



**UNITY**  
SCHOOLS PARTNERSHIP



Working with us

# Candidate Information Pack

Work with us. Learn with us. Grow with us.

# Welcome Letter from CEO



Dear Applicant,

This is an exciting opportunity to join our trust at a time when we are making considerable investment in achieving 'excellence' in all we do. We truly believe 'excellence' is not just a noun but a habit and we are embedding this in our cultural development.

We have ambitious plans for our trust. We are aspiring to 'Make Remarkable Change Happen' in the next few years and have set out:

- Through geographical hubs of like-minded schools, a vision of excellence that is shared by all, schools smash through barriers to achieve more than others think possible.
- To achieve the highest standards of education in its primary, secondary, and special schools.
- All trust schools, and the trust as a whole, be recognised locally and nationally for the exceptional quality of its educational provision.
- We are a family of interdependent schools with a shared ambition to transform lives.
- We are committed to the development of a very high-quality, and evidence-informed, model of how excellence is achieved.

So, if you are interested in joining our team of incredible colleagues in networks across our schools and trust, who are passionate about their work and the next part of our journey, I would welcome you to apply.

We look forward to hearing from you.

Best wishes

Tim Coulson  
Chief Executive, Unity Schools Partnership

## We are Unity

*– Characterised by ethical leadership and ambition  
for improvement at pace –*

Unity Schools Partnership is a family of 33 schools—9 secondary (including 5 sixth forms), 19 primary and 5 special schools, located predominantly in Suffolk, but also on the Essex, Norfolk and Cambridgeshire borders as well as Romford in East London.

We share the same values and face similar issues, while providing a close network of support and challenge. We recognise the unique characteristics of each of the communities we work in and how they are reflected in distinctive school cultures. We are committed to a partnership that respects, sustains, and supports.

We encourage cultural diversity, celebrate the special qualities of each of our schools and recognise that communities must develop and grow to become sustainable. Our model is about creating interdependence – schools that are more self-sustaining than stand-alone academies, less dependent than local authority schools and more independent than schools in corporate chains.

We all subscribe to a set of shared values, principles and operational processes that ensure quality education for all our young people. Our central belief is that every young life is special – open to possibility, gifted with the potential to change the world for the better. Our ambition is to unlock the potential of all children, remove the barriers that limit aspiration and ensure that all our children succeed.

We will work with schools that can subscribe to these values and who are prepared to take responsibility and share resources with others. This approach is already improving the life chances of pupils in primary, special and secondary schools throughout the trust.

**INTEGRITY**

**INCLUSION**

**KINDNESS**

# Why be part of the Unity team?



At Unity Schools Partnership our objective is to smash through barriers to make remarkable change happen. We pride ourselves on being an educational organisation that puts children first, going the extra mile for the vulnerable and disadvantaged, and every one of us has an impact on unlocking our pupils' potential. We are committed to providing a working environment where our employees can grow and thrive. We value collaboration, wellbeing, diversity, equality and work-life balance. Throughout our diverse family of schools and within our vibrant central hub we nurture talent, whether you are at the beginning of your career or looking to grow your expertise. With a plethora of business support and school-based roles, we have something for pretty much everyone. You bring the talent, we'll provide the career. Be part of the team and make remarkable change happen.

## PERSONAL & PROFESSIONAL GROWTH

We recognise the importance of providing professional development opportunities and support you with a CPD programme to equip you for now and your next steps. Our aim is to retain your talent and so we actively encourage and facilitate movement within the Trust. In fact, 67% of our executive team comes from internal promotions and we have enabled a number of staff to follow their passions and embark on a new career within the Trust. From apprenticeships to leadership training, we offer open doors, not glass ceilings.

## MEANINGFUL WORK THAT MAKES A REAL CONTRIBUTION

All roles within the Trust contribute towards ensuring our pupils receive the education they deserve so they can achieve their potential. We rely on our teams to take the initiative to make things better, to work smarter, to collaborate within teams and across teams to be the best we can be, so our pupils can be the best they can be. We facilitate collaborative working across schools and multi-disciplinary projects to share best practice and maximise our skills, talent and knowledge sharing.

## WELLBEING & SAFEGUARDING

Of course, as an educational organisation, safeguarding is front and centre of what we do. But our care extends to our employees too. We value every member of staff as a person in their own right - everyone needs support in different ways and at different points in their lives. We have invested in wellbeing systems to ensure you get the right support at the right time and whenever you need it.

## FAIRNESS & FLEXIBILITY MATTERS

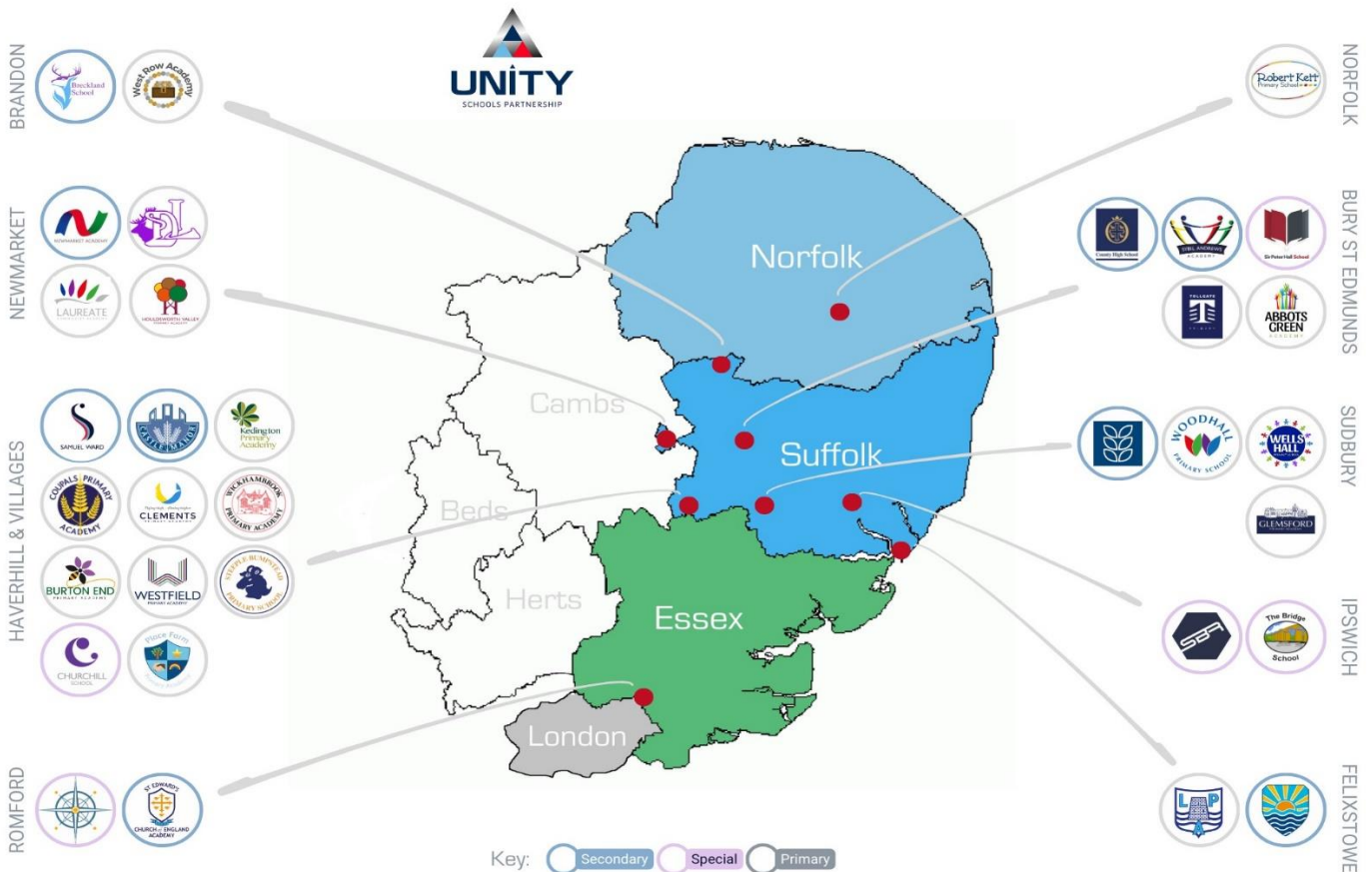
We pride ourselves on being fully committed to equality and diversity best practice. We follow Teachers' Pay and Local Government pay scales for fair compensation and transparency. Our benefits package includes final/average salary pensions, wellbeing service, an employee assistance programme, cycle to work scheme, flu vouchers and EV leasing. In addition, we recognise the need for and benefits of flexible working and hybrid working and are pleased to offer these where appropriate for the job role.



**Work with us • Learn with us • Grow with us**

[www.unitysp.co.uk](http://www.unitysp.co.uk)

# Our Schools



Drawing on research findings from the Education Endowment Foundation and leading educational thinkers, our work supports schools in bridging the gap between research and practice. We provide evidence-informed CPD, share valuable messages and signpost the 'best bets' of research to promote classroom practice that is rooted in evidence.

Unity Teaching School Hub in Suffolk is the designated Teaching School Hub for 180 schools within Forest Heath, St Edmundsbury, Mid Suffolk and Suffolk Coastal. We're committed to providing all schools in the area with excellence in professional learning from Initial Teacher Training through to Executive Leadership, via the Early Career Framework and the National Professional Qualifications. Unity Teaching School Hub aims to grow and nurture great staff, teachers, and leaders, ensuring every pupil, regardless of their background, experiences a great education.



Unity Schools Partnership and our schools are committed to the communities in which we serve, for example our trust wide Happy Sheds initiative provides essential goods and support to families disproportionately affected by the cost-of-living crisis. In addition, our schools work towards a variety of quality marks and net zero environmental initiatives.

**UNITY**  
SCHOOLS PARTNERSHIP

## Happy Sheds

*Helping to make remarkable change happen*

Happy Sheds

# Our Curriculum and Pedagogy

We aim for the best practice anywhere in the country led by successful implementation across the trust. Working together, Trust Leadership, Headteachers and the Central Team support each school in the development of their curriculum. We ensure all students, regardless of background, needs and abilities, have access to the same opportunities. Our school improvement team, including our subject advisers, support our schools across phases to drive forward and ensure parity across our academies.

In our secondary schools, at the core of our curriculum is a belief that the English Baccalaureate (English, Maths, Science, History or Geography and a language) provides the best range of experiences for the majority of learners, and that achieving well in these subjects will enable them to access more skilled employment and further education. Therefore, our schools encourage a high level of participation in EBacc subjects, as this ensures that students keep their options open for the next steps of their education and have a solid foundation of academic knowledge for a life-long love of learning. Under the direction of our Secondary Director, our trust subject leaders support core subject to lead on the design of curriculum provision and resources for English, Maths, MFL and Science across Key Stage 3, Key Stage 4, and Key Stage 5. This includes the monitoring, evaluation and review of standards and provision within departments across each of our schools. The subject leaders support schools to improve teaching and learning and the academic success of all pupils, ensuring the highest standards of teaching, learning and achievement for all our students.

In our primary schools, we use the CUSP curriculum developed by our trust Curriculum Director, Alex Bedford, and our Primary English lead, Lauren Meadows. Our network of schools support each other through sharing resources and our primary subject advisers and specialists are on hand to provide support and share their expertise. Our curriculum is underpinned by evidence, research, and cognitive science. Modules are deliberately sequenced for robust progression and allows teachers to focus on the lesson. There is an emphasis on oracy and vocabulary acquisition, retention and use to break down learning barriers and accelerate progress. A rich diet of language and vocabulary is deliberately planned for. Specific skills are discreetly taught and practised so that they become transferrable. The sequenced modules activate prior learning, build on skills, and deepen knowledge and understanding. Learning, vocabulary, and content is cumulative; content is learned, retrieved, and built upon. Our trust wide project & iLearn has introduced iPads for every pupil in years 4-6 to prepare them for an increasingly digital world and provide equitable access to learning in school and out of school. This integrates with CUSP and facilitates efficient and effective teaching practice so teachers can attend to what matters. This will integrate with CUSP and facilitate efficient and effective teaching practice so teachers can attend to what matters.

## Connected



Our work is built around  
|  
cognitive load theory  
|  
principles of instruction  
|  
evidence informed practice

## Cumulative



We believe learning isn't an event  
|  
It must be  
knowledge-rich  
|  
vocabulary-rich  
|  
skilful

## Coherent



Sequence matters  
|  
systematically planned  
|  
explicit instruction  
|  
supports acquisition of curriculum content

# Our Schools

| Primary School                                     | Roll       | Location                                  | %PP | OFSTED  |
|--|------------|---|-----|---|
| Abbots Green                                       | 568        | Bury St Edmunds                           | 13  | Good (June 23)  |
| Burton End   | 453        | Haverhill                                 | 24  | Good (Jan 20)   |
| Clements   | 264        | Haverhill                                 | 33  | Good (Nov 21)   |
| <b>Colman Infant **</b><br><b>Colman Junior **</b> | <b>420</b> | <b>Norwich</b>                            |     | <b>Outstanding (May 2014)</b><br><b>Good (May 2023)</b> |
| Coupals  | 307        | Haverhill                                 | 25  | Good (Jan 23)   |
| Ditton Lodge                                       | 202        | Newmarket                                 | 13  | Good (Nov 21)   |
| Glemsford  | 226        | Glemsford nr Sudbury                      | 19  | Good (Apr 23)   |
| Houldsworth Valley                                 | 354        | Newmarket                                 | 28  | Good (Oct 19)   |
| Kedington  | 213        | Kedington nr Haverhill                    | 9   | Good (Mar 19)   |
| Langer   | 121        | Felixstowe                                | 48  | Good with outstanding (Sept 23)                         |
| Laureate   | 248        | Newmarket                                 | 15  | Good (Mar 19)   |
| Place Farm   | 410        | Haverhill                                 | 33  | Good (Oct 22)   |
| Robert Kett  | 567        | Wymondham, nr Norwich                     | 22  | Requires Improvement (Mar 22)*                          |
| Steeple Bumpstead                                  | 175        | Steeple Bumpstead nr Haverhill            | 13  | Good (July 23)  |
| Tollgate   | 435        | Bury St Edmunds                           | 33  | Good (Oct 23)   |
| Wells Hall   | 502        | Gt Cornard, Sudbury                       | 19  | Good (Oct 21)   |
| West Row   | 187        | Bury St Edmunds                           | 20  | Requires Improvement (May 22)*                          |
| Westfield  | 443        | Haverhill                                 | 23  | Good (Feb 19)   |
| Wickhambrook                                       | 179        | Wickhambrook b/w<br>Newmarket + Haverhill | 19  | Outstanding (Feb 12)*                                   |
| Woodhall   | 409        | Sudbury                                   | 30  | Good (Dec 19)   |
| Secondary Schools                                  | Roll       | Location                                  | %PP | OFSTED  |
| Breckland  | 606        | Brandon                                   | 26  | Good (Nov 22)   |
| Castle Manor                                       | 752        | Haverhill                                 | 28  | Good (May 19)   |
| County High  | 857        | Bury St Edmunds                           | 22  | Good (Mar 22)   |
| Felixstowe   | 1244       | Felixstowe                                | 24  | Requires improvement (Dec 21)                           |
| Newmarket  | 833        | Newmarket                                 | 23  | Good (Jul 23)   |
| Samuel Ward  | 1180       | Haverhill                                 | 15  | Good (Nov 22)   |
| St Edward's Church of England                      | 738        | Romford                                   | 27  | Good (May 22)   |
| Sybil Andrews                                      | 638        | Bury St Edmunds                           | 15  | Good (Oct 23)   |
| Thomas Gainsborough                                | 1582       | Sudbury                                   | 19  | Good+ (Sep 23)  |
| Special Schools                                    | Roll       | Location                                  | %PP | OFSTED  |
| Churchill  | 70         | Haverhill                                 | 23  | Outstanding (Oct 19)                                    |
| Sir Bobby Robson                                   | 64         | Ipswich                                   | 68  | Good (Jun 23)   |
| Sir Peter Hall                                     | 57         | Bury St Edmunds                           | 77  | Opened Sept 22  |
| The Bridge   | 182        | Ipswich                                   | 48  | Good (Jun 23)   |
| The Compass  | 22         | Romford                                   | 50  | Opened Sept 23  |

\*Not yet inspected since joined the trust.

\*\*The Department for Education has issued academy orders for the two schools to join Unity Schools Partnership. Subject to consultation with the community and final conversion work, this is expected to take place on 1 April 2024.



“ Thank you for a truly inspirational CPD day with thought provoking speakers and takeaways I can use in my work.

*JULY 2023 WHOLE TRUST PD DAY FEEDBACK*





# Staff Benefits and Wellbeing

We want to recruit and retain the very best people in their area of expertise. Everyone who works for the trust contributes towards improving outcomes for children in one way or another. Some have a direct influence and some have an indirect influence, but everyone plays their part.

Our primary focus is the children – smashing through barriers and making remarkable change happen. To make this a reality we have to allow teachers to teach and leaders to lead. Every role within the trust supports them and enables them to concentrate on what matters – high-quality teaching and learning for all our pupils.

With that in mind, retaining quality staff and positively affecting their wellbeing is paramount. We want everyone to feel that they are important and valued in their roles, and that the right people have the right opportunities to progress within the trust. We care deeply about inclusive working practices and diverse teams. If you'd prefer to work part-time or as a job-share, we'll facilitate this wherever we can – whether to help you meet other commitments or to help you strike a great work-life balance. We're keen to ensure we're designing an organisation that works for everyone. We are deeply passionate about equal opportunities and celebrating the diversity of our staff. Our Equality, Diversity and Inclusion Group support a number of activities in schools and across the trust which includes celebrating International Women's Day.

We celebrate professional development and career development. We benefit from a well-established Teaching school and access to national experts. We have an active talent management programme to support our staff in their current roles and in their future career within the Trust and beyond. We also offer executive coaching to leaders and executives to assist them with identifying and achieve their professional goals.

The HR department has worked to provide numerous staff benefits, such as Wellbeing Support, Legal Advice Helpline, salary sacrifice electric car schemes, discounted gym membership, Cycle to Work Scheme, Wellbeing 24/7 Help and Advice Line for all family and work aspects. We also offer teacher and local government pension schemes and flexible working.

**Work with us. Learn with us. Grow with us.**

## Staff Benefits and Wellbeing continued...

Staff Wellbeing is prioritised to ensure that all of our colleagues feel valued and supported in the work they do. At Unity Schools Partnership we adhere to the DfE Wellbeing Charter and are pleased to be able to offer a range of employee wellbeing benefits, which include:

- ✓ Workload reduction commitment including sharing resources, AI via our MIS, and limited communications outside of normal working hours.
- ✓ Staff feel valued and listened to via line management meetings, surveys, professional growth (appraisal) meetings, team meetings and staff forums.
- ✓ Discounted gym memberships (dependent on location)
- ✓ Lift gym workouts available via TELUS, our employee assistance programme
- ✓ Access to 'TELUS' mental health support
- ✓ Face to face wellbeing sessions
- ✓ Self-care resource pack
- ✓ Annual staff wellbeing survey and wellbeing group

### Professional Development

The success of our schools is built on the dedication of our staff, and we are passionate about promoting professional development and training and are always looking for innovative ways to provide CPD as well as developmental and leadership opportunities for staff. Our CPD offer is being further developed through our own Unity Institute. At the core of this is an extensive CPD offer which caters for the needs of our staff and students in terms of developing subject knowledge, pedagogy and the wider responsibilities that go with serving our community. Working closely with the Unity Teaching School Hub, we are able to support career progression through our bespoke middle leaders' programme in addition to being able to offer the full range of NPQs.

Key Elements of our CPD offer:

- ✓ Instructional Coaching linked to developing pedagogy
- ✓ Members of the National College CPD portal
- ✓ Professional courses funded via the apprenticeship levy.
- ✓ Internal CPD opportunities throughout the academic year
- ✓ Strong links with the Unity Teaching School Hub
- ✓ Access to NPQs and apprenticeship levy funded courses from level 2 to 7 for all staff
- ✓ Trust wide professional development and wellbeing day
- ✓ Trust wide leadership events
- ✓ Our Unity Research School provides evidence informed CPD for our staff and neighbouring schools

Unity Schools Partnership has created a subsidiary trading company Unity Schools Partnership Education (UE). Having a separate legal entity that is free to trade independently with other commercial organisations as well as schools, gives scope and opportunities for greater impact and reach within the wider sphere of education. The ability to generate income from outside normal educational funding streams, allows the Trustees and the Executive team to consider wider opportunities which may have sat beyond the parameters of a multi-academy trust, giving greater scope to invest more into its income generating activities, with the scope to deliver even greater outcomes for children and young people. The values embedded within UE are built upon the foundations of the values within the trust and complement the ethos of "making remarkable change happen." UE has remitted over £0.5m back into Unity Schools Partnership schools through the development of a tutoring brand, the on-going curriculum development work and consultancy. By working with Unity Schools Partnership, you may have the opportunity to work on a commission basis beyond a standard career in education and develop some ideas of your own.



If you wish to apply for a vacancy or to discover more about the exciting opportunities to work with us please visit [unitysp-careers.co.uk](http://unitysp-careers.co.uk)

Follow us on:



The registered office is at Unity SP Offices, Park Road, Haverhill, Suffolk, CB9 7YD