

# Welcome to the Chelmsford Learning Partnership multi-academy trust



Ambition and  
Achievement

# Thank you for your interest in working for The Chelmsford Learning Partnership

The Chelmsford Learning Partnership (CLP) is a successful and established multi-academy trust in Essex.

There are currently 11 schools in the CLP multi-academy trust: 1 infant school; 6 primary schools; 1 all through school and 3 large secondary schools. There are over **8000** pupils in our schools and we currently employ around **1000** staff.

The schools in the CLP are:			
 Barnes Farm PRIMARY SCHOOL	 The Beaulieu Park SCHOOL	 The Boswells School	 Lakelands Primary School
 Perryfields Infant School	 Rettendon Primary School	 Roding Valley High School	 Runwell Community Primary School
 The Tyrrells Primary School	 William de Ferrers School	 Woodville Primary School	



## Our vision

Our vision is:

- To deliver a world-class education for all; cultivating an environment of expert teaching, inspiring academic curriculums and holistic enrichment programmes.
- By empowering everyone within our trust to reach their full potential, we inspire, drive and transform our family of schools.
- Through working collaboratively and providing professional and personal development opportunities, we aspire for everyone to make a positive contribution to the communities we serve.

Working together we inspire curiosity and a lifelong love of learning, overcome the barriers that impact learning, deliver teaching that is outstanding, build capacity for further school improvement that enables every school to be outstanding and have a shared level of accountability for the achievements and well-being of children in all our schools.

We also believe it is important for schools in our trust to keep their individual identity and all our schools operate with their own autonomous Headteachers, leadership teams, staff and Local Governing Bodies; each with their own ethos that makes every school in our trust unique.



## We offer support staff a generous holiday entitlement that grows with your length of service

Finally, we know that the single greatest factor that makes the difference to the children in our schools is our staff and that is why we have a strong commitment to ensuring we have a happy, dedicated and valued staff:

- We follow national Teacher Pay Scales and Local Government Pay scales
- All teachers have the opportunity to become members of the highly competitive Teachers' Pension Scheme.
- Support staff employees have the opportunity to become members of the highly competitive Local Government Pension Scheme.
- All colleagues have access to a 24/7 confidential Employee Assistance Programme.
- All colleagues have access to a benefits platform which offers valuable discounts
- All colleagues have access to a Cycle to Work Scheme - a scheme that allows you to purchase bicycles and accessories at a discounted rate
- All colleagues have access to 'Techscheme' - a scheme that allows you to purchase technology at a discounted rate
- All colleagues are offered an annual flu voucher free of charge
- We offer support staff a generous holiday entitlement that grows with your length of service.
- We offer flexible and family friendly policies and we are open to discussing flexible working arrangements at the point of hire.
- We offer generous enhanced maternity leave, shared parental leave and paternity leave
- For teaching staff, we offer PPA time beyond the statutory 10% of your timetable
- All colleagues receive a thorough induction and onboarding process.
- CLP works collaboratively with recognised education and support staff trade unions as part of our Joint Consultative and Negotiating Committee



**All colleagues have access to a 24/7 confidential Employee Assistance Programme**

- All employees have access to a 24/7 private GP appointment service so that you can see a GP at a time that suits you. This service is also available to everyone living in your household.
- We have signed up to the DFE's 'Education Workforce Wellbeing Charter' and we are proactive in taking steps to reduce unnecessary workload. As such, we work together to ensure we collaborate and share resources to reduce staff workload
- We strive for inclusivity and celebrate diversity to ensure everybody feels a sense of belonging.
- We are committed to the equal treatment of all current and prospective employees and do not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.
- We offer senior and middle leader programmes to develop leadership skills for both current and prospective leaders.
- We offer a comprehensive CPD development programme for trainee teachers and ETs.
- All colleagues have access to individualised CPD that not only supports them in their current role but allows them access to training for their career development.
- We create a culture of coaching to support learning and development.
- Our appraisal system is focused on CPD and not on measuring performance. As a trust, we do not use performance related pay for any employee.

**We strive for inclusivity and celebrate diversity to ensure everybody feels a sense of belonging.**

# What do our staff say?

"I feel that my voice is always heard and valued. The enthusiasm from staff is infectious and everyone wants to do their best for the children. The children are at the heart of all decisions made."

"There are opportunities for staff to develop their skillsets and progress."

"There is a strong sense of community and the well-being of the staff is important to the leadership team."

"We all work well as a team. I feel well supported from management and those I work with on a daily basis."

"There is a real team feeling, a strong sense of purpose and a clear plan about how we will improve the school - always with a view to the best interests of the students in our care."

"Working as part of a team that is passionate about supporting and providing young people with the best opportunities to prepare students for their future."

"Great students, Great Leadership team, my line manager is lovely and calm. I feel like I do a good job and feel proud"

"The department is supportive and go-ahead. My colleagues are kind and caring and work hard. The marking policy and remote parents' evenings help with workload."

"An environment which recognizes the strengths and contributions of their employees and gives them opportunities to develop and progress."

"We all work well as a team. I feel well supported from management and those I work with on a daily basis."





Thank you for your interest in working for our trust.  
For more information, please visit [www.clptrust.com](http://www.clptrust.com)

