

# Information for prospective staff

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# About us

SEARCH Education Trust was formed in May 2013 out of its founding School, Heartlands High School, a school with a well established reputation for educational excellence and the aspiration for all young people to become the best they can be through the emphasis on 'Search for Success'

Heartlands High School is at the heart of its local community and it is a model for a values driven and truly inclusive education, which nurtures the development of every child. The principle of Searching for Success for all children remains at the heart of the Trust. It was the inspiration behind the developing specialist provision for children with autism in the school and subsequently led to a successful bid to establish a specialist free school. The Grove, is now a very successful sister school, an all through academy, which caters for the needs of learners with autism and maintains strong links with mainstream provision in the Trust.



## Our Schools



*Staff morale is high.*

*Middle leaders demonstrate enthusiasm and ambition to do the very best they can to improve pupils' outcomes.*

*Teachers speak positively about the level of support and training they receive, and appreciate leaders' efforts to reduce their workload.*

**Ofsted 2019**

# A message from our CEO

Dear Applicant,

I am delighted that you have chosen to apply for a post with SEARCH Education Trust. We are a family of schools focused on positively transforming the lives of our students! We believe passionately in the power of 'stronger together'.

The SEARCH Education Trust is founded upon the following principles:

- **Subsidiarity** - the Central Trust performs only those functions which are better undertaken together to improve quality, efficiency and sustainability;
  - **Empowerment** – of schools and young people to overcome the disadvantages resulting from background, personal circumstances or characteristics; helping them to become leaders and courageous advocates of justice, fairness and equity;
  - **Autonomy** – which is aligned and accountable within a framework of shared understanding and which balances freedom and independence, with unity of purpose;
  - **Resilience** – the ability to adapt and recover quickly from challenging situations and see problems as opportunities to build something better;
  - **Community** – a focus on people working together for the good of each other, celebrating difference and diversity and seeing the humanity which unites us all;
- **Honesty** - the quality of being open and transparent which enables good listening, fosters mutual trust and supports good decision making.

This form part of our SEARCH vision which are at the heart of our community, provides a space within the wider education system where schools can come to work together, to grow and flourish.

I have been a proud member of the trust for 14 years and am excited to now have the privilege of leading our group of strengthening and growing schools.

Choosing the SEARCH Education Trust means making the choice to be part of an evolving, ambitious and supportive Trust where you are valued, encouraged and can develop your talents whatever they may be and looked after in your journey. We look forward to receiving your application.

Yours Faithfully

**Mrs. Elen Roberts**

Interim CEO: SEARCH Education Trust



# Vision & Values

## Our vision

Our schools and staff nurture a commitment to learning through developing schools with a strong ethos, outstanding achievement, high-quality teaching and learning, and exciting partnerships.

## Ethos

We want schools to retain their unique character. We ensure that children and young people are valued as individuals and enjoy their learning. Structured approaches to behaviour strategies provide children, young people, parents and staff with clear policies within which to work. We create value systems in schools that support character development.

## Outstanding achievement

We encourage the highest of expectations in relation to academic attainment and pastoral attainment by creating well-rounded young people with the social capital to succeed.

## High quality teaching & learning

Our schools provide a curriculum that places a priority on success across English, maths, science, languages and humanities, without negatively impacting on the arts. We inspire our children and young people to ask questions, to interrogate and to love to learn. Where children and young people need support, we act with early intervention. Our six principles of learning provide an effective framework for raising standards in teaching and learning.

## Partnerships We value our local authorities

and build strong and productive links with them by encouraging our schools to play a central role within their own communities.

## Our approach

The SEARCH Education Trust was established to ensure inclusive high-quality education. We aim to develop a network of schools that are collaborative and based in clusters, around



# Why work with us

SEARCH Education Trust is a great place to work. We have a brilliant team of teachers and support staff and have the pleasure of working with the fantastic young people of Haringey.

In addition the academy offers all its staff a range of benefits including:

## Appraisal

The opportunity to achieve enhanced increments for outstanding achievement and progress in lessons.

We do not grade lessons, rather look holistically at a range of evidence to appraise staff.

## Employee assistant programme

Free confidential information, support, counselling and advice – 24 hours a day.

## Cycle-to-work scheme

Loan a bike and safety equipment as a tax-free benefit – saving on tax and NI.



## Tech scheme

Tech equipment, saving on tax and NI.

## Eye care vouchers

Employees using a VDU can apply for a free eye examination.

## Employer pension contribution

Teachers' Pension scheme (Teachers).

Local Government

Pension scheme (Support Staff).

## Season ticket loan

Employees are entitled to apply for an annual, interest-free season ticket loan for travel.

## Health and wellbeing weeks

Access to a range of benefits including free flu jabs, exercise classes and special events during the week.

## Private health care plan

We offer the Level One Bupa Cash plan to all employees.

## Generous holiday allowance

## Flexible working options

We ensure that every job we recruit to is advertised as being open to flexibility unless there's a good business reason why it can't be.

## Family friendly policies

A comprehensive training and development offer.



# Application process

## Filling in the application

It is essential that a fully completed application form is submitted using our online service. SEARCH Education Trust will not accept CVs. It is recommended that you retain a copy of your application form, so you can refer to it if you are invited for an interview.

The main sections of the application form ask for various information relating to your work, educational and personal history. This information allows your application to be fully assessed against the criteria/competencies required for the job role. When completing the application, you should provide your entire work history, including a description of any gaps in employment. In addition, outline your skills, qualifications and any notable awards. These can be selective, and you only need to provide those you consider relevant to the job you are applying for.

Application forms should be submitted with a letter of application (no more than two pages) which addresses the person specification explaining why you are applying for this post and how your experience, skills, training and personal qualities match the requirements of the role as set out in the job description and person specification.



## Safeguarding and child protection

SEARCH Education Trust is committed to safeguarding and promoting the welfare of children and young people, and applicants for vacant posts are expected to share this commitment.

If you are offered a job, the offer will be conditional on satisfactory pre-employment checks. These will include: Identity checks, Right to work in UK, References, Prohibition check (Teachers only), Qualifications

check, details of any capability procedures in the previous two years, pre-employment health check and Barred List check.

Under the Criminal Justice and Court Services Act 2000, it is a criminal offence if an individual who is disqualified from working with children knowingly applies for, offers to do, accepts or does any work with children.

## Criminal record and Disclosure & barring service

The post holder will be exempt from the Rehabilitation of Offenders Act 1974.

Current convictions and criminal offences should be declared on the application. You will be required to declare all past convictions, including spent ones.

You will be required to bring a written disclosure statement in a sealed envelope to interview.

If you are appointed, you will be required to complete a DBS check. Any information received from the DBS will be treated in the strictest confidence. Having a criminal record will not exclude you from appointment, unless it is considered that the conviction renders you unsuitable to work with children.

## Referees

Please provide details of two referees, one of whom should be your present/most recent employer. References will not be accepted from relatives or friends. References are requested for all shortlisted candidates unless you specifically request us not to do so. Open references will not be accepted.

## Declaration of relationships

SEARCH Education Trust asks that all potential employees highlight any relationships to school governors or employees to ensure all applicants are treated fairly.

## Applicants with a disability

If you are an applicant with a disability, please tell us in your application. If a disabled applicant meets all the essential criteria of the person specification, the applicant will be short listed for an interview. Telling us in advance means that we can make any reasonable adjustments at interview.

## Equal opportunities

Our Equal Opportunities Monitoring section ensures the process is fair, it is not seen by anyone involved in selection.

## Language requirement

Some roles are covered by part 7 of the Immigration Act 2016 and therefore the ability to speak fluent spoken English will be an essential requirement.

## Enquiries

For any enquiries please email  
[hr@searcheducationtrust.com](mailto:hr@searcheducationtrust.com)

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