



The Howard
Partnership Trust
Bringing out the best



Vision

To excel at 'bringing out the best' in young people of all abilities and aptitudes and so increase their life chances for their future success and fulfilment.

Mission

To constantly strive for excellence in teaching and learning, so bringing about continuous school improvement.

THE HOWARD PARTNERSHIP TRUST

The Howard Partnership Trust (THPT) is a Multi-Academy Trust, comprising four secondary, six primary and three special schools, with a further special school due to open in 2022/23.

We have a long standing tradition of highly effective partnership working developed from the first federation of Surrey Schools, originally formed in 2007 at the request of the DfE and Surrey Local Authority.

The distinctive feature of THPT is that the schools within our Multi Academy Trust (MAT) all retain their own unique features in order to meet the needs of the communities which they serve. However, the vision and values that underpin the schools are rooted in the same guiding principles: namely to ensure that a first-rate education is provided through consistently high-quality teaching which facilitates excellent learning within an inclusive, caring, vibrant environment. With this shared ethos, our vision is that we aim to 'Bring out the best' in our students, of all abilities and backgrounds, and so increase their life chances.

The inclusive ethos of THPT is further strengthened by 5 Special centres attached to mainstream settings: 4 COIN centres, and one Visually Impaired Centre.

As a group of schools, we offer outstanding professional development for all partnership colleagues resulting in highly qualified and experienced staff who are caring and approachable, and expertise from our business support colleagues.

THPT continues to be asked by the Local Authority and DfE to work with other schools with the ongoing development of effective partnerships across primary, secondary and special phases, to help raise standards of student achievement throughout Surrey. We believe such partnership activities help our schools to be even more successful by building on our existing excellent practice and so remain at the 'cutting edge' of education.



Introduction

The staff within THPT are thoroughly professional, qualified, knowledgeable, passionate and motivated to drive school improvement across all schools. The ethos within each environment is warm with a supportive approach and a focus on working in partnership to share good practice, bringing out the best. There are CPD and progression opportunities across The Trust and staff are valued equally for their part in the success of schools and The Partnership as a whole.

Staff benefits

Our staff benefits are continuously being developed as we aim to provide the best for all our employees.

- Generous PPA
- Opportunities to work outside your department
- Opportunities to work across the Trust
- Loyalty & Service Awards
- Cycle to work Scheme
- Sainsbury's Discount Card
- Employee Assistance Programme
- Teachers' Pension Scheme and Local Government Scheme.

Considering teaching?

At THPT we work closely with a range of Initial Teacher Training (ITT) providers to develop trainee teachers and build a highly skilled teaching workforce.

Our School Experience Programme provides an opportunity to spend time in a THPT school before training, to understand more about the teacher training process, observe lessons and get a sense of what it is like to teach at a THPT school.

Once you have decided you would like to train to be a teacher, we offer three routes into teaching and to QTS (Qualified Teacher Status): Apprenticeships, SCITT/ School Direct (fee-funded) and University-based training (PGCE).

Each of these routes offers particular benefits depending on your circumstances. All three routes offer:

- Experienced, professional mentoring and tutoring
- Dedicated, protected time for planning, reflecting, and meeting with mentors and tutors
- Tailored Continuing Professional Development (CPD) programme to support you in your journey
- Cross-partnership CPD, including a bespoke Early Careers Framework programme and leadership programmes
- Additional support for those teaching outside of their specialism
- Range of ITT providers across a large geographical area
- 2 school placements in contrasting settings
- Culture of sharing best practice.

Trainees say:

Being in the classroom from Day 1 means the students see you as a teacher and not a trainee teacher and you have the time to build up a rapport with the students.

The programme prepared me for being a teacher with lots of practical advice from Day 1.

It's a very flexible programme. We are encouraged to give feedback and the programme is adapted to your needs.

The mentors are chosen carefully and support you all through the year.



Joining as an Early Career Teacher

Joining us as an Early Career Teacher (ECT) is the first step in your teaching career and we aim to make it a happy, fulfilling and memorable experience.

- All ECTs are supported by a mentor in their subject
- There are weekly timetabled mentor meetings
- ECTs have their own CPD programme
- ECTs benefit from reduced timetables in their first two years of teaching.

HLTA/TAs

These roles provide the opportunity to either work supporting children's learning in the classroom or by providing interventions. If you would like to make a real difference to children's lives by supporting individual or groups of children with a wide range of needs, the Trust has a wide range of schools covering Secondary, Primary and Special Educational Needs schools and centres.

- 'Bringing out the best' in our staff so that they are able to bring out the best in our pupils, ensuring their full inclusion in all our schools
- Training opportunities across THPT, including in areas of specific interest within SEND
- Opportunity to work within a dedicated Inclusion team who work alongside teaching colleagues
- Sharing of best practice across THPT in areas such as GRT, ELSA & EAL as well as the opportunity to work within special schools and centres across the Trust
- Work as a key member of a team, ensuring the well-being, social and personal development of children through recognising their potential and enhancing their learning opportunities
- Opportunity to support off-site activities to enhance children's learning opportunities.



ECTs say:

The time my mentor has given me is incredible. She has always been there willing to offer help and advice.

I was pleased to be able to be a mentor – it was a chance 'to give something back' having been a Howard ECT myself.

Everyone is really supportive.



Experienced Teachers

Experienced teachers working in the family of THPT Schools have many opportunities to progress their careers and develop their learning. You could expect:

- To be part of a positive supportive culture that demonstrates a deep commitment to ongoing CPD and creating opportunities for career development
- Opportunities to work in schools across THPT and share your expertise
- Opportunities to contribute to in-school and cross-trust working groups
- To join our Middle Leader programmes
- To carry out an action research project
- Opportunities to shadow Senior and experienced Middle Leaders
- To take part in peer reviews of Trust schools

Middle Leaders

As a THPT middle leader you can expect to be supported and encouraged to make a difference to improve the educational experience of our pupils and so transform their life chances. We are a listening organisation and are focused upon removing barriers to enable staff to maximise their impact. You will be supported by:

- Excellent strategic planning frameworks
- Opportunities to lead and work with talented and dedicated staff
- High quality line management systems
- Middle and aspiring senior leadership training programmes and networks across THPT
- Sharing of resources across THPT
- Career progression opportunities across THPT
- Short-term secondments to pioneer research and development linked to school improvement
- High quality administrative support to enable middle leaders to focus on their core purpose
- Robust IT systems to facilitate efficient ways of working

Senior Leaders

As a THPT senior leader you can expect to be supported and encouraged to make a difference. Senior Leaders in THPT care about pupils and enjoy working together to create exceptional schools where young people of all abilities can succeed.

- Contribute to and shape excellent strategic planning frameworks
- Opportunity to lead and work with talented and dedicated staff
- High quality line management systems
- Senior leadership training programmes, including NPQSL, NPQH and NPQEL
- Established and highly effective senior leadership networks across THPT
- Opportunities and secondments to work cross-trust and cross-phase
- Sharing of resources across THPT
- Career progression opportunities across THPT
- High quality administrative support to enable senior leaders to focus on their core purpose.

I think we feel that we have a real sense of purpose and direction. It's clear to us how what we do contributes to the bigger picture. **HR Coordinator/Advisor**

I am currently 9 months into the 18-month Level 5 Leadership apprenticeship programme and would strongly recommend it for aspiring middle or senior leaders. I feel it is really setting a firm foundation and has supported my successful application for Assistant Head Teacher. **Email from a newly appointed Secondary Assistant Head Teacher**



Central Business Shared Services

You will be joining an exciting and accomplished multi-professional shared service team, which serves the wider community of THPT. The shared service team comprises of Business Management, Estates, Finance, HR, IT and Procurement.

- A highly inclusive education and employment environment, where individuals are supported, respected, and celebrated
- A busy and driven workplace, where everyone continually strives to deliver to the very highest standard
- Access to internal & external CPD and professional education activities, covering a range of activities such as health and safety, legal updates, and higher-level apprenticeships
- Family friendly policies, terms & conditions
- Communication is a priority with regular meetings and updates.

Local Support Staff

You will be joining a busy, highly motivated and professional group of support staff, totally committed to assisting the education professionals they work with so that collectively we improve and enhance our students' life chances.

- A highly inclusive education and employment environment, where individuals are supported, respected and celebrated
- A bustling, energetic workplace where everyone aims for the very highest standards
- A whole school team, completely committed to our students and passionate about doing their best for them
- Access to internal & external CPD and professional education activities, ranging from health and safety to apprenticeships including Teaching Assistants, Early Years Educators and Business Management
- THPT also offer internal CPD via apprenticeship programmes and have a number of teaching and support staff undertaking general management development, Masters apprenticeships or apprenticeships related to their role
- Family friendly policies and terms and conditions
- Communication is a priority with regular individual, team and school meetings and updates.

Apprenticeships

THPT works in partnership with a variety of Apprenticeship providers to offer a wide range of apprenticeship opportunities. Our apprentices, working towards an accredited qualification also train for an occupation, learning from real professionals acquiring industry specific as well as transferable skills.

- Apprenticeships have included Post Graduate Teaching Apprenticeship, Business Administration, Finance (AAT), Human Resources, IT, Estates, Teaching Assistants, Science Technician and Nursery Education
- All apprentices are assigned a mentor who will guide them whilst at work throughout their apprenticeship period
- The apprentice's manager will work closely with the qualification provider to support the apprentice to successfully complete their apprenticeship qualification
- Apprenticeships, depending on the area, can involve, 'on the job' training or day release to college.

Many THPT apprentices have secured permanent employment with THPT following their apprenticeship.

Candidate Charter

When you apply to join our Trust, it is really important that you have the opportunity to learn about who we are and why we are so passionate about the partnerships we have across our schools.

These partnerships support how we come together to make a real difference and improve educational outcomes for our children and young people.

We want every candidate to have an informed, engaging, and positive experience, through the application and selection process and we have set out our commitment to all candidates in this charter.



Our Commitment to you

- Transparency - we will treat you with respect, honesty, and fairness.
- Protecting your privacy - we will ensure your information is secure and handled sensitively.
- Understanding - we will ensure you are given everything you need to make informed decisions.
- Showcasing talent - we will provide a good opportunity for you to share your skills, experience and potential.
- Feedback - we will provide constructive feedback professionally and promptly.
- Listening - we welcome feedback and will act on what you have to share.
- Inclusivity - our recruitment decisions align with our commitment to create a high quality, diverse workforce.

We will always

- Provide you with clear, accurate and timely information.
- Give you the opportunity to ask questions - and we will ensure you get the answers you need.
- Respond to enquiries promptly and usually within 48 hours.
- Adopt a fair and consistent assessment process.
- Make sure you have all the documentation and details you need for an interview in advance.
- Provide you with real insight about what it's like to be part of our team.
- Ensure all offers are fair and equitable.
- Seek feedback on your experience at every opportunity, so we can continue to improve.

In return we ask that you

- Be honest and upfront about your experience, aspirations, and motivations.
 - Provide open and accurate information when submitting an application.
 - Always give yourself the best opportunity to succeed - research who we are and how we work.
 - Let us know if situations change in relation to your interest - and help us understand why.
 - Prepare yourself for interview and let us know how we can support you.
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Equality & Diversity

THPT is a welcoming organisation where everyone is valued highly and where tolerance, honesty, co-operation, and mutual respect for others are fostered. THPT are fully committed to providing all with an equal opportunity to reach their full potential. At THPT we aim to promote equality and tackle any form of discrimination and actively promote harmonious relations in all areas of Trust/school life. THPT is currently actively considering unconscious bias, exploring with our schools' awareness and actions to ensure that our workplace and curriculum reflect the contribution of all sections of our communities.

What our students say about our staff:

They are amazing teachers.

They are very enthusiastic and passionate about their subjects.

They make all of the topics very interesting and challenging (in a good way!) I always know what needs improving and the content is very interesting.

They have been very supportive in helping me to reach a better standard of work.

Ofsted says:

Leaders have successfully created an ethos of ambition and high expectations. There is a strong sense of community and common purpose among staff and pupils. Leaders at all levels demonstrate an energy, enthusiasm and commitment to fulfilling the school's motto of 'Bringing out the best' in every pupil.

Three Rivers Academy, Ofsted May 2019

An enthusiastic and talented staff team has ensured that standards in teaching and learning are good throughout the school.

Pupils are supportive of each other during their learning times and when they are at play. The school's encouraging ethos and its focus on good mental health helps pupils to grow strong inter-personal skills.

Cuddington Community Primary School, Ofsted June 2019

Pupils value the educational opportunities they receive at this school. They are ambitious and want to succeed. They engage well with their teachers and peers and behave well in classes and around school. Leaders have the highest ambition for pupils to succeed. They are determined to help all pupils achieve the best possible outcomes by the time they leave the school. Students in the sixth form are exceptionally well prepared for their future steps into further education or employment.

Howard of Effingham School, Ofsted December 2019

The staff consistently support pupils to make individual progress, of which parents and pupils are rightly proud.

The staff have a caring and sensitive approach to pupils experiencing difficulties.

Leaders and managers build very effective relationships with external professionals, who are complimentary about how the residential staff work with them.

Linden Bridge, residential special school, Ofsted May 2021



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