



Why you should work for GLT





Do you believe that every child should be able to go to an excellent school, regardless of their background or where they live?

So do we...



Our mission: empowering excellence in education

01



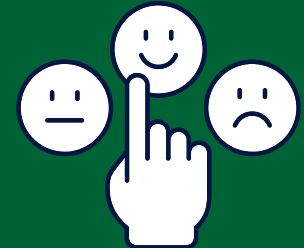
Our aspirational standards and the support we provide our staff to deliver them means we **never** lower the bar for our children. We empower our children and young adults to reach their full potential.

02



We believe in creating an environment where children and *our staff* are encouraged to strive for excellence, develop leadership skills, and become lifelong learners.

03



Our classrooms are inclusive and disruption-free. Our schools are calm and purposeful. Our collaborative way of working means we get results *and* allow healthy work-life balance.

About Greenshaw Learning Trust

Greenshaw Learning Trust (GLT) is one of the most successful multi-academy trusts in the country, providing high-quality comprehensive and inclusive education across primary, secondary and special phases. We are dedicated to meeting the needs of **every** child and young person. Our schools offer a broad curriculum and a wide range of special needs provision in welcoming environments.

Starting as one school in 2014, Greenshaw High School in Sutton, we have developed a reputation for **doing the right thing**. See our growth journey on the next page.

At GLT, we are extremely proud of our success, but we are not complacent. We believe that continuous improvement is key, both for our organisation and for the individuals within it. Whilst we believe in supportive working relationships, we continually challenge each other to ensure that we are all 'Always Learning' and build a sense of belonging, leveraging the strength of our collective efforts so that every member of staff feels that with GLT, 'My Career Matters'.

Our story so far...

2014

A MAT is born

Will Smith, Headteacher at Greenshaw High School, forms a Trust, driven by the desire to influence and be influenced.

2015

First steps

Green Wrythe Primary School and Orchard Park High School are the first schools to join GLT.

2016

Growth

GLT welcomes Brakenhale School, Victor Seymour Infants' School and Tweeddale Primary School.

2017

GLT goes West

The Bracknell cluster grows with Crown Wood joining, and GLT moves west with Five Acres, Yate Academy and Woodlands Primary School all joining.

2020

West & Surrey

Gloucester Academy and Broadwater School join the Trust.

2019

Our influence grows in the South West

We welcome Holmleigh Park High School, Tyndale Primary School and Blaise High School.

2018

Expansion continues

New schools join; Henley Bank High School and Wildmoor Heath Primary School.

2021

Plymouth and more

Montpelier Primary School, Scott College and Stoke Damerel join from Plymouth, and Bandon Hill Primary School and Wood Field Primary School (which were one school at the time) join from Surrey.

2022

Growth in the centre

We welcome Park House School and Sandy Lane Primary School.

2023

Gloucester primaries

GLT Primary numbers swell with Grange Primary, Hunts Grove Primary, Moat Primary, Robinswood Primary, Waterwells Primary and Widden Primary School all joining.

2024

Our newest joiners

Wallington County Grammar School, Coombe Wood School, St Peter's Primary School and Park Hill Junior School join GLT.





Why work with us?

We believe we are special, but we appreciate you won't know this by reading our brochure.

We survey our staff every year, benchmarking ourselves against the education sector, and the results tell us that we consistently exceed standard markers on workload, behaviour and being a great place to work. We hope that we get the opportunity to meet you in person at an outreach event, but in the meantime... read on!



A supportive and empowering environment

At GLT, we're more than just a network of schools – we're a community, that prioritises the professional growth of all of our staff. We offer a collaborative environment where innovation, creativity, and personal development are encouraged. **By joining us, whatever role you do, you'll have the opportunity to shape the future of education while making a meaningful impact on the lives of students.**

Career development and growth

Our leaders provide unquestioning support and whilst we always challenge everyone to be the best they can possibly be, we do this with lots of support for development; regardless of career stage.

Whether you're starting your career or looking for the next step, GLT provides ongoing professional development, feedback, training, and leadership opportunities. We are continually developing '**My Career Matters**' policies and projects to support you, wherever you are in your career journey. We have strong CPD programmes, in schools and across the MAT.



We believe our teachers' time is best spent teaching

Our classrooms are disruption free and our schools are calm and purposeful. Our shared behaviour policy assists to make this happen.

We work with staff across our organisation to jointly problem solve pressures on workload, working together to realise the benefits of being part of a large MAT.

Our secondaries have centralised resources in every subject which schools can adopt, adapt or advance and our subject networks provide supportive and challenging spaces for teachers to improve their pedagogy so they get better day in and day out, **embedding an 'Always Learning' culture right across our Trust.** Precision teaching using Rosenshine's principles of direct instruction means we bring out the best in our staff **without time wasting activities** and our children achieve **some of the very best outcomes in the country.**

The results are reflected in our staff surveys and as an employer, GLT is 8% above the national education benchmark for staff satisfaction with workload.



Hybrid/flexible working

Our school improvement and business functional teams support and develop schools across the whole Trust as the '**Shared Service**'. Staff working for the Shared Service are likely to be based near one of our hubs to enable hybrid or flexible working depending on the role. We treat you as an adult so you can make wise choices about where your time has maximum impact. You will find more details in the particular job pack.


All our staff retain access to the Teachers' Pension Scheme or Local Government Pension Scheme and those working out of our Sutton offices have access to yoga, wellbeing spaces and an onsite nursery (with a spa coming soon!).

Community

Schools retain a community-based culture as we believe you feel the strongest **sense of belonging** when connected to the school or team you work in; culture cannot be mandated from the centre. There are therefore plenty of opportunities for social events, staff gatherings, and initiatives that foster a positive workplace culture.

Our schools are friendly, supportive and highly professional places to work.


We also facilitate a wide variety of networking groups to encourage collaboration and create a sense of being part of a larger community, both for teaching and support staff colleagues.



We are a team, and we get better together

We work collaboratively across the Trust, sharing expertise and ideas. This fosters a sense of unity, where every staff member feels they can also be **part of something larger.**

AND... through professional development programmes, peer learning, and a developmental approach to appraisals, we support and challenge all our staff to grow and achieve *their* career goals. Continuous and highly individualised learning is not only encouraged but embedded in our organisational culture.



Our impact

We measure success not just in academic achievement, but in the development of the whole person. That being said, our secondary educational outcomes place us in the very **top performing non-selective multi-academy trusts**. Whether through inspiring classroom practices, leadership in educational or other professional innovation, or support roles that are the glue to hold us all together, every member of the GLT family plays a critical role in driving educational excellence.

We are proud of the lasting impact our staff have in shaping the future of education for all our children and young people.





How we work together

Being part of the Trust provides our schools with effective structure, collaboration, and support. Each school is led by its own leadership team with the support of a governing body.

Our culture of trust and openness and **school-to-school collaboration** fosters mutual support and continual improvement.

Our shared service professionals provide a wide range of effective, rapid and flexible support, advice and guidance to the leaders in our our schools on safeguarding, SEND, curriculum, rapid school improvement, behaviour, staff training and development and leadership coaching.

The Shared Service also provides expert advice in admissions, attendance, communications, health and safety, data, systems, estates, finance, HR, IT, catering, procurement and governance.



The way we work together



Our values are at the core of everything we do at GLT:

- **Collaboration:** We thrive on collaboration at every level, encouraging a culture of shared ideas and mutual learning.
- **Local community:** We believe in the power of local representation and accountability, with headteachers leading our schools.
- **Inclusivity:** ‘Trust’ means everyone – our students, teachers, support staff, governors and shared service. We are one organisation working together.
- **Equal opportunity:** We are committed to providing equal opportunities for all, facilitating learning and supporting everyone to reach their full potential.

Other benefits of working with us

Competitive salary packages

Eligibility for discount schemes across a range of sports centres, Blue Light scheme, Teacher Art Pass and more.



Professional development and growth opportunities – 'Always Learning' and 'My Career Matters' with a (minimum) twice yearly developmental approach to appraisals.

Secondment, mentoring and subject lead development opportunities across the Trust.



Hybrid/flexible working opportunities (role dependent).

Continuing eligibility for the Teachers' Pension Scheme or Local Government Pension Scheme.



Employee Assistance Programme.

Menopause advocates (providing additional support for all those affected).

A thriving, community-focused, energetic, and collaborative work culture.



What is it really like?



Working for Greenshaw Learning Trust feels like being part of a close-knit family, where you're encouraged to be your authentic self. It's a place built on trust, support, and opportunities. I feel truly valued and empowered in my role. The Trust's dedication to nurturing growth has opened doors for both my professional and personal development. The strong sense of community among leaders, colleagues, and staff creates an uplifting environment, allowing everyone to thrive and continue growing together.

Aaron West, Headteacher, Montpelier Primary School

At GLT, I experience a warm and friendly culture where leaders trust and invest in the individual success of each school. I'm grateful to work for GLT, a trust that values its employees and provides us with the support we need to thrive.

Katie Parkhouse, Headteacher, Tyndale Primary School

We limit after school meetings to content that will improve us as professionals and we hold the pursuit and development of knowledge front and centre in how we teach children. All of this means our teachers improve their pedagogy and get better, day in, day out.

Nat Nabarro, Headteacher, Blaise Academy

The strength of our relationships in schools and between the Shared Service, the Executive Team and the staff within our schools is the foundation of our success. GLT manages to capture the unique energy of everyone involved, staff and children alike.

Janice Bowling, Head of Service, GLT Shared Service

At GLT we 'de-clutter' teaching so that experts can do what they were trained to do; teach! We work hard to remove unnecessary tasks and burdens on our classroom practitioners.

Simon Phelps, Headteacher, Five Acres High School

We attract and develop all our people to fulfil their potential as inspiring high achievers with a passion for giving children and young people a good start in life; the mindset and aspiration to make it a reality and the support and resources to ensure you can still enjoy life around your work.

Kate Ivackovic, GLT Director of People

Having recently joined GLT, we are overwhelmed by the amount of support it provides in all areas. Everyone is so happy to help and we feel we are 'wrapped' in a GLT cocoon where there are specialists in all areas aiming to make our lives as headteachers easier and being able to focus on school improvement.

**Caroline Barriball and Samantha Sandle
(Co-Headteachers, St Peter's Primary School)**

Our commitment to you

We are committed to providing a supportive, innovative, and rewarding environment where you can grow, thrive, and genuinely make a difference to the lives of children and young people.



Join us at Greenshaw Learning Trust

Join our talent pool



Enter your details and upload your CV.

If any suitable vacancies come up that match your requirements, we will be in touch.



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**We look
forward to
meeting
you!**