



SPENCER
ACADEMIES TRUST

WHY WORK FOR THE SPENCER ACADEMIES TRUST?

ASPIRATION | PARTNERSHIP | RESPONSIBILITY



Why Work for Spencer Academies Trust?

We welcome your interest in working within Spencer Academies Trust (SAT). This is a very exciting time for us as we continue to expand, building on our successful and proven track record for school improvement. We are a highly effective network of schools with a national reputation for excellence. We invest significantly in the professional development of our people by recognising and rewarding high quality individuals who share our values of:

ASPIRATION | PARTNERSHIP | RESPONSIBILITY

Employees within our Trust belong to a strong community of collaboration, and benefit from a wide range of networks, support and development opportunities.

About Us

Spencer Academies Trust operates as a highly-successful network of 17 schools – 8 Secondary and 9 Primary (with two further primary free schools opening in September 2019) – which educates children and young people across Nottinghamshire, Derbyshire, Nottingham City, Derby City and Leicestershire.

We are an exceptional Trust, which:

- Provides an outstanding education for local children.
- Has a successful track record of providing high quality teaching and learning which ensures improved outcomes.
- Is driven by the values and principles of working in collaboration to achieve the best possible outcomes for all young people.
- Prides itself on providing an environment where partnership is valued and success is celebrated.
- Shares high expectations across all areas of our work with a belief that everyone can achieve.

We Believe:

- All children have a right to a quality education regardless of background or ability, and are entitled to the opportunity of a secure progression route in their learning and development.
- Schools are stronger when they work in collaboration with each other, operate within a 'family' and are open to a true sense of partnership.
- We grow the effectiveness and sustainability of our schools by developing the people within them, and know that through shared and equitable responsibility for quality and outcomes we achieve more.

Our Leadership Behaviours:

- Leadership by example
- Passion for people
- Coaching not critiquing
- Understand your impact
- Having humility

Our Trust Behaviours:

- Straight talking and sincere
- Love to deliver
- Obsessive about detail
- Strive to do it differently
- Share responsibility, celebrate success together



Together
Achievement Aspiration

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The Trust currently comprises the following Academies:

School	Phase	Date joined the Trust	Current Ofsted Grade
George Spencer Academy	Secondary	01/09/10	Outstanding, May 2015
Chetwynd Primary Academy	Primary	01/04/12	Good, July 2018
Wyndham Primary Academy	Primary	01/09/12	Outstanding, May 2014
Fairfield Primary Academy	Primary	01/09/13	Good, July 2016
Portland Spencer Academy	Primary	01/02/14	Good with Outstanding for Leadership and Management, Personal Development, Behaviour and welfare, January 2017
Glenbrook Primary School	Primary	01/04/14	Good, February 2017
Sunnyside Spencer Academy	Primary	01/05/14	Good with Outstanding for Leadership and Management, July 2017
Heanor Gate Science College	Secondary	01/09/14	Good, March 2017
Long Field Academy	Secondary	01/04/15	Good, January 2018
Inkersall Primary Academy	Secondary	01/09/15	Requires Improvement with Good for Leadership and Management and Early Years provision, May 2018

School	Phase	Date joined the Trust	Current Ofsted Grade
Derby Moor Community Academy	Secondary	01/01/18	Good, December 2017,
John Port Spencer Academy	Secondary	01/02/18	No inspection since joining Trust
Rushcliffe Academy	Secondary	01/10/18	Outstanding February 2014
Arnold Hill Academy	Secondary	01/10/18	No inspection since joining Trust
Farnborough Academy	Secondary	01/10/18	No inspection since joining Trust
Hilton Primary	Primary	01/10/18	Good, January 2018
Ashwood Spencer Academy	Primary	01/11/18	No inspection since joining Trust
Mease Spencer Academy	Primary	Opening Sep 2019	
Chellaston Fields Spencer Academy	Primary	Opening Sep 2019	

We have two further primary Free Schools opening in South Derbyshire in 09/20 and there is further growth on the horizon.

A Network of Support and Development Opportunities

Teaching School (TSA): A lifetime of opportunity

Colleagues who work within SAT have access to an outstanding range of CPD opportunities through the George Spencer Teaching School Alliance (GSA TSA). As one of the first teaching schools in the country, GSA TSA has a national reputation for both innovation and excellence.

The vision of GSA TSA is to provide a lifetime of opportunity, where practitioners at any stage in their career can access the very highest calibre training. For example, colleagues at the start of their careers can access phase specific programmes which run throughout the year, designed by Specialist Leaders of Education (SLEs) and outstanding practitioners.

Our exceptionally popular Leadership Pathways Programme allows those who are aspiring leaders to undertake a school impact project and role shadow a leader in another school/context.

GSA TSA is a national lead school for the Accelerate Programme, in conjunction with the Education Development Trust. This programme provides highly skilful coaches to support those in their first 5 years of teaching.

We are also a DfE licensed provider for the full suite of National Professional Qualifications (NPQs): Middle Leadership, Senior Leadership, Headship and Executive Leadership.

We offer over 50 career stage CPD opportunities with even more added as we continue to grow.

SCITT

Nationally ranked 2nd for Primary and 10th for Secondary – Teacher Training in 2015.

We have an excellent heritage as an accredited ITT provider and in the 18 years we've been operating we've had superb results. Our course completion, employability and trainee satisfaction rates have been consistently outstanding. We believe this is down to our commitment, capability and credibility, which is underpinned by our ethos of bringing out the best in every individual. Whether you're straight out of university or training later in life for a new career, we'll support you in meeting your full potential and guide you along your training journey. Some of our support staff have gone on to train as teachers via this route.

East Midlands West Maths Hub: Every Child a Mathematician...

The East Midlands West Maths Hub, based at George Spencer Academy, has a reach of approximately 450 schools in the region, representing one of the most successful hubs in the country. Our vision is for every child to be a mathematician and receive the very highest quality mathematics education in our region.

There are over 100 phase specific programmes on offer through the hub, spanning through Early Years, Primary, Secondary and Post 16 phases. Particular highlights include the highly successful teaching for mastery programmes, the Local Leaders of Maths Education (LLME) opportunities for mathematics system leaders in the region, and the Shanghai – England exchange programme, where colleagues have the opportunity to visit Chinese schools and share mathematical excellence.

Find out more at: <http://www.emwest.co.uk>

Research School

Our Derby based Research School is one of 22 research schools in the UK which offers training and support for schools looking to improve teaching and learning through deepening their application of evidence-based practice in their schools. It has a growing reputation as a highly successful provider of both primary and secondary programmes, backed by the nationally acclaimed Education Endowment Foundation. All Trust schools support the Research School's work, participating in programmes and attending its conferences which enriches our CPD offer to staff. The Research School also supports our SCITT, RQT and further leadership programmes, such as the NPQ, so that staff keep in touch with cutting edge research and principles in pedagogy and practice. Our culture is to nurture talent and potential within our Trust so that all our staff are enabled in their own careers because we know this has a positive impact on the outcomes of our pupils.

Summary

The TSA, Maths Hub and Research School not only provide high quality CPD for Trust employees but also provide opportunities for colleges to deliver on programmes of support beyond the Trust. We also offer a well-established 'Leadership Pathways' talent management programme for emerging leaders.

Talent Spotting and Career Progression

We are committed to 'growing our own' future leaders and experts in their field. The size of our Trust enables us to promote from within through a mixture of permanent deployment or secondment across our group of schools. Many of our staff have progressed through this route. We also have a core of Trust Education Improvement and Central support staff which provides opportunities to work collaboratively across the Trust. Examples of this are Academy Angels/Rapid Improvement Team (Primary); Subject Directors (Secondary). As the Trust grows, the central support team will expand to provide opportunities for talented individuals in the areas of finance, HR, estates, catering, governance, project management, inclusion and safeguarding

Case Studies:

Martin Stephens, Class teacher Inkersall Primary and whole school lead for digital learning

Having decided to train as a teacher later in life (after 20 years of work in the media) I researched teacher training providers and, having received personal recommendations and found out about post course employment figures, joined the Trust SCITT course. I was based at two of the Trust primary schools during my training year and was given wonderful support and advice by all the staff at those schools along with the central SCITT team. I was employed by Fairfield Primary Academy and spent two years working as a year six teacher before taking the opportunity to move to another Trust school (Inkersall Primary Academy) continuing to work as a class teacher and taking responsibility for digital learning at the school.

Though based at one school, one of the really positive things about the Trust is the way that colleagues from all the schools in the family share ideas and work together to get the best for the children. It is rare for a week to go by when a colleague from another school doesn't visit or get in touch to either seek or offer advice. A real focus on the needs of the pupils comes across from everyone at the Trust and this is perhaps its greatest strength.

Matt Jones, Senior Vice Principal Heanor Gate Science College

My career started back in 2008 when I joined George Spencer Technology College as an NQT in Physical Education. The post was hugely attractive, largely due to the school's reputation as a leading edge school, and an establishment which 'led the way' in all aspects of education. Over the coming years I saw George Spencer evolve, both in terms

of physical infrastructure and its local and national reputation for excellence. Alongside the growth of the School, Academy and Trust, came a wealth of opportunities for me as an individual. Alongside my early TLR responsibility within the sixth form leadership team I was afforded a number of other voluntary opportunities which included leading in-house T&L projects, working with the SCITT, leading nationally recognised staff CPD programmes across the teaching school alliance and conducting reviews in other schools as part of the Challenge Partner network. All of these opportunities were invaluable to my professional development.

The growth of the Spencer Academies Trust afforded me the opportunity to take on bigger roles within different schools and has ultimately led me to a senior position at Heanor Gate Science College. The autonomy I have been afforded by various head teachers and executive SAT leaders to implement ideas and impact change has been a hugely positive experience, and has helped me develop exponentially. The relentless focus on improving outcomes for young people, as well as but not instead of everything else is a core philosophy which I remain closely aligned to. Those experiences, alongside the desire to retain good staff and collaborate between schools of a similar context is also a key reason why as a senior leader I see my future remaining within SAT.

Verity Lee, Acting Head of School Sunnyside Spencer Academy

Since joining the Spencer Academies Trust in 2011, a wealth of opportunities have come my way. Over the past nine years, I have taught the Foundation Stage through to Year Six and have been an 'Achievement Leader' in Early Years, Key Stages One and Two. In 2013, I had a great opportunity to work with an Apple Educational Trainer, where I was a guest speaker at a number of events across the country, sharing the school's journey on the use of iPads across the curriculum. In 2014, I became an SLE (Specialist Leader of Education) and as part of this role I have supported other primary schools with the development of technology, teaching and learning and assessment.

In 09/15, I started my new challenge as Assistant Principal which continued when I moved to my current school, Sunnyside Spencer Academy. I also successfully completed my NPQSL, where I reflected on and developed my leadership skills. My passion for teaching and learning continued to be recognised and this led to leading network meetings and teaching on the SCITT and NQT programmes.

In 2019, with my experience of teaching in Year 6, I was encouraged to apply to become a writing moderator for Nottinghamshire County Council, and was successful. To continue my personal development, I have also had the opportunity to gain new experiences within my position of my current role as Acting Head. I look forward to continuing to develop my CPD and further share my knowledge throughout the trust and beyond.

Natalie Middleton, Web Developer SAT Central Team

I initially began working with the Trust as an IT Apprentice, before taking up the role of Web Developer in 2014. I also attended George Spencer, the founder SAT school, as a student. Seeing the Trust grow over the years from a few schools in partnership to an interconnected family of schools has been very rewarding and I feel proud to have been a part of the journey.

Working as part of the SAT central team, I get to work on a variety of different projects with our schools, behind the scenes and take part in a range of exciting new opportunities. SAT really do make you feel supported and valued as an employee. They work closely with schools and staff to ensure everyone has the opportunity to progress through a wide range of networks.

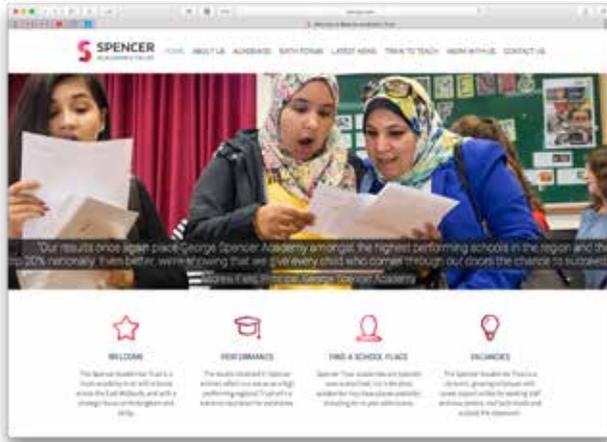
Lindsay Wiseman, Inclusion Manager George Spencer Academy

I started at Fairfield Primary Academy in 2015 as a Teaching Assistant and moved to George Spencer Academy in 09/18 when a promotion opportunity arose. Joining Spencer Academies Trust was the best decision I have made to further myself and my career. Every day I am learning and improving, the job is fast paced and exciting with opportunities to gain further knowledge through CPD. I wake up in the morning with excitement, anticipation and sometimes a healthy sprinkling of anxiety about the day ahead. There are not many people who can say that about their job. Love it.

Employee Benefits

In addition to the training and development offer we make to our employees, we also offer some financial rewards which include an Employee Discount scheme (Perk Box); Flu Jabs and Salary Sacrifice Schemes eg Cycle to Work.

We operate within the Burgundy and Green book national pay and conditions schemes in respect of sickness related absence, maternity/paternity leave and shared parental leave. Staff are encouraged to be members of a relevant Professional Association.



For more information regarding Spencer Academies Trust please visit our website:

www.satrust.com

All vacancies across our academies and the central team are advertised on our vacancies page:

www.satrust.com/vacancies

You can also register your interest on this page and will receive an email alert for any suitable vacancies that arise in the future.

Group Work

You will follow the guidelines set out by your teacher.

Only your group will be able to hear your worked based discussion.

All your group members will be contributing to the work.

Together we succeed

Paired Table Talk

You can talk quietly in your pairs so that only you can hear your discussion.

Other pairs will not be able to hear your discussion.

Your discussion will be work based only.

Together we succeed

Class Discussion

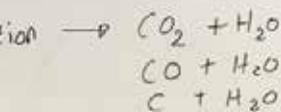
Expect to provide an answer to any question asked by your teacher - no hands up.

You will listen purposefully and track the speaker.

You are expected to ask questions when you are unsure of something.

Together we succeed

Alkenes



Electrophilic addition reactions

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as above

1,4-addition





SPENCER
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