

INVICTUS

Education Trust

CANDIDATE PACK

"Invictus Education Trust is looking for dynamic, and motivated staff to fill vacancies across our seven schools. To find out more about why working for the Trust is an exciting and innovative opportunity explore our websites, get in touch or come and visit us."



What is Invictus Education Trust?

INVICTUS

Education Trust

The Trust comprises of six secondary schools and one primary school in the West Midlands/South Staffordshire area. The Invictus Education Trust was formed in March 2015 by a group of like-minded schools:

Crestwood School
Kingswinford, Dudley

Ellowes Hall Sports College
Lower Gornal, Dudley

Kinver High School
Kinver, South Staffs

Leasowes High School
Halesowen, West Midlands

Pedmore High School
Stourbridge, West Midlands

Rufford Primary School & Nursery
Stourbridge, West Midlands

Wombourne High School
Wombourne South Staffs



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VALUE ONE

**Every day, in every way,
our students come first**

Our first and most important value.

- To safeguard all students, staff and volunteers
- To inspire each other everyday to improve everything we do
- Set an aspirational culture in every stakeholder's environment

OUR VALUES
ARE OUR
GUIDING
PRINCIPALS

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VALUE TWO

Anything is possible

*We focus on the challenge to identify it,
our energy is spent finding a solution.*

- All staff and students will be solution focussed
- Leaders to role model resilient behaviours and attitudes to staff and students
- To be confidently creative

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VALUE THREE

Accountability

If it is to be, it is to be me.

- All staff and students take ownership of their actions, development and outcomes
- Develop autonomy in leadership and management positions
- Everyone takes responsibility for their own actions

THE SINGLE
THING THAT
MAKES THE
BIGGEST
DIFFERENCE
TO OUTCOMES
FOR PUPILS IS
LEADERSHIP



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**VALUE
FOUR**

Seek and seize opportunities

We aim to deliver 'WOW' through opportunities and experiences.



- To provide elite experiences to the students of Invictus
- To develop students so that they embrace new opportunities
- All staff and students will continuously develop themselves holistically



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**VALUE
FIVE**

Focus on relationships and all else will follow

Open, honest and empathic relationships with clear and simple communication are the foundations of our Trust.



- Every member of the Invictus community will be treated with dignity
- Our culture is one of respect
- Everyone will be treated fairly and as an individual



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**VALUE
SIX**

Start with the end in mind

We identify our aspiration and put processes in place to exceed expectations. We celebrate our progress throughout the journey.



- Our focus is on the objective
- Pathways are developed to meet the need
- We celebrate the milestones towards the goal



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**VALUE
SEVEN**

Think collaboratively

We always ask ourselves; can we include more students, more of our team or more of our schools in everything we do?



- We work together as one team
- Everyone's ideas are valued
- We share resources and ideas

10 Great reasons to work at Invictus Education Trust

1. Elite educational experience for our students
2. Passionate and committed students
3. Working for a leading Academy Trust
4. To work in a caring and friendly environment with a 'can do attitude'
5. The opportunity to develop and grow your curriculum area
6. A wide range of extra-curriculum activities to get involved with
7. Opportunity to teach Sixth Form Students
8. The opportunity to work with external educational experts
9. The opportunity to work across the Trust schools
10. Excellent CPD and career development

Working in the West Midlands/ South Staffordshire

Our schools offer both urban and rural living, with affordable housing and close links to motorways/airports the West Midlands/South Staffordshire areas are a great place to live.

