



Marches Academy Trust

Application Pack



Welcome

Thank you for expressing an interest in working for The Marches Academy Trust. This is a high achieving Trust that is imaginative and creative in its approach to teaching and learning and is keen to look for continued sustained improvement. We are therefore seeking to appoint innovative and motivational individuals with excellent subject knowledge and the desire and commitment to raise achievement of pupils at all levels.

‘Achievement through Caring’ is our core belief at The Marches Academy Trust and it is central to all that we do. Our schools are forward-thinking, innovative and striving to ensure that young people make the very most of their learning adventure and are equipped with the skills required to prosper in the 21st Century.

We are immensely proud of our Teaching School, the Alliance of Leading Learning. We provide a wide range of professional development opportunities internally and externally. We are privileged to have a dedicated training centre.

Our family of schools currently includes:

- **The Marches School in Oswestry (Secondary 11-18)**
- **Sir John Talbot’s School in Whitchurch (Secondary 11-18)**
- **Tilstock C.E. Primary School and Nursery in Whitchurch**

Further information about the school and our current vacancies can be found on the school website.

I look forward to receiving your application.

S. Longville
Chief Executive Officer

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Vision and Values

Our Vision – ‘Achievement Through Caring’

The Marches Academy Trust is a vibrant learning community, comprising very supportive parent bodies, caring and forward-looking staff, energetic and thoughtful students, proactive governing bodies and an ever-developing cross-section of community partners.

Children are placed firmly at the centre of all we do; we pride ourselves on offering a wealth of opportunities allowing all in the learning community to experience success in many different ways and at a variety of levels. Our challenge therefore is to constantly seek out new ways to innovate from within the classroom and outside it, as we believe firmly in the need to keep moving forward, so that our young people have the best possible experiences and life opportunities.



Mission Statement

We believe: Successful, creative, lifelong learners participate in a journey of self-discovery. They know how to learn, acquire skills and feel safe to take risks with confidence and courage.



Safeguarding

The Marches Academy Trust fully recognises its responsibility to safeguard and promote the welfare of students and young people and is committed to ensuring that its students have the opportunity to thrive within a safe learning and working environment. The school expects all staff and volunteers to share this commitment. Our Safeguarding Policy, which applies to all staff, governors and volunteers working in the school, has five main elements:

1. Ensuring we practise safer recruitment in checking the suitability of staff and volunteers to work with students;
2. Raising awareness of child protection issues and equipping students with the skills needed to keep them safe;
3. Implementing procedures for identifying and reporting cases, or suspected cases, of abuse;
4. Supporting students who have been abused in accordance with his/her agreed child protection plan;
5. Establishing a safe environment in which students can learn and develop.

To ensure that safer practice in recruitment is reflected at every stage of the recruitment process the schools operate within a Safer Recruitment Policy. Members of the school staff and governing body have attended and passed training on Safer Recruitment. All successful applicants will be subject to an enhanced DBS disclosure and references will be checked. All employees of the school will receive compulsory child protection training.





Alliance of Leading Learning

In November of 2015, we achieved Teaching School status becoming part of a wider network of teaching schools in Shropshire, Telford and the West Midlands. The Alliance of Leading Learning (ALL) is a school led inclusive partnership representing all phases and school contexts nationally and internationally. In partnership with Cognition, ALL will hold true to delivering current, inspirational training that has real impact back in the workplace. Most importantly our participants confirm in countless testimonials that we invest in their leadership journey. Based here at The Marches, we deliver 'hub' based training across the West Midlands and the North West.

Professional Learning

At the Marches we have an inclusive Professional Learning programme ensuring that each member of staff has the opportunity to develop individually. Our partnership delivering the newly designed NPQ programmes have worked under the NCTL Licence since 2012. We have led the learning of over 5,000 school leaders at all levels and governors. The alliance offers a professional learning conference, held in February 2018. This is a one day conference packed full of motivational talks and over 15 workshops with inspirational practitioners. All staff are given access to this event.

Teacher Training

As 'Marches Training' we were the first school within Shropshire to gain training school status. In the past two years we have flourished and expanded into brand new, fully equipped premises offering outstanding teacher training (via School Direct). In addition we offer, Teacher Subject Specialism courses and an internship scheme.

School to School Support

We offer a wide range of CPD opportunities to support our partner primary and secondary schools, local businesses and the wider community.

Talent Contract

The Talent Contract is a promise; a covenant between the trust and its staff that the Trust will do its very best to support and develop its people professionally. The contract describes a variety of professional development opportunities and encourages all staff to identify and pursue their training needs. All formal training is co-ordinated by The Alliance of Leading Learning and is available, as appropriate, for all staff. The Trust will endeavour to provide generic training as needed and will use in-house and external expertise. All training and development needs should be discussed fully with line managers and recommendations from line managers should be recorded on the on line portal CPD Genie; where applicable financial help for the undertaking of external qualifications will be available.



Staff Benefits

The Trust has teamed up with BHSF to provide a number of salary sacrifice benefit schemes to its staff. Salary sacrifice enables staff to give up some of the cash value of their pay to receive other benefits which saves on tax and national insurance. The Trust currently runs the following salary sacrifice schemes:

- **Childcare Vouchers** – Typical saving of 32% on paying for childcare; can include nurseries, child-minders or breakfast/after school clubs.
- **Bikes** - Typical saving of 32% on the cost of a new bike supplied via Halfords or independent bike shops.
- **Mobile Phones** - repayment scheme available (not applicable for Tax and NI savings).
- **Computers** - repayment scheme available (not applicable for Tax and NI savings).
- **Car Lease Scheme** – Cars available from a wide range of manufacturers; includes all maintenance, insurance and servicing. Savings depend on the CO² emissions of the vehicle.
- The Trust also has arrangements with 2 local gyms and health clubs which offer our staff membership at discounted rates.

