



# BLACKDOWN EDUCATION PARTNERSHIP

BELIEF IN EVERY CHILD



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## **WELCOME TO BLACKDOWN EDUCATION PARTNERSHIP**

Thank you for your interest in this post. Please take some time to have a look at this pack and gain a sense of who we are and what we stand for. All Multi-Academy Trusts are different, and we are keen to explain why we believe that our values and ethos make us a great employer.

The Blackdown Education Partnership is an established trust created by the merger of two highly successful founding trusts which shared some important similar values. Put simply, we believe that collaboration, partnership working and sharing our best ideas will enable us to deliver on our mission:

- To nurture and develop the ambition, talents and interests of every child
- To break down the barriers that inhibit the opportunities and achievements of disadvantaged pupils so that they can go on to lead lives of choice and opportunity
- To create a family of schools that are deeply and purposefully connected to their communities.

We do not believe in creating schools which are replicas of each other. Our philosophy of aligned autonomy enables Headteachers to make effective decisions within the context of each individual school. We do not have a common curriculum, but we do have a view on excellence and seek to harness the expertise of our subject leads to ensure that each school delivers schemes of learning that are rigorous, inspiring and rich in knowledge.

Curriculum and other leaders across our schools meet regularly to network, share and moderate and the Trust operates a well-developed programme of peer-review to ensure that leaders are challenged, supported and have access to excellent professional development.

Our schools are all characterised by a strong ethos, ambitious culture and compassionate environment which together drive success. We are lucky enough to employ brilliant people who share our vision, many of whom have started careers with us and stayed to progress these careers. We want people to join us who believe that whatever their role, they can make a difference to the life chances of students. We are totally committed therefore to helping all our staff thrive and fulfil their professional ambitions. A large number of colleagues are currently undertaking leadership development training which ranges from the full suite of NPQs to some more bespoke leadership programmes run through our outstanding network of partners.

We take staff wellbeing seriously and pride ourselves on a family friendly approach across our schools. The best resource we can provide for pupils is highly skilled, happy and fulfilled staff.

We are looking for an individual who shares the same vision and values – if you believe that you have the skills, drive and vision to help us achieve our aims we would be delighted to receive your application.

**LORRAINE HEATH, OBE**  
**CHIEF EXECUTIVE OFFICER**





We take staff wellbeing seriously and take active steps to reduce workload. We have a wellbeing offer which ranges from gym membership and support with personal fitness to talking therapies and subscribe to a Wellbeing service. We also allow employees personal days to enable everyone to enjoy some flexibility over attendance and participation in events that they might not otherwise be able to.

We are always willing to consider flexible working requests and job-shares and pride ourselves on a family friendly approach across our schools. The best resource we can provide for pupils is highly skilled, happy and fulfilled staff.

#### **WHAT YOU CAN EXPECT FROM US:**

- Eligibility to join excellent pension scheme
- Option to make additional voluntary contributions to pension for local government pension scheme members which can help boost retirement benefits
- Access to a range of continuous professional development opportunities
- Trust wide charity events designed to encourage our people to participate in meaningful activities
- Access to wellbeing provision which offers information and advice on a range of workplace and personal issues
- Flexible working opportunities
- Enhanced special leave provision, including additional time off as part of our 'Personal Day' entitlement which supports employees to achieve a better work/life balance
- Free car parking
- On site catering facilities, all of which provide healthy and nutritious meals at a low cost
- Gym membership. Many of our schools have on-site gyms, the use of which is available to employees at a discounted rate
- Cycle to work scheme which enables employees to purchase a bike and accessories for their commute to work
- Free tea and coffee.





The Blackdown Education Partnership was formed in 2023 from the merger of two founding trusts: The Castle Partnership Trust and Uffculme Academy Trust. This merger brought together 5 primary and 5 secondary schools in Devon and Somerset. Since that time we continue to grow and are currently a 13 school MAT of 6 primaries, 7 secondaries, 5 pre-schools and one sixth form.

We are also a strategic partner for SWiFT and run the mid-Devon ITT hub on their behalf where we recruit and train the teachers of the future.

We believe that education is transformative: it changes lives; and that schools are uniquely placed to engineer social change through powerfully addressing disadvantage in all its forms. The trust that is placed in us to nurture and support our pupils into flourishing and confident young people is one which we are committed to justifying.

We serve a diverse range of communities in Devon and Somerset and are dedicated to working in partnership with everyone invested in these communities to enrich our children's lives and empower them to carve out positive futures for themselves.

### **LEADERSHIP**

Our Senior Leadership Team brings together both the Education and Business Functions of the Trust – we continually strive to deliver student and business related outcome in line with our strategic plan.

Working in partnership with our support functions we aim to harness the power of deep collaboration to ensure that through our collective endeavours all Headteachers are enabled to deliver on our mission.

### **WORKING IN PARTNERSHIP**

We recognise the potential in collaboration, networking and sharing the of best practice to harness our collective energies for the benefit of our families and communities.

We run a number of Professional networks and School reviews which bring positive contributions to our staff and secures powerful professional learning for those taking part.





## Our Strategy

### **INVEST**

- Generate greater central capacity alongside organisational and financial resilience to support schools to grow and retain consistently high standards across the Trust
- Invest in excellent nursery and early years provision in every primary school
- Develop our capacity for outreach within our local communities to strengthen support for families and children
- Invest in infrastructure and the school estate to ensure that children are able to learn in positive and safe environments.

### **BUILD AND GROW**

- Build a people strategy that delivers on our promise to be an employer of choice across the South West
- Expand our offer to include church schools in Devon and Somerset
- Ensure growth both brings capacity and supports underperforming schools.

### **DELIVER**

- Deliver the best outcomes for disadvantaged and vulnerable pupils in the South West
- Be a beacon for academic excellence
- Secure highly effective governance at all levels.

### **GOVERNANCE**

Blackdown Education Partnership is governed by Members and Trustees. Members oversee the work of the Trust and are responsible for overarching decisions, and our Trustees are responsible for:

- determining the vision for the Trust and ensuring that its achievement underpins all strategic planning and decision making
- development, review and take ownership of the Trust's strategic and financial plan and monitor its implementation
- ensuring that all schools / academies within the Trust attain high standards and demonstrate at least good progress against national indicators
- ensuring the Trust maintains its vision and values and delivers the outcomes which it has defined for pupils and the Trust.



# In numbers

1370  
NURSERY & PRIMARY  
AGED STUDENTS

7009  
SECONDARY &  
6TH FORM  
AGED STUDENTS

1  
SIXTH FORM

6  
PRIMARIES

7  
SECONDARIES

5  
PRE-SCHOOLS

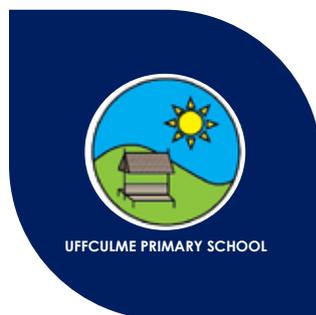
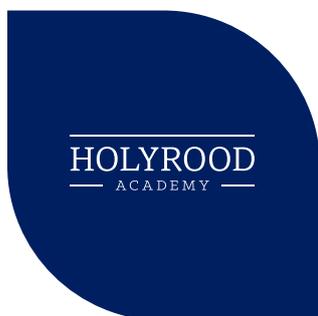
13  
SCHOOL MAT

8379  
STUDENTS

122  
TRUSTEES AND  
GOVERNORS

1262  
STAFF

# Our Schools

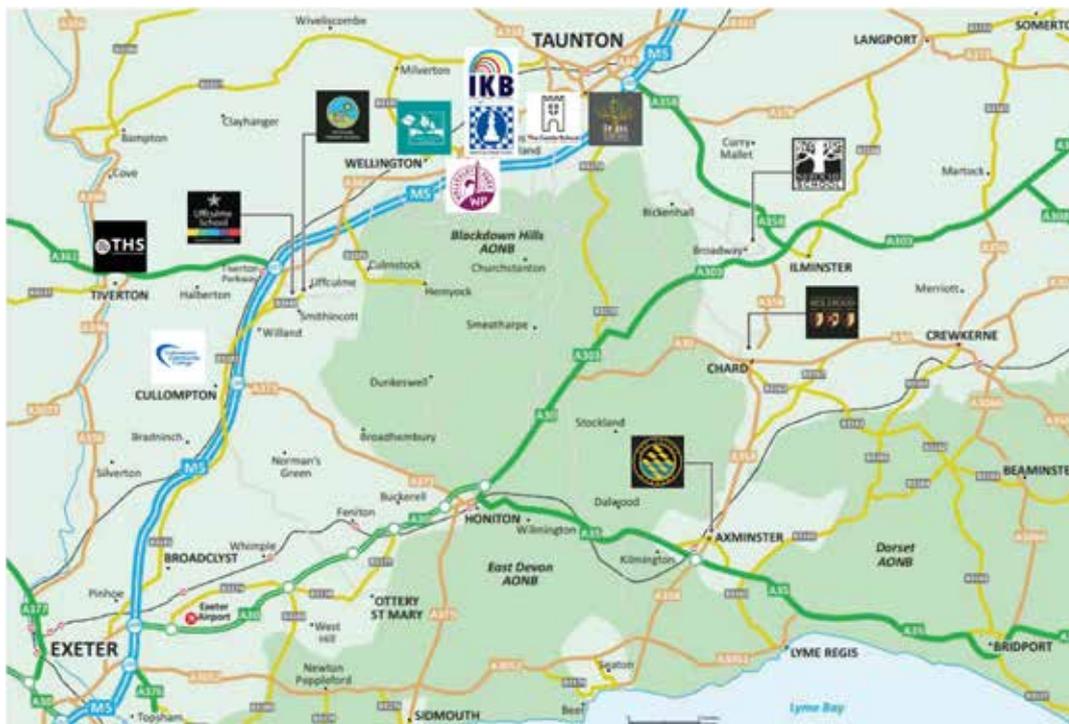


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## LOCATIONS

All our schools are situated in the beautiful countryside of Devon and Somerset, within easy commuting distance of Exeter to the west and Bristol to the North, being close to some of the most beautiful coastlines of Devon and Dorset.

Our schools' varied locations allow our staff to access not only beautiful beaches, but also some of the best areas for walking, biking and other outdoor activities; yet the cities of Exeter, Bristol and Bath are close by.





[www.bep.ac/bepmanifesto](http://www.bep.ac/bepmanifesto)