



RECRUITMENT INFORMATION PACK



A Welcome from our CEO

Welcome. I am delighted that you are interested in Avonbourne International Business and Enterprise Trust. Founded in 2012, it comprises one Primary School, two Secondary Academies and a Sixth Form.



I am very proud to be the CEO of our Multi Academy Trust and I am particularly proud of the inspiring people who work here. The Trust is a friendly, thriving and stimulating place to work and study. Aspirations and expectations are always high and we believe that everyone should be given the opportunity to achieve and exceed their ambition. We have an amazing team of people who work together to ensure that children are always at the centre of all that we do. Their commitment to the children is exemplary and that is why all Academies in the Trust are designated 'Good' schools by Ofsted and why some have 'Outstanding' features.

The Trust is committed to the professional development of all its staff and offer opportunities for leadership development at all levels. We believe that no matter where staff are in their personal career, there should be opportunities for challenge and progression so that everyone has a chance to fulfil their potential. Our Investors in People award, held at 'Gold' level is a testament to the quality of the CPD programme which stretches and challenges staff to be the best they can be. Indeed this echoes what we know staff at Avonbourne Trust carry in their hearts for our students and it is why we are an inclusive Multi Academy Trust which believes that everyone has the ability to succeed with the right encouragement and support.

Our students are a fantastic group of young people who are committed to their learning and to their community. They are passionate about making a difference to the world they live in and know that the way to do that is through achieving an excellent education. The Trust has students from age 4 to 19. We have a wide range of A level courses at post 16 and provide a broad and balanced curriculum pre 16. We offer a personalised curriculum structured around two overlapping pathways. We expect the large majority of our students to achieve 5 or more good GCSE passes, including English and Mathematics, and the majority to achieve the English Baccalaureate. In addition to this, we also offer an alternative curriculum pathway which provides good pre 16 vocational education.

The Board of Directors and Governing Bodies are innovative, skilled and effective. They are a critical friend to the Trust, providing challenge and support in equal measure. They have played a key role in the development of the Trust and have over many years helped to raise standards at the academies.

Debbie Godfrey-Phaure, Chief Executive Officer

Working For Us

Car Parking

Free car parking is available on site. Staff are allocated to a 'zone' and issued with parking permits, spaces are on a 'first come first served' basis.

Catering Facilities

We have a fantastic chef and 2 kitchen teams who prepare fresh home cooked meals every day. There are Canteens in Avonbourne and Harewood Colleges providing a range of hot and cold food, and hot meals are also provided daily for Avonwood Primary. The food is home cooked, reasonably priced and very tasty! We operate a cashless catering system for staff and students across the Trust.

Childcare Vouchers

We participate in the childcare voucher scheme, which provides tax benefits to working parents.

Eye Tests

Periodic eye examinations can be claimed for by frequent users of Display Screen Equipment. We provide assistance in the purchase of spectacles if they are deemed necessary.

Pension Scheme

As a contracted member of staff you will be automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme (whichever is appropriate). Further details can be found on the following websites:

- [Teachers' Pensions](#)
- [Local Government Pension Scheme \(LGPS\)](#)



CPD Programme

We are extremely proud of the Continual Professional Development programme at AIBET. Our innovative system ensures that staff are both supported and challenged to drive improvement as accredited by the Investors in People, Gold Award. All staff are expected to actively pursue their own professional development and are supported by many strategies we have put in place.

Our 'Gold' accredited Continuous Professional Development programme was a commended component in The Investors in People report from April 2015, where we achieved the highest, Gold standard. The report stated "development of staff is a key vehicle in the Trust's strategy and a rich and varied programme of Continuing Professional Development (CPD) is on offer." Several key strengths were identified in the report:

- Many positive instances of sharing best practice
- Prolific programme of CPD available to all staff
- Career progression feature strongly across the Trust

Several staff spoke of how they had been encouraged to develop their own leadership skills by running small projects (such as new ideas for teaching and learning) or in presenting in-house sessions to their colleagues on development sessions. We have an emphasis on personalised training opportunities where staff can choose workshops that best suit their development requirements. One programme in particular 'Be Outstanding Now' was said to be a great way of improving performance, by utilising the skills of the very best teachers.

At Avonbourne Trust peer to peer learning, in terms of training and coaching, form an integral part of the CPD ethos; in essence we value the skills, knowledge and understanding of our colleagues and hope to utilise these in order to benefit others and promote a culture of improvement.

Professional Learning Communities:

Learning Communities (LC) are 'communities of practice' which focus on developing the skills, knowledge and understanding of teachers, with an emphasis on pedagogy. One of the foci is Action Research (AR), with the purpose of developing and improving the AR skills of teachers and promoting a research-led culture.

Bespoke Teaching and Learning CPD:

Responding to evaluations by colleagues we have moved to make our teaching and learning CPD bespoke by offering colleagues choice and variety.

Induction Programme for all new staff:

For new colleagues we offer an induction programme (currently 8 sessions) to support staff while they settle in, and we also assign them a 'buddy'.

Optional Programme for Middle Leaders & Aspiring Middle Leaders:

We offer an optional programme aimed at specifically at middle leaders. Various dates with different topics and providers that have recently taken part in Middle leader and Senior Leader courses.

Local Area

A vibrant town with a cosmopolitan ambience, Bournemouth has it all. With seven miles of golden sands, a sparkling sea plus a vast array of shops and restaurants. The surrounding countryside is full of picture postcard views and those lucky enough to live here feel as if they are living an extended vacation. Bournemouth is gaining global reputation for its free festivals and all year round world class events. If you are looking to take the next step in your teaching career, Bournemouth is a location beyond compare.

Top reasons to locate in Bournemouth

- Gorgeous golden beaches plus proximity to the Jurassic coastline, the only natural heritage site in England
- The coastline between Bournemouth and Poole is Europe's largest natural harbour
- History of Bournemouth luminaries such as Mary Shelley, JRR Tolkein, Robert Louis Stevenson and more
- Bournemouth has 364 hours more sunshine than the UK average
- Just a 20 minute drive from the scenic New Forest
- Dorset has the highest life expectancy in Britain
- London is only a two and half hour drive away plus there is an international airport here too

Top reasons to teach at Avonbourne International Multi-Academy Trust

- The unique ethos of the Trust inspires staff, students and the community
- Superb CPD provision throughout your career
- Access to development, resources and mentoring by inspirational providers
- Excellent staff well-being provision
- We thrive at the cutting edge of innovative new approaches to education
- All through teaching opportunities from 3 to 19 years

Transport Links

Bournemouth has excellent road links with the A338, A31, and M27 giving quick and easy access to the nearby city of Southampton.

Bournemouth railway station is a main line station with good network links to London. There are also good coach services between Bournemouth and London and regular bus services to the surrounding towns and villages.

Equal Opportunities Statement

We value the diversity of our workforce and welcome applications from all sections of the community

Child Protection Statement

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. The successful candidate will be required to have an enhanced DBS check in line with the Government's safer recruitment guidelines. CV applications will not be considered.

Recruitment of Ex-Offenders Statement

Disclosure of Criminal Background of those with access to Children or Vulnerable Adults (The Rehabilitation of Offenders Act 1974) (Exception) (Amendment) Orders 1975 and 2001

All posts are exempt from the provision of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Orders 1975 and 2001. Owing to the nature of the work, you are advised that if offered the post for which you are now making an application, the offer will be subject to the Trust being satisfied as to your suitability following a check on any records of spent or unspent convictions, bindovers or cautions by the Disclosure and Barring Service (DBS). A criminal record will not necessarily be a bar to obtaining a position, but will be considered in accordance with the Employment of Ex-offenders guidelines. Arrangements were introduced on 29th May 2013 to filter out certain old and minor convictions and cautions for criminal records certificates and enhanced criminal records certificates issued by the Disclosure and Barring Service (DBS). These arrangements are set out in The Police Act 1997 (Criminal Record Certificates: Relevant Matters) (Amendment) (England and Wales) Order 2013 ("the Order"). Please refer to this document if you are in any doubt on what convictions to disclose.

Further Information and Applying to work with us

You will find more information about each Academy on the respective website and job advertisement.

If you would like to apply for a position with us, please apply through the **TES portal**.

If you have any queries regarding the job role before applying please contact recruitment@avonbournetrust.org or by telephoning 01202 398451.

Please note:

- The deadline for applications will be midnight on the advertised closing date.
- We aim to contact all applicants to let them know if they have been shortlisted or not, this is usually within 5 days of the closing date.
- Applications which are not completed in full will not be considered, please ensure your application accounts for any gaps in employment.
- Applications will be shortlisted according to the person specification, job description and personal statement.
- References will be sought for all shortlisted candidates prior to interview.
- Your referees should include your current / most recent employer ie your current Headteacher and one other referee. References from friends or relatives will not be accepted nor will open testimonials, this is in line with the Government's safer recruitment guidelines.
- A Recruitment Privacy Notice is provided on each advertisement if you wish to see how your information will be processed and secured through the recruitment process.