

SAND

ACADEMIES TRUST

Supporting Achievement Nurturing Development



INFORMATION FOR CANDIDATES

SAND Academies Trust

CEO & Executive Headteacher: Lyn Dance

Registered in England: Company Number 11968610

Registered Office: c/o The Milestone School, Longford Lane, Gloucester, GL2 9EU

Telephone: 01452 923800 www.sandmat.uk

Supporting Achievement Nurturing Development

SAND Academies Trust was formed in June 2019 to enable and develop partnerships working across a group of academies. Academy Trusts are created by a number of academies working together. Academies are **independent, self-governing schools** that are funded directly by the Government and not via the Local Authority.

SAND Academies Trust now consists of five schools:-

Battledown Centre for Children & Families

Belmont School

Paternoster School

The Milestone School

Willow Primary Academy

Each school will maintain its own unique ethos, culture and identity that has been established over many years to ensure the needs of pupils are met.

As a partnership we will achieve more together and therefore:

- Improve outcomes, opportunities and life chances for children and young people
- Offer more / wider support for their families
- Share and develop staff expertise

We will continue working to **grow our Academy Trust** to include converting schools who share our vision and aims and who wish to be part of a new and exciting Trust that will respect the individual identity of each academy whilst providing opportunities for sharing good practice and expertise to benefit our children, young people and families.

SAND Academies Trust is committed to Safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share the same commitment. All positions are subject to an enhanced DBS check.

ABOUT US

SAND Academies Trust Head Office is located in the grounds of The Milestone School in Longlevens, Gloucester and is in close proximity of the M5 motorway (junction 11). The Trust currently has schools located in Gloucester, Cheltenham and Cirencester.

OUR AIMS

To provide the best possible education for children and young people, including those with additional and complex needs, in both mainstream and special schools.

- To achieve excellence through innovation, creativity and continuous improvement.
- To direct the maximum resources available to The Trusts' academies, facilitating and servicing high standards.
- To build formal and informal partnerships across Gloucestershire and beyond.
- To develop a Trust which is 'outward' looking and enterprising.
- To support, challenge and improve underperforming schools.
- To utilise internal and external providers in the pursuit of excellence based upon pupil need.
- To utilise the skills and experience of staff and leaders across The Trust to the best advantage of the children and young people.
- To provide an environment where staff can continually develop and progress their careers.
- To develop multi agency working practices.
- To develop children and young people's independence skills and support families to take part in a parallel journey with their child as they prepare for adulthood.
- To maximise value-for-money by continued attention to costs and streamlining & centralising working practices where appropriate.
- To play a strategic role across the region by linking with other organisations.

VACANCIES

Current vacancies and job descriptions are published on our website. Please note that SAND Academies Trust will only accept applications that have been submitted using a SANDMAT Application Form. This can be downloaded from www.sandmat.uk/vacancies/. All Application Forms must be completed in full and applicants should directly address the skills and experience outlined in the Person Specification of the Job Description which is also available.

Completed forms should be emailed to applications@sandmat.uk quoting the Post Reference number in the email subject header. Please note that we do not accept CVs or applications that arrive after the closing date.

Applicants will only be contacted if selected for an interview. Therefore, applicants who have not heard of the progress of their application within 2 weeks of the closing date should assume that they have not been successful with their application on this occasion.

Due to the volume of applicants for each post, SAND Academies Trust are unable to hold applications on file. Please check the SAND and individual school's websites regularly for details of new vacancies.

All posts are subject to satisfactory pre-employment checks and the successful completion of a 6 month probation period.

SAFER RECRUITMENT IN EDUCATION

SAND Academies Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work. The aims of our Safer Recruitment procedures are to help deter, reject or identify people who are not suitable to work with children.

Information for Applicants

This pack includes:

- details of current vacancies

- a Job Description outlining the duties of the post, including safeguarding responsibilities
- a Person Specification which will include a specific reference to suitability to work with children
- a SANDMAT Application Form is available to download separately. All applicants are required to complete this application form, containing questions about their academic and full employment history and their suitability for the role (in addition all applicants are required to account for any gaps or discrepancies in employment history)

Shortlisting and Reference Requests

References will be requested at the selection stage directly from the referee. They will be asked:-

- the referee's relationship with the candidate
- details of the applicant's current post
- performance history and conduct
- if there has been any disciplinary action involving the safety and welfare of children, including any in which the sanction has expired
- details of any substantiated allegations or concerns relating to the safety and welfare of children
- whether the referee has any reservations as to the candidate's suitability to work with children. If so the Trust will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

Interviews

At least one member of each interview will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

Pre-Employment Checks

All staff will require pre-employment checks which include an enhanced DBS, satisfactory Health clearance and evidence of Right to Work in the UK. Applicants who have lived or worked overseas within the last 10 years must provide an equivalent DBS certificate or Police clearance from the country that they resided or worked in. Prohibition checks will also be completed if necessary.

Battledown Centre for Children & Families

Help and encourage each of our unique pupils to be "the best that they can be"

Harp Hill, Cheltenham, GL52 6PZ

01242 525472

www.battledown.org.uk

Belmont School

To always be the best we can be...

Warden Hill Road, Warden Hill, Cheltenham, GL51 3AT

01242 216180

www.belmont.gloucs.sch.uk

Paternoster School

Learning together

Watermoor Road, Cirencester, GL7 1JR

01285 652480

www.paternosterschool.co.uk

The Milestone School

Removing obstacles and enabling access to learning

Longford Lane, Gloucester, GL2 9EU

01452 874000

www.themilestoneschool.co.uk

Willow Primary Academy

Taking P.R.I.D.E in all we do

Evenlode Road, Tuffley, Gloucester, GL4 0JY

01452 526442

www.tuffleyprimary.co.uk