



ADVANCE
LEARNING
PARTNERSHIP

Multi Academy Trust

Recruitment Information Pack



Welcome

Thank you for your interest in becoming part of the Advance Learning Partnership.

As a member of our Multi Academy Trust, you are part of a vibrant, collaborative community dedicated to delivering excellent education. Our ethos, 'Your child is our child', drives us to ensure every child receives an **outstanding educational experience**, just like we would want for our own children.

Our family of schools are committed to ensuring all of our children receive an excellent education, enriched with the utmost care, guidance and support. We raise the aspirations of our pupils, especially those from disadvantaged backgrounds, ensuring our pupils are happy, valued and successful.

Advance Learning Partnership strives to be the leading employer in the region, continually seeking to improve our employee offer. At the heart of the Trust is our People Strategy, which is centred on developing talent, creating a culture where collaboration and excellence are paramount, and placing a high emphasis on the wellbeing and professional advancement of our employees.

We are focused on empowering our employees, ensuring they feel appreciated and are well-prepared to significantly contribute to our goal of delivering outstanding education. Together, we meet our strategic objective of ensuring the success of every child.

The Trust's commitment to outstanding teaching and learning, leadership development and embracing innovation ensures many opportunities for you to collaborate with other employees and to progress professionally within your school and across the Trust.

I passionately believe our success is the direct result of the dedicated individuals in our teams, both teaching and support staff, and we substantially invest in them because they make the difference. If you aspire to educational excellence, expect the highest standards and would like to contribute to ongoing success of our family of schools, then you are invited to join the Advance Learning Partnership family.

We're excited to have you join us in our journey of shaping futures and changing lives.

Kelvin Simpson
Chief Executive Officer

About the Trust

Advance Learning Partnership (ALP) was established in 2017 and has grown to its current position spanning County Durham and Darlington, with many of our schools serving areas of high deprivation. The Trust currently consists of 9 secondary and 9 primary schools and is responsible for over 8200 children and over 1200 employees.

Between 2017 and 2021 Advance Learning Partnership grew by around one school per year. Trust growth accelerated in 2022 and is expected to maintain this expansion rate in line with the Government's strategy for the growth of 'strong trusts'. The Trust's growth to its current position has been a deliberate and careful plan of organic growth, designed to ensure the provision of the necessary care and attention needed for each individual school's improvement as well as the management and development of an efficient and effective centralised support structure.

The Trust Board is determined to continue to strengthen and enhance our existing provision through the development of an inclusive educational provision which supports all educational sectors.

We are keen to continue our progression, building on our strong foundations. Schools seeking to join the Advance Learning Partnership family of schools will be considered using the principles of growth set out in our 'Trust Growth Strategy'. Advance Learning Partnership will continue to work alongside the Regional Director and the Department for Education to support the establishment of a cohesive educational landscape and strengthen the educational provision within the Northern Region.



Trust Charter

AIM

Securing **Excellent Education** through **Collaboration**

ETHOS

Your child is our child

The quality of educational experience that every child receives must be of equal quality to that which you would expect for your own child.

MISSION

Quality education is the right of every child. ALP schools work collaboratively to provide outstanding learning experiences and opportunities. We prepare children for a rapidly changing world by instilling the values, motivation and confidence they will require to meet life's challenges.

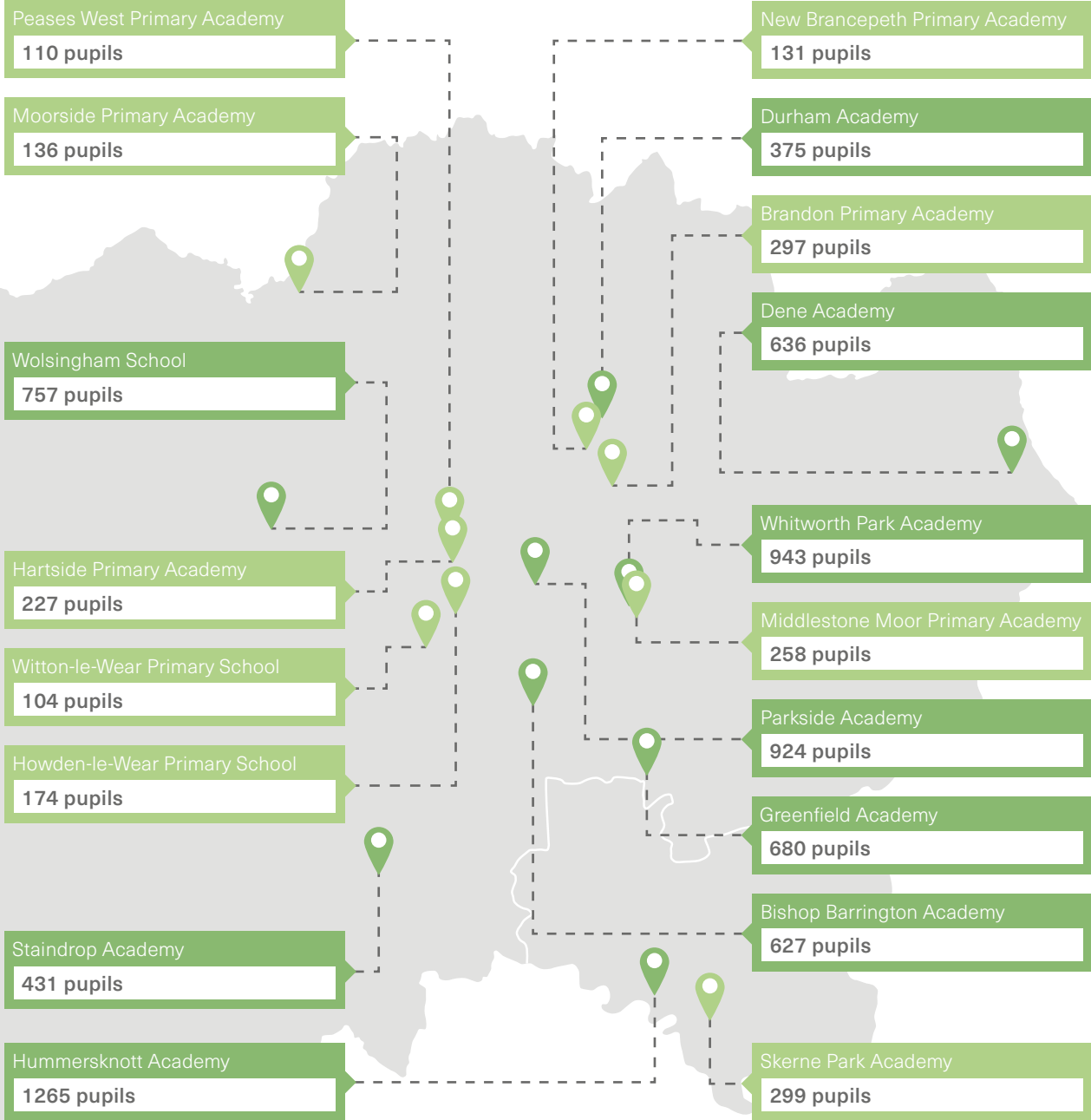
OBJECTIVES

- High quality ambitious and motivational education for every child.
- Continuous improvement in schools through evaluation, challenge, support and actions.
- High-performance culture with high quality professionals.
- Financial security and sustainability ensures effective, efficient and impactful investment in every child and school.
- Ethical leadership serving the child and their community by improving life chances and opportunities.

VISION

- An established family of schools that provides an inclusive educational provision focused on individual context, serving pupils throughout the age ranges of 2-18 and across all sectors of education.
- Every educational establishment within the Trust to be supported, guided and challenged through 'Guided Professional Autonomy'.
- ALP will secure and enhance the life chances of every child through a shared ethos and set of values, whilst recognising that every school must be flexible to meet the bespoke needs of the children and community it serves.

Advance Learning Partnership FAMILY OF SCHOOLS



- Secondary School
- Primary School



Our Schools

We take immense pride in the unique identity of each of our schools. Each one is deeply embedded in its own context, with distinctive leadership and cherished by its community. Walking into their respective schools, our pupils and staff do so with a sense of **pride** and **belonging**, feeling cherished, content and accomplished.

Our family of schools is diverse, encompassing a variety of settings including rural, urban and coastal settings, and communities facing varying degrees of socioeconomic challenges. This diversity is our strength, enabling us to tailor our educational approaches to the specific needs of each locality.

Each school possesses a profound understanding of its pupil community, employing strategies that resonate most effectively with their unique cohort. We empower our schools through guided professional autonomy, trusting in the expertise of our educators to **lead with innovation** while providing the structure and support to ensure the highest standards of education. It is this blend of independence and guidance that enables our schools to not just meet but exceed the expectations of the communities they serve.



Our Staff

We fully acknowledge that the success and achievements of our pupils are directly linked to the unwavering **dedication, motivation** and **commitment** of our staff. We recognise the success of our schools depends on the quality of leadership at all levels. We are therefore committed to creating an environment that nurtures and supports the professional growth of our leaders.

Inspiring the hearts and minds of our staff remains our core purpose. Our leaders endeavour to provide an environment for staff to succeed, to feel appreciated and most of all to develop a deep emotional connection to the values that drive our decision making.

We recognise the success of our Trust hinges on the collective abilities, perspectives and contributions of our employees. Therefore, we strive to create a working environment that inspires and engages our workforce, fostering collaboration, inclusivity and support.

We are committed to providing clear and articulated career pathways that offer development opportunities across the Trust and schools. Encompassing leadership roles, subject expertise and phase-specific knowledge, ensuring every staff member has the chance to grow and excel in their chosen field.

Support is fundamental in our strategy. We are devoted to providing a working environment where each individual feels **safe, valued** and **encouraged** in their professional journey. The wellbeing, health and overall happiness of our employees are of utmost importance.

A strong emphasis on
encouraging
and
nurturing
the talent of our staff.

Why work at Advance Learning Partnership

Within Advance Learning Partnership there are opportunities abound for everyone. From established educators and leaders to those just beginning their teaching careers and those who play a vital role in educational and school operations. Advance Learning Partnership is renowned for being a dynamic network that thrives on teamwork, the exchange of best practices, and the personal and professional development of each employee.

Our support package is designed to offer our staff an **enriching** and **rewarding career**. We provide all the prospects, resources and opportunities for you to foster a fulfilling career trajectory. Within Advance Learning Partnership, you become part of a supportive and interconnected family. Here, collaboration is the cornerstone – every team member is an integral part of a community that values and leverages collective expertise.

No matter the hurdles you may encounter, within Advance Learning Partnership, you're surrounded by a network of colleagues ready to lend support or guidance. We're committed to ensuring every voice can contribute to our evolving educational landscape, at any level and in any role. Our MAT-wide events are a testament to our collaborative spirit, offering fantastic occasions to **collaborate, grow** and **learn** alongside your peers.

Joining Advance Learning Partnership means more than just a job in education.

It's a chance to be part of a community that's constantly innovating, sharing and pushing the boundaries of what's possible in teaching and learning.



INVESTORS IN PEOPLE®
We invest in people Platinum



Additional Benefits

As a Trust we are committed to providing a suite of benefits for our employees.

Joining Advance Learning Partnership means you'll benefit from a holistic compensation and benefits package, thoughtfully crafted to recognise and celebrate the exceptional work of our team.

Exclusive for all employees across the Trust is membership to our dedicated employee platform, granting access to instant savings from some of the biggest brands.

With competitive salaries and an array of benefits customised to meet the diverse needs of our employees, we showcase our dedication to your wellbeing and professional contentment. It is our way of affirming the high regard we have for the remarkable talent each employee brings to our Trust.



Employee Benefits



Advance Learning Partnership

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