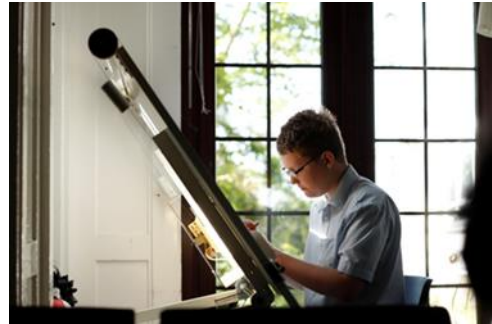




SABDEN

The Sabden Multi Academy Trust

Candidate Information Pack



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Welcome

Welcome to The Sabden Multi-Academy Trust, where we strive to create a warm, caring, stable, supportive environment in which all staff and pupils feel safe.

Our schools are situated across the picturesque county of East Sussex on the South Coast of England from the coastal locations of Seaford, Eastbourne and Hastings to the mid-county rural setting of Horam.

Staff across the Trust are committed to working together to support some of the most vulnerable pupils in the county and beyond. Our work is built on the foundation of positive relationships between staff and pupils and our success has been consistently recognised by Ofsted.

To find out more about the ethos and vision of our Trust please watch our short video on the home page of our website www.sabden.org.uk. You can also find links to our recent Ofsted inspections and relevant Trust wide policies

We are currently looking to recruit staff who have the drive, positivity and energy to make a real difference to the life chances of our pupils. If this is you, then The Sabden Multi-Academy Trust looks forward to hearing from you.



Frank Stanford, Chief Executive Officer
The Sabden Multi-Academy Trust

Mission Statement

The SABDEN Multi Academy Trust strives to help pupils to discover success through achievement, built on the foundation of strong, respectful relationships. Pupils are encouraged by an environment which promotes learning and self-belief which values the contribution of all its members. We aim to do this by 'creating a warm, caring, stable, supportive, environment in which all staff and pupils feel safe.' We do this by:

- Providing a personalised pupil-centred approach to learning through delivery of a broad, balanced and challenging educational and social curriculum
- Ensure consistent high expectations
- Promoting a culture of achievement and success
- Developing social skills and emotional well-being
- Focusing on continuous improvement and shared accountabilities
- Promoting equality and social justice; recognising and celebrating diversity
- Building continuous professional development for all staff
- Sharing our skills, knowledge & expertise across the Trust
- Developing partnerships within our trust and the extended community.

Sabden Schools

The Sabden Multi-Academy Trust currently consists of five schools; Cuckmere House, New Horizons and St Mary's are SEMH¹ schools; College Central is the county wide PRU²; and Lansdowne which is based within a Local Authority managed secure unit. The Trust has successfully applied to open an Alternative Provision Free School called The Workplace which is currently due to open in the 2019-20 academic year.



¹ Social, Emotional and Mental Health

² Pupil Referral Unit



College Central

College Central is the Pupil Referral Unit (PRU) for East Sussex, offering full-time Alternative Provision for up to 140 students who are at high risk of permanent exclusion or have been permanently excluded. Highly skilled staff and positive relationships enable students who face difficult circumstances and present with challenging behaviours to re-engage with learning; make strong progress and achieve positive outcomes through a broad and balanced curriculum.

An Ofsted inspection in June 2018 found that *'The leadership team has maintained the good quality of education in the school since the last inspection'; 'the strong, positive relationships between pupils and staff can clearly be seen' and 'the commitment and dedication to improving the life chances of all pupils is apparent throughout the school'.*

College Central is based at multiple sites across East Sussex including Eastbourne, Bexhill and Hastings. In addition to long term full-time placements, College Central offers '180' provision for pupils in need of intensive, activity based support prior to reintegration into mainstream school and 'Harbour' provision for vulnerable pupils experiencing anxiety/PTSD/trauma and other emerging mental health conditions. Cuckmere House School and New Horizons School also offer primary PRU places as part of their 'Flexible Provision Programme'.





Cuckmere House School

Cuckmere House School is an outstanding special school that makes provision for children and young people with social, emotional & mental health needs (SEMH) from Key Stage 1 to 4. Cuckmere House School is a unique school to be part of; we are committed to ensuring that each child can access the highest possible standard of education and where they can be supported to better manage their behaviour, emotional and mental health needs. We create an engaging learning environment that encourages our learners to become independent and self-motivated.

An Ofsted inspection in July 2018 found that 'staff work with passion and enthusiasm to provide every pupil with a personalised curriculum that unlocks their potential and enables them to thrive. Relationships between staff and pupils are extremely positive. Staff show genuine concern and care to all pupils. Pupils' best interests are at the heart of every decision. Parents describe staff as 'reliable, responsible and dedicated' and able to see the potential in their children'.

Cuckmere House School is located towards the west of the coastal town of Seaford, adjacent to the beautiful Cuckmere Haven.





Lansdowne School

Lansdowne is a local authority run home in East Sussex. Lansdowne is a modern, purpose built, physically secure environment providing care for up to 7 young people, aged 10-17. Lansdowne School is based within the Home, and provides full time education for all residents. The school aims to provide a safe and nurturing environment in which the young people gain the confidence to re-engage in learning.

The focus is to develop core skills, which underpin all future learning: this serves to equip young people to embark on studies of age appropriate qualifications in subsequent placements. The Core Learning programme, based around Functional English and Functional Maths, is supplemented by Creative Learning (Art, Drama) and Vocational Learning (Childcare, DT, Hair and Beauty). Individual learning targets are established across the whole school curriculum.

Each young person has a care plan ensuring support around agreed areas of work, including meeting education and health needs. They are encouraged to take part in individual and group work designed to develop understanding and skills which will equip them once the terms of their secure order are met. The nurturing environment and skilled staff ensure good outcomes for residents: they develop positive relationships and feel supported to invest in themselves.

Lansdowne School operates through a service level agreement between ESCC and the SABDEN Multi Academy Trust.





New Horizons School

New Horizons is situated across two sites in Hastings and caters for students with social, emotional and mental health difficulties (SEMH). It caters for students across both primary and secondary phases.

Through our engaging purposeful curriculum our skilled staff will support students to access the skills, confidence and resilience to achieve their potential.

Our aim is that our students are engaged and challenged to achieve their goals and make valuable contributions to their communities.

An Ofsted inspection in April 2018 found that *'The leadership team has maintained the outstanding quality of education in the school since the last inspection'; 'leaders and staff are committed to ensuring the best outcomes for pupils, many of whom have had negative experiences of education in their previous schools' and 'you have very successfully ensured that all pupils are supported and stretched to achieve the highest levels they can in all subjects, including mathematics'.*

New Horizons is a dual site school in the northern area of St Leonards and close to the cultural coastal town of Hastings and within easy driving distance of the historic towns of Battle and Rye.





St Mary's School

St Mary's is a rural school for students with social, emotional and mental health difficulties (SEMH); a school where our vision is to ensure every student fulfils their potential and is prepared for their transition into adulthood.

We are an inclusive school with an inclusive ethos: to encourage and embrace diversity and support each and every individual to develop confidence, resilience and independence. Through our broad and balanced curriculum our students are engaged and challenged; they achieve their goals and are inspired to make valuable contributions to their communities.

An Ofsted inspection in May 2018 found that *'Leaders have maintained the good quality of education in the school since the school opened as an academy' and 'The school meets the highly complex needs of its pupils well. You and senior leaders expect your pupils to achieve good academic standards, but you also recognise the importance of developing their personal, social and independence skills. Pupils are very positive about the school.'*

St Mary's is located on a large rural estate in the mid-county village of Horam. The nearest towns are Heathfield and Hailsham.



Teaching School

Support is at the heart of what we do, and through The Cuckmere House Teaching School Alliance we work with hundreds of professionals in schools each year to help them develop.

As a National Teaching School we have the responsibility to contribute both locally and nationally to the following six areas:

- Initial Teacher Training
- Continuous Professional Development (CPD)
- Leadership Development
- Specialist Leaders in Education deployment
- Research and Development
- School to School Support

As a National Teaching School, we know that the development of teaching – from aspiring teachers to outstanding classroom specialist leaders in education – is what will make the greatest difference to the educational provision and outcomes of children in our region. Our courses, research work, school-to-school support and professional dialogue enables our teachers to teach better.

Continuous Professional Development

We support Sabden staff through a comprehensive programme of CPD, linked to the annual appraisal cycle. Opportunities include whole school inset days, twilight training, whole day courses and coaching. Staff are also trained in 'Team Teach' to enable confident escalation and a positive handling framework for pupils presenting a danger to themselves or others.

Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Successful applicants will be subject to an Enhanced DBS and other appropriate checks to ensure suitability. They will be required to undertake appropriate Child Protection Training and be familiar with the Keeping Children Safe in Education (2018).

Each school has a Designated Safeguarding Lead and robust processes for reporting and recording welfare and safeguarding concerns. We have established partnerships with colleagues from external services and endeavour to ensure pupil safety and welfare is at the heart of our work.

Privacy Notice for Candidates

Under data protection law, individuals have a right to be informed about how the school uses any personal data we hold about them. We comply with this right by providing 'privacy notices' (sometimes called 'fair processing notices') to individuals where we are processing their personal data.

This privacy notice explains how we collect, store and use personal data about individuals applying for jobs at our school. We, the SABDEN Multi-Academy Trust, are the 'data controller' for the purposes of data protection law. Our data protection officer is Anna Morse (see 'Contact Information' at the end of this document).

The personal data we hold

We process data relating to those applying to work at our Trust. Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:

- Contact details
- Copies of right to work documentation
- References
- Evidence of qualifications
- Employment records, including work history, job titles, training records and professional memberships

We may also collect, store and use information about you that falls into "special categories" of more sensitive personal data. This includes information about (where applicable):

- Race, ethnicity, religious beliefs, sexual orientation and political opinions
- Disability and access requirements

Why we use this data

The purpose of processing this data is to aid the recruitment process by:

- Enabling us to establish relevant experience and qualifications
- Facilitating safe recruitment, as part of our safeguarding obligations towards pupils
- Enabling equalities monitoring
- Ensuring that appropriate access arrangements can be provided for candidates that require them

Our lawful basis for using this data

We only collect and use personal information about you when the law allows us to. Most commonly, we use it where we need to:

- Comply with a legal obligation
- Carry out a task in the public interest
- You have given us consent to use it in a certain way
- We need to protect your vital interests (or someone else's interests)

Where you have provided us with consent to use your data, you may withdraw this consent at any time. We will make this clear when requesting your consent and explain how you go about withdrawing consent if you wish to do so.

Collecting this information

While the majority of the information we collect from you is mandatory, there is some information that you can choose whether or not to provide to us.

Whenever we seek to collect information from you, we make it clear whether you must provide this information (and if so, what the possible consequences are of not complying), or whether you have a choice.

How we store this data

Personal data we collect as part of the job application process is stored in line with our data protection policy.

When it is no longer required, we will delete your information in accordance with our data retention schedule; a copy of which can be obtained on request from the data protection officer.

Data sharing

We do not share information about you with any third party without your consent unless the law and our policies allow us to do so. Where it is legally required, or necessary (and it complies with data protection law), we may share personal information about you with:

- Our local authority – to meet our legal obligations to share certain information with it, such as shortlists of candidates for a headteacher position
- Suppliers and service providers – to enable them to provide the service we have contracted them for, such as HR and recruitment support
- Professional advisers and consultants
- Employment and recruitment agencies

How to access the personal information we hold about you

Individuals have a right to make a 'subject access request' to gain access to personal information that the school holds about them. You may also have a right for your personal information to be transmitted electronically to another organisation in certain circumstances. If you would like to make a request or for more information on the Trust's data processing activities and policies, please contact our data protection officer.

Equality Statement

At The SABDEN Multi Academy Trust we pride ourselves on the diversity of people who make up our Academy community; and we value the varied contribution that everyone can make to our learning.

We believe that all children, regardless of race, sex, class, gender, religion, sexual orientation or disability should have high aims and that the Academy's task is to help them all achieve their potential. In order to achieve this, we shall ensure that all areas of the curriculum are suitably resourced in ways that reflect the range of cultures and that encourage children to respect each other's' languages and background.

We similarly encourage parents /carers to share their children's experiences and to offer their own as an aid and encouragement to learning. We will confront and discuss racist and sexist language or conduct; and through the positive enforcement of our behaviour policy we will do our best to ensure that all individuals in the Academy, including visitors, feel safe and are treated with consideration when they are amongst us.

Meeting our duties to promote community cohesion, and the spiritual, moral, social, and cultural development of pupils, also supports how we meet the needs of different groups of pupils and how we foster good relations.

We welcome the emphasis in the OFSTED inspection framework on the importance of narrowing gaps in achievement which affect, amongst others: Pupils from certain ethnic and cultural backgrounds Pupils who are supported by the pupil premium Pupils who are disabled Pupils who have special educational needs.

For more information on the Trusts' approach to Equality and Diversity or for a copy of relevant policies please contact personnel@sabden.org.uk.

Contact Information

Jo Foulkes, Director of The Cuckmere House Teaching School and Director of Business and HR for The Sabden Multi-Academy Trust

Jo.Foulkes@sabden.org.uk 01323 893319 (main office)

Cuckmere House School, Eastbourne Road, Seaford, BN25 4BA

Anna Morse, Assistant Director of Business and HR and Data Protection Officer

Anna.Morse@sabden.org.uk 01323 893319 (main office)

Cuckmere House School, Eastbourne Road, Seaford, BN25 4BA

For general enquiries regarding the recruitment process at The Sabde Multi-Academy Trust please contact recruitment@sabden.org.uk