

Welcome to the Chelmsford Learning Partnership multi-academy trust



Ambition and
Achievement









Thank you for your interest in working for The Chelmsford Learning Partnership

The Chelmsford Learning Partnership (CLP) is a successful and established multi-academy trust in Essex.

There are currently 8 schools in the CLP multi-academy trust: 1 infant school; 3 primary schools; 1 all through school and 3 large secondary schools. There are just over **7200** pupils in our school and we employ around **800** staff.



The schools in the CLP are:

 <p>Barnes Farm Primary School</p>	 <p>The Beaulieu Park School</p>	 <p>The Boswells School</p>	 <p>Lakelands Primary School</p>
 <p>Perryfields Infant School</p>	 <p>Roding Valley High School</p>	 <p>The Tyrrells Primary School</p>	 <p>William de Ferrers School</p>



Our vision

Our vision for our schools is a simple one. We believe that, as a collective of schools, we are stronger together and that by working together we provide an outstanding education for every child in our family of schools.

Working together we inspire curiosity and a lifelong love of learning, overcome the barriers that impact learning, deliver teaching that is outstanding, build capacity for further school improvement and enables every school to be outstanding and have a shared level of accountability for the achievements and well-being of children in all our schools.

We also believe it is important for schools in our trust to keep their individual identity and all our schools operate with their own autonomous Headteachers, leadership teams, staff and Local Governing Bodies; each with their own ethos that makes every school in our trust unique.



We offer support staff a generous holiday entitlement that grows with your length of service



Finally, we know that the single greatest factor that makes the difference to the children in our schools is our staff and that is why we have a strong commitment to ensuring we have a happy, dedicated and valued staff:

- **We follow national Teacher Pay Scales and Local Government Pay scales**
- **All teachers have the opportunity to become members of the highly competitive Teachers' Pension Scheme.**
- **Support staff employees have the opportunity to become members of the highly competitive Local Government Pension Scheme.**
- **All colleagues have access to a 24/7 confidential Employee Assistance Programme.**
- **All colleagues have access to a benefits platform which offers valuable discounts**
- **All colleagues have access to a Cycle to Work Scheme - a scheme that allows you to purchase bicycles and accessories at a discounted rate**
- **All colleagues have access to 'Techscheme'- a scheme that allows you to purchase technology at a discounted rate**
- **All colleagues are offered an annual flu voucher free of charge**
- **We offer support staff a generous holiday entitlement that grows with your length of service.**
- **We offer flexible and family friendly policies and we are open to discussing flexible working arrangements at the point of hire.**
- **We offer generous enhanced maternity leave, shared parental leave and paternity leave**
- **For teaching staff, we offer PPA time beyond the statutory 10% of your timetable**
- **All colleagues receive a thorough induction and onboarding process.**
- **CLP works collaboratively with recognised education and support staff trade unions as part of our Joint Consultative and Negotiating Committee**





- We were recently recognised by Best Companies as one of the top 75 large companies to work for in their recent league tables
- We have signed up to the DFE’s ‘Education Workforce Wellbeing Charter’ and we are proactive in taking steps to reduce unnecessary workload. As such, we work together to ensure we collaborate and share resources to reduce staff workload
- We strive for inclusivity and celebrate diversity to ensure everybody feels a sense of belonging.
- We are committed to the equal treatment of all current and prospective employees and do not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

All colleagues have access to a 24/7 confidential Employee Assistance Programme

- We offer senior and middle leader programmes to develop leadership skills for both current and prospective leaders.
- We offer a comprehensive CPD development programme for trainee teachers and ECTs.
- All colleagues have access to individualised CPD that not only supports them in their current role but allows them access to training for their career development.
- We create a culture of coaching to support learning and development.
- Our appraisal system is focused on your CPD and not on measuring performance.

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What do our staff say?



- “I feel that my voice is always heard and valued. The enthusiasm from staff is infectious and everyone wants to do their best for the children. The children are at the heart of all decisions made.”
- “There are opportunities for staff to develop their skillsets and progress.”
- “There is a strong sense of community and the well-being of the staff is important to the leadership team.”
- “We all work well as a team. I feel well supported from management and those I work with on a daily basis.”
- “There is a real team feeling, a strong sense of purpose and a clear plan about how we will improve the school - always with a view to the best interests of the students in our care.”

- “Working as part of a team that is passionate about supporting and providing young people with the best opportunities to prepare students for their future.”
- “Great students, Great Leadership team, my line manager is lovely and calm. I feel like I do a good job and feel proud”
- “The department is supportive and go-ahead. My colleagues are kind and caring and work hard. The marking policy and remote parents’ evenings help with workload.”
- “An environment which recognizes the strengths and contributions of their employees and gives them opportunities to develop and progress.”

“We all work well as a team. I feel well supported from management and those I work with on a daily basis.”



Thank you for your interest in working for our trust.
For more information, please visit www.clptrust.com

