



UNITY
SCHOOLS PARTNERSHIP



Working with us

Candidate Information Pack

Work with us. Learn with us. Grow with us.

Welcome Letter from CEO



Dear Applicant,

This is an exciting opportunity to join our trust at a time when we are making considerable investment in achieving 'excellence' in all we do. We truly believe 'excellence' is not just a noun but a habit and we are embedding this in our cultural development.

We have ambitious plans for our trust. We are aspiring to 'Make Remarkable Change Happen' in the next few years and have set out:

- Through geographical hubs of like-minded schools, a vision of excellence that is shared by all, schools smash through barriers to achieve more than others think possible.
- To achieve the highest standards of education in its primary, secondary, and special schools.
- All trust schools, and the trust as a whole, be recognised locally and nationally for the exceptional quality of its educational provision.
- We are a family of interdependent schools with a shared ambition to transform lives.
- We are committed to the development of a very high-quality, and evidence-informed, model of how excellence is achieved.

So, if you are interested in joining our team of incredible colleagues in networks across our schools and trust, who are passionate about their work and the next part of our journey, I would welcome you to apply.

We look forward to hearing from you.

Best wishes

Tim Coulson
Chief Executive, Unity Schools Partnership

We are Unity

*– Characterised by ethical leadership and ambition
for improvement at pace –*

Unity Schools Partnership is a family of 35 schools—9 secondary (including 5 sixth forms), 21 primary and 5 special schools, located predominantly in Suffolk, but also on the Essex, Norfolk and Cambridgeshire borders as well as Romford in East London.

We share the same values and face similar issues, while providing a close network of support and challenge. We recognise the unique characteristics of each of the communities we work in and how they are reflected in distinctive school cultures. We are committed to a partnership that respects, sustains, and supports.

We encourage cultural diversity, celebrate the special qualities of each of our schools and recognise that communities must develop and grow to become sustainable. Our model is about creating interdependence – schools that are more self-sustaining than stand-alone academies, less dependent than local authority schools and more independent than schools in corporate chains.

We all subscribe to a set of shared values, principles and operational processes that ensure quality education for all our young people. Our central belief is that every young life is special – open to possibility, gifted with the potential to change the world for the better. Our ambition is to unlock the potential of all children, remove the barriers that limit aspiration and ensure that all our children succeed.

We will work with schools that can subscribe to these values and who are prepared to take responsibility and share resources with others. This approach is already improving the life chances of pupils in primary, special and secondary schools throughout the trust.

INTEGRITY

INCLUSION

KINDNESS

Why be part of the Unity team?



At Unity Schools Partnership our objective is to smash through barriers to make remarkable change happen. We pride ourselves on being an educational organisation that puts children first, going the extra mile for the vulnerable and disadvantaged, and every one of us has an impact on unlocking our pupils' potential. We are committed to providing a working environment where our employees can grow and thrive. We value collaboration, wellbeing, diversity, equality and work-life balance. Throughout our diverse family of schools and within our vibrant central hub we nurture talent, whether you are at the beginning of your career or looking to grow your expertise. With a plethora of business support and school-based roles, we have something for pretty much everyone. You bring the talent, we'll provide the career. Be part of the team and make remarkable change happen.

PERSONAL & PROFESSIONAL GROWTH

We recognise the importance of providing professional development opportunities and support you with a CPD programme to equip you for now and your next steps. Our aim is to retain your talent and so we actively encourage and facilitate movement within the Trust. In fact, 67% of our executive team comes from internal promotions and we have enabled a number of staff to follow their passions and embark on a new career within the Trust. From apprenticeships to leadership training, we offer open doors, not glass ceilings.

MEANINGFUL WORK THAT MAKES A REAL CONTRIBUTION

All roles within the Trust contribute towards ensuring our pupils receive the education they deserve so they can achieve their potential. We rely on our teams to take the initiative to make things better, to work smarter, to collaborate within teams and across teams to be the best we can be, so our pupils can be the best they can be. We facilitate collaborative working across schools and multi-disciplinary projects to share best practice and maximise our skills, talent and knowledge sharing.

WELLBEING & SAFEGUARDING

Of course, as an educational organisation, safeguarding is front and centre of what we do. But our care extends to our employees too. We value every member of staff as a person in their own right - everyone needs support in different ways and at different points in their lives. We have invested in wellbeing systems to ensure you get the right support at the right time and whenever you need it.

FAIRNESS & FLEXIBILITY MATTERS

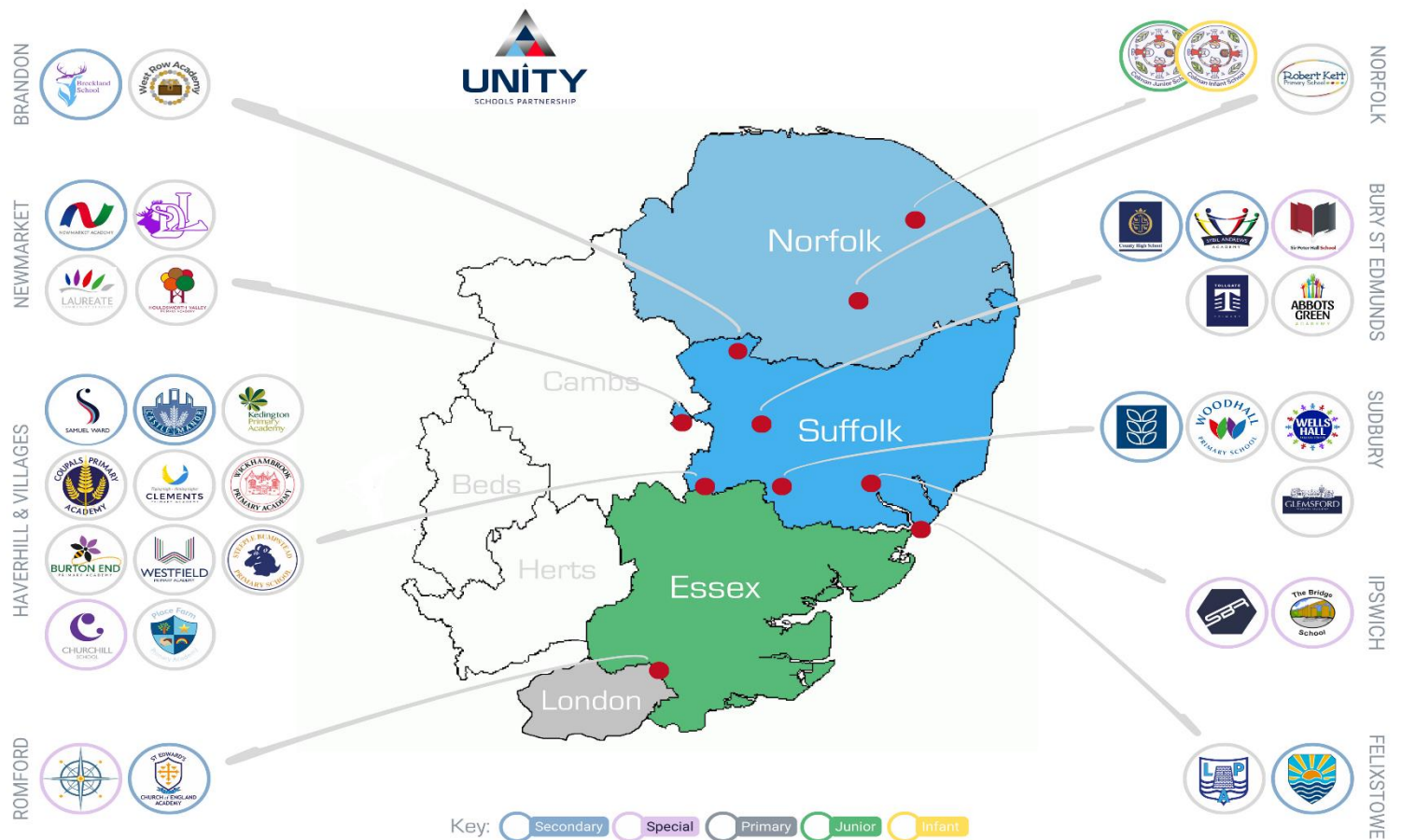
We pride ourselves on being fully committed to equality and diversity best practice. We follow Teachers' Pay and Local Government pay scales for fair compensation and transparency. Our benefits package includes final/average salary pensions, wellbeing service, an employee assistance programme, cycle to work scheme, flu vouchers and EV leasing. In addition, we recognise the need for and benefits of flexible working and hybrid working and are pleased to offer these where appropriate for the job role.



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www.unitysp.co.uk

Our Schools



Drawing on research findings from the Education Endowment Foundation and leading educational thinkers, our work supports schools in bridging the gap between research and practice. We provide evidence-informed CPD, share valuable messages and signpost the 'best bets' of research to promote classroom practice that is rooted in evidence.

Unity Teaching School Hub in Suffolk is the designated Teaching School Hub for 180 schools within Forest Heath, St Edmundsbury, Mid Suffolk and Suffolk Coastal. We have also been approved to take on this role for a further 220 schools in east Suffolk and north-east Essex from September 2024. We're committed to providing all schools in the area with excellence in professional learning from Initial Teacher Training through to Executive Leadership, via the Early Career Framework and the National Professional Qualifications. Unity Teaching School Hub aims to grow and nurture great staff, teachers, and leaders, ensuring every pupil, regardless of their background, experiences a great education.



Unity Schools Partnership and our schools are committed to the communities in which we serve, for example our trust wide Happy Sheds initiative provides essential goods and support to families disproportionately affected by the cost-of-living crisis. In addition, our schools work towards a variety of quality marks and net zero environmental initiatives.

UNITY
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Happy Sheds

Helping to make remarkable change happen

Happy Sheds

Structure of the Trust

Leadership Trustees

We have a talented group of trustees representing a variety of sectors who steer our vision and direction with thought, business acumen and a commitment to the Trust's core values.

Our Local Governing Bodies

Governors focus on the quality of education and the curriculum to ensure that every child is receiving a broad and balanced education, improving outcomes for all pupils, and wider community engagement.

Executive Team



Tim Coulson
CEO



Sarah Garner
Deputy CEO &
Director of Finance



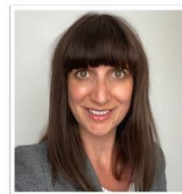
Stephen Astley
Executive Director
of Education
(Secondary)



George Ellis
Executive Director
of Education
(SEND)



Darren Woodward
Executive Director of
Education (Primary)



Angela Bull
Director of HR



Lucie Calow
Director of Education
(SEND)



Gemma Frost
Director of
Primary Education



Matthew Fuller
Director of
Primary Education



Toni Kittle
Director of Primary
Education



Rachel O'Halleron
Director of Unity
Institute



Rosemary Prince
Director of
Secondary Education



Andy Samways
Director of Teaching
School Hub and
Research School



Debbie Willson
Director of
Operations

School Improvement Education Leads and Advisors

We have a high-quality group of school improvement leads and advisors who deliver our package of school improvement support for schools including primary and secondary specialists, SEN advisors, a pupil premium advisor and a Data Manager. Our advisors work closely with our school and trust leaders in partnership throughout the year.

Headteachers

Our Headteachers are a crucial part of our School Improvement Team. There is a significant amount of school to school partnership work that has great impact across our schools from across school leadership models and moderation. Schools find the advantages of working with a supportive peer group of successful heads a valuable asset of being part of our trust. Heads share expertise and support colleagues, which we value greatly.

Our Curriculum and Pedagogy

We aim for the best practice anywhere in the country led by successful implementation across the trust. Working together, Trust Leadership, Headteachers and the Central Team support each school in the development of their curriculum. We ensure all students, regardless of background, needs and abilities, have access to the same opportunities. Our school improvement team, including our subject advisers, support our schools across phases to drive forward and ensure parity across our academies.

In our special schools our aspiration is for our children to achieve their full potential and make exceptional progress from their starting points. The curriculum will offer both formal and informal learning experiences and we believe an ambitious, well-planned curriculum is essential for not only achieving successful academic outcomes but also in effectively meeting the holistic needs of our learners. The curriculum will provide challenge at all levels, support where needed and be driven by the creative engagement of pupils. As a trust we want there to be sensible, appropriate and proportionate links to our mainstream primary and secondary curriculums. As our successful candidate you will be experienced and talented in navigating that balance so that overall outcomes for pupils are exceptional.

In our secondary schools, at the core of our curriculum is a belief that the English Baccalaureate (English, Maths, Science, History or Geography and a language) provides the best range of experiences for the majority of learners, and that achieving well in these subjects will enable them to access more skilled employment and further education. Therefore, our schools encourage a high level of participation in EBacc subjects, as this ensures that students keep their options open for the next steps of their education and have a solid foundation of academic knowledge for a life-long love of learning. Under the direction of our Secondary Director, our trust subject leaders support core subject to lead on the design of curriculum provision and resources for English, Maths, MFL and Science across Key Stage 3, Key Stage 4, and Key Stage 5. This includes the monitoring, evaluation and review of standards and provision within departments across each of our schools. The subject leaders support schools to improve teaching and learning and the academic success of all pupils, ensuring the highest standards of teaching, learning and achievement for all our students.

In our primary schools, we use the CUSP curriculum developed by our trust Curriculum Director, Alex Bedford, and our Primary English lead, Lauren Meadows. Our network of schools support each other through sharing resources and our primary subject advisers and specialists are on hand to provide support and share their expertise. Our curriculum is underpinned by evidence, research, and cognitive science. Modules are deliberately sequenced for robust progression and allows teachers to focus on the lesson. There is an emphasis on oracy and vocabulary acquisition, retention and use to break down learning barriers and accelerate progress. A rich diet of language and vocabulary is deliberately planned for. Specific skills are discreetly taught and practised so that they become transferrable. The sequenced modules activate prior learning, build on skills, and deepen knowledge and understanding. Learning, vocabulary, and content is cumulative; content is learned, retrieved, and built upon. Our trust wide approach &iLearn has introduced iPads for every pupil in years 4-6 to prepare them for an increasingly digital world and provide equitable access to learning in school and out of school. This integrates with CUSP and facilitates efficient and effective teaching practice so teachers can attend to what matters. This will integrate with CUSP and facilitate efficient and effective teaching practice so teachers can attend to what matters.

Connected



Our work is built around
 cognitive load theory
 principles of instruction
 evidence informed practice

Cumulative



We believe learning isn't an event
 It must be knowledge-rich
 vocabulary-rich
 skilful

Coherent



Sequence matters
 systematically planned
 explicit instruction
 supports acquisition of curriculum content

Our Schools

Primary School	Roll	Location	%PP	OFSTED
Abbots Green	568	Bury St Edmunds	13	Good (June 23)
Burton End	453	Haverhill	24	Good (Jan 20)
Clements	264	Haverhill	33	Good (Nov 21)
Colman Infant	162	Norwich	23	Outstanding (May 2014)
Colman Junior	233	Norwich	31	Good (May 2023)
Coupals	307	Haverhill	25	Good (Jan 23)
Ditton Lodge	202	Newmarket	13	Good (Nov 21)
Glemsford	226	Glemsford nr Sudbury	19	Good (Apr 23)
Houldsworth Valley	354	Newmarket	28	Good (Oct 19)
Kedington	213	Kedington nr Haverhill	9	Good (Mar 19)
Langer	121	Felixstowe	48	Good with outstanding (Sept 23)
Laureate	248	Newmarket	15	Good (Mar 19)
Place Farm	410	Haverhill	33	Good (Oct 22)
Robert Kett	567	Wymondham, nr Norwich	22	Requires Improvement (Mar 22)*
Steeple Bumpstead	175	Steeple Bumpstead nr Haverhill	13	Good (July 23)
Tollgate	435	Bury St Edmunds	33	Good (Oct 23)
Wells Hall	502	Gt Cornard, Sudbury	19	Good (Oct 21)
West Row	187	Bury St Edmunds	20	Requires Improvement (May 22)*
Westfield	443	Haverhill	23	Good (Feb 19)
Wickhambrook	179	Wickhambrook b/w Newmarket + Haverhill	19	Outstanding (Feb 12)*
Woodhall	409	Sudbury	30	Good (Dec 19)
Secondary Schools	Roll	Location	%PP	OFSTED
Breckland	606	Brandon	26	Good (Nov 22)
Castle Manor	752	Haverhill	28	Good (May 19)
County High	857	Bury St Edmunds	22	Good (Mar 22)
Felixstowe	1244	Felixstowe	24	Requires improvement (Dec 21)
Newmarket	833	Newmarket	23	Good (Jul 23)
Samuel Ward	1180	Haverhill	15	Good (Nov 22)
St Edward's Church of England	738	Romford	27	Good (May 22)
Sybil Andrews	638	Bury St Edmunds	15	Good (Oct 23)
Thomas Gainsborough	1582	Sudbury	19	Good+ (Sep 23)
Special Schools	Roll	Location	%PP	OFSTED
Churchill	70	Haverhill	23	Outstanding (Oct 19)
Sir Bobby Robson	64	Ipswich	68	Good (Jun 23)
Sir Peter Hall	57	Bury St Edmunds	77	Opened Sept 22
The Bridge	182	Ipswich	48	Good (Jun 23)
The Compass	22	Romford	50	Opened Sept 23

*Not yet inspected since joined the trust.



“ Thank you for a truly inspirational CPD day with thought provoking speakers and takeaways I can use in my work.

JULY 2023 WHOLE TRUST PD DAY FEEDBACK



Staff Benefits and Wellbeing

We want to recruit and retain the very best people in their area of expertise. Everyone who works for the trust contributes towards improving outcomes for children in one way or another. Some have a direct influence and some have an indirect influence, but everyone plays their part.

Our primary focus is the children – smashing through barriers and making remarkable change happen. To make this a reality we have to allow teachers to teach and leaders to lead. Every role within the trust supports them and enables them to concentrate on what matters – high-quality teaching and learning for all our pupils.

With that in mind, retaining quality staff and positively affecting their wellbeing is paramount. We want everyone to feel that they are important and valued in their roles, and that the right people have the right opportunities to progress within the trust. We care deeply about inclusive working practices and diverse teams. If you'd prefer to work part-time or as a job-share, we'll facilitate this wherever we can – whether to help you meet other commitments or to help you strike a great work-life balance. We're keen to ensure we're designing an organisation that works for everyone. We are deeply passionate about equal opportunities and celebrating the diversity of our staff. Our Equality, Diversity and Inclusion Group support a number of activities in schools and across the trust which includes celebrating International Women's Day.

We celebrate professional development and career development. We benefit from a well-established Teaching school and access to national experts. We have an active talent management programme to support our staff in their current roles and in their future career within the Trust and beyond. We also offer executive coaching to leaders and executives to assist them with identifying and achieve their professional goals.

The HR department has worked to provide numerous staff benefits, such as Wellbeing Support, Legal Advice Helpline, salary sacrifice electric car schemes, discounted gym membership, Cycle to Work Scheme, Wellbeing 24/7 Help and Advice Line for all family and work aspects. We also offer teacher and local government pension schemes and flexible working.

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Staff Benefits and Wellbeing continued...

Staff Wellbeing is prioritised to ensure that all of our colleagues feel valued and supported in the work they do. At Unity Schools Partnership we adhere to the DfE Wellbeing Charter and are pleased to be able to offer a range of employee wellbeing benefits, which include:

- ✓ Workload reduction commitment including sharing resources, AI via our MIS, and limited communications outside of normal working hours.
- ✓ Staff feel valued and listened to via line management meetings, surveys, professional growth (appraisal) meetings, team meetings and staff forums.
- ✓ Discounted gym memberships (dependent on location)
- ✓ Lift gym workouts available via TELUS, our employee assistance programme
- ✓ Access to 'TELUS' mental health support
- ✓ Face to face wellbeing sessions
- ✓ Self-care resource pack
- ✓ Annual staff wellbeing survey and wellbeing group

Professional Development

The success of our schools is built on the dedication of our staff, and we are passionate about promoting professional development and training and are always looking for innovative ways to provide CPD as well as developmental and leadership opportunities for staff. Our CPD offer is being further developed through our own Unity Institute. At the core of this is an extensive CPD offer which caters for the needs of our staff and students in terms of developing subject knowledge, pedagogy and the wider responsibilities that go with serving our community. Working closely with the Unity Teaching School Hub, we are able to support career progression through our bespoke middle leaders' programme in addition to being able to offer the full range of NPQs.

Key Elements of our CPD offer:

- ✓ Instructional Coaching linked to developing pedagogy
- ✓ Members of the National College CPD portal
- ✓ Professional courses funded via the apprenticeship levy.
- ✓ Internal CPD opportunities throughout the academic year
- ✓ Strong links with the Unity Teaching School Hub
- ✓ Access to NPQs and apprenticeship levy funded courses from level 2 to 7 for all staff
- ✓ Trust wide professional development and wellbeing day
- ✓ Trust wide leadership events
- ✓ Our Unity Research School provides evidence informed CPD for our staff and neighbouring schools

Unity Schools Partnership has created a subsidiary trading company Unity Schools Partnership Education (UE). Having a separate legal entity that is free to trade independently with other commercial organisations as well as schools, gives scope and opportunities for greater impact and reach within the wider sphere of education. The ability to generate income from outside normal educational funding streams, allows the Trustees and the Executive team to consider wider opportunities which may have sat beyond the parameters of a multi-academy trust, giving greater scope to invest more into its income generating activities, with the scope to deliver even greater outcomes for children and young people. The values embedded within UE are built upon the foundations of the values within the trust and complement the ethos of "making remarkable change happen." UE has remitted over £0.5m back into Unity Schools Partnership schools through the development of a tutoring brand, the on-going curriculum development work and consultancy. By working with Unity Schools Partnership, you may have the opportunity to work on a commission basis beyond a standard career in education and develop some ideas of your own.



If you wish to apply for a vacancy or to discover more about the exciting opportunities to work with us please visit unitysp-careers.co.uk

Follow us on:



The registered office is at Unity SP Offices, Park Road, Haverhill, Suffolk, CB9 7YD