



EBOR ACADEMY TRUST

# WORKING FOR EBOR

Our values: EXCELLENCE | BELONGING | OPPORTUNITY | RESPECT



Join us in providing great outcomes for our schools and our schoolchildren.

Ebor Academy Trust is a family of 23 schools with a sense of responsibility for each other, building caring, strong, professional relationships.

## Our history

Ebor Academy Trust was established in 2013 when a school that was consistently underperforming requested help from Robert Wilkinson Primary School in Strensall, York. Together, these two schools established our trust and in January 2017 the previously struggling school received its first positive inspection report in 17 years when it went from Special Measures to Good.

We continue to collect evidence, via Ofsted reports, parents and carers and from among our peers, that the systems and the approaches we adopt make a positive difference to the educational landscape across the four local authority areas in which we operate – York, North Yorkshire, the East Riding of Yorkshire and Hull.

Ebor comprises 22 primary schools and one special school, serving over 5,000 children and young people from the ages of two to 11.

**A great place to work:** Should you join us, you will be entering a highly professional, ambitious organisation with a wide variety of benefits on top of many career development opportunities. Benefits include a great pension scheme, wellbeing initiatives, a cycle to work scheme and discounted high street shopping. We acknowledge and promote a healthy work/life balance.

**A supportive, inclusive and friendly employer:** Despite its rapid growth, the trust has retained its family feel. We look after our people's wellbeing, too, with an employee assistance programme providing access to free, independent and confidential 24/7 telephone counselling and advice on life issues, as well as six free face to face counselling sessions at a time and venue of your choosing.

**A thriving and progressive organisation:** Ebor Academy Trust is a continually evolving organisation, keen to embrace new ways of working to help us meet our core purpose of providing high quality education to all our pupils.

**An organisation that communicates and collaborates:** As part of Ebor Academy Trust you'll receive regular updates about what's happening and meet colleagues from across the organisation as we work together to share best practice.

**A values driven company:** Whilst we encourage all of our schools to celebrate their own character and individuality, we all share our values of Excellence, Belonging, Opportunity and Respect. These are embraced in everything we do.

*See over...*



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**A healthy work/life balance:** With excellent holiday entitlements for teaching and support staff alike, plus policies to support staff in their family commitments, Ebor Academy Trust is an organisation that places the wellbeing of its staff as a key priority.

**Career development:** We are committed to identifying and nurturing talent at all levels. An advantage of working across a range of schools of varying sizes is that we are able to provide excellent opportunities for training and development. Ebor has an impressive track record in sharing and developing talent across its schools. We actively support and promote our inhouse apprenticeship programmes through our training arm, Education Pathways.



## STAFF SURVEY, JULY 2020

### We asked, what makes Ebor a good employer? Staff said...

Strong, clear and dedicated leadership. Leaders who lead by example and who care about every single stakeholder.

Fair, honest and transparent employer. Huge amounts of exciting opportunities for people to develop their skill sets and career pathways (CPD is a big priority).

Good communication from Ebor to schools, provision of access to services such as counselling access/mental health support.

The care and support given and desire to develop staff and children.

Flexibility and understanding.

Fair, professional organisation, good CPD, supportive, forward-thinking, staff reward scheme, has children's best interests at heart.

Employees feel part of the Ebor family.

Fairness and consistency, gives a sense of belonging.

Ebor is a good listener. They have the ability to adapt, and always looking at ways to improve.

I feel valued and I've been thanked for everything I've done.

A good team atmosphere and interesting job.

Strong leadership, collaborative approach, good communication.

Happy, child centred inclusive schools that are positive places to work.

Values and really cares for its workforce. Does not just talk about flexible working but makes it a reality and trusts the integrity of its workers. Provides valuable professional development opportunities. **I'm proud to belong to Ebor – it deserves the epithet of "employer of choice"!**

