Marches Academy Trust

Welcome pack

Be part of our success story

www.marchesacademytrust.co.uk

Be part of our schools:

marches school

Sir John Talbot's school

grove school

Tilstock†
CE Primary School

Lower Heath
CE Primary School

Grange Primary School

Longlands Primary School

Shrewsbury Academy

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 CofE Primary School and Nursery in Whitchurch
- The Grove School and College in Market Drayton
- Lower Heath CofE. Primary School in Lower Heath
- Shrewsbury Academy (Secondary 11-18)
- Longlands Primary School, in Market Drayton
- Grange Primary School in Shrewsbury

Further information about the school and our current vacancies can be found on the school's websites.

I look forward to receiving your application.

S. Longville
Chief Executive Officer

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.*

Marches Academy Trust

ALL

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.

We are a school led inclusive partnership representing all phases and school contexts nationally and internationally. Our core team at The Marches Academy Trust have trained over 400 ITT and over 150 School Direct students; we have also led the professional learning of over 5,000 educational leaders and governors. Our extended partner network of over 20 schools nationally is supporting over 50 schools as MAT lead schools, NLEs and NLGs.

We hold the licence to deliver the DfE National Professional Qualifications and also the government licence for Governor Leadership Development. We actively encourage our staff to complete an NPQ programme at their earliest opportunity. We also seek from within our team colleagues who want to enhance their experiences outside school by becoming a Specialist leader in Education (SLE). Embracing all our work is the unique Professional Learning Conference we host each year which continues to inspire school colleagues nationally.

In joining The Marches Academy Trust you have direct access to an outward facing large group of outstanding schools across the West Midlands and beyond. Quite simply we want to ensure the right expertise exists to enhance a self-improving system and impact learners, leaders and schools to drive continuous improvement.

You will be part of this success story as a member of our team; and on starting your new post you will also be starting your learning journey - with all the benefits of being part of a large and successful Teaching School with exemplary partnerships nationally and internationally.

Our investment in you

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.

TALENT PATHWAY - SUCCESSION PLANNING & TALENT MANAGEMENT

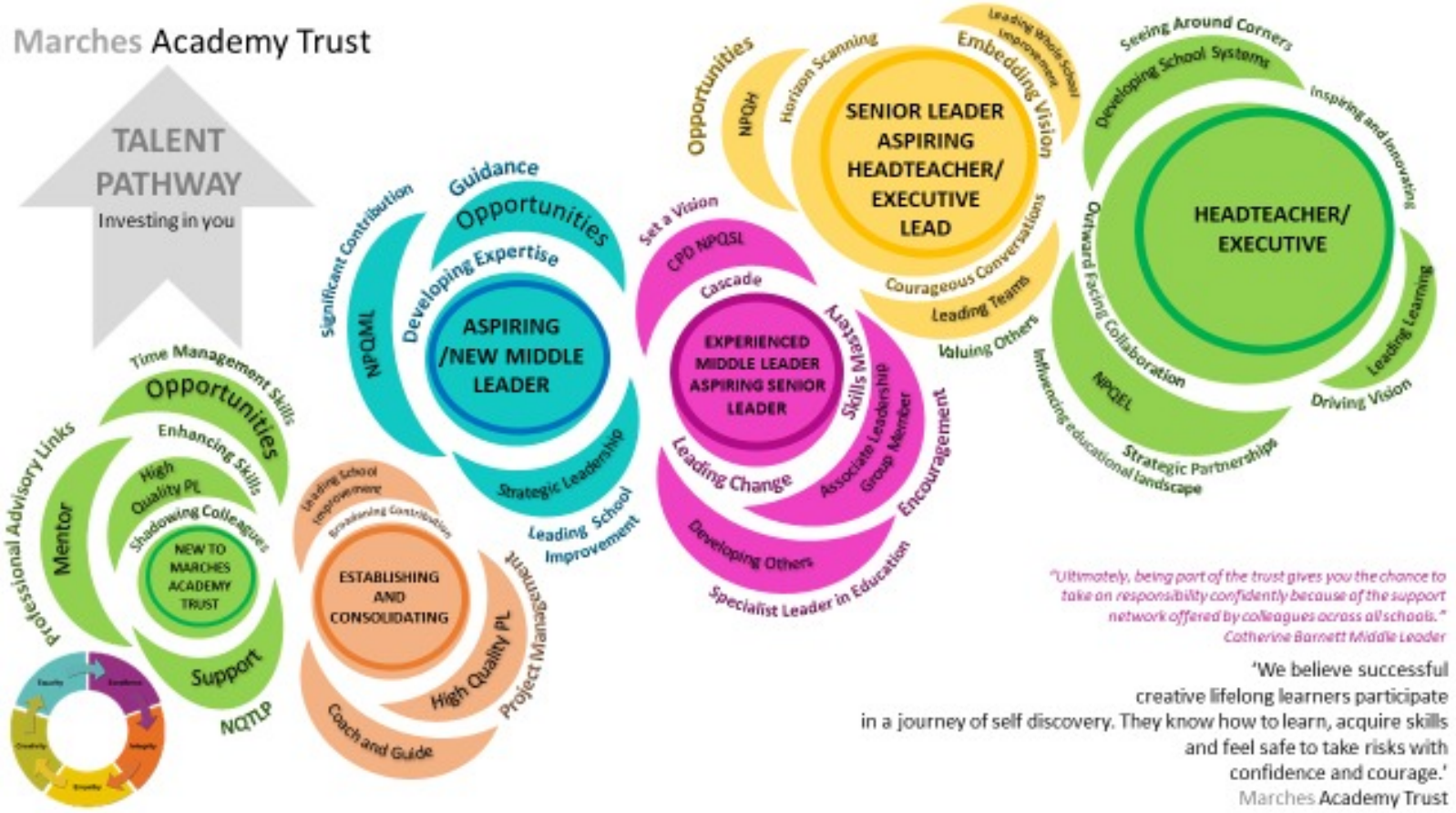
Talent Spotting our Future Leaders

Our Talent Pathway supports the professional development of staff within the trust. We identify leadership talent and leadership needs for future succession planning - ensuring relevant and practical leadership development opportunities for staff.

Our talent pathway programme provides a framework for the discussion of your leadership journey and the professional learning you can access along the way.

Talent Contract

The Talent contract is a promise; a covenant between yourself and the trust that the Trust will do its' very best to support and develop you professionally. The Contract describes a variety of Professional development opportunities and encourages you to identify and pursue your training needs.



Achievement through caring

By joining our Trust you will gain access to many benefits available to all staff within our trust schools. These include:

- A high-quality range of confidential medical and well-being benefits accessed completely free of charge

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 CO^2 emissions of the vehicle.
- The Trust also has arrangements with 2 local gyms and health clubs which offer our staff membership at discounted rates.

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