



Every opportunity for every child

Working for the Alpha Trust

Our vision

At the Alpha Trust, our core purpose is to ensure that all of our children and young people have every opportunity to achieve excellent academic and personal outcomes. The work that we all do at the Alpha Trust is focused on achieving this aim. We want our children and young people to build resilience, become proud of who they are, take on responsibility, and grow respect for others.

We're a small but growing Multi-Academy Trust. The Trust was established by Headteachers who share the same personal values and educational ambitions for their young people. We never stand still. We are dynamic, innovative and highly successful.

We have four secondary academies and one primary academy, with a further primary school to come on stream in 2026. Our schools retain their own identity and autonomy, whilst having the opportunity to collaborate and learn from each other. We also incorporate the Colchester Teacher Training Consortium meaning that we have access to cutting edge thinking and research and a pool of talented new professionals.

We recognise that our staff are one of our greatest assets and we support our staff to focus on what matters to them most and to achieve their own personal goals.

Our values

Our core values are an expression of who we are:

Ambition

Commitment

Conscientiousness and diligence

Integrity and honesty

Empathy and compassion

Respect

Resilience

Optimism

Loyalty

We have high expectations of all of our students and staff in line with our values, and they guide us in reaching decisions and focusing on our priorities:

Our schools

Our Trust is responsible for the education of over 4,000 pupils across five schools based in Essex.



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Our schools are:

- Colchester County High School for Girls
- The Gilbert School
- Manningtree High School
- Home Farm Primary School
- The Trinity School

Our teaching and support staff work predominantly in one school but there are lots of opportunities for collaboration and joint working. We also have professional staff working within our Trust central services. We like to 'grow our own' and the Alpha Trust provides excellent career progression opportunities for staff who are keen to grow and develop.

We are committed to promoting equality of opportunity and recognise the value of a school workforce from a diverse range of backgrounds and circumstances with different skills and abilities.

Working for us

We can offer a range of benefits and opportunities for our staff.

For teaching staff

- ❖ Competitive salaries - our pay scales match the pay and allowances set out in the School Teachers Pay and Conditions document;
- ❖ Annual pay awards from 1 September each year;
- ❖ Membership of the Teachers' Pension Scheme;
- ❖ Full support for Early Career Teachers including a structured two-year package of training;
- ❖ Access to experienced mentors and coaches;
- ❖ A comprehensive package of Continuous Professional Development including leadership development pathways and access to National Professional Qualifications;
- ❖ Opportunities for career development and progression both within schools and across the Alpha Trust;
- ❖ Opportunities to develop your professional practice within a MAT which values research-informed learning;
- ❖ Well-being support including a free Employee Assistance Programme offering support for issues at home and work; financial guidance; legal advice; and coaching for managers.



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For support staff

- ❖ Competitive salaries – our pay scales match the National Joint Council pay scales;
- ❖ Generous holiday entitlement:
 - For staff on Scale Point 22 and below – 25 days annual holiday entitlement increasing to 28 days after five years;
 - For staff on Scale Point 23 to 34 – 26 days annual holiday entitlement increasing to 29 days after five years;
 - For staff on Scale Point 35 and above – 27 days annual holiday entitlement increasing to 30 days after five years.
- ❖ Annual pay awards from 1 September each year;
- ❖ Membership of the Local Government Pension Scheme;
- ❖ Opportunities for flexible working including term time only and part-time working patterns;
- ❖ Continuous Professional Development including access to a range of training and learning opportunities;
- ❖ Opportunities for career development and progression both within schools and across the Alpha Trust;
- ❖ Well-being support including a free Employee Assistance Programme offering support for issues at home and work; financial guidance; legal advice; and coaching for managers.

The Alpha Way

We are unashamedly ambitious for our children and young people. This means we expect a lot of our ourselves and our staff, but in return we offer comprehensive support and the opportunity to develop your professional skills and practice within good and outstanding schools.

Place of work

Our teaching staff work predominantly in one school, with opportunities for collaboration and shared working with colleagues across the Academy Trust.

We may ask teaching staff to work in other schools in the Trust as and when the need arises, subject to dialogue and consultation with our staff.

Teaching and cover

We are committed to ensuring that our teachers can balance their teaching role with their wider professional responsibilities:



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- ❖ Main Scale Teachers on a full-time contract in secondary schools within the Alpha Trust are expected to deliver a minimum of 44 teaching sessions within a two-week timetable. This commitment reflects the Trust's dedication to providing a high-quality education to our students while acknowledging the need for a reasonable workload for our teaching staff. Within the framework of their contracted contact time, teachers may be asked to cover for other colleagues from time to time.
- ❖ Main Scale Teachers on a full-time contract in primary schools within the Alpha Trust are expected to maintain a teaching commitment of 90% of their working time. This allows for the necessary non-teaching responsibilities, such as planning, assessment, and professional development, while ensuring a significant focus on direct student engagement. Within the framework of their contracted contact time, teachers may be asked to cover for other colleagues from time to time.
- ❖ Upper Pay Scale Teachers within the Alpha Multi-Academy Trust are expected to fulfil their contractual teaching responsibilities. Additionally, on a temporary basis and as part of school-wide role modelling of good practice, Upper Pay Scale Teachers may be asked to provide cover for lessons to support the smooth functioning of the school. This contribution is appreciated as a valuable demonstration of leadership and commitment to the overall success of the school community.

Enrichment

We strive to give our students every possible opportunity we can to help them achieve their best personal outcomes. This means that our schools place a great emphasis on giving students opportunities for enrichment, extra-curricular activity and the development of their leadership skills. Our staff play a core part in this, and our students benefit hugely from staff who use their own knowledge and interests to inspire our students to look beyond their core programmes of study.

Positive role models

We ask all our staff, teaching and support staff to role model the behaviours that we want to see in our students. We ask our staff to be active and visible, managing behaviour positively throughout the school day including during break, lunch and movement time.

We employ support staff for purposes of lunchtime supervision and cover, but we also recognise the benefits of having teaching staff and senior leaders visible during these periods. We ask senior leaders to support these critical points during the school day as a matter of course, and we value the support of other members of teaching staff on this too.

Workload and well-being

We recognise that life in schools has changed since the pandemic and that the demands on our staff are complex and varied. Our schools have a clear focus on managing staff workloads and



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supporting our staff to deal with challenging situations. Our schools have staff trained to provide support with mental health and well-being issues including mental health first aiders.

For teaching staff, assessment, marking and feedback is a core part of the role, and each of our schools has their own policy which draws on research and best practice, and which balances the needs of our students with the need to manage workload for staff.

We offer access to a range of services to support our staff to manage challenges in their professional or personal lives including a free Employee Assistance programme.

Valuing professional support services

Our support staff are a crucial part of our commitment to ensuring that all of our children and young people have every opportunity to achieve excellent academic and personal outcomes.

Our support staff help to ensure:

- that our schools are well-managed;
- that our facilities are of the highest quality;
- that our communication with parents and carers is excellent;
- that our children and young people are safe and well-cared for;
- and that our young people have support to access their learning when they need it.

We welcome support staff from diverse backgrounds and sectors and provide a range of training and continuing professional development to develop their professional skills and knowledge.