



ADVANCE  
LEARNING  
PARTNERSHIP

Multi Academy Trust

RECRUITMENT  
INFORMATION



# Welcome

**Thank you for your interest in becoming part of the Advance Learning Partnership (ALP).**

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, with a commitment to their happiness and success.

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, making sure 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.

We 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 was established in 2017 and has since grown into a mixed-phase Multi Academy Trust, serving both primary and secondary pupils across County Durham and Darlington. The majority of our schools are located in communities facing significant social and economic challenges, and we are dedicated to improving outcomes for all children.

Our growth has been intentional and aligned with the Government's strategy for developing 'Strong Trusts'. We have followed a carefully managed path of organic growth, ensuring that each school joining the Trust receives the individual support and attention necessary for sustained improvement. At the same time, we have built an effective and efficient central team, providing high-quality services that enable schools to focus on delivering excellent education.

ALP is dedicated to creating inclusive educational communities where families have confidence in the journey their child takes, from age two through to further education, training, or employment. Our Governors focus on continuous improvement, expanding our provision across all educational sectors and meeting the evolving needs of our pupils and communities.

Looking ahead, we are committed to building on our strong foundations. Schools that share our values, ethos and commitment to sustainable growth are welcomed into the ALP family through a considered and collaborative process. We continue to work closely with the Regional Director and the Department for Education to contribute to a cohesive, high-quality educational landscape across 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.

### VALUES

#### ALWAYS CHILDREN FIRST

Place the child at the core of every decision and action.

#### UNWAVERING INTEGRITY

Promote trust and respect for all in an inclusive and safe community.

#### ACTIVELY EMPOWER

Recognise and celebrate every individual; inspire motivation and leadership.

#### PROACTIVE POSITIVITY

Work with purpose, enthusiasm and resilience.

#### ADVANCE TOGETHER

Learn in partnership; within and beyond the Trust.

### 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 is supported, guided and challenged through 'Guided Professional Autonomy'.

ALP secures and enhances 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 are proud of the unique identity of every school within our Trust. Each one is shaped by its own local context, led by committed teams and strongly supported by its community. Pupils and staff arrive each day with a real sense of pride, belonging, and purpose.

Our schools are based in a variety of settings including rural, urban and coastal, and serve communities with a wide range of backgrounds and needs. This diversity is one of our strengths, helping us to tailor support and approaches in a way that works best for each school.

Staff know their pupils and communities well and use that understanding to shape what they do. We encourage professional autonomy, with leaders and teams trusted to make the right decisions for their schools. At the same time, we provide support, structure and high expectations to make sure every school delivers the best possible education. This balance of freedom and shared responsibility helps all our schools to thrive.



## Our Staff

We believe that the success of our pupils is directly linked to the dedication, motivation and commitment of our staff. We recognise that strong leadership at every level is vital to the success of our schools, and we are committed to creating an environment that supports the professional growth of our leaders and teams.

Inspiring and supporting our staff is at the heart of everything we do. Our leaders work hard to create a culture where individuals feel valued, supported and connected to the values that guide our work.

We know that the strength of our Trust lies in the collective skills, experiences and contributions of our people. That is why we aim to build a working environment where staff feel inspired, engaged and part of a collaborative, inclusive and supportive team.

We are committed to offering clear career pathways and development opportunities across the Trust. Whether through leadership roles, subject specialisms or phase-specific expertise, we want every member of staff to feel they can grow, progress and succeed in their chosen field.

Support is central to our approach. We want everyone to feel safe, respected and encouraged in their work. The well-being, health and happiness of our staff are a top priority.

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

# Why work at Advance Learning Partnership

Advance Learning Partnership is a child-centred, forward-thinking organisation where people truly matter. If you're looking for a role in a workplace that values collaboration, innovation and professional growth, ALP offers the perfect opportunity to thrive.

## A CULTURE OF EXCELLENCE AND COLLABORATION

- Our ethos, '**Your child is our child,**' underpins everything we do. We're proud to provide an environment where every decision prioritises the success of our children and the wellbeing of our team.
- As a Times 100 Best Places to Work 2024 and Investors in People Platinum Employer, we are committed to creating a supportive and inclusive workplace. We were proud to be named Medium Employer of the Year 2024 by Investors in People, highlighting our dedication to our employees.

## EXCEPTIONAL BENEFITS

- Pension scheme with generous employer contributions
- Flexible and hybrid working opportunities
- Generous annual leave entitlement
- Family-friendly policies

## WELLBEING FIRST

- Employee Assistance Programme including counselling and financial wellbeing advice.
- Health and Wellbeing Support including benefits like mental health support, physiotherapy, free flu jabs, and 24/7 GP services.
- Occupational Health Services ensuring you're looked after both physically and mentally.

## INVESTING IN YOUR DEVELOPMENT

- **Professional Growth:** We're passionate about helping our staff develop. From bespoke CPD programmes to leadership pathways, we'll support you to achieve your career goals.
- **Leadership Opportunities:** Whether you're just starting out or ready to take the next step, we offer leadership development programmes to help you succeed.

## ADDED BENEFITS

- **Discount Schemes:** Enjoy savings on shopping, travel and entertainment.



### Why now?

This is an exciting time to join ALP. We are a growing organisation with a clear vision for the future, and our commitment to excellence means you'll be working in a dynamic, inclusive and forward-thinking environment.

At ALP, your contribution will make a real difference, not only to the lives of our children, but to your own personal and professional growth.

Join us and be part of something truly special.

## Additional Benefits

At Advance Learning Partnership, we are committed to offering a comprehensive and meaningful range of benefits for all our staff. We want every member of our team to feel recognised, supported and valued for the important work they do every day.

Joining our Trust means accessing a well-rounded reward package that goes beyond pay – designed to reflect the dedication, skill and commitment of our staff. This includes a variety of tailored benefits and a strong focus on wellbeing and work-life balance.

All staff have access to our exclusive benefits platform, which offers instant savings and discounts from a wide range of major retailers and household brands, available at any time, from anywhere.

Our benefits package reflects our appreciation for the exceptional people who make up our Trust. We are proud to invest in the wellbeing, development, and satisfaction of our workforce, recognising that their success is central to the success of our pupils.



Employee Benefits

YOUR CHILD IS OUR CHILD

**Advance Learning Partnership**

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