London primary schools.

Quality	“The quality of a school cannot exceed the quality of its teachers” (McKinsey)
First	We put teaching first
Education	A high quality broad and balanced provision for all children
Trust	A community built on trust, united by our aspirations

What makes us different?

A relentless drive for improvement, excellence and equality

We believe in primary schools improving primary schools, through approaches based on research and evidence. We seek to learn from the best – whether locally, nationally or internationally. We pride ourselves on being forward-thinking and never complacent. We do ‘whatever it takes’ to ensure all children can achieve and succeed.

United and unique

Our schools keep their unique character, whilst working together for the benefit of all our children. Our schools are very different – but we share resources and expertise; we train and learn together; we plan, assess and moderate across sites and schools. We have an open culture, with a philosophy of mutual respect and shared practice. Staff are never isolated: each person brings unique strengths – but is part of an experienced and successful team.

Recruit, retain and develop

Recruiting, retaining and developing excellent staff is at the core of what we do. Staff are ‘entitled’ to professional development and support at every stage, with a well-planned CPD curriculum. We offer excellent career opportunities, within schools and across our trust, with a range of first and middle leadership roles to enable staff to progress.

Simplicity from complexity

We want teachers to focus on teaching! We develop clear policies and schemes, to reduce individual workload. We continually share ideas and practice, so teachers don't have to reinvent the wheel. Our excellent central team provides support and advice that enables teachers to do what only they can do. Wherever possible we employ specialist teachers for PE, languages and the arts, so class teachers can focus on the core and foundation subjects.



Why join us?

We recruit all year round, to find excellent classroom teachers to join our strong and highly motivated team. Teachers in our schools receive fantastic ongoing development and support. We provide a range of benefits including the ability for the children of staff to attend our schools.

To grow

- A commitment to recruit, retain and develop excellent staff
- An entitlement to high quality training and support
- A supportive working culture, with ongoing guidance and mentoring

To shine

- Excellent professional development at all levels
- Opportunities to work across our trust
- Opportunities to lead projects and undertake research

To make a difference

- An ambitions, fast growing trust with exciting potential
- A relentless drive for improvement, excellence and equality
- A focus on excellent pedagogy, positive learning behaviour and high expectations for all

This is an exciting time for us and we want the best people to join us as we grow.



Your entitlement

We believe “the quality of an education system cannot exceed the quality of its teachers” (McKinsey, 2007). Quality first teaching is at the core of all we do – which means developing our teaching staff is our greatest priority.

All teachers who join our schools receive an excellent, structured programme of professional development, training and support. We see this as your entitlement.

Entitlement for NQTs

Since 2012 we have trained 380 newly qualified teachers. You won't be on your own! Our NQTs receive:

- a structured induction programme
- **three weeks' paid training** in July, before starting teaching in September
- enrolment on our highly regarded **ten day NQT development programme** in your first year of teaching, followed by our RQT (recently qualified teacher) course in the next two years
- a tailored and regularly reviewed development plan, from the first day of your first term
- a Q1E mentor – a senior member of our central team, offering pedagogical advice and support
- an in-school mentor – an experienced teacher able to show you the ropes and provide practical support in your role.

Entitlement for teachers new to the trust

Support isn't just for NQTs. 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:

- a structured induction programme
- a clear understanding of the school's expectations, before your first term starts
- full training on how we teach Maths and English, before your first term starts
- a tailored professional development plan within the first two weeks of your first term, which is reviewed at least half termly
- an experienced mentor.

Ongoing entitlement for all staff

The development doesn't stop once you've settled in! Every year, all staff receive:

- Regular professional development observation and feedback from your headteacher
- An annual development conversation
- Support with planning and assessment
- Excellent INSET sessions, including joint development days for all teachers across the trust
- Professional support from senior leaders (core subject, teaching school, and school senior leadership team) including modelling, coaching and guided lessons
- Regular school-based professional learning community (PLC) sessions
- The opportunity to observe others' teaching, both live and filmed
- Ability to film your own lessons to support personal reflection and professional coaching
- Access to our menu of teaching school training, appropriate to your development needs.



Your Teaching School

Belleville Primary School (the founding school of the Quality First Education Trust) was designated as one of the first Teaching Schools in 2011, and one of the first Maths Hubs in 2014. These highly regarded national designations are for successful schools with a track record of supporting others.

As a Teaching School, we work with an 'alliance' network of other schools. Our staff regularly get to meet and share practice with staff from schools, across south London and beyond. We also have some great international links!

Our Teaching School team runs a wide range of training and development programmes which Q1E staff are able to access at no cost. These include:

- **Newly Qualified Teacher (NQT)**

Programme: A structured programme of ten full-day sessions over the NQT year, focusing on key topics such as phonics, writing, maths, science, behaviour, inclusion, working with parents and support staff, planning, differentiation, assessment, school trips, report writing and data.

- **Recently Qualified Teacher (RQT)**

programme: A four-day programme aimed at those in their second and third year of teaching, which provides additional support following the NQT induction year. The course delivers training on key areas that will assist RQTs in developing effective practice, and includes guided observations of outstanding practice.

- **Teaching to the next level:**

A four-day programme aimed at experienced teachers who are secure in their teaching. This course enables teachers to reflect on their own practice and examine techniques to take their teaching to the next level.

- **Programme to improve Maths:**

We deliver regular training in Maths Mastery and Singapore-style teaching approaches, with opportunities to learn the theory and then observe it in practice with leading practitioners. Through our Maths Hub we also run a wide range of projects supported by the National Centre for Excellence in Teaching of Mathematics, to help teachers and leaders develop their skills, knowledge and curricula.

- **Programmes to improve**

English: A range of different courses are offered to develop and refresh teaching skills in areas such as phonics, grammar and writing assessment.

- **Focused one-day refreshers:**

We deliver a number of specific, focused courses on key topics including safeguarding, behaviour strategies, assessment for learning, questioning and collaborative learning.

- **Starting out as a SENDCo:**

Provides new-to-post SENDCOs with ground level advice and tools to apply theory and guidance in a practical and achievable way.





As a designated National Support School, Teaching School and Maths Hub, Belleville has a long history of supporting and improving schools. Belleville is a large, popular and successful school in Battersea, with over 900 pupils on two sites. We are a four form entry school, with five forms in some year groups. A diverse variety of languages, cultures and backgrounds are represented at Belleville. The growth in our school numbers reflects the excellent quality of education we provide. 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.

**Belleville Road, London SW11 6PR
and Meteor Street, London SW11 5NZ
Tel: 020 7228 6727**

www.belleville-school.org.uk



The Alton is a one form entry inclusive primary school next to Richmond Park. We have extensive facilities that offer children a wide array of fantastic, vibrant and diverse opportunities. The Alton is also home to a small Resource Base for children with moderate learning difficulties. 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. "Pupils come to school happily. They have respectful and warm relationships with staff. Leaders and staff support every pupil to reach their full potential. Pupils achieve well in a range of subjects." Ofsted, November 2019.

**Danebury Avenue,
London SW15 4PD
Tel: 020 8876 8482**

www.altonschool.org.uk



Belleville Wix Academy

Belleville Wix is a growing primary school in Battersea. Since we joined the trust we have benefited from working particularly closely with Belleville Primary: 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, and between us we run three classes per year group – one is run by Belleville Wix and is taught the English curriculum, one is run by École de Wix and is taught the French curriculum, and the third is a jointly-run bilingual class. All the children play together, eat together and wear the same uniform - we are proud of our unique bicultural ethos and community.

Wix's Lane, London SW4 0AJ

Tel: 020 7228 3055

www.bellevillewix.org.uk



Churchfields Primary School

ASPIRATION CITIZENSHIP EXCELLENCE

Churchfields is a two form entry primary school in Beckenham. As a school we follow our 'ACE' vision - Aspiration, Citizenship and Excellence. This sits at the heart of everything that we do and we are passionate about children achieving their best and enjoying their learning. Our aim is to provide children with high quality learning and teaching to ensure that they make good progress in all areas. 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 SEN provision for children with severe and complex needs.

Churchfields Road,

Beckenham BR3 4QY

Tel: 020 8650 5247

www.churchfields.bromley.sch.uk



Quality First Education Trust



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QUALITY FIRST EDUCATION TRUST

Registered Office address:

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Belleville Road

Battersea

London

SW11 6PR



To find the best teachers,
we keep recruitment open all year.

www.q1e.org.uk/recruitment