



ACTIVATE YOUR CAREER

TRANSFORMING LIVES
THROUGH LEARNING



ABOUT US

4

University Technical Colleges (UTCs)

2

comprehensive schools

3000+

students across ALET

50+

world leading employer partners

39%

of students go on to STEM
related degrees

15%

go on to apprenticeships

The national average is 6%



WHAT MAKES US SPECIAL



I firmly believe that ALET provides exceptional care and support for all students and staff. The vision of 'Transforming lives through learning' is equally applicable to all."

Teacher, UTC Swindon

ACTIVATE LEARNING EDUCATION TRUST (ALET) IS A MULTI-ACADEMY TRUST (MAT) ESTABLISHED BY ACTIVATE LEARNING IN 2015 WITH THE AIM OF 'TRANSFORMING LIVES THROUGH LEARNING'.

We currently have six schools as part of our Trust – four university technical colleges (UTCs) and two secondary schools. UTCs offer specialist technical programmes for 14-19-year-olds alongside traditional subjects.

We are the only Trust in the country with four UTCs all with STEM specialisms based on local and national skills requirements.

Our secondary schools offer a rich and diverse curriculum, promoting humanities, technology, languages, sport and arts alongside the core curriculum.

We are based in the south of England, with schools in Oxfordshire, Berkshire, Wiltshire and west London.

ALET is run with the support of several industry and academic partners, who play a key part in setting our forward-thinking, unique curriculum, preparing our learners for the world of work. Many of our teachers have a background in industry, meaning they teach from real life experience and know what skills our students should be cultivating for future employment.

There is strong collaboration among each of the schools in the Trust, allowing each to share best practice and learning. Underpinning this is the strength of our parent company, Activate Learning.

ALET is part of the wider education group **Activate Learning**. It was set up in 2015 in order to incorporate The Bicester School, alongside UTC Reading and UTC Oxfordshire. UTC Swindon joined the Trust in 2017; Theale Green School and UTC Heathrow in 2018.

While we plan to identify other schools and partners to work with in the future, at this moment we are in a deliberate period of consolidation, where we are becoming stronger and becoming better known for what we do. Recruiting the right teachers and support staff is crucial to us.

PEOPLE ARE AT THE HEART OF EVERYTHING WE DO

We want to create a supportive workplace for the people who work at ALET, now and in the future.

We know our people make ALET a special place and are key to our continuous success and growth. We work collectively to transform the lives of our students by putting them and our staff at the heart of everything we do.

At ALET we are as ambitious for our employees as we are for our students, encouraging them to achieve their goals and objectives.

We want to be the employer of choice for capable people who take pride in the Trust and share its values.

You can be part of our exciting journey.

OUR VISION

Transforming lives through learning.

OUR MISSION

To 'transform lives through learning' by igniting confidence, expanding opportunities, energising the community and generating prosperity. Through our Learning Philosophy and core values of empowerment, enterprise, connectedness and transformation, we will provide our students and staff with a safe and supportive environment to thrive and become independent learners.

OUR VALUES

Empowerment, enterprise, connectedness and transformation

“

UTC Reading and ALET allows individuals to develop their skills to the maximum and be creative for the purpose of helping our students to reach their potential. The environment is sufficiently supportive to work outside your comfort zone, learn from mistakes and encourage our students to emulate this attitude to their learning.”

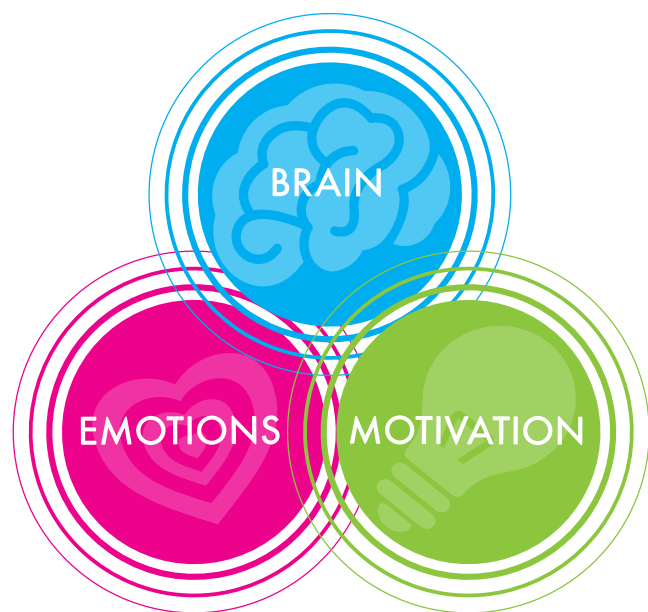
Teacher, UTC Reading



OUR LEARNING PHILOSOPHY

We **transform lives through learning** by providing exciting, innovative and relevant education for young people by looking at how we learn as well as what we learn.

Although our UTCs and secondary schools offer something different, all students benefit from our unique, award-winning Learning Philosophy, which is at the forefront of how we teach.



The Learning Philosophy helps us all understand how best our students learn by utilising the important relationship between the following elements:

BRAIN

Our brain connects neurons to make networks. These networks strengthen and work faster through repeated use. We believe in hard work and recognise the value in working through our failures so that we are constantly learning and improving.

MOTIVATION

We need to motivate ourselves in order to do the practice that strengthens the networks in our brains. By repeatedly demonstrating the relevance and impact of newly learnt skills and knowledge, we maintain our students' motivation.

EMOTIONS

Our emotional response to studying has a massive influence on how we learn. The more positive our learners' emotional response to studying is, the more likely they are to engage with and remember what they're learning.



The Learning Philosophy is the golden thread that runs through everything we do across the entire group

Joanne Harper, CEO ALET



OUR VISION AND VALUES IN PRACTICE

Our inspirational teachers come from a range of backgrounds, including engineering, science and technology, as well as the more traditional areas. They know first-hand what future employers are looking for and expertly deliver relevant content, using 'real world' examples.

These teachers deliver a first-class technical, vocational and academic education to our students, with a high level of industry engagement and connections to some of the world's best-known companies, including Microsoft and Cisco Systems. Our partners help shape our curriculum, giving our students the best possible start to their working lives.

Our students understand why they are learning, what they are learning and what the end goal can look like. We take pride in the fact that our teachers play such a pivotal role in helping our students to realise their ambitions.

Students' destinations are as equally important to us as their qualifications and this is reflected in our careers' programmes, work with industry partners and local business communities.

Our students are taught about cognitive science and meta-cognition; they develop as learners supported by teachers who also recognise themselves as lifelong learners.



Teaching is the profession that teaches all other professions”

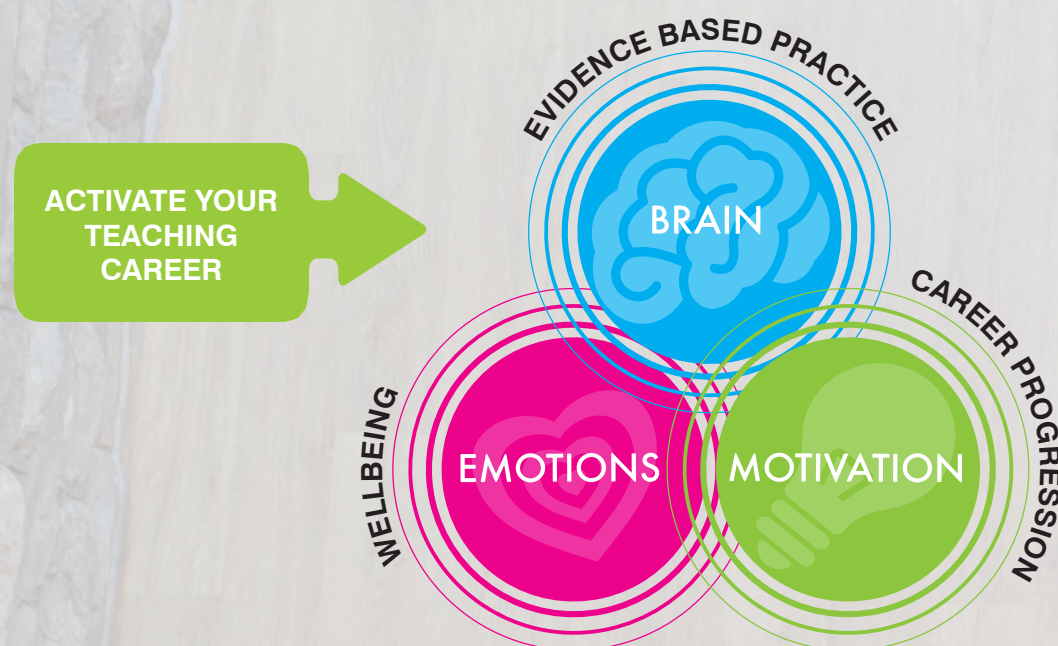
TEACHING

AT ALET

Our Learning Philosophy applies to our staff as much as our students.

We lead on teaching through evidence-based practice and cognitive science, while recognising that supporting personal development has great impact on personal performance.

Intrinsically linked is the priority we give to wellbeing; we value deep cultural change in the education system with regards to wellbeing, and this is our focus.



WHAT ARE WE LOOKING FOR?

A great teacher makes such a huge difference to a child, inspiring them to achieve their full potential.

At ALET we are looking for teachers who:

- » Are passionate about helping each student achieve their potential
- » Care about the wellbeing and 'whole development' of our students
- » Inspire others through their integrity, work ethic and intention
- » Have high expectations of themselves and others
- » Are knowledgeable about their subject
- » Are curious about cognitive science
- » Can model learning and development to others

WHAT CAN AN ALET TEACHER EXPECT?

- » Our UTC's offer state-of-the-art facilities to teach in STEM subjects
- » Strong links with industry and additional training and experience opportunities
- » Additional wellbeing days (two per year)
- » Cross Trust collaboration and development opportunities
- » Opportunity for Trust-funded professional and leadership qualifications (NPQLT, NPQLTD, NPQBC, NPQSL, NPQH, NPQEL, Apprenticeships, Level 7 courses)
- » Two-year full induction programme at an ALET school for ECTs.

YOUR CAREER PATHWAY

How can you become a teacher with ALET?

Schools direct

SCITT

PGCE
(university)

Assessment only

Teaching
Apprenticeship

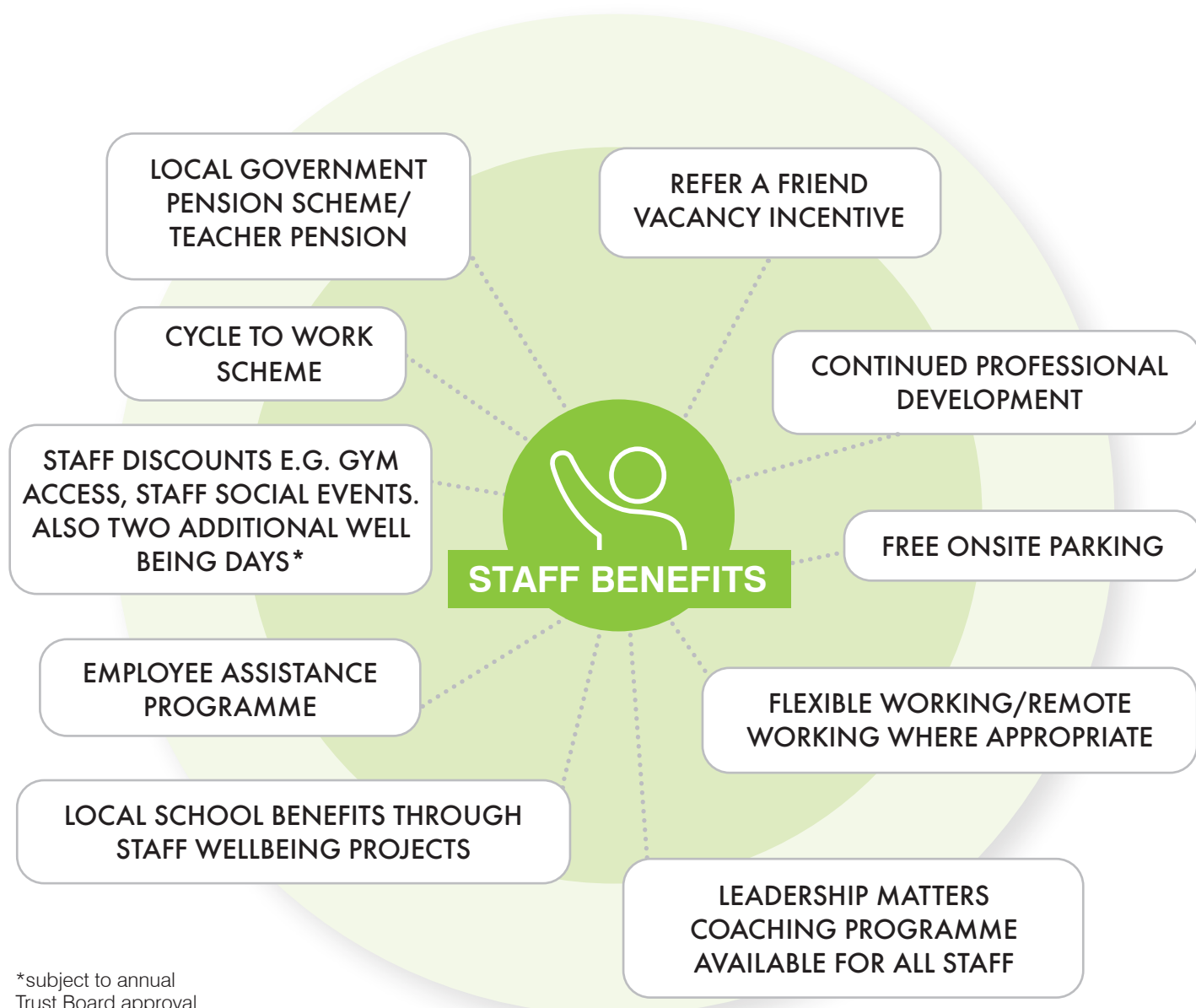
ECF in an ALET School

Career in teaching

Full induction programme with
an accredited provider

YOUR ECT PROGRAMME WILL INCLUDE:

- 1 A fully trained mentor and accredited induction tutor who will meet with you regularly and provide regular support to encourage your continual development as an Early Career Teacher (ECT)
- 2 In school and university accredited resources and training package to develop your classroom practice and wider experience and evidence of the teacher's standards
- 3 A welcome conference to introduce the ALET induction programme, connect ECT's into a peer support network and to meet key staff through a series of presentation and workshops



BUILDING A CAREER AS A MEMBER OF SUPPORT STAFF

Support Staff are pivotal to the success of ALET across all of our schools and UTCs as well as part of the central team and are highly regarded for their contribution.

Career progression of support staff is flexible and dynamic and career development is exciting.

Our support roles include:

- » Finance
- » Pastoral care
- » Reception
- » Facilities
- » Administration
- » Classroom support
- » Human resources
- » Catering
- » Exams team
- » Wellbeing
- » Attendance and Admissions
- » Technical support



Ben Scalan

Ex-student to apprentice to engineering technician

"I really enjoyed my time here as a student learning engineering. After my exams I volunteered to help in the workshop.

On results day I was offered a newly created position as Apprentice Workshop Technician. This gave me the chance to start passing the information I had learnt on to the next generation, while at the same time training to be a workshop technician.

Working alongside my ex-teachers to now being work colleagues, I was very quickly welcomed into the UTC Swindon family.

I am now workshop technician, where I have taken on the role of fully maintaining equipment and in assisting teaching in the workshop - passing on the skills I learned back in 2014!"



STAFF STORY

OUR EMPLOYERS

Teachers in ALET schools work alongside world-leading organisations to equip students with the skills they need for the workplace.

Our industry and academic partners play a key role in designing the curriculum and support learning in a number of ways, such as employer-led projects, mentoring and work experience.

Many of our teachers actually have a background in industry.



Heathrow

MORGAN
SINDALL



FUJITSU



ATKINS
Member of the SNC-Lavalin Group



Our involvement at UTC Reading helps to develop the talent we need for the future of our business. By working with the students on projects, internships and work experience we get to know them. It breaks down barriers and helps to remove some of the risk when it comes to recruitment. The first three students to join our apprenticeship programme were particularly good at building professional relationships during their time at the school and were able to demonstrate their technical as well as the soft skills that we look for.”

**Martin Raines, Project Manager
at Cisco International Ltd**



I recently started in September. Since then, all staff have been extremely welcoming and supportive. I feel valued and already part of the team. The organisation supports the managers, which allows them to support us as staff.

**Classroom Support Staff,
The Bicester School**



STAFF

STORIES

Tracy Audsley

Teacher of IT and Computing

"I joined Theale Green School as a cover supervisor. My previous experience was as a teaching assistant in an infant school meaning Secondary schooling was outside of my comfort zone. However, I was encouraged and well supported by colleagues and senior management in making the transition and quickly realised that teaching was what I wanted to be doing.

Completing the Teacher Apprenticeship Programme with the Trust (supported by both Theale Green School and UTC Reading) is a great opportunity and I look forward to continuing to progress my career within ALET."



STAFF STORY

Georgina Craven

Executive Director at UTC Reading

"I started working at UTC Reading in September 2013 when it opened as a learning support assistant (LSA) and was soon promoted to senior LSA.

In 2017, I knew I wanted to be a teacher. UTC Reading funded and supported me through my teaching qualification. As an NQT in May 2018, I interviewed for the role of director of SEND which I was successful in.

In 2019, I started my NASENCo award, again funded by UTC Reading. Once completed in summer of 2020, I then began my qualification to be a certified assessor for access arrangements (CPT3A &AA) in spring 2021, again, funded and supported by UTC Reading.

When I joined UTC Reading straight out of uni, I could never have imagined the opportunities they have given me, and continue to give me. Even without the amazing career progression and CPD opportunities offered (and taken!), the skills I have learnt are irreplaceable."



STAFF STORY

MESSAGE

FROM CEO

"I hope that you are now convinced that joining ALET is the right decision for you, and we want it to be right for you.

We are a people-driven organisation and we know that we have a crucial role in society in preparing the future of our country, but that is not just about qualifications. We know our job is to ensure our students are equipped for their future career and life in general. But we have the same aspiration for all our staff too; we want you to enjoy your work, feel supported and truly part of a special community that learns and develops together.

Our shared Learning Philosophy underpins all that we do and it provides a common language across our Trust; all three parts of our Learning Philosophy are crucial to the development of all our community.

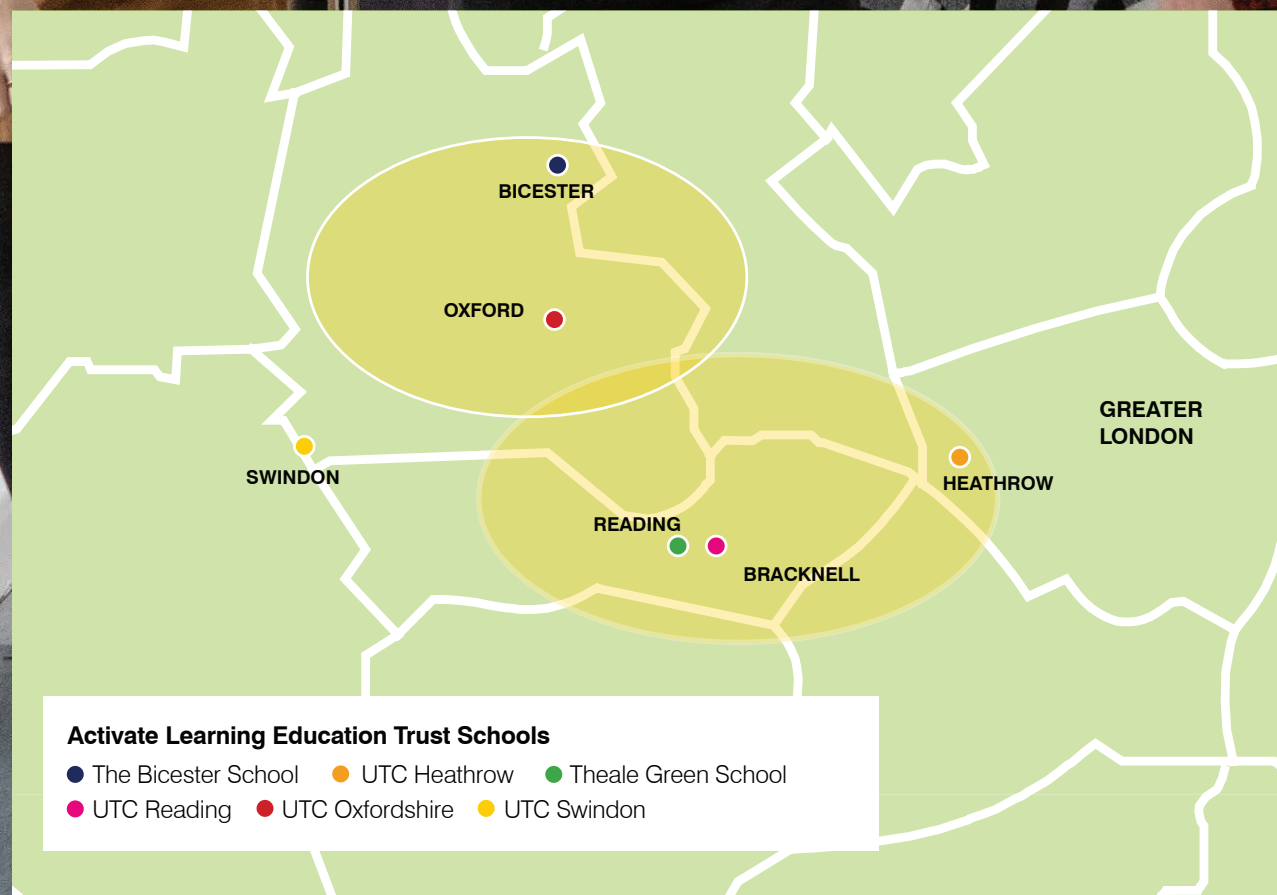
Come and join us in our collective development journey of self and organisation."

Joanne Harper
CEO, Activate Learning
Education Trust



OUR SCHOOLS

At present we manage two secondary/sixth forms and four UTCs.



ALET's schools are located in Oxfordshire, Berkshire, Wiltshire and west London. We manage six schools to date including:



The ethos of Theale Green and ALET is what all education should be about... bettering lives I believe is the core purpose of education. I feel supported within my department. The department and school's expectations of teachers is realistic and takes into account life work balance for teachers.

Teacher, Theale Green School

FIND OUT

MORE

If you are interested in a career at an ALET school, search current vacancies on the individual school websites, follow us on social media or visit www.tes.com/jobs/ for a role that suits you

www.alet.org.uk



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