



Synergy Education Trust

OUR PEOPLE



Dear Applicant

Thank you for your interest in joining Synergy Education Trust. We are a collaborative family of schools united by the belief that education has the power to change lives. Our Trust is committed to ensuring every pupil can learn, grow and succeed within an environment that celebrates individuality, nurtures potential, and provides exceptional learning experiences.

Our staff are our greatest asset. We strive to create a working culture centred on professional trust, high expectations, and genuine care. Whether you are an experienced professional or new to the sector, we are committed to providing you with the support, development and opportunities you need to thrive.

At Synergy Education Trust, teamwork lies at the heart of everything we do. Collaboration has strengthened our schools, enriched our central team, and created a culture where every individual contributes to a shared purpose: improving the lives of children and young people across our community.

Synergy is built on values that shape everything we do: inclusion, honesty, respect, collaboration, innovation and empowerment. We believe that by supporting our people, we strengthen our schools and by strengthening our schools, we transform pupil lives.

Strong collaboration among school leaders across our Trust has been key to overcoming challenges and achieving coordinated, effective solutions. At Synergy, it is a privilege to work alongside such a talented and dedicated team of professionals who tirelessly provide the best opportunities for young people in our community.

If you share our vision, drive, and commitment to supporting our schools, staff, and pupils, we would be delighted to receive your application. Together, we can make a lasting impact on the lives of children and young people across the Trust.

Thank you once again for considering Synergy Education Trust. We look forward to learning more about you and how you may contribute to our growing community.



Neill Oldham

Neill Oldham
Chief Executive Officer,
Synergy Education Trust

ABOUT THE TRUST

Synergy Education Trust, formed on April 1st, 2024, is an innovative and collaborative 6-school trust based in Blackpool and the Fylde Coast. All of our current schools are within a 6 mile radius.



Boundary Primary School



Educational Diversity



Highfurlong School



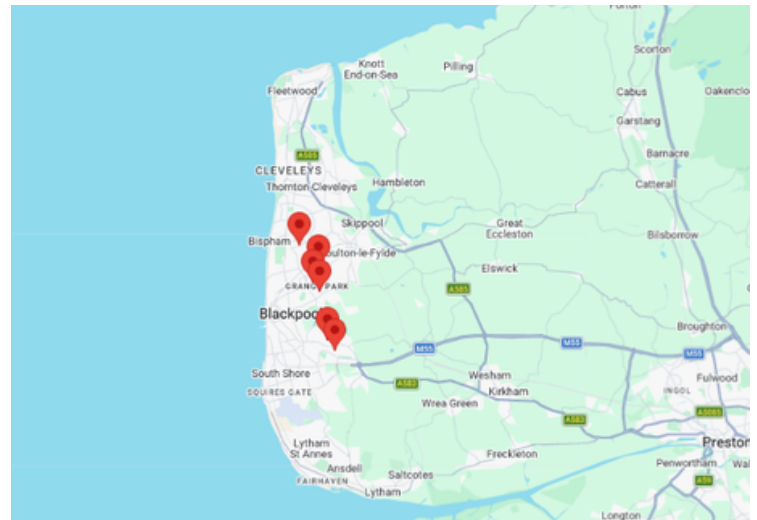
Moor Park Primary School



Stanley Primary School



The Maple School



VISION AND VALUES

'In **SYNERGY** we are stronger together
with an all inclusive **EDUCATION** approach at our heart
We **TRUST** and value our schools and communities'

To change pupil lives for the better

Synergy pupils will learn, grow and succeed:

- By accessing a broad balanced curriculum, rich in opportunities
- By passionate, enthusiastic and well-qualified staff, facilitating their learning
- Through focused and skilled pastoral and well-being support
- Through character education to empower the citizens and leaders of the future
- Through inclusive practice



Synergy schools will:

- Be safe
- Be inclusive and welcoming environments serving the local community
- Have the autonomy to be an individual
- Have timely access to impactful support
- Learn through collaboration with each other

Synergy staff will:

- Be supported to fulfil their job role effectively
- Work in a culture where their learning is valued as much as the pupils' learning
- Experience the benefits of working in a caring supportive Multi Academy Trust
- Have an unerring focus on improving the quality of education they provide



At Synergy we want to harness the power of diversity in inclusive environments. To drive innovation to achieve the very best for our pupils. Empower individuality, yet work collaboratively to provide honest, respectful education settings where all our pupils can thrive.



WHY WORK AT SYNERGY EDUCATION TRUST?

The Trust is based in the North West on the Fylde coast. Currently all six schools in the Trust are closely located to one another which lends itself to many opportunities to work closely and collaboratively. Our central office is based at Stanley Primary School, Blackpool which has close links to the M55 motorway network.

At Synergy we are committed to providing world class education for all young people within our community and as such we recognise the pivotal role that our staff play in this respect.

We pride ourselves on being an employer that continually invests in our employees as we know that it is our staff who will ensure that we meet our vision.

The Trust is strongly committed to fostering a positive and healthy working environment with wellbeing and workload management at the forefront of all decision making.

OUR OFFER TO OUR PEOPLE

At Synergy Education Trust, our people are at the heart of everything we do. We are dedicated to fostering an environment where staff feel encouraged, valued and able to flourish both professionally and personally.

We understand that motivated, well-supported and well-trained colleagues make the biggest difference to our pupils and communities. At Synergy, our teams consistently go above and beyond, helping us all achieve excellence together.

At Synergy, the experience of our colleagues is something we take seriously. We want everyone to feel positive about their work, to grow in their roles, and to feel part of something meaningful.

Synergy is a fantastic place to be, and our values shape how we operate together. We put pupils and people first. We act with integrity. We embrace innovation. We strive to be best in class. We take accountability for what we do.

We believe that great schools and great organisations are built on strong communication, empowered teamwork and a genuine commitment to our values. Our staff play a vital role in driving forward our Trust, our schools and the outcomes for our young people.

We know how important it is to feel listened to and appreciated, and we work tirelessly to ensure that every colleague feels supported throughout their journey with Synergy. Below are just some of the ways we make our Trust an exceptional place to work.



Professional Development

- We are committed to supporting your continuous professional growth, whether you are at the beginning of your teaching journey or an experienced colleague working in a support or leadership role.
- You will benefit from an enhanced CPD programme, including our bespoke Best Practice Network, curriculum development opportunities, leadership pathways for aspiring heads, and much more.
- All colleagues have access to a wide range of high-quality training courses through the National College.
- Access to the apprenticeship levy for accredited courses and qualifications.
- We offer clear pathways for progression. Our structured succession planning and talent management programmes are designed to help you build your career with confidence.
- There are opportunities to work across other schools within Synergy if you are looking to broaden your experience or explore new challenges.
- We encourage collaboration across schools. Training events often include cross-school working, enabling colleagues to share best practice and participate in or lead Trust-wide hubs and networks.



“

I absolutely love working at Moor Park and think joining Synergy is a wonderful step for our children and school. I feel extremely supported and feel that if I ever had any concerns, I could voice them with the Synergy team and be listened to.

”

R Simpkin
Moor Park Primary School

“

The support provided by the central team and fellow leaders fosters a sense of community and reassurance. This collaborative network is invaluable for sharing experiences, guidance and collective problem solving.

”

H Moyes
Boundary Primary School



EMPLOYEE BENEFITS



Competitive Salaries

We offer competitive salaries for both teaching and non-teaching staff based on the type and level of role you do. We are a Living Wage Foundation employer. This ensures we are treating people fairly across the Trust as well as remaining competitive.

Terms and Conditions

The Trust is committed to offering national terms and conditions in line with the School Teacher's Pay and Conditions document ("STPCD"), the Burgundy Book (for Teachers) or the NJC Green Book (for Support Staff). This commitment is reflected in an agreement between Synergy Education Trust and the national Trade Unions and Professional Associations.



Employee Benefits Platform

Anyone who has an education email address within the Trust will be eligible for special discounts across a range of products and services designed just for you.

Flexible and Family Friendly Policies

The Trust understands that employment policies need to be flexible and responsive in order to promote diversity and equality, and to attract and retain the highest quality workforce. Our Flexible Working Policy provides an opportunity for employees to request an arrangement such as a job share, a part-time role or flexibility with home working.



Support and Guidance

Our Employee Assistance Programme offers free and confidential advice available 24hrs, 7 days a week, 365 days a year. You will also have access to structured counselling of up to six sessions available either face-to-face or over the phone. There is also access to an online health and wellbeing resource.

Annual Leave

The Trust recognises the importance of a good work-life balance and provide generous holiday entitlements for support staff (for those staff who are on a full year contract). This entitlement is in addition to any Bank or Public holidays. If you work part-time, your holiday entitlement will be pro-rated.



Pensions

All contracted members of staff will be automatically enrolled into the appropriate pension scheme (the Teachers' Pension Scheme or the Local Government Pension Scheme). Employees do not pay tax or national insurance on their contributions and the Trust adds a generous employer contribution

Advanced Voluntary Contributions

LGPS support staff can make additional contributions into a scheme to top-up their pension. This is a "shared cost" scheme, which means that your contributions reduce the amount of tax and employee national insurance contributions that you pay.

CONCLUSION



At Synergy Education Trust, our people are at the heart of everything we do. We are a purposeful and ambitious community of educators, support professionals and leaders who share a deep commitment to our vision and values. Our colleagues are not simply members of staff; they are talented, dedicated individuals who bring creativity, compassion and a determination to do what is right for our young people every single day. Their energy and innovative thinking create an environment where ideas grow, where collaboration thrives and where every learner is supported to achieve their very best.

We are driven by a belief that pupils and people must always come first. Every decision we take is rooted in what will make the biggest difference for our children, our young people and the teams who work so hard to support them. We recognise the strengths and potential of every individual and provide the guidance, encouragement and opportunities that enable them to flourish. This people-centred approach creates a culture of care, ambition and empowerment in which everyone can succeed.

Our colleagues understand the importance of accountability. They take ownership of their work, follow through on their commitments and continually look for ways to improve and grow. This shared sense of responsibility keeps us focused on our purpose and ensures that our schools and services consistently deliver high-quality education, provision and support.

Integrity sits at the core of how we work. Our teams act with honesty, fairness and transparency, building trust across our schools and within our communities. By doing what is right, even when it is difficult, they help create a positive, respectful and inclusive environment where learning and collaboration can thrive.

We are committed to high standards in everything we do. Our colleagues are ambitious for themselves and for the children and young people they serve. They are passionate about their development, dedicated to strong practice and determined to make a lasting difference. This commitment ensures that all Synergy pupils experience exceptional opportunities and that our teams are continually supported to grow and excel.

At Synergy Education Trust, we see ourselves as more than a collection of schools and teams. We are a united family. We stand together through challenges, celebrate each other's achievements and work collaboratively towards shared goals. This strong sense of community is what makes Synergy such a special place to work and learn, and it is what drives us forward every day for every child.



Come and join the Synergy Team



01253 800318



recruitment@seteducation.org.uk



www.seteducation.org.uk



c/o Stanley Primary School, Blackpool