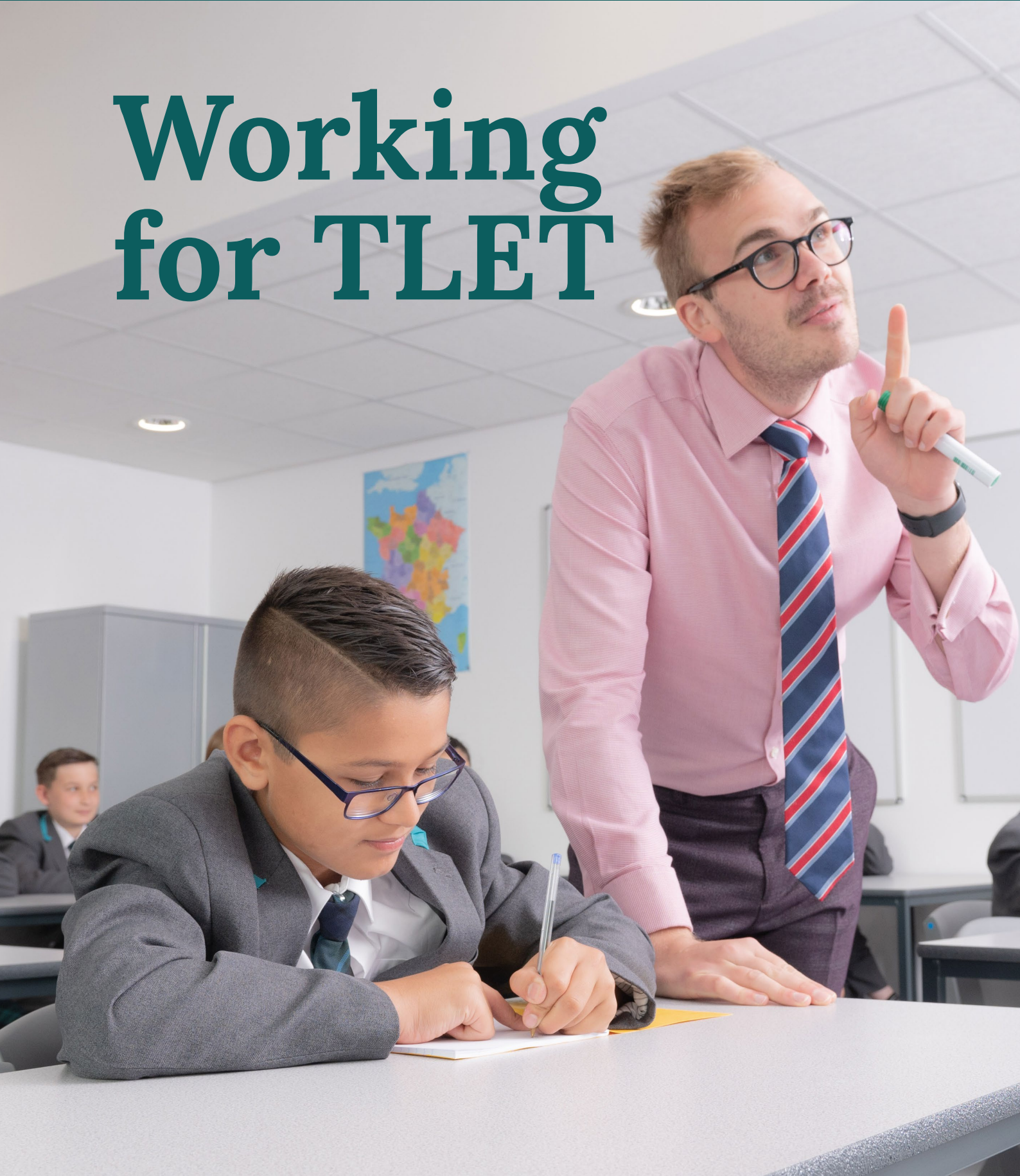




Transforming Lives
EDUCATIONAL TRUST

Working for TLET



Welcome from the CEO

Thank you for expressing an interest in working for TLET. This booklet sets out to give you an idea of what it is like to be part of the TLET family - as a leader, teacher, support staff, or a member of our central team - each of our employees has a vital role to play across our organisation.

Our commitment to staff is rooted in my understanding of what it's like to be a member of staff in a school environment. I may be a Chief Executive now, but I started my career as a teacher and so I really do understand what the pressures are like for staff. We hold that at the centre of the decisions we make in looking after our employees on a day-to-day basis.

Our ambition for our staff is very simple, it is that we want them to be the very best they can be because that's what the children in our schools need and deserve. That's about us supporting our colleagues to nurture their potential, inspire a sense of community and help them to deliver excellence.

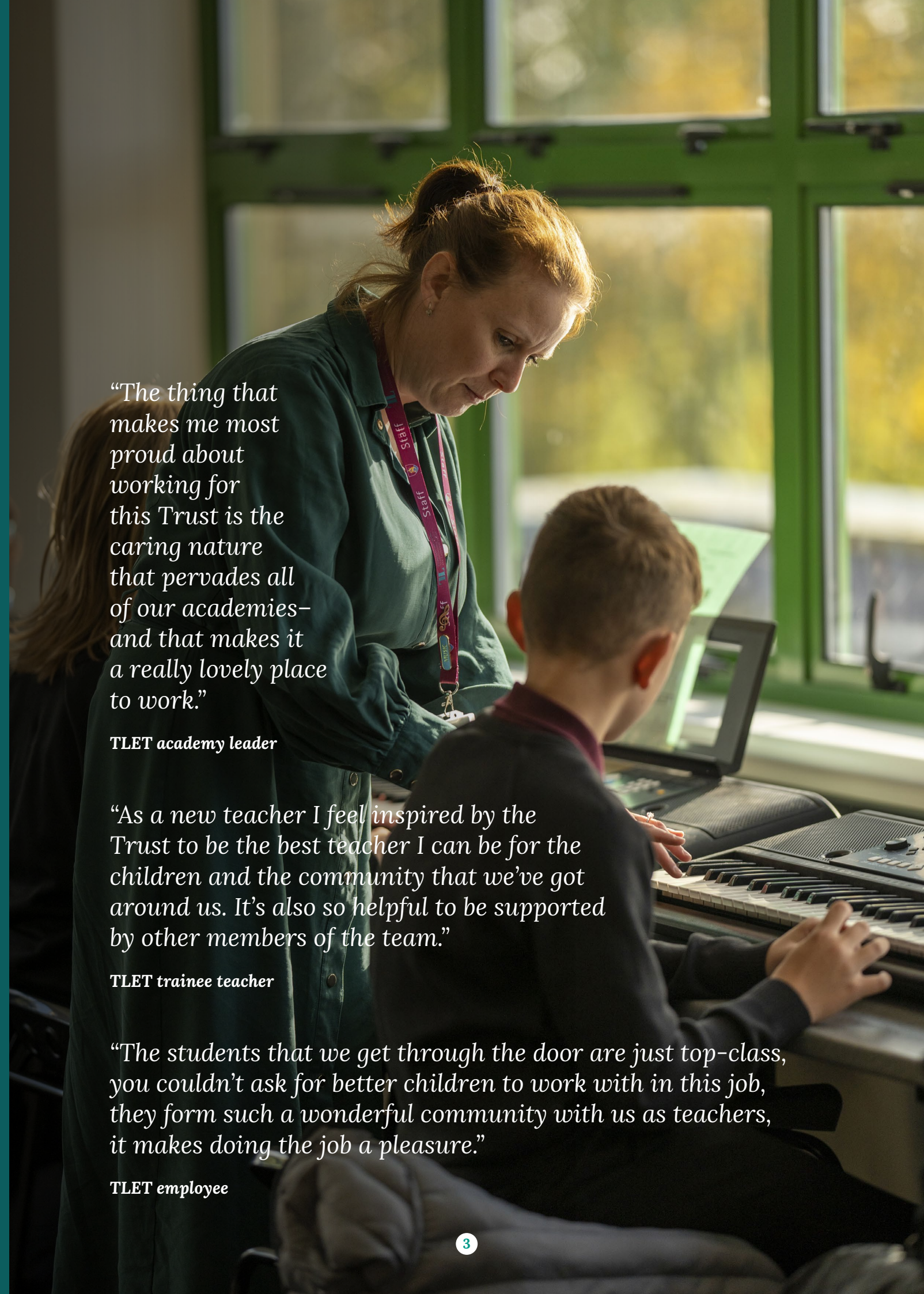
We do this in a variety of ways, including supporting your career in education, promoting your wellbeing and offering a range of employee benefits to enable you to feel fulfilled in your role.

Ultimately it matters to us that everyone who works for TLET feels a sense of belonging and fulfillment in their role.

We hope that you will be inspired to apply for one of our current positions and look forward to meeting you soon.



James Higham
Chief Executive Officer



“The thing that makes me most proud about working for this Trust is the caring nature that pervades all of our academies – and that makes it a really lovely place to work.”

TLET academy leader

“As a new teacher I feel inspired by the Trust to be the best teacher I can be for the children and the community that we’ve got around us. It’s also so helpful to be supported by other members of the team.”

TLET trainee teacher

“The students that we get through the door are just top-class, you couldn’t ask for better children to work with in this job, they form such a wonderful community with us as teachers, it makes doing the job a pleasure.”

TLET employee

Our Ambitions

Transforming tomorrow, today

As a Trust family, our shared ambitions drive everything we do, we call this ‘The TLET Way’.

Through the transformative values of courage, kindness and loyalty, together we:



Nurture Potential

We flourish in the places we create together.



Inspire Community

We champion each other to make a difference.



Deliver Excellence

We strive to achieve our best.

Our Academies



ASHLAWN
SCHOOL

Ashlawn School was the founding school in the TLET family.

Welcoming pupils from the age of 11-18, Ashlawn is consistently oversubscribed and has a bi-lateral stream and sixth form.

www.ashlawn.org.uk



Infants



Juniors

Henry Hinde School is our primary school.

Based in the Rugby suburb of Bilton, we teach pupils from Reception through to Year 6 across our two specialist sites one for pupils in EYFS and Key Stage 1 and one for pupils in Key Stage 2.

www.henryhindschool.org



HOULTON
SCHOOL

Houlton School is a brand-new secondary free school that opened its doors for the first time in September 2021.

As with many free schools, Houlton is currently growing by a year group each year (in September 2024 there will be Year 7 to Year 10) and will eventually offer an exciting educational offer for pupils from Year 7 to Year 13.

www.houltonschool.org.uk

Our People Pledge

The core purpose of schools is to nurture the potential of others. At TLET, we believe that for children and young people to flourish, we must first create an environment in which our colleagues thrive.

Across the Trust, our colleagues must feel seen, heard, and prioritised, regardless of their role or position, so that they have a deep sense of belonging, feel empowered and capable and, ultimately, find fulfilment in their work. This will promote their sense of wellbeing and equip them to have the greatest impact on our children and young people.

We want every member of the TLET team to trust the Trust, making us their employer of choice.

“The people here are at the heart of everything that is done and therefore we are driving the Trust forward. We are the Trust, we understand that we all have a part to play and that’s valued.”

TLET academy leader

Supporting your career in education

Our talented and dedicated staff have a shared commitment to providing the best possible opportunities for the young people in our care, to broaden their knowledge of the world around them and to inspire them to achieve their dreams.

In return, we believe it is our duty to offer our best for our people too. This includes an emphasis on:

Collaboration



We hold great value in our Trust-wide networks, which see specialists from across our academies working together, sharing best practice and finding new and innovative ways to make a difference and problem-solve.

Appraisal and Pay



With a focus on appreciating professional contribution and growing greatness in others, the way we measure and reward performance aims to be equitable, empowering, and for everyone.

Training



Developing opportunities for our staff to learn from current research and leading practice that supports them to deliver their role-specific responsibilities to the best of their ability.

Workload



We know that workload is a challenge that professionals across the education sector face. We are developing systems and approaches to actively reduce workload for our staff by generating efficiencies and avoiding duplication, such as by harnessing technology, sharing resources, and streamlining reporting.

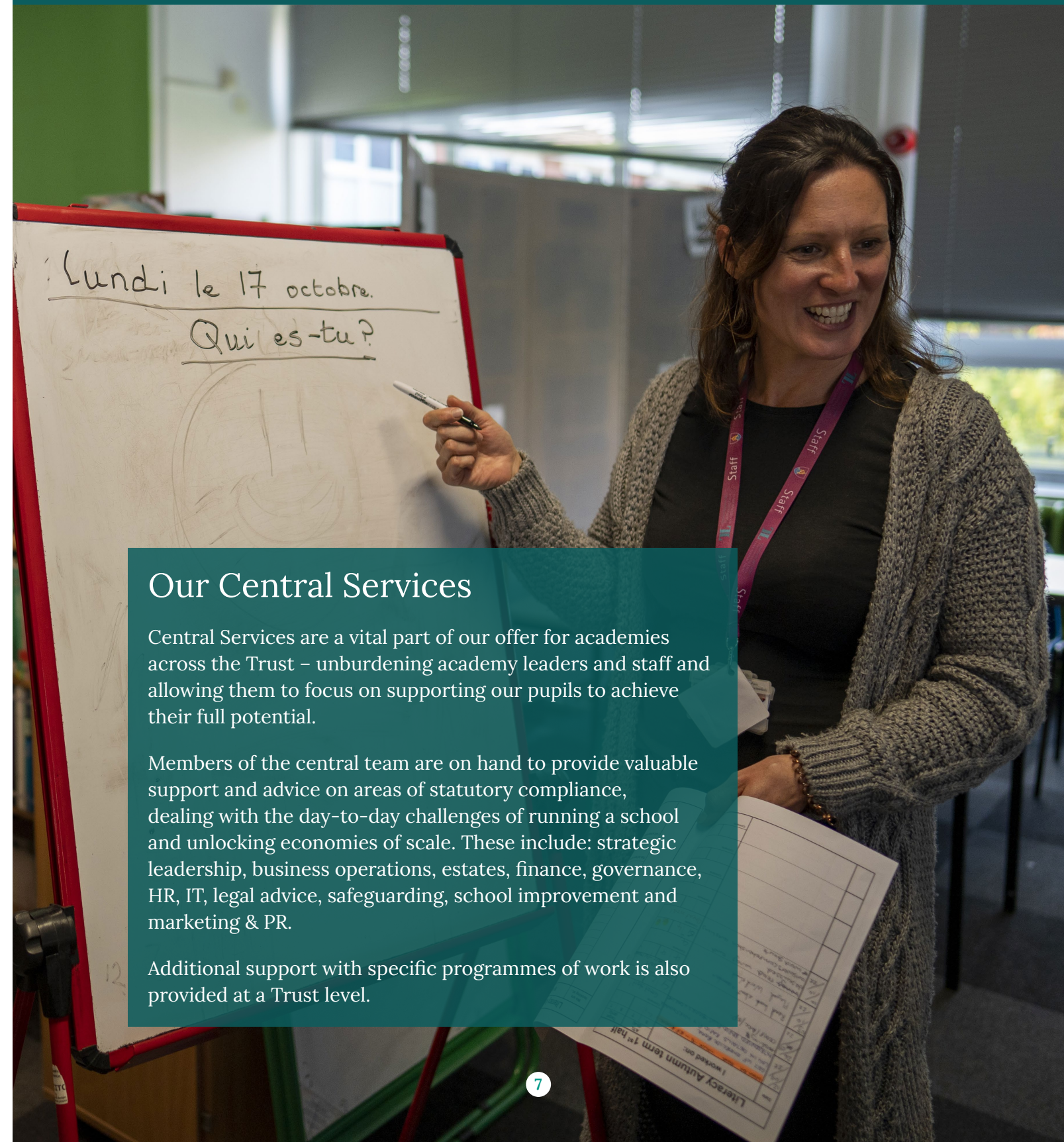
Career Pathways



We want our employees to feel like they have a career and not just a job, whether you're setting your sights on future promotion or wanting to be ever-more expert in your current role. We want to ensure that everyone is well-prepared for their next career opportunity.

“One of the advantages of being part of the Trust is that we are able to learn from each other, we can share expertise and use that across the key stages to make sure that our children get the very best and so do our staff.”

TLET employee



Our Central Services

Central Services are a vital part of our offer for academies across the Trust – unburdening academy leaders and staff and allowing them to focus on supporting our pupils to achieve their full potential.

Members of the central team are on hand to provide valuable support and advice on areas of statutory compliance, dealing with the day-to-day challenges of running a school and unlocking economies of scale. These include: strategic leadership, business operations, estates, finance, governance, HR, IT, legal advice, safeguarding, school improvement and marketing & PR.

Additional support with specific programmes of work is also provided at a Trust level.



“You need to have people around you that will help you on that journey to become the best teacher you can be, and for me TLET is that place. The level of support, the quality of support and the care is just immense and that makes the TLET difference.”

TLET central team member

Supporting your wellbeing

At TLET, we prioritise the overall health and satisfaction of individuals, fostering purpose, positive relationships, work-life balance and resilience to challenges.

Looking after the wellbeing of our staff is absolutely fundamental to our approach here at TLET, providing the foundations for an effective and rewarding working life.

Underpinning this are:






- A culture of kindness and a belief in the importance of saying thank you
- An organisation-wide well-being strategy and action plan
- Dedicated staff well-being sessions, which recently included an all-staff well-being conference
- Training for leaders and mental health champions, with resources enabling them to support staff mental health and well-being
- Access to Health Assured, an employee assistance programme offering free professional counselling, legal advice, financial well-being and many other healthcare benefits
- A full paid ‘Thank You Day’ of term time leave for all employees to support wellbeing
- Commitment to flexible working patterns
- Workload conscious leaders
- Seek employee voice to help us improve work-life balance
- Values-led organisation that prioritizes loyalty and kindness
- Promoting an inclusive employee culture through equality, diversity and inclusion strategy and policies

We want TLET to be a place where everyone is equally committed to promoting mental fitness, as well as making sure our colleagues are expertly supported when they are struggling.



Other employee benefits

As an employee within the TLET family, you can expect standard contractual benefits including sick pay, holiday pay, pensions* and pay reviews in accordance with STPCD and NJC national negotiations.

In addition, we are pleased to offer the current additional benefits for our staff:

-  Access to the Health Assured employee assistance programme
-  One 'Thank You Day' per annum
-  Eye care vouchers
-  A cycle to work scheme
-  Clothing (including coats) to be provided in accordance with PPE requirements across all sites

Where possible, we also aim to signpost opportunities for our staff to access discounts and special offers for the education sector. Recent examples have included:

-  Gym membership in accordance with the agreed local discount
-  Teacher discounts with certain retailers

Would you like to find out more?

 Visit our website www.tlet.org.uk

 You can also find us on LinkedIn search **'Transforming Lives Educational Trust'**

* including death in service

"As a non-teaching member of staff I get various support to develop within my position through the training that I'm able to access, the support I get from my colleagues and the leadership development I'm involved in."

TLET employee





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