

Shaw Education Trust

CAREER

OPPORTUNITIES



Shaw
Education
Trust

Who are we?

We are The Shaw Education Trust, we are a thriving, mix of diverse and growing schools from Primary, Secondary and Special Schools all working together to improve the lives of young people in our communities. We are sponsored by Shaw Trust a charity organisation that focuses on transforming lives. We started our journey with a simple mission, to enhance the lives of all young people within our communities. We started our journey back in 2014 today we are a family of 26 schools, all sharing the same values and vision working together to improve, accelerate and enable ambitious life goals for all young people in our academies. When organisations say that People matter, we really mean it. Our people are the reason we exist,

whether you work in our admin department, a lunch time supervisor or one of our principals, you play an equal part in transforming young people's education and life chances.



Shaw Education Trust

Our Values

TO BE PUPIL AND PEOPLE CENTRED

To ensure everything we do realises the full potential of the pupils we are here to help. We will provide caring, tailored and supportive environments where young people can flourish. We will ensure that all members of the school community are the focus of our activity and as servant leaders we shall enable their success.

TO ACT WITH INTEGRITY

To be an organisation that is open and transparent, actively embraces equality and diversity and has an honest, inclusive and respectful culture which everyone can trust.

TO BE INNOVATIVE

To be a creative, forward-thinking organisation that finds new ways of doing things. To break down barriers to learning, stimulating exciting futures and securing independent living. We will be relentless in our pursuit of the excellence which has the power to change lives.

TO BE ACCOUNTABLE

Shaw Education Trust, its schools and staff are accountable to our pupils and stakeholders. We will demonstrate personal responsibility by carrying out our roles to the best of our ability and in adherence with our values.

TO BE BEST IN CLASS

To be an organisation that is open and transparent, actively embraces equality and diversity and has an honest, inclusive and respectful culture which everyone can trust.



What are we looking for?

We are looking for talented educators to help us continue our journey, we are looking for diverse, ambitious teachers who want to help us to enhance the lives of our young people. We want teachers who are driven by the desire to help young people, teachers who want to grow professionally and personally and those who's ambitions match our own. We want to invest and develop your talent so you can reach your career goals with us. We are keen to grow and invest in talent, and welcome enthusiastic and dedicated people who are interested in furthering their career in one of our supportive, ambitious academies.





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I am honoured and privileged to lead teams of excellent leaders, teachers and support staff who work innovatively and tirelessly to provide the best possible teaching and learning to students. This is our expected norm, not the exception. An excellent education in a supportive, dynamic, and stimulating environment is the right of every child.

Our learning community is enhanced by ensuring that we have a mix of academies within our Trust: primary; secondary and specialist provision AND BY CREATING A TRULY INCLUSIVE ENVIRONMENT. This allows us to create a unique, DIVERSE and expert community of professionals with a wide range of valuable experience and specialist knowledge. Rich collaborative opportunities are offered to students and staff alike as a consequence. We believe every child has a voice and all should be equally heard, valued, and developed.

Jo Morgan | Chief Executive Officer



Institute of Education

When you join SET you join an organisation committed to investing in and developing the talent of our colleagues. Our IoE exists to enable staff to grow, contribute and flourish in their role, through providing support and opportunities to work with colleagues across our families of schools. We have a huge range of Network Hubs and a fantastic Professional Advocate network of highly skilled colleagues from all of our schools. All support provided to SET schools is completely free of charge: we are one family, one team and we work together.



Institute of Education



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Aspects of IoE Work

Professional Learning

CPD Courses
Flick Learning
Best in Class
ECF Support

Qualification

NPQs
Apprenticeships
Masters
Chartered
College

Research & Development

Action Research
Policy
Development
Evidence
Informed
Practice

Bespoke Support

Professional
Advocates
System Leaders
Subject Advisors
Sector Leads
Tiger Team
Director Team

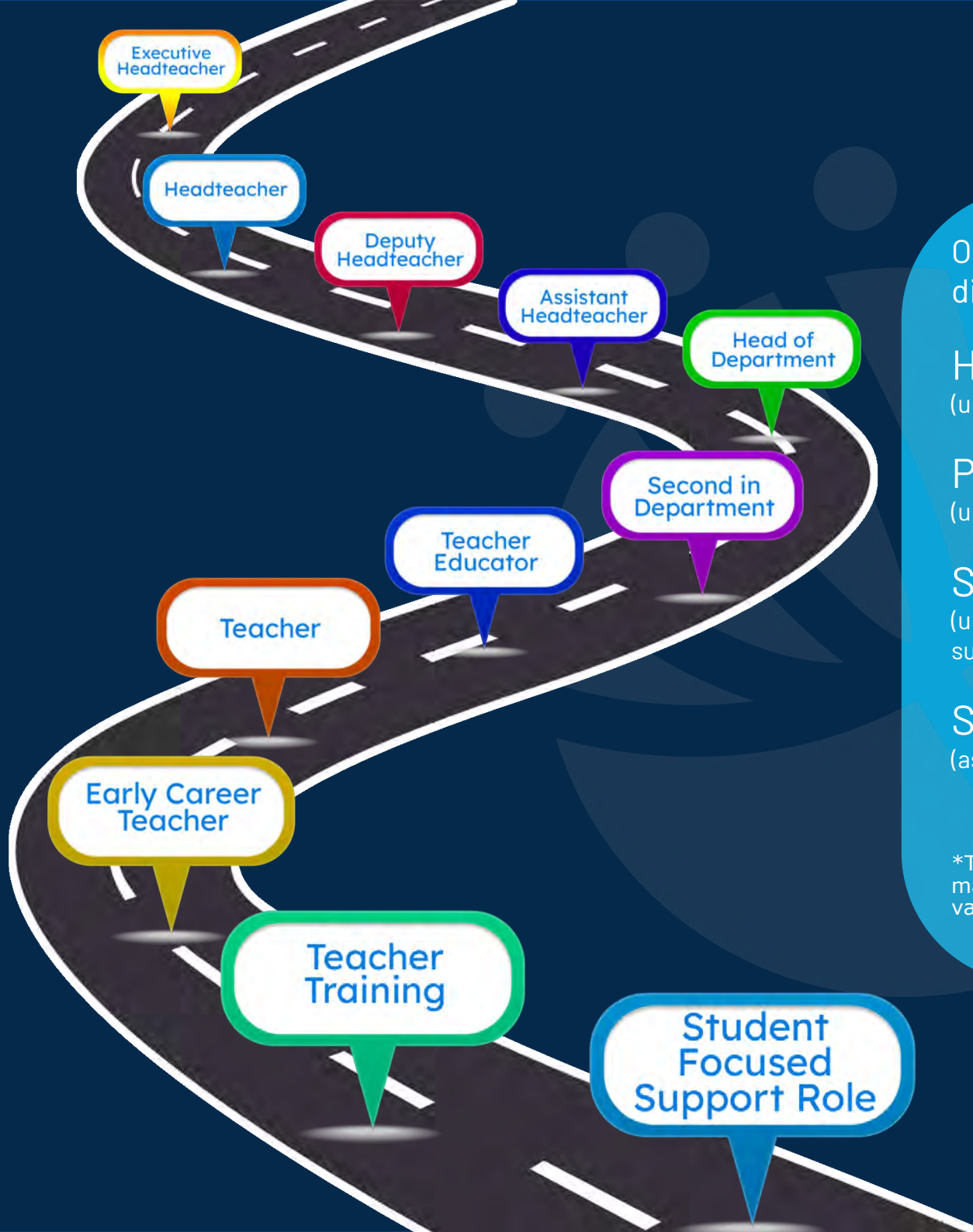
Network Hubs

Subjects
Aspects
Sector
Phase
Role

Compliance Checks

Safeguarding
Website
Estates
Finance
HR
H&S

Career Road Map



Opportunities open to all levels of staff who display expertise in a specific area are:

Hub Leader

(upon successful application)

Professional Advocate

(upon successful application)

System Leader

(upon proven effectiveness as Professional Advocate and successful application)

SET Central Subject Leader

(as posts become available)

*The routes presented are flexible and colleagues who are eligible may select programmes from alternative tiers. There are a wide variety of alternative apprenticeships available.



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Grow. Contribute. Flourish.

Your Personal & Professional Development

Colleagues have access to all of the National Professional Qualifications (NPQs) and we deliver many of these in-house. We also have a fantastic range of qualifications available through the apprenticeship route, from Level 3 to Level 7 (Masters Degree) study fully funded by SET.



In partnership with



CPD Includes:

National Professional Qualifications

- > NPQSL, NPQH, NPQEL
- > Specialist NPQ in:
 - > Leading teacher development
 - > Leading teaching
 - > Leading behaviour and culture

Apprenticeships

- > Level 5 instructional coaching
- > Level 6 Leadership and Management
- > Level 7 Master Degree



Benefits?

We offer many benefits and working for our organisation should be as rewarding as possible. Some of our benefits include:

- > Competitive salaries
- > Access to our onsite facilities
- > Ongoing coaching and mentoring
- > Access to our Institute of Education to continue your CPD
- > Salary sacrifice schemes and many more...



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Recruitment Process

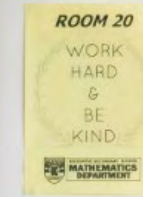
A

The digital whiteboard displays a 'Retrieval & Review' session. The title 'Retrieval & Review' is at the top, with a date of '9-10 July' and a 'Go Now' icon. The board contains several mathematical problems:

- 1) 3^2
- 2) 8^2
- 3) $\sqrt{64}$
- 4) $\sqrt{81}$
- 5) $\sqrt{80}$
- 6) $\sqrt{9}$
- 7) $\sqrt{25}$
- 8) $\sqrt{100}$
- 9) $\sqrt{49} \times \sqrt{49}$
- 10) $\sqrt{3 \cdot 14} \times \sqrt{3 \cdot 14}$
- 11) $(\sqrt{49})^2$
- 12) $(\sqrt{3 \cdot 14})^2$
- 13) $\sqrt{14}$

The teacher is pointing at the board with a white marker. The board also features a 'Camera' icon, a 'Zoom' icon, and a 'Promethean' logo at the bottom.

B



We aim to make the selection process as seamless as possible to ensure that we are both able to make the right decision. A typical recruitment process may include:

- > A tour of the school.
- > Opportunity for you to meet your potential colleagues.
- > Q+A session, opportunity for us to get to know each other.
- > A formal interview panel.

For teaching posts it is likely that you will be asked to teach a lesson.

Frequently Asked Questions

How do I get involved in the Institute of Education work?

All colleagues have "Talent Management" as their third appraisal objective. This gives staff the opportunity to pursue CPD and opportunities through the IoE as you wish. Outside of this, you can contact us direct.

How diverse is your organisation does it really represent the communities you serve?

Absolutely! We are a truly inclusive trust and take our EDI duty very seriously, we are looking for great people who share our values and really represent the communities we serve.



What other professional opportunities are available to me?



Appraisal Talent Management Opportunities through the IoE

Early Career Framework
Apprenticeships
NPQs
Masters
Aspiring Leader
Best in Class
Accelerated Leader
Attend other SET CPD

Attend Network Hubs
Present at Network Hubs
Present at INSET Day Session
Action Research
Shadow Peer Review
Certificate of Evidence
Informed Practice
Present on SET CPD

Professional Advocate
System Leader (External)
Peer Review
Hub Leader
PP Review
SEND Review
Chartered Teacher Status
Lead INSET Day Session
Lead SET CPD

Grow

Contribute

Flourish

What our people are saying:

I love sharing Ideas with other schools

I feel valued by my Headteacher

Our Trust really invests in us as individuals

I am grateful for the CPD opportunities on offer

The opportunities for career progression are second to none



Act with
integrity

Be best
in class

Pupil &
people
centred

Be
innovative

Be
accountable



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