

# JOIN US



## Candidate information

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Piper Hill High School, Firbank Road, Wythenshawe, M23 2YS  
t: 0161 436 3009 e: [info@prospere.org.uk](mailto:info@prospere.org.uk) w: [prospere.org.uk](http://prospere.org.uk)



# WELCOME

Welcome to the Prospere Learning Trust. The Prospere Learning Trust was formed in September 2017 through the merger of two multi academy trusts. Employing over 850 staff, the Trust has ambitious plans and is supporting its academies to become the 'best that they can be'. I have a strong belief in providing every child in the MAT the opportunity to develop the life skills necessary to become confident and successful 21st century citizens. As Chief Executive Officer, I am working with our Central Team and academy leaders to achieve this for all students, regardless of starting point.

Our academies are encouraged to develop as their own distinctive institutions, believing this is how they can best respond to local need. We do, however, work within a common structure and ethos rooted within the PLT vision. Good test and examination outcomes are the key to providing the best life chances for children and we are creating a collaborative culture of continuous and joint improvement in teaching and learning with a focus on the basics. I am a strong advocate for improving disadvantaged pupil/student achievement.

I am very proud to lead the Prospere Learning Trust and encourage you to find out more about us.

**Linda Jones**  
Chief Executive Officer

# OUR PEOPLE

**A core principle at Prospere Learning Trust is Respectful Relationships where acting with care, integrity, and fairness is demonstrated within all our schools and the Central Team.**

**We value each member of our professional community and value our health and wellbeing. Our Staff Charter sets a standard which we all seek to follow and an environment:**

- based on trust and shared values
- respect and positive relationships
- where staff health, safety and wellbeing are incorporated into day to day practices
- where personal and professional development is encouraged
- where support is available when needed

## YOU WILL BE SUPPORTED TO GROW AND DEVELOP AS A GREAT PROFESSIONAL

**As an employee of PLT:**

- You will have access to development opportunities in your school and across the Trust in a culture of collaboration and teamwork.
- We will help you to achieve excellence through high quality professional feedback and dialogue.
- Our appraisal processes will always be supportive and developmental.
- CPD matters.
- Integrity and professionalism underpin our approach to accountability.

## WE AIM FOR YOUR JOB TO BE SATISFYING

**Your contribution will be recognised and valued:**

- Teams will promote openness and collaboration so that we learn from each other in a positive and constructive way.
- Any meetings are well organised and efficiently run.
- We value the importance of clear and appropriate communication, and we commit to this.
- We recognise the impact leaders have on all colleagues; we support and develop leadership to create the best possible culture for pupils and staff. The Trust has a policy to set clear expectations on appraisal and performance management.
- The Trust has a policy to ensure any concerns or issues relating to relationships with colleagues or communication are resolved effectively.

## YOUR TIME WILL BE RESPECTED & SUPPORTED

**You will be recognised as an individual, as someone who has priorities outside of work.**

- The Trust has a policy to support colleagues considering working flexibly.
- The Trust has a policy to support emergency and special leave when you need it.
- School calendars will be carefully planned and consulted on.

## YOUR WELLBEING IS IMPORTANT

You will have access to materials which support the development of personal health and wellbeing.

- Employees have access to support through occupational health, and counselling, financial, legal and personal advice is provided through Bupa level 1 and our Employee Assistance Programme, provides free 24 hour support.
- You will be enrolled into a Defined Benefit Pension Scheme (TPS or LGPS).
- Prospere Learning Trust recognises the benefits of positive relationships with Trade Unions.
- Prospere Learning Trust is committed to ensuring equality across the Trust, and that all staff are treated fairly, in line with Trust policies.
- Integrity and professionalism underpin our approach to accountability.

## AS A PRACTITIONER IN PROSPERE LEARNING TRUST

You will have access to excellent learning opportunities.

- You will be supported with student Behaviour through clear policies, good training and confident leadership.
- Assessment and marking, teaching and learning and data collection policies support you to ensure your time is used in the most effective way and that workload issues are taken into account.
- Time will be provided for collaborative professional planning to reduce your workload and raise standards; this can include additional INSET time.

*“Great schools thrive because of the great people in them”*

## OUR VISION

To provide **exceptional education** for children from any background so that they become **happy, confident** adults with excellent knowledge and qualifications.

The Prospere Learning Trust is committed to fully **comprehensive** education and working in and around Greater Manchester to provide **inspiring, memorable** schooling for all its students.

## OUR VALUES

1

High quality educational provision is an entitlement of all young people.

2

Our schools and academies will deliver high standards of achievement and personal development.

3

We will recruit, train and retain the very best staff driven by a strong culture of professional development and mutual support in the pursuit of highly effective teaching and the highest levels of student progress.

4

We will be forward thinking and highly aspirational grounding our strategy and development in the latest educational research.

5

Our academies will be truly comprehensive and inclusive and rooted within their local community.

6

We will enable all of our students to succeed promoting and providing equal opportunities and equity of provision.

7

We will champion the Cooperative values of Self-help, Self-responsibility, Democracy, Equality, Equity and Solidarity.

8

We will operate our organisation with the ethical values of Openness, Honesty, Social Responsibility and Caring for others.

# OUR PURPOSE

## THE PURPOSE OF OUR TRUST IS TO

1 Enable the academies in our Trust to deliver educational excellence to all our students.

1

2 Enable effective collaboration and the sharing of best practice across our academies.

2

3 Maintain and develop good and outstanding academies for the local community.

3

4 Ensure the rapid improvement of schools and academies which need support now (and in the future).

4

5 Act as lead sponsor for schools and academies that require our support.

5

# OUR PRINCIPLES

- Openness to build trust, be transparent, sharpen accountability and drive improvement.
- Commitment to excellence in all that we deliver.
- Operation of a simple, efficient, low cost organisation.
- Delivery of an effective and robust governance framework.
- Tight control of resources to achieve economies, efficiencies and effectiveness across our operations.
- Develop highly effective professional relationships so our staff can excel and consistently deliver high quality educational outcomes.
- Invest in the development of strong, insightful and resilient leaders.

# OUR SCHOOLS

We are a growing Trust, currently working in the South Manchester area but with further schools anticipated across Greater Manchester. The Prospere Learning Trust currently comprises of the following mainstream and special schools:



Chorlton High School



CHS South



Manchester Enterprise Academy



MEA Central



Piper Hill High School



Pioneer House High School



Prospect House Primary Specialist Support School



Grange School

# WELCOME TO Manchester Enterprise Academy



Welcome to Manchester Enterprise Academy!

At MEA our vision is a Fantastic Future for All. This means that we strive to do everything we can to ensure that every single student has the best possible chance of a fantastic future regardless of background. Integral to this, we focus relentlessly on the MEA Way of being safe, respectful and ready at all times.

We believe that our students are best served by achieving the highest possible examination outcomes as these have currency as they progress into the wider world. However, they are not the whole picture. Of equal importance are social, personal, and employability skills, all essential in being able to thrive in the wider world.

Our academic curriculum is therefore complemented by our Fantastic Futures curriculum. This is designed to develop students' social, moral, spiritual and cultural character. We strive to provide students with the experiences, skills and attributes to understand the world around them and to develop the cultural capital that is essential to succeed in today's society.

Our facilities are second to none in helping to create an exceptional academic, sporting and cultural environment. These help us with our wide range of extra-curricular activities as we build students' resilience and knowledge.

Thank you for taking an interest in our academy and community. Please do not hesitate to get in touch if there is anything else you would like to know.

**Ruth Bradbury**  
Principal



# OUR SCHOOL



**'A FANTASTIC FUTURE FOR ALL'**

## OUR VISION

**Our vision** of 'a fantastic future for all' our students is easy to understand but complex to achieve as the future evolves so rapidly around us. Students have to adapt in order to build a secure and resilient future. With an innovative curriculum and high expectations in terms of commitment and hard work, we strive to make sure our students can compete with their peers nationally and internationally. We firmly believe that we must have the highest expectations of attainment and behaviour for all, especially disadvantaged, students as this is the best way to help students progress, rather than look for excuses for them not doing so.

## OUR VALUES

**Our values** can best be summarised as being safe, respectful and ready. More specifically, we value mutual respect, openness and inclusion. We recognise that our community has a different ethnic mix to much of our city, and it is vital that our students have an understanding of, and confidence with, the complexity and vibrancy of modern British Culture. We pride ourselves on our inclusive ethos and that students regardless of ability, ethnicity, social background, disability, faith, sexuality or gender identity will succeed at MEA.

# OUR OFFER

## TRAINING AND DEVELOPMENT

We have a strong, embedded culture of CPD at MEA for all staff, with specific induction programmes and processes for new staff. We believe that all improvement and development activities must be routed in strong evidence and to this end we use the Great Teaching Toolkit and EEF resources wherever possible. We have seen the benefits of leverage coaching and have a dedicated Quality of Education team to support staff development.

## BENEFITS

**Prosper Learning Trust offers a variety of employee benefits, including:**

- a commitment to continuous professional development for all colleagues
- membership to Bupa Wellbeing which allows employees to claim money back for health expenses such as prescriptions and dental treatments
- discounts on high street brands
- employee assistance programme, offering advice and counselling on personal and work-related problems including stress, bereavement and money management
- Local Government Pension Scheme (LGPS) contributions and Teacher Pension Scheme (TPS) contributions

The Trust has also chosen to adopt the national agreement for the Joint Negotiating Committee (JNC).