



TOOT HILL
SCHOOL



Welcome from the Head Teacher

Dear Applicant,

Thank you for your interest in this role at Toot Hill School. On behalf of everyone here, I extend you a very warm welcome.

I am incredibly proud to be the Head of a vibrant and dynamic community school which has undergone a period of significant change during recent years and is now rapidly emerging as an exceptional local school; a school with exceedingly high standards and expectations and one which demands nothing but the best from every member of school community. At Toot Hill School, we look to innovate and become a national beacon of education.

We are committed to providing stimulating, challenging and engaging learning experiences for our students and invest heavily in professional development. Our staff and students work exceptionally hard to secure strong academic achievement but are equally passionate about their development outside the classroom as life-long learners and take part in a range of enriching experiences that compliment academic studies.

The local community see Toot Hill School as the school of choice for their children and we aim to ensure this remains the case. We place a knowledge-rich

curriculum at the heart of our school improvement plan and we strive to achieve social justice for all by making sure that every student receives their entitlement to access a broad and balanced education.

With a shared vision for staff, parents, carers and students, continual schedule of building development and a dedicated and committed staff team, the future is extremely bright for Toot Hill School. If you are encouraged to apply for this position, you will join our school at a very exciting stage of its development and will be provided a range of opportunities to make a significant difference to the lives of our students and indeed our entire school community.

I do hope that this information encourages you to apply to join a talented team committed to success and look forward to receiving your application.

Dr Chris Eardley

Head Teacher

About Toot Hill School

Toot Hill School is a 'Good' (Ofsted, January 2023) 11-18 secondary school situated in the market town of Bingham, Nottinghamshire.

Toot Hill places student well-being and achievement at the very heart of its approach to learning and is now ranked in the top 2% of schools nationally for pupil progress.

Ethos

Toot Hill School has a very clear and distinctive ethos. We believe that through continually reviewing and reflecting upon every aspect of our work we provide students with the very best educational opportunities.

We encourage staff to be creative, independent and ambitious. We expect them to challenge and inspire our students, providing them with the motivation and support necessary to achieve their full potential.

We value commitment, independence and courtesy from all our students. We demand the very highest standards from our pupils and in return we value and respect their ideas and opinions. Through our Student Ambassadors and the Student Voice Committee, pupils at Toot Hill School have an active and important role in developing and improving their school.

Achievement

At Toot Hill School we believe that examination success allows our students to make the very most of their lives and student achievement is at the very heart of everything we do.

We have developed a curriculum designed to challenge and engage students, offering them the very best preparation for examination success and the skills and confidence required to make full use of those qualifications.

Exciting, engaging and inspiring lessons lie at the centre of our curriculum and as a school we constantly strive to provide your child with the very best educational experiences.

Should a student require additional support Toot Hill provides a range of support services that will ensure every student's success, whatever their individual educational needs.

Examination results provide a good indication of how well a school is serving its students. In the last three years, our GCSE outcomes of 5+ (1-5) including English and Mathematics have placed us as one of the top performing schools both locally and nationally.

At Key Stage 5, Toot Hill Sixth Form College has an excellent track record with over 100% of students achieving 1 to 9. Students regularly secure places at Oxford, Cambridge, Russell Group Universities,

Higher Education colleges and employment.

Pastoral

At Toot Hill we pride ourselves on the quality of care, guidance and support given to individual pupils. At the core of this provision is a year system led by a Head of Year and supported by the Assistant Head of Year, Tutors, Student Welfare and Learning Support teams.

This system provides students with the care they need whilst allowing them to nurture friendships and develop a strong sense of community.

Tutors play an active role in ensuring that students are happy, well supported and fully engaged in school life and serve as the first point of contact between school and home. There are regular updates of pupils' progress through termly reports, online data, twice yearly parent consultation days and a Parents' Evening.

Students progress through Toot Hill School their attainment and well-being is closely monitored, ensuring that they are recognised and rewarded when they succeed but also supported when things are more challenging.

Toot Hill is a very caring community and the health, happiness and well-being of students underpins our overall ethos and philosophy.

Curriculum

Our curriculum goes far beyond the National Curriculum guidelines and Exam Board specifications and aims to provide a broad and balanced learning experience for all.

At Key Stage 3 our three-year programme covers all the National Curriculum subjects. Students are taught in ability groups in most subjects.

During our two-year Key Stage 4 programme, the majority of students study the English Baccalaureate core subjects of English, Mathematics, Science, a Modern Foreign language and a humanities subject such as Geography or History.

A wide range of option subjects including visual and performing arts, technology, sports and computing courses supplement the core curriculum. We expect all our students to achieve at least 8 passes at grades 4-9 including the English Baccalaureate subjects.

Toot Hill Sixth Form College offers a range of pathways for students to continue learning with us during Key Stage 5 (16 - 18 years). We pride ourselves on our A Level provision and promote the highest aspirations for all our students.



Overview



Toot Hill School is a community built on our core principles of Belonging, Excellence and Opportunity. We are seeking to appoint an outstanding and ambitious Assistant Head Teacher (Maternity Cover) who shares these values and is committed to ensuring that every student thrives academically, personally and socially.

This is an exciting opportunity for an inspirational leader with the drive, resilience and vision to make a significant contribution to our Senior Leadership Team. The successful candidate will lead on Personal Development, including oversight of our highly regarded Careers Education, Information, Advice and Guidance (CEIAG) programme, working closely with and line managing the Careers Leader. They will play a pivotal role in ensuring that all students benefit from rich experiences, strong personal development provision and meaningful opportunities that prepare them exceptionally well for their next steps in education, employment and life.

At Toot Hill School, we believe that every young person should feel a strong sense of belonging, experience the highest standards of excellence, and have access to life-changing opportunities. The successful candidate will champion these principles through a comprehensive personal development curriculum, an extensive enrichment programme, student leadership opportunities, careers education, and partnerships that broaden horizons and raise aspirations.

As a visible and influential leader, you will inspire both staff and students to uphold the highest expectations. You will help shape a culture where kindness, respect, ambition and achievement are celebrated, ensuring that every student is known, valued and supported to succeed. Working collaboratively with colleagues across the school, you will contribute to strategic school improvement and ensure that our provision remains transformational for all learners.

We are looking for a candidate with a proven record of leadership and impact in a school setting. Any candidate should have at least 3 years of middle leadership experience. The successful applicant will demonstrate the ability to think strategically, lead change effectively and work with colleagues to secure excellent outcomes for students. Experience of leading aspects of personal development, pastoral provision, careers education, student leadership or enrichment would be highly desirable.

As part of the Senior Leadership Team, you will be expected to maintain a strong presence around the school, support the smooth operation of daily routines, engage with students and families, and contribute to the wider life of the school, including enrichment and extra-curricular events. You will understand the importance of accountability and be committed to working with governors, staff and external partners to continually improve the quality of education and opportunities available to our students.

The successful candidate will join a highly supportive and experienced leadership team and will benefit from professional mentoring and development opportunities through the wider Nova Education Trust network. This role offers an excellent opportunity for an aspiring or experienced senior leader to further develop their leadership skills within a high-performing and ambitious school.

We welcome applications from colleagues who are passionate about making a difference and who embody our ethos of Take Pride, Work Hard, Be Kind. If you are committed to creating a culture where every student feels they belong, achieves excellence and benefits from exceptional opportunities, we would be delighted to hear from you.

The closing date for this role is **Friday 16th October 2026 at 9am**. Interviews will be held shortly afterwards.

Please note that this role can be considered as either full time or part time (0.8).



Job description

Post: Assistant Head Teacher

Responsible to: Head Teacher

Purpose of the role

To support the Head Teacher in strategically leading the school and to help develop a culture of high aspirations, personal excellence and ambition for all students.

The Assistant Head Teacher will provide strategic leadership for the school's Personal Development provision, ensuring that students benefit from a rich and coherent programme that promotes character development, leadership, personal wellbeing, citizenship, enrichment, equality, diversity, inclusion and preparation for life beyond school.

The postholder will lead the development, implementation and evaluation of the school's Personal Development strategy, ensuring that it reflects the school's values and supports outstanding outcomes for all students. They will also have strategic oversight of Careers Education, Information, Advice and Guidance (CEIAG), ensuring full compliance with statutory requirements and that students are exceptionally well prepared for their next stages of education, employment and training.

The Assistant Head Teacher will be a member of the Senior Leadership Team and will contribute to all aspects of whole-school leadership and improvement

Specific Responsibilities

Personal Development and Careers

Strategic Leadership

- To provide strategic leadership for Personal Development across the school.
- To develop, implement and evaluate a coherent Personal Development strategy that supports the academic, social, moral, spiritual and cultural development of all students.
- To ensure that Personal Development is fully embedded within the school's vision, values and improvement priorities.
- To contribute to the School Improvement Plan and lead improvement initiatives relating to Personal Development, enrichment and student leadership.
- To monitor, evaluate and report regularly on the impact of Personal Development provision to the Head Teacher, Governors and Trust leaders.
- To remain fully informed about national developments, statutory guidance and research relating to Personal Development and careers education and implement changes where appropriate.
- To work collaboratively with colleagues across the Trust to share best practice and contribute to Trust-wide improvement initiatives

Personal Development

- To lead and develop an ambitious Personal Development curriculum that supports students in becoming confident, resilient, responsible and successful young people.
- To oversee the planning and delivery of Personal, Social, Health and Economic (PSHE) Education, Relationships Education, Relationships and Sex Education (RSE), Citizenship and Financial Education
- To line lead the RSHE Lead, Sherrie Docherty



- To ensure that students develop a strong understanding of equality, diversity, inclusion, British Values and the protected characteristics.
- To lead initiatives that promote student wellbeing, mental health and emotional resilience.
- To oversee the development and evaluation of tutorial programmes and assemblies to ensure they contribute effectively to students' personal growth and development.
- To ensure students are prepared for life in modern Britain and understand how to remain safe and healthy both online and offline.
- To monitor the quality and impact of Personal Development provision and implement improvements where necessary.
- To coordinate and evaluate student voice activities across the school.
- To develop meaningful opportunities for students to contribute positively to school life and the wider community.
- To work alongside colleagues to promote excellent behaviour, attendance and student engagement.
- To support the development of an inclusive culture where all students feel valued, respected and able to succeed.

Student Leadership and Enrichment

- To strategically lead and develop student leadership opportunities across the school.
- To oversee the work of student councils, ambassadors, prefects and other student leadership groups.
- To liaise with the School Leader with Student Leadership responsibility, Claire Hallam
- To establish meaningful opportunities for students to influence decision-making and school improvement.
- To lead the development of an ambitious extra-curricular and enrichment programme that broadens students' experiences and aspirations.
- To monitor participation in enrichment activities and ensure equitable access for all groups of students.
- To coordinate programmes and events that promote character education, leadership, service and personal responsibility.

Careers Education, Information, Advice and Guidance (CEIAG)

- To have strategic responsibility for Careers Education, Information, Advice and Guidance across the school.
- To ensure that the school's careers programme is ambitious, effective and fully compliant with statutory requirements, including the Gatsby Benchmarks and Provider Access Legislation.
- To line manage and support the Careers Leader, providing strategic direction, challenge and professional development.
- To work closely with the Careers Leader to evaluate and continually improve the quality of careers provision.
- To ensure that all students have access to high-quality careers education, impartial guidance and meaningful encounters with employers, training providers, colleges and universities.
- To develop and maintain strong partnerships with employers, higher education institutions, apprenticeship providers and external agencies.
- To oversee systems which enable students to make informed choices about future pathways.
- To monitor destination data and use findings to strengthen provision and improve student outcomes.
- To ensure students develop the knowledge, skills and confidence necessary to succeed in education, employment and training.
- To report regularly on the effectiveness and impact of careers provision to senior leaders and governors.



Quality Assurance and Evaluation

- To establish effective systems for monitoring, evaluating and improving Personal Development and Careers provision.
- To undertake lesson visits, learning walks, quality assurance activities and student voice exercises related to Personal Development and Careers.
- To analyse relevant qualitative and quantitative data to identify strengths and areas for development.
- To provide regular reports to Senior Leaders, governors and Trust leaders regarding progress and impact.
- To support colleagues through coaching, mentoring and professional development activities.

Leadership and Management

- To line manage relevant middle leaders and staff associated with Personal Development and Careers provision, including the Careers Leader.
- To conduct performance management and professional development reviews for designated staff.
- To support the recruitment, induction and development of staff within areas of responsibility.
- To promote a culture of continual improvement and professional learning.
- To represent the school positively at external events, meetings and partnerships.
- Senior Leadership Responsibilities

Senior Leadership Team Expectations

The successful candidate will demonstrate an unwavering commitment to ensuring that every student experiences an exceptional education and benefits from outstanding opportunities for personal development, enrichment and future career success.

As a member of the Senior Leadership Team, the postholder will:

- Contribute fully to the strategic leadership and management of the school.
- Support the Head Teacher in securing the highest standards of achievement, behaviour, attendance, safeguarding and personal development.
- Lead and contribute to whole-school improvement initiatives.
- Support the development, implementation and monitoring of whole-school policies.
- Play a significant role in self-evaluation and school improvement planning.
- Participate in school events, open evenings, parental engagement activities and other key school functions.
- Undertake any other duties commensurate with the responsibilities of an Assistant Head Teacher as directed by the Head Teacher.

The postholder will be expected to actively participate in the work of the Senior Leadership Team through:

- Attendance at Senior Leadership Team Huddle meetings at 7:40am every Monday, Tuesday, Thursday and Friday during term time.
- Attendance at the formal weekly Senior Leadership Team meeting held every Tuesday, which may continue until 7:00pm.
- Regular participation in leadership planning, quality assurance activities, school events and leadership duties outside the normal school day as required.
- Providing visible leadership across the school and acting as a role model for staff and students at all times.



Leading Teaching and Learning

- To provide training for staff on effective teaching and learning.
- To promote the active involvement of students in their own learning.
- To contribute to school target setting; including statutory procedures and targets for individuals and groups of students throughout the school.
- To support strategies to promote high standards of behaviour.
- To oversee the development of an effective assessment framework.
- To promote the use of ICT to enhance and extend students' learning
- To monitor and evaluate classroom practice.
- To provide support for colleagues in improving their classroom practice.

Developing Self and Working with Others

- To promote equal opportunities and safeguard the safety and welfare of all those in the school.
- To contribute to the creation of a positive school ethos, in which every individual is treated with dignity and respect, and the safety and welfare of children and young people is paramount e.g. through taking school assemblies.
- To support the development of collaborative approaches to learning within the school and beyond.
- To support the induction of staff new to the school.
- To set high expectations for your own performance and that of others and to assist with the setting and monitoring of professional standards in the work of all staff members.
- To engage in relevant professional development activity as necessary and to guide staff in their training and personal development.

Managing the Organisation

- To monitor the quality of teaching and learning in the school and to promote improvement.
- To contribute to a regular review of the organisation of the school to ensure it meets statutory requirements.
- To develop action plans in specified areas of responsibility, in order to bring about improvements.
- To lead on the development and implementation of school policies relating to issues such as assessment and reporting.
- To contribute to the planning process for the distribution of resources, to ensure they meet the schools identified priorities.
- To take responsibility for Performance Management of identified staff.
- To contribute to the regular evaluation of the impact of the use of resources in relation to the quality of education of the students and value for money.
- To maintain a high profile in the life of the school through being a visible leader around the site, overseeing the operation of duty teams and by attending extra-curricular events.
- To be directly associated with responsibilities relating to assemblies, tutor meetings and quality assurance.

Securing Accountability

- To support the governing body in meeting its responsibility to account for the performance of the school.
- To be directly linked with named curriculum areas in terms of monitoring and evaluation and in support of improvement planning and performance review.
- To support staff in understanding their own accountability and promote performance management as a means of improving teaching, learning and leadership in the school.
- To assist with the reporting of the performance of the school to parents, carers, governors and other key partners as necessary.
- To provide reports and information related to your areas of responsibility as required.



Strengthening Community

- To gain an understanding of the diversity of the school community.
- To contribute to policies and practice which promote equality of opportunity and tackle prejudice.
- To contribute to the development of opportunities for students to enhance their learning within the wider community.
- To promote and model good relationships with parents, which are based on partnerships to support and improve students' achievement.
- To promote links and good relationships with the local community and outside agencies.



Person Specification



	Essential	Desirable
Qualifications	- Honours Degree (First or Second Class) - Qualified Teacher Status – PGCE or equivalent - Evidence of applying continued professional development	Higher professional qualification
Experience	- Significant teaching experience at least at Middle Leader level in a secondary school setting - Has successfully led, planned, managed and evaluated change which has had a significant impact at whole school level - Has demonstrated the ability to work strategically and successfully - Demonstrates outstanding, sustained and successful experience as a teacher in a secondary context - Has a proven record of outstanding teaching and outstanding results with examination classes - Can demonstrate strategic thinking and planning that builds, communicates and carries forward coherent and shared vision - Has experience of developing and sustaining a learning culture that has inclusion at its core, including high expectations and standards of achievement	Has experience of sixth form teaching and intervention
Skills and knowledge	- A wide range of effective behaviour management and strategies to embed them across a school - Knowledge and awareness of the OFSTED framework – particularly the Personal Development section - Ability to motivate and inspire others - Ability to lead initiatives, support the process of change and work effectively in a team - Ability to coach colleagues to improve their teaching	Experience of delivering excellent personal development provision
Personal qualities	- A student-centred approach to education - Ability to think strategically and use your own initiative - A commitment to work as part of an effective senior leadership team - Ability to form good working relationships with students and staff - High standards and expectations - Ability to hold effective yet difficult conversations with a range of stakeholders - Outstanding communication skills - Reliability and integrity - A commitment to safeguarding and promoting of welfare of children issues	- A commitment to personal and professional development - Subscribe to a research-based approach to education



Application details

Application forms

These can be accessed from the school website www.toothillschool.co.uk. Wherever possible, please provide email addresses for your referees.

How to apply

Candidates should apply for this role through our website at www.novaeducationtrust.net/careers. Wherever possible, please provide email addresses for your referees. Click on the 'Apply' button and follow the instructions to upload Nova's application form and complete the online equal opportunities monitoring form*.

** The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

The closing date for applications is **Friday 16th October 2026 at 9am.**

Interview

A provisional interview date has been set for Monday 19th October 2026. If you have not heard from us within two weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

Safeguarding

Toot Hill School is committed to safeguarding and promoting the welfare of children and young people and we expect all staff and volunteers to share this commitment.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior consent.

Child Protection statement

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We endeavour to provide a safe and welcoming environment where children are respected and valued. We will be alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support, protection and justice. The procedures contained in this policy apply to all staff, volunteers and governors and are consistent with those of Nottinghamshire Safeguarding Children Board (NSCB).



Equal opportunities

We are an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all colleagues.

Our commitment is to treat every individual how they would like to be treated. This is so that you experience a sense of inclusion, feel respected, valued, safe, trusted, and that ultimately, you belong.

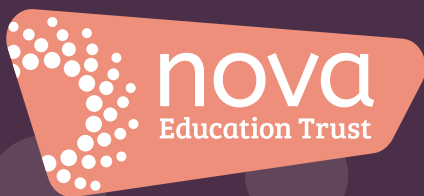
If you would like to discuss any accessibility requirements for the recruitment process or the role, please contact hr@novaeducationtrust.net and we will be happy to discuss.

How we monitor recruitment

On application we will ask you to fill in an anonymised form which indicates your protected characteristics. This is you helping us to achieve our equal opportunities commitments.

We analyse Equalities information to look at trends and to see if our diversity initiatives are having an impact across our recruitment processes. Your data will help us measure our progress and understand where we need to act.

All Equalities data is anonymised and will be kept separate from your application form and will not be forwarded to the interview panel should you be selected.



Welcome from the CEO

Dear Applicant,

Thank you for your interest in working at the heart of **Nova Education Trust**. I hope that you will find this pack useful and informative in helping you to find out more about our organisation and to complete your application.

Since 2011, Nova Education Trust has successfully supported schools of all phases to secure improved educational standards. Over the last few years, our organisation has undergone a significant transformation and is unrecognisable culturally, educationally, financially and in governance terms from the organisation it was pre-2021.

Educationally, we go from strength to strength. 94% of our academies are now judged by Ofsted as Good or Outstanding, compared to 47% that weren't when they joined us. Nova's KS2 SATs performance is strong whilst Progress 8 and 5+ EM across all of the schools is currently ranked as one of the highest in the region. We are highly valued and respected by the DfE, the Local Authorities and other local trusts. This is testament to our brilliant pupils, staff and the communities that we serve. Our trust support and governance is strong and has been externally recognised as amongst the best in the sector and our organisation is financially stable. We understand and we believe that schools belong to their communities — the mission is the same, but the vision may look different in our range of contexts and settings.

We are committed to our vision, values, ambitions and principles, and we are determined to achieve our mission of creating transformational schools. We are looking for a talented and inspirational leader who is committed to transforming the lives of our learners, with the imagination, passion and experience to support and challenge us to even greater things in the service of our young people.

Nova Education Trust is an organisation that trusts and empowers its staff. Front and centre to this is our commitment to well-being and engagement because we believe in enabling people to be at their best. We

are changing the way we support people to grow and develop, through 'coaching, not telling' — we now have over 150 professionally-trained coaches in the organisation and we have plans to train all middle and senior leaders. We think it's essential that colleagues can access excellent professional development and progression pathways which suit their individual needs. We pledge to lead the way with Diversity, Equity and Inclusion in our organisation. We will introduce new and innovative ways to increase the diversity of our workforce and continue to strive for an inclusive culture in which people have a voice and can contribute, feel a sense of belonging and are able to be themselves.

It is such a pleasure and privilege to lead such a talented group of staff who are forever looking for new and innovative ways to make us even better, each and every day. I am so proud of what we have achieved so far but I know that we can do even better, despite the challenging educational landscape that we find ourselves in. We have a highly skilled, experienced, dynamic and diverse board. They are so supportive yet professionally challenging and there is a great synergy and trust between the board and the executive team.

If you have got a sense of humour, drive, energy and enthusiasm to make us even better then we'd love to hear from you. This is a fantastic opportunity to join a values-driven trust at an exciting stage in our development.

Further information can be found at novaeducationtrust.net/careers.

A. Rahman

Ashfaq Rahman

Chief Executive Officer



About Nova Education Trust

As a cross-phase Multi Academy Trust, we create compelling school cultures where all are motivated to aspire and grow.

We establish aspirational, purposeful, celebratory and inclusive learning cultures for pupils, staff and our wider community.

We are committed to excellence; we are confident about our future and determined to achieve our aims.

Our mission is to create transformational schools.

Our family is currently made up of 19 academies (six primaries, 12 secondaries and one sixth form college), which includes our two partner schools in the Madani Schools Federation in Leicester.

The trust is growing and has plans to expand into other areas and regions in the very near future.

We also run a successful School Centred Initial Teacher Training (SCITT) programme making us a key player in the region by developing new teachers and providing training and development programmes for existing teachers and support/operational staff throughout their careers.

Our values

We work with **honesty, integrity, humility** and **professionalism**.

We **trust** and are **loyal** to each other — we demonstrate a selfless commitment in all that we do.

We **innovate** and **influence** — we create opportunities for sharing and learning, and we pioneer civic collaborations.

We all **learn** together in our **vibrant, creative, diverse** and **inclusive** family of schools.

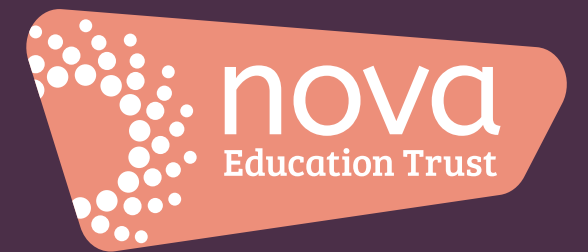
We are highly **ambitious** — staff and learners believe through **kindness** and **hard work**, all can succeed and grow.





WORK
HARD

BE KIND



Our principles

Excellence: We will always aspire for excellence in all that we do by showing courage, heart, determination, hard work and discipline. We want excellence to become a habit.

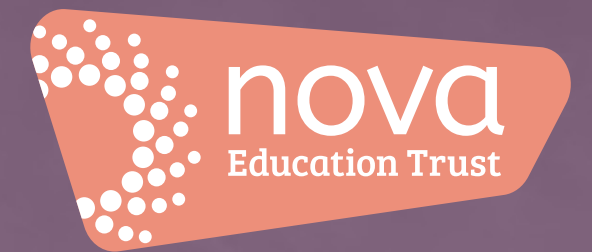
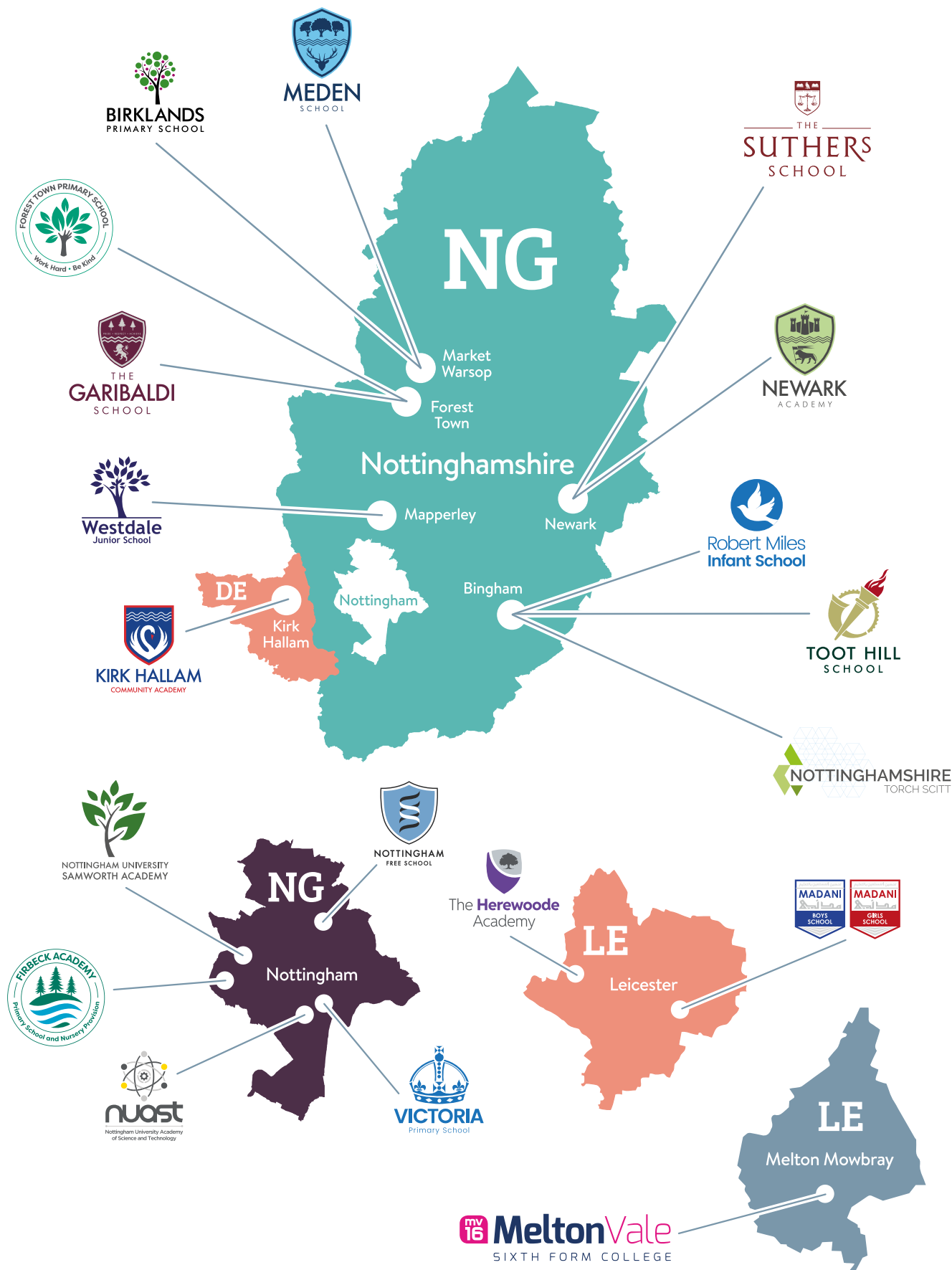
Partnership: By listening to our whole communities, opening conversations and providing opportunities for everyone's voice to be heard.

Expertly trained and professional staff: By investing in the professional development of all our staff so that they become experts in their professions.

Trust and empower all staff: By demanding that we act with honesty, integrity, clarity, rigour and simplicity in all that we do.

Focus on learning: An exceptional curriculum and highly effective pedagogy at the heart of all that we do, ensuring our strategy is evidence informed.

Our family



Our central team

We employ a skilled cohort of colleagues to provide specialist support to our family of schools to enable them to be operationally sound and to provide capacity for them to focus on teaching and learning and leadership development.

Our central team is based at the University of Nottingham Innovation Park (UNIP) on the Jubilee Campus as the central hub of all of our schools.

The Executive Leadership Team, with the CEO, meet weekly to support the development and improvement of the trust and deliver three Head Teacher training and briefing sessions as scheduled throughout the academic year.

We employ circa 40 colleagues across the **central team**.

We pride ourselves on our vibrant and dynamic team and foster a sense of collaboration and connectedness through our daily interactions, weekly briefings and our purposeful and deliberate Away Days.

We operate an informal hybrid model of working, which includes working on-site from the head office, school visits and remote working through our Dynamic Working Policy.



Supporting our colleagues

We're proud to offer an exciting, dynamic and collegiate place to work. Our colleagues are dedicated to having an impact and they make a lasting difference to the lives of our children and young people.

We nurture a culture within our trust where everyone feels respected, valued, safe, trusted and ultimately have a sense they belong. We feel, it's that sense which enables people to be their best selves, to grow and succeed as highly competent professionals and add transformational value.

We put well-being and engagement front and centre:

- You'll have access to regular check-ins with your line leader, to discuss how things are going and to talk about what's important to you.
- You'll have opportunities to directly influence trust plans for well-being and engagement.

We develop leaders who:

- Actively listen, communicate clearly, invest time in coaching and nurturing talent, and recognise your contributions.
- Cultivate supportive and inclusive teams who are open and committed to learning from each other, sharing different ideas and practices.

We will encourage and support you to develop and grow:

- Ensuring you have access to focused growth conversations so you can develop both personally and professionally.
- Facilitating trust wide professional networks and communities where you can draw on expertise and collaborate with like-minded and diverse talented colleagues.
- Providing opportunities to network with colleagues outside of the trust as part of our commitment to civic collaboration.

Providing access to range of fantastic benefits through 'Nova Perks', including:

- Bike scheme
- Technology scheme
- Motorsave
- Lifestyle benefits
- Instant discounts
- Savings club
- Workplace ISAs
- Financial planning
- Financial education resource module
- Peer-to-peer
- Lift-share
- Car salary sacrifice
- Health cash plan
- Gym scheme
- Healthy living resource module

Nova Perk Day

In addition to our standard leave provision, we offer all colleagues the opportunity to take one paid '**Nova Perk Day**' per academic year. This can be taken during term time for any chosen reason. This is in support of our continued commitment to colleagues to achieve a healthy work-life balance.

Sick pay

All colleagues are entitled to a generous sick pay entitlement depending on their continuous service.

Pension

All colleagues are auto-enrolled into the relevant pension scheme. LGPS for support staff and Teachers Pension for teaching staff.



TOOT HILL SCHOOL

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Head Teacher

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