



About the Laurus Trust

Support Staff

Message from the CEO



Dear Applicant,

Thank you for your interest in this post. We hope the information that follows helps you to gain an insight into the essence and heart of our organisation.

We are a Multi-Academy Trust with a vision for everyone, regardless of background or circumstance, to be inspired, to thrive in all environments, to recognise what it takes to succeed, to set aspirational goals and work hard to achieve them.

The opportunities for learning and development for both teaching and support staff are such that there has never been a more exciting time to join our ambitious and growing organisation.

Cheadle Hulme High School is the founder school for the Laurus Trust. At all our schools across the Trust we place great importance on our core purpose of teaching and learning and on supporting our students in developing the knowledge, attitudes, skills and habits which will enable them to flourish and succeed. This ethos was recognised in our Ofsted inspection in December 2014 which deemed CHHS an outstanding school: "The headteacher, senior leaders and governing body work with passion and a shared vision and determination for all students at the school to excel at all levels. There is an established ethos of high expectations and aspirations for all."

We work hard to ensure that every member of our school community has access to a rich and diverse range of opportunities and professional development. We proactively support flexible working. We pride ourselves on the good relationships that exist at all levels and which are based on trust, openness, teamwork and respect.

We think that the following quote from the CHHS Ofsted report says it all: "In our school there is a 'buzz' and enthusiasm about the place and laughter is valued. People are curious and keen to try out new ideas. There is a strong sense of optimism and pride in the school's successes."

We are very proud of our schools and our Trust and are excited about our future. We welcome interest from forward-thinking, motivated and hard-working individuals who wish to share in our success and we look forward to receiving your application.

Linda Magrath

Chief Executive of the Laurus Trust

Laurus Trust schools

The [Laurus Trust](#) currently comprises eight schools:

[Cheadle Hulme High School](#) (CHHS - an 11-18 high school and the Trust founder school)

[Gorsey Bank Primary School](#) (GBPS - joined the Trust in 2016)

[Laurus Cheadle Hulme](#) (LCH - an 11-16 high school which opened in Stockport in Sept 2018)

[Laurus Ryecroft](#) (LR - an 11-18 high school which opened in Tameside in Sept 2018)

[Cheadle Hulme Primary School](#) (CHPS - which opened in Stockport in Sept 2018)

[Didsbury High School](#) (DHS - an 11-18 high school which opened in Manchester in Sept 2019)

[Hazel Grove High School](#) (HGHS - an 11-18 high school which joined the Trust in 2019)

[Woodford Primary School](#) (which is opening in Sept 2022)

The three Free Schools, LCH, LR and CHPS, were all oversubscribed from their first cohorts in 2018. They currently have an intake of Year 7 - 10 in the secondary schools and Nursery - Year 3 in CHPS. Our 11-18 high school in Didsbury, Manchester, has an intake of Year 7 - 9. We have also been approved to open an 80-place Alternative Provision School in Stockport – Laurus Grace is planned to open in early 2024. We will also be opening three Sixth Forms in September 2023.



The Laurus Vision

'For everyone, regardless of background or circumstance, to be inspired, to thrive in all environments, to recognise what it takes to succeed, to set aspirational goals and work hard to achieve them.'

Realising the vision: Culture

To achieve our vision our culture is founded on the following principles;

Unashamedly Academic - we place a strong emphasis on student attainment and the development of powerful knowledge through our curriculum structure. Professional learning for our staff is at the heart of our organisational culture: it is the bedrock of what we do and what we stand for.

Unapologetically Aspirational - we focus on a culture of universally high expectations and ambition in all our schools.

Uncompromising Standards - we constantly strive for excellence in every domain in every aspect of what we do.



Realising the vision: Academic Success



'If you don't want to pay, pray or sit an entrance exam, the first non-faith, non-selective school in the regional rankings is Cheadle Hulme High School'
- **Alastair McCall, Sunday Times Parent Power Schools Guide 2019.**

In the 2019 Progress 8 Headline measure CHHS came in the top 3% of schools nationally with a figure of +0.75. CHHS, where 2019 results saw 67% of GCSE students achieve the gold standard of 9-5 in English and Maths, and A-Level results saw 74% of all grades at A*-B with students gaining straight A/A* grades. In 2019 the progress of our disadvantaged students was Progress

8 +0.28, the national figure is -0.44. Our disadvantaged students make more progress than their non-disadvantaged peers nationally. In 2020 70% of our Year 13 students progressed to study at one of the top 30 most selective universities. In 2021, 90% of students progressed to university with 72% studying at one of the prestigious Russell group universities.

We are delighted that CHHS has been named as one of the UK's top-performing schools in The Sunday Times, ranking as the 15th non-denominational comprehensive school in Manchester and the North West in the annual Parent Power Survey for 2022.

Gorsey Bank Primary School in Wimslow is a high-performing, two-form entry primary school. It is always oversubscribed with a reputation for hard work and success. The 420-pupil school is in the top 3% of schools nationally. It is one of the top five schools in Cheshire East for 2019 combined reading, writing and maths KS2 results. It is the best state primary school in Wimslow for reaching both the expected and the higher standard in reading, writing and maths.



'Pupils are 'proud of their school and are kind and considerate to each other'. They 'feel safe' and 'mix well together'. Pupils 'develop positive attitudes that enable them to make an effective contribution to school life'.' - **Simon Hunter.**



Realising the vision: Preparing for Academic Success

Our Optimates programme nurtures academically able students and prepares them ultimately for entry to the most ambitious degree courses at the UK's leading universities. Starting in Year 7, we provide a wide menu of experiences designed to allow students to develop the confidence, critical thinking skills and flexibility of thought essential for successful application to the most competitive institutions and programmes. In addition, we have the Laurus

Scholars' Programme which aims to nurture the academic potential of Year 7 and Year 10 students while raising their awareness of study beyond school and college. The programme actively recruits pupil premium students and students attend workshops in Psychology, History of Art or Classics.

Realising the vision: Beyond the Classroom

The key belief at Laurus is that the all-round educational attainment of students is substantially aided by their participation in a whole range of activities, not just classroom-based academic ones. These activities really inspire and motivate our students.

Donations from the Law Family Educational Trust enables our students and pupils to have the same access to high quality enrichment as offered by private schools. Each Laurus school offers a wide programme of activities (Electives) which take place during the school day or in after-school clubs. Some are led by Trust-wide directors and consultants.

Patsy Rodenburg, OBE, is Head of Voice at the Guildhall School of Music and Drama and a Director of the Royal Shakespeare Company and works with the Trust as a consultant for the delivery of the Cicero Curriculum which trains students in oracy, discourse and rhetoric.



The Arts have a high profile across the Trust and students are encouraged to join in a variety of dramatic and musical activities. The Duke of Edinburgh Award is very popular and all students have opportunities to take on leadership roles through their Houses, forms or as Subject Ambassadors.

Elite Pathway

At the Laurus Trust, we are passionate about helping our students to excel in sporting endeavours by providing sporting opportunities that are not normally found in state education. We want to open the doors to sports that our students may have never been able to access before or activities which they have never considered trying. There is a real emphasis on participation and wanting our students to push themselves out of their comfort zone.

The Laurus Trust ELITE Pathway provides the guidance for aspirational athletes to achieve their academic potential and sporting dreams. Students will develop a holistic understanding of the contributing factors of elite sport, which include balancing the demands of sporting excellence and academic success. We will work with key partners who will support the creation of the invaluable experience of living, training and learning like a professional student-athlete.



The Laurus Trust is the first ever educational trust ever to be partnered with the world-renowned Loughborough University. Schools in the Laurus Trust already have a strong reputation for being unashamedly academic, and having uncompromising standards. Through our partnership with Loughborough University we now intend to replicate our academic success in sporting stadia.

Realising the vision: Our Ethos

From Nursery through to Sixth Form we strive to provide the best all-round educational experience. We want to develop the Knowledge, Attitudes, Skills and Habits (KASH) and personal qualities which will allow students ongoing success. Our academic and co-curricular offer is built around the framework of four Cornerstones.

Academic Aspiration

Our vision is for all our students, regardless of background and circumstance, to make outstanding progress and achieve grades which will open the door to the future of their choice. We want our students to be curious and develop a thirst for knowledge; we want them to be resilient and to value effort; we want them to understand that sometimes failure is an essential part of the learning process and to recognise that developing a positive, 'can do' attitude will help them to set and achieve aspirational goals.

Leadership & Service

We value individuality, celebrate diversity and encourage our students to have the confidence to think for themselves, while emphasising the importance of tolerance, teamwork and collective responsibility. We place great importance on both leadership and participation and encourage students from all backgrounds to take on roles of responsibility and engage in school and House activities. By the time they leave us, we want each student to have that true sense of self-worth which will enable them to make wise choices, stand up for what is right and what they believe in and in doing so, be of value to society.

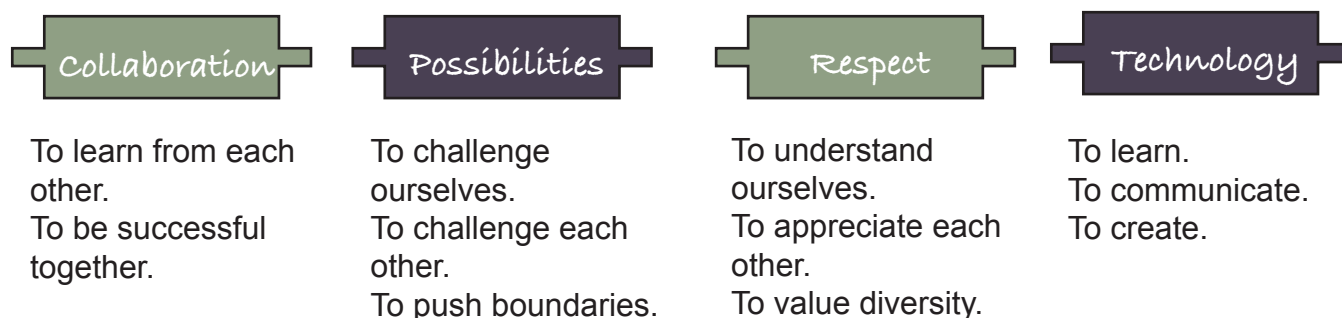
Competition & Physical Endeavour

We believe that physical activity and competition, both inter and intra school, are vital to the holistic development of young people, fostering their physical, social and emotional health. We want our students to approach competition with optimism and vitality; to relish the opportunity to demonstrate determination, creativity and perseverance in order to overcome challenges; to understand that hard work and commitment lead to a greater chance of success and that obstacles are temporary but achievement lasts for a lifetime.

Culture, Creativity & Rhetoric

Alongside our high aspirations for academic success, we passionately believe in the importance of education in its broadest sense and we will ensure the fullest possible participation in art, music and drama. We want our students to appreciate that great writing gives us access to ideas which challenge our thinking; that the power of language gives us the opportunity to make our voice heard and present our own ideas with courage, conviction and impact; that the Arts open up worlds which we might not otherwise inhabit. We will ensure that students from all backgrounds are able to discover new talents and develop existing ones.

In the Primary phase, the Cornerstones translate into four 'Curriculum Drivers' - elements of our Enrichment Curriculum which develop the skills and values in our pupils to allow them to succeed in life.



Realising the Vision: Further Professional Learning

An important aspect of the culture across the Trust is the principle that we are all learners. All staff are offered the opportunity to develop and progress during their career with the Trust.

We recognise the need therefore to invest in professional qualifications through routes such as the Apprenticeship Levy. We also provide a range of in-house learning and development opportunities for staff including modular programmes, coaching, on the job learning, project work, shadowing and online learning.

Working for the Trust

Support staff positions make up around 50% of our continually growing workforce and are crucial in enabling us to achieve our vision for every pupil and student to be inspired and to thrive. As an expanding trust we are able to offer plenty of opportunities to progress your career. Our support functions provide continuous educational and business support to our schools: this includes roles in Administration, Pastoral Care, SEN, Early Years, Wraparound Care, HR, Finance, Payroll and Pensions, Communications, IT, Facilities Management, Data and Compliance. Each team works tirelessly to support our teaching staff in delivering an outstanding education for children.

We highly value each and every employee and we are as proud of our focus on professional learning and development as we are of our Ofsted-outstanding reputation. Being a part of the Laurus Trust family means that you will play a vital role in maintaining the high standards of the Trust.

And finally...

Applying for a position within the Laurus Trust means you are applying to a successful, reputable and forward-thinking organisation, offering excellent benefits, a welcoming and positive working environment and genuine opportunities for continuous career progression.

We hope you have found this document helpful and informative, however if you'd like to request further information, arrange a visit to one of our schools, or to discuss a vacancy in more detail, please don't hesitate to contact the HR team on 0161 549 7000 or via e-mail at recruitment@laurustrust.co.uk.

Best of luck with your application.

The Laurus Trust

Reasons to work in a Laurus Trust School

Employee Benefits

We have a wide range of employee benefits available to all our staff. We are always looking at ways in which we can improve our offering to ensure the benefits are valued by our staff. In the recent Staff Engagement Survey, 95% of our employees stated that they would recommend working for Laurus Trust to their friends.

Pension

An employee earning more than £10,000 and who is more than 22 years of age will automatically be enrolled into one of our workplace pension schemes with excellent employer contributions.

Enhanced Family Leave

Enhanced family leave is available to support our staff with family commitments and their work-life balance.

Personal/Professional Development

With 'whatever it takes' at the heart of everything we do, the Trust is committed to ensuring all staff have the skills and knowledge required to be successful in their role and to support career progression.

Priority School Places

If you would like your child to attend a Laurus Trust school, we offer staff priority in the school admissions process, subject to eligibility and availability.

Working Flexibly

A pro-active approach to supporting flexible working.

Subsidised Nursery Places

Cheadle Hulme Nursery offers a discount on fees for parents who are employed by the Laurus Trust and who use 30 or more nursery hours per week.

Mental Health First Aiders

The Trust has made a commitment for every school to have a trained Mental Health First Aider.

Supporting Charities

Every year the Laurus Trust handpicks one or two charities to support throughout the year. They can be local charities close to our heart or national campaigns. Money is raised through a number of ways.

Subsidised Gym Membership

All staff can use the fitness suites at Club Cheadle Hulme, Hazel Grove Sports Centre, Club Ryecroft and Club Didsbury for free in the morning before school and receive subsidised gym membership for out of school hours.

Health Promotion Initiatives

The Trust recognises that wellbeing and performance are closely linked. Improving an employees' ability to handle pressure and balance work with home life will ultimately lead to improved individual and schools' performance and benefit the education of the students. With this in mind, a wide range of health promotion initiatives have been organised for staff to access.

Holidays

All support staff have a competitive annual leave entitlement including bank holidays (pro-rata to hours worked), increasing with length of service.

Flu Jabs

Annual flu jabs are available.

Employee Assistance Programme

The Trust is now working in partnership with Education Support to offer all staff an Employee Assistance Programme (EAP), a powerful resource helping managers and staff through the provision of counselling, advice and referral on a wide variety of work and personal issues.

Thank You Initiatives

The simple act of saying thank you goes a long way. Here at the Laurus Trust we go further than that with a number of thank you initiatives.

Cycle2Work Scheme

The Trust offers a Cycle2Work Scheme - this is a government backed scheme where employees can pay for a bike through a salary sacrifice scheme. Subject to eligibility*

Cycle Loan Scheme

As an alternative to the Cycle2Work scheme, we also have the Cycle Loan Scheme where a small number of Specialized mountain bikes can be loaned (subject to availability) to encourage staff to cycle to and from work.

The Laurus Trust and its affiliated schools are committed to safeguarding and protecting the children and young people that we work with. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks.

We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across the school. This is in line with statutory guidance Keeping Children Safe in Education and The Education Act 2002, we expect all staff and volunteers to share this commitment.

The Laurus Trust is an inclusive Equal Employment Opportunity employer that considers applicants without regard to gender, gender identity, sexual orientation, race, ethnicity, disabled or veteran status, or any other characteristic protected by law. We welcome and encourage applications from all individuals regardless of individual background or circumstance.