



Poltair School

Applicant Pack



Building Confidence & Character

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Welcome from the CELT Trust Lead

Welcome to Cornwall Education Learning Trust

People are at the heart of what we are and what we do in CELT, and we aspire to be an organisation that succeeds by allowing people to do their best work. We will continue to attract outstanding, inspirational, and talented people, support them to achieve, and celebrate their success.

We create a welcoming and inclusive environment in which every member of our community can thrive and reach their full potential. This goes hand in hand with our mission to help every child achieve more, regardless of the challenges they may face. We are committed to ensuring that every student, in each of our academies and communities is healthy, safe, engaged, supported and challenged.

We believe that people are at the heart of what we are and what we do here in CELT, and aspire to be an organisation that works best through the empowerment of everyone.

Our approach is simple. Pupil learning is the driver for everything we do, and we are focused above all on making teaching in CELT the best it can be. How do we do this? The key word in our mission statement is "together". Our approach is less about hierarchy and more about partnership: we support our family of academies, building on collective strengths, resources, and the very best innovative practice so that together, we achieve rapid educational transformation.



We are a large and dynamic trust. Opportunities for CPD, leadership and teaching in more than one school are plentiful. This includes the possibility of rapid progression into a leadership role. Teaching is more than just a career, it is a vocation which leaves a tremendous legacy.

We want to hear from you if you are looking for a job that is completely out of the ordinary, and you are not afraid of a challenge – whether you are considering a new career, thinking of relocating to Cornwall from another area of the UK or another country.

Lisa Mannall
CELT Trust Lead



Welcome from the Headteacher

Thank you for taking the time to consider applying to work at Poltair School.

Poltair has been through a dramatic and transformational journey with outcomes now above national and, for disadvantaged students, in the top 10% for the South West. Our ambitions for the school go far beyond these simple measurements. Poltair is a school steeped in history at the heart of a very supportive community in St Austell. Our first choices have risen from 80 to 180, in two years, with numbers on roll rising to be above PAN for the first time in 20 years.

We are looking for someone with the commitment to comprehensive inclusive education and a strong teaching practitioner who models behaviours and expectations.



Teaching is what makes the difference to the young people that we serve, within our coastal environment it is important that we widen the world for our children and raise their aspirations through exceptional teaching, through this we will change their lives.

Our children have responded incredibly well to the challenges we have given them and if you, like us believe that our job is to remove all barriers to a child's success, then please come and visit.

You will be joining a growing team of committed professionals who support each other, challenge each other and value the company of each other. You will not only be joining Poltair but joining Cornwall Education Learning Trust, one of the largest Trusts in Cornwall that will offer you not only the professional challenge and support but substantial careers opportunities. As part of CELT you will be able to tap into a network of colleagues working within similar schools with a similar cohort and challenges.

This will be a fast paced and challenging role with unmeasured future potential. Do you have the grit and determination to help us make this school outstanding? Have you got a true passion to help our children achieve more than they thought possible? Do you view labels on children as just a challenge to overcome rather than a barrier? If so we look forward to receiving your application.

Mark Everett
Headteacher



Our Vision and Values



Our core values of building student Confidence and Character are at the heart of everything we do. We believe that we can best support our students to grow into successful, proud, young people by providing them with an environment with a strong expectation of student behaviour matched with a determination to achieve their best in all things.

Over the next three years we will:

- Widen the world for our students through inspirational experiences and opportunities
- Implement unparalleled high-quality teaching in every single day
- Secure exceptional progress and attainment for all our children
- Celebrate the exemplary behaviour, conduct and attitudes of our students

Our school mission statement:

We are transforming the lives of the young people in our care. We create a safe, calm, and focused learning environment for all learners to flourish. At Poltair School, our students grow in Confidence and Character to become proud, ambitious and successful young people. They are empowered to embrace life's opportunities and to be resilient to its challenges.

As a learning community we grow great learners, great teachers and great leaders. We value our staff who make a difference every day and invest in them to continue their professional development.

Our Strategic Priorities

We have four key strategic priorities for the 2022-2023 academic year:



Middle Leader Development

Accelerate the development of Middle Leaders so that all leaders are able to fully embed the curriculum and ensure that it is consistently ambitious for all students, coherently sequenced and designed to give students the knowledge and cultural capital they need to succeed in life.



Targeted CPD

Provide targeted CPD and continue to develop teaching so that all lessons are consistently good and characterised by good subject knowledge, clearly presented subject matter and assessment used expertly to enable all students to achieve good outcomes.



Reading as a life skill

Embed reading as an essential life skill so that all students read, as a minimum, at their chronological reading age and can fully access the whole curriculum achieving good outcomes.



Student Attendance

Increase overall attendance for all student groups to ensure that absence is <4% and persistent absenteeism is <10% by developing students' motivation and ability to be persevering in the face of difficulties.



About our School

Poltair School has been through a rapid and transformational journey since joining Cornwall Education Learning Trust in September 2019. There has been significant investment to upgrade learning environments so that they are inspiring spaces for students and staff. A brand-new Library opened in April 2022 along with two large purpose-built IT suites. In February 2023, we will be opening our new Creative Learning Centre which encompasses state-of-the-art learning spaces for Art, Design Technology, Music, Drama, IT and Vocational Studies.

Teaching and Learning is central to all that we do. Students are taught by expert teachers who have excellent subject knowledge. Lessons are characterised by calm, purposeful learning environments where every student is challenged to think and question.

We offer an extensive enrichment programme, Poltair+, which provides students with the opportunity to engage in a variety of different experiences ranging from The Duke of Edinburgh's Award, Young Enterprise, Musical Theatre and multiple sports teams.



We are proud to have a dedicated Student Services Centre where students can access a wealth of support. Our Safeguarding Team is exemplary and forms the foundation of this provision. There is a Head of Year for each year group who is supported by a non-teaching Pastoral Manager. Furthermore, we have a SEN team who work tirelessly to help both students and their families to access the correct provision.

Summer 2022 saw the best GCSE results in recent history at the school. We believe that a child's experience at school is not just confined to the classroom. We aim to develop resilient, well-rounded young people who are ready to embrace opportunities and face challenges with [Confidence](#) and [Character](#).

Key Information

Status	Multi Academy Trust
Last Ofsted	Since joining Cornwall Education Learning Trust (CELT), Poltair School became a new academy and as such is classed as having no formal designation from Ofsted.
Ofsted Judgement	N/A
Forms of entry	8 in Year 7 6 in Years 8 - 11
PAN	180
Year established	Converted September 2019
Type of school	Secondary School
Age range	11 - 16
Number of students on roll	805
% of SEND students	28.20%
% of EAL students	5.71%
% of FSM students	32.17%
% of pupil premium students	37.27%



SLT Organisational Chart 2023-2024

Headteacher	Strategic Direction of the School
Deputy Headteacher	Quality of Education
Deputy Headteacher	Student Experience
Deputy Headteacher	Teaching and Learning (Inclusion)
Assistant Headteacher	Assessment and Reporting
Assistant Headteacher	Teaching and Learning
Assistant Headteacher	Raising Standards Lead
Assistant Headteacher	Behaviour and Attitudes



Message from the Head Students

Poltair School has been transformational in my personal development. The school is a supportive, nurturing and understanding environment, which encourages every student fully.



Ella

Since joining Poltair I have had the opportunity to attend the G7 as a young journalist, as well as winning a global leadership competition. Both experiences have taught me so much and have given me skills for the future.

Our lessons are structured and productive, and due to the openness of teachers it's easy to ask for help when required, creating a supportive atmosphere in the classroom, making learning easier and more accessible for everyone.

The school actively encourages students to grow. This is evident through the recent development of our school council with many students feeling that this gives them a voice and the chance to make meanwhile changes in the school. Personally, the expansion of the community within Poltair is something I am passionate about. In June 2021 I founded our school newspaper, Poltair Unfiltered. This was only possible due to the help from the Senior Leadership Team and other teachers across school. I am so unbelievably thankful for the staff here and their dedication to the school and its students.

Being a Poltair student of 5 years, I have grown to love the school and what it stands for. In my journey, I was able to witness the transformation of its behaviour policy, reward system, and increased extra-curricular activities. I have, like Ella, been given chances to grow and have been pushed to further my talents, much like all other Poltair students. This would not be possible without our amazing teaching staff, all of which have large pride in our school and believe in their students and encourage their successes.

I, as a Poltair student, am constantly seeing improvements in our learning. This is thanks to our enthusiastic Senior Leadership Team, who constantly enable students' opinions to be heard and strive for the school's growth. I am not just part of Poltair, but Poltair has become a part of me, a part I will forever be grateful for.

Although my journey is nearing the end, I know that Poltair will continue to strive to be the best. The school is committed to constant improvement and are looking for another inspirational and committed leader to help our school to continue to grow and flourish for many years to come.



Josh



Living and working in St Austell

Cornwall is an invigorating place to live and work. With miles of stunning and diverse landscapes, there is always plenty to explore. The county is rich in culture and heritage. In recent times, there has been significant investment in the infrastructure, making it a fantastic place to live and work.

There are a variety of businesses in Cornwall, from small, family-run to large, international companies. There is a growing economy enabled by super-fast broadband, improved transport links and access to higher education.

St Austell is Cornwall's largest town. It has excellent transport networks; you are within reach of many key destinations in the UK and beyond. Cornwall Airport Newquay is the fastest growing regional airport with 19 direct flights to worldwide and UK locations. Newquay is just a 35 minute drive and the A30 which connects to the M5, 25 minutes away. Truro, Cornwall's capital city, can be reached in under 30 minutes and is host to the county's largest shopping area. Poltair School is a short walk from the mainline railway station and many of our staff commute by train meaning that we attract staff from Plymouth to Penzance.

There are several excellent primary schools in the locality and there are six colleges and universities offering higher education across thirteen campuses.

Cornwall offers many opportunities for leisure activities from hiking, golfing, paddle boarding and surfing to museums and theatres.



Poltair School

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CORNWALL EDUCATION
LEARNING TRUST

Building Confidence & Character