



"NO SET DESTINY FOR ANY CHILD"

Generations Multi Academy Trust

Data Officer

Required ASAP





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ADVERT

DATA OFFICER - ADVERT



Required as soon as possible

Salary: H8 (Range: £33,064 - £35,822)

Actual Salary for Term Time plus 4 weeks (Range: £30,627 - £33,182)

Core working hours of 8.00am to 4:00pm Monday to Friday

The Generations Multi Academy Trust are seeking to recruit an experienced Data Officer to join our highly skilled centralised data function, supporting the collection and analysis of school performance data across the Trust.

The ideal candidate will be able to demonstrate:

- Experience of working as a Data Officer/Manager with knowledge of data management systems used in the education sector
- The ability to establish and maintain effective working relationships and work flexibility as part of a team
- Effective verbal, presentation, and written communication skills
- Excellent attention to detail and analytical abilities
- The ability to work under pressure to tight deadlines on multiple projects

In return, the Trust can offer you:

- The opportunity to work with professional, committed, and ambitious colleagues in a genuinely collaborative working environment
- A financially secure Trust, with the money to underpin its work
- Outstanding, highly personalised professional development opportunities
- Highly aspirant schools, with engaged students
- A comprehensive staff benefits package

Please contact the Trust's HR department on 01992 624375, or by email at recruitment@generationsmat.herts.sch.uk for further details.

Prospective candidates are welcome to meet with the Trust Effectiveness Advisor, Cheryl Goodchild, who oversees the MAT's business/data function, either in person or on the telephone for an informal discussion. To do so, please email her at CGo@generationsmat.com to arrange a suitable time.

Closing date for applications: Wednesday 17th April 2024 at 9:00am.

Interviews are planned for Friday 19th April 2024.

The Trust reserves the right to process applications as they are received, and early applications are encouraged.

Generations Multi Academy Trust is committed to the safeguarding and welfare of children and applicants must be willing to undergo child protection screening appropriate to this post, including checks with past employers and the Disclosure and Barring Service.

Please note that this role is 'exempt' from the Rehabilitation of Offenders Act 1974 and therefore, you are required to declare any convictions, cautions, reprimands and final warnings that are not 'protected' (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). Further information is available on the school's website.



WELCOME LETTER FROM THE TRUST EFFECTIVENESS ADVISOR

WELCOME LETTER FROM CHERYL GOODCHILD, TRUST EFFECTIVENESS ADVISOR

Thank you for your interest in the Data Officer position at the Generations Multi Academy Trust (GMAT). I hope that this information pack will give you a sense of what we are looking for, as well as a flavour of the Trust and the data function itself.

GMAT is based in Cheshunt in Hertfordshire and currently has two secondaries and one primary school. We also have an independently run Nursery provision on one of our sites. We currently support around 2,620 students and 365 members of staff across our three schools. The Trust will imminently be expanding with the addition of a second local primary school who are due to join GMAT from 1st September 2024.



Partnership is at the heart of all of our work, founded in a core commitment to there being *no set destiny for any child, regardless of their starting point*, and work across the Trust focuses directly on this as our shared aim.

All of the schools are within close proximity of each other and benefit from a fully centralised suite of services encompassing Finance, Human Resources, ICT, Facilities, Data and Income Generation, all of which provide daily, dedicated support to each of our schools and their senior teams.

The data function was established as a centralised service in the Autumn of 2022 to provide expert data support across the Trust. Schools deal with a huge amount of data on a daily basis, and as a dedicated and specialist function, we support each school in the Trust to effectively collect, analyse and utilise this information to provide the most effective learning environment for our students. As such, the work of the data function underpins the delivery at each school and supports them in achieving their strategic priorities. Now in our second year of operation, the data function is fully established and has built a very strong reputation across the Trust. Stakeholder feedback following our first year was overwhelmingly positive and highlighted the impact that our work has at all levels of the Trust.

I lead the data function which currently comprises of a Data Manager and Junior Data Officer. We are seeking to recruit an experienced candidate for the post of Data Officer to join our team ahead of the expansion of the MAT in September 2024. The successful candidate will form an integral part of our close-knit team and will benefit from a highly collaborative and supportive team ethos.

Further information on the work undertaken by the data function can be found in the department section that follows. Details on the specific responsibilities of the Data Officer can be found in the accompanying job description.

Prospective candidates are welcome to meet with me, either in person or on the telephone for an informal discussion. To do so, please email me directly at CGo@generationsmat.com to arrange a suitable time.

We look forward to meeting our new team member.

Cheryl Goodchild
Trust Effectiveness Advisor



JOB DESCRIPTION

DATA OFFICER - JOB DESCRIPTION

JOB TITLE:	Data Officer
LOCATION:	Core base at Goffs-Churchgate Academy. Work in other Trust schools as required
GRADE/HOURS:	<p>Term Time plus 4 Weeks</p> <p>Core hours: 8.00am-4.00pm – flexibility may be required on occasion, in line with the needs of the business.</p> <p>Salary: H8</p>
PURPOSE:	<ul style="list-style-type: none"> • To support the work of the Trust’s Data/Business Analysis Function in the collection and analyse of school attendance and performance data • To produce clear, concise, accurate data information reports • To deliver a range of data systems and services across the organisation • To ensure that statutory data returns (e.g. census) are accurate and submitted on time for each school in the Trust • To ensure data integrity and GDPR compliance is maintained at all times
REPORTING TO:	Trust Data Manager
STAFF REPORTING TO JOB HOLDER:	Junior Data Officer
CONTACTS WITHIN THE TRUST:	<ul style="list-style-type: none"> • Teaching and support staff members across the Trust • School Principals and Senior Leadership Teams • Trust leadership including the CEO, VCEO and Executive Leadership Team • Local Academy Board (LAB) members and Trustees
CONTACTS OUTSIDE OF THE TRUST:	<ul style="list-style-type: none"> • School software support agencies • Department for Education • Training service providers • Other educational institutions
MAIN TASKS AND RESPONSIBILITIES:	<ul style="list-style-type: none"> • Collate and process data accurately from a range of sources • Check/validate data to ensure accuracy • Format data to facilitate processing • Manage, maintain and develop the data systems used across the Trust (including internal data tracking systems) to ensure the information is up to date, accurate, accessible and meets the needs of each school • Effectively navigate the school Management Information System (Arbor) to source and export student information • Manage the student target setting process for each school in the Trust

	<ul style="list-style-type: none"> • Present data for review using suitable methods to support effective analysis • Support the analysis of data, communicating outcomes and identifying trends • Support in the completion of all statutory returns including the Census and Early Years Funding Return for each school in the Trust • Provide data support and training for staff at all levels across the Trust • Provide a key point of contact for queries relating to data tracking and reporting for staff at all levels across the Trust • Access and navigate external data sources to obtain county and national statistics for comparison against the Trust data • Keep up to date with all latest developments regarding school's data, including school performance data, census and other statutory data reporting processes • Respond to educational developments affecting data management and analysis of student data • Ensure appropriate systems and procedures are in place for the Trust to remain data compliant with all data protection legislation, particularly GDPR • Other data related activities as directed by the Trust Data Manager and Trust Effectiveness Advisor • Work within school policies and procedures • Act as an ambassador for the Trust, creating a positive and professional image for all stakeholders
<p>KNOWLEDGE AND EXPERIENCE</p>	<ul style="list-style-type: none"> • Experience of working as a Data Officer/Manager in a Secondary and/or Primary setting • Experience of working with Arbor or another similar school Management Information System • Experience of Microsoft Office Applications (Word and Excel including knowledge of advanced formulas) • Experience of web-based data analysis systems (Sisra Analytics or similar programme) • Knowledge and understanding of different types of educational data and its use within the business • Knowledge of current school-specific statutory and regulatory reporting requirements • Knowledge of how to efficiently collect, present and analyse data to ensure impactful use within the business • Knowledge of the importance of confidentiality and respect for school data, and compliance with all data protection regulations • The need to follow the policies, systems and procedures of the Trust • Ability to work under pressure to tight deadlines on multiple projects • Ability to establish and maintain effective working relationships and work flexibility as part of a team • Effective verbal, presentation, and written communication skills • Excellent attention to detail and analytical abilities <p>Evidence through a DBS check and recruitment process of suitability for working with children</p>

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment for visitors and telephone callers.

The Trust will endeavor to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed by Trustees to reflect or anticipate changes in the job which are commensurate with the salary and job title.



PERSON SPECIFICATION

DATA OFFICER - PERSON SPECIFICATION

		Assessed by:		
No.	Categories	Essential / Desirable	Application Form	Interview/ Task
QUALIFICATIONS				
1.	A minimum of 5 GCSEs (incl. Maths and English Grade C or above)	E	✓	
2.	Post 16 Qualifications i.e. BTEC or A-Levels	E	✓	
3.	Qualifications in Data Management or equivalent	D	✓	
EXPERIENCE				
4.	Experience of working as a Data Office/Manager in a Secondary and/or Primary setting	E	✓	
5.	Experience of working with Arbor or another similar school Management Information System	E	✓	
6.	Experience of Microsoft Office Applications (Word and Excel including knowledge of advanced formulas)	E	✓	
7.	Experience of web-based data analysis systems (Sisra Analytics or similar programme)	E	✓	
ABILITIES, SKILLS AND KNOWLEDGE				
8.	Effective verbal, presentation, and written communication skills	E	✓	✓
9.	Excellent attention to detail and analytical abilities	E	✓	✓
10.	Ability to work under pressure to tight deadlines on multiple projects	E	✓	✓
11.	Knowledge and understanding of different types of educational data and its use within the business	E	✓	✓
12.	Knowledge of current school-specific statutory and regulatory reporting requirements	E	✓	✓
13.	Knowledge of how to efficiently collect, present and analyse data to ensure impactful use within the business	E	✓	✓
14.	Knowledge of the importance of confidentiality and respect for school data, and compliance with all data protection regulations	E	✓	✓
PERSONAL QUALITIES				
15.	Ability to establish and maintain effective working relationships and work flexibility as part of a team	E	✓	✓
16.	Commitment to support the Trust's agenda for safeguarding and equality and diversity	E	✓	✓
17.	A firm commitment to continuing professional development	E	✓	✓



INFORMATION ABOUT THE DATA FUNCTION

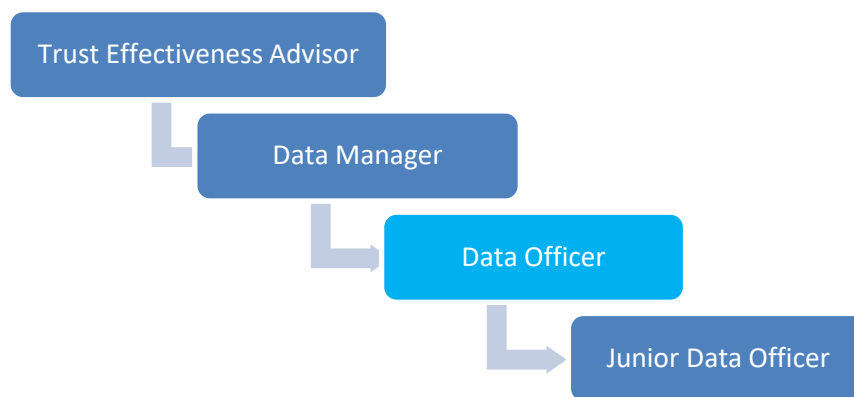
THE DATA FUNCTION

The data function is based at Goffs-Churchgate Academy but works across all schools within the Trust to provide a centralised and highly skilled data provision.

The data function is led by the Trust Effectiveness Advisor and currently comprises the Trust Data Manager and a Junior Data Officer. The successful candidate will form an integral part of this close-knit team and will benefit from a highly collaborative and supportive team ethos.



The diagram below depicts the structure of the data function:



Each member of the team is involved in all aspects of the Trust data requirements from the initial collation and processing of the data through to the analysis and reporting, checking and validating the data at each stage to ensure accuracy.

Each school in the Trust is unique, and while universal systems and processes underpin the data work across the Trust, the team works closely with senior Trust and school leaders to ensure that the function's work is relevant and highly targeted to meet the needs of each individual school and effectively supports them in achieving their strategic priorities.

A key aspect of the function's work includes the creation and implementation of bespoke internal tracking systems for each school. The function also leads the collection of the predicted outcomes for each year group, in each school, at the reporting points throughout the year. This data is processed and presented so that full and accurate analysis can be completed and subsequently used by senior leaders to inform highly focused and child centred raising achievement strategies. We produce thorough, clear and accurate data reports to school leaders with detailed analysis that underpins the raising achievement work at each school.

In addition, high quality and timely information is provided to the Trust's senior leaders, Local Academy Boards and Trustees throughout the year to support the governance of the Trust to effectively monitor and challenge and support school performance.

The function closely monitors changes in the national agenda and stays up to date with the latest school accountability measures to ensure the systems across the Trust are amended accordingly. This is particularly

important in the current climate as we continue to go through a period of national fluctuations in the school performance measures, following the changes made in the assessment processes during the pandemic.

The data function also oversees the statutory returns for the Trust including the Census for each school and the Early Years funding return. As such the team works closely with the senior leadership teams in each school to ensure the official returns are accurate and completed in a timely manner, ensuring the Trust meets all regulatory requirements.



Professional development in the function is prioritised to ensure we are experts in our field. Internal training days and external training courses are carefully planned into our schedule to create a bespoke development plan for each member of the team. Each member of the team takes a proactive approach to their development and has the freedom and flexibility to complete the training needed for their job role and personal development.

The data function is a happy, ambitious, successful and highly motivated team who thoroughly enjoy their work and working together, and who are very much looking forward to welcoming a new member.



**INFORMATION ABOUT THE
GENERATIONS MULTI
ACADEMY TRUST**

Information about the Generations Multi Academy Trust

Welcome to our information pack about the Generations Multi Academy Trust and its schools, Goffs, Goffs-Churchgate and Flamstead End School.



Goffs is a mixed 11-18 comprehensive Academy with approximately 1,700 students on roll, including a thriving and successful Sixth Form. The school is extremely popular in the local area, with an average of over 800 applications annually for the 240 places available, and significant waiting lists for places across the year groups. On intake, students are of an ability level (KS2 APS) significantly above that of the national average although the school is a true comprehensive school and admits a good mix of students of all ability levels.

Goffs-Churchgate is a fully mixed comprehensive school from 11-16 years of age, with 605 on roll. The school has rapidly established a very strong reputation in the area, and is now consistently oversubscribed. In addition, the school recently received its OFSTED report from May 2022, which graded the school as “Good” with outstanding features. One of the school’s key strengths is its highly cohesive and supportive community. As such, the decision to cap student numbers at 600 is entirely deliberate, enabling us to maintain a strong sense of community where everybody knows everybody else - if you visit, you cannot fail to be struck by this. It is a very special part of who we are.



The post offers a genuine opportunity to work in a school community that changes the lives of the young people we care for.



Flamstead End School is a thriving primary school in Cheshunt with approximately 485 children on roll. It has a Preschool, 60-place nursery offering 30 hours provision and two classes per year group from Reception to Year 6. The school has high expectations around achievement and behaviour and is ambitious for pupils. Flamstead End is a 'Therapeutic Thinking' school and seeks to understand and support children's behaviour so that they are able to learn and achieve to the best of their ability. The school is a tight knit community, with a well-established staff who care for one another and the children in their charge.

Professional Working and Learning Environment



Goffs was among those named as part of a £2billion Government scheme, the Priority Schools Building Programme. As a result, Goffs received a completely new build and facilities, and moved into them in January 2017. The school has further invested in an additional new building, which opened in April 2022, which includes 8 brand-new classrooms, as well as a state-of-the-art fitness centre run by Lifestyle Fitness, with whom we work in close partnership.

This significant investment of funds by the Department for Education is a further recognition of the outstanding work being undertaken by the school, and represents another fantastic opportunity for our community. Our school building provides a light, modern, professional and fit for purpose working environment for all.

Goffs-Churchgate has benefited from brand new facilities, opened in October 2016, including professional teaching and learning facilities for all subjects. The school also benefits from a recently installed 3G playing surface for PE; a gym with a professional sprung floor; a Dance Studio; recent refurbishment of additional classrooms and an indoor swimming pool. The new facilities provide a light, modern, professional, and fit for purpose working environment for all. The Trust has also invested significantly in modernising additional teaching spaces, providing a fantastic environment for our students and staff.



Flamstead End School enjoys the benefit of many years of investment and provides a bright and welcoming environment in which students thrive. Recent investments by the Trust in state of the art LED lighting has enhanced the environment further. Historically a two-school site, provision is split across two buildings, infants including preschool and nursery occupying one space and juniors the other. Outdoor spaces provide a variety of environments and facilities such as a “trim trail” for students to explore during social time.

The Generations Multi Academy Trust

The Generations MAT, GMAT, was established from 1st September 2016. Subsequently, the Trust took over the former Cheshunt School and established Goffs-Churchgate Academy, which is now another thriving secondary. Goffs-Churchgate is a fully mixed comprehensive school from 11-16 years of age, with 605 on the roll. Both secondaries enjoy extremely high levels of Year 6 applications, with both being fully over-subscribed. Flamstead End Primary joined the MAT from 1st January 2023, and is another highly successful, thriving and nurturing community, rated “Outstanding” by Ofsted. GMAT is excited about another local primary joining our partnership from 1st September 2024 and is very much looking forward to having two secondaries and two primaries, with all of the cross-phase opportunities that that brings. All of the schools are within close proximity of each other and share many activities, including CPD for staff. One of the Trust’s fundamental principles is that no one school is in any way more important or successful than the other. As such, CPD and other events are rotated through all schools in the Trust, with everyone learning from and sharing with each other. This collegiate and collaborative approach permeates our Trust.

From Spring 2023, the MAT opened nursery provision on the Goffs-Churchgate site, with subsidised and term-time only places for staff. The nursery is run by Ashbourne Nurseries - <https://ashbournedaynurseries.com/>

The MAT is extremely clear about its daily purpose, reflected in its motto of “No Set Destiny for Any Child.” All of our schools, leaders and staff fiercely believe in the life-changing nature of education and work tirelessly to that end, day in and day out. There is no set destiny for any of the children in our care; rather, our daily work across the piece allows children to forge new futures and destinies.

The MAT is extremely financially secure. Finances are overseen by a Chief Finance Officer with considerable financial expertise in the private sector. The Trust deliberately created an Income Generation function, and extensive lettings and business development work now takes place across all sites in the MAT. This additional income – now yielding in excess of £500k per annum – underpins generous levels of staffing at both schools, plus many “extras” that would otherwise be unaffordable in the current funding climate.

Further information about GMAT can be found here: <https://generationsmat.com/>

Outcomes

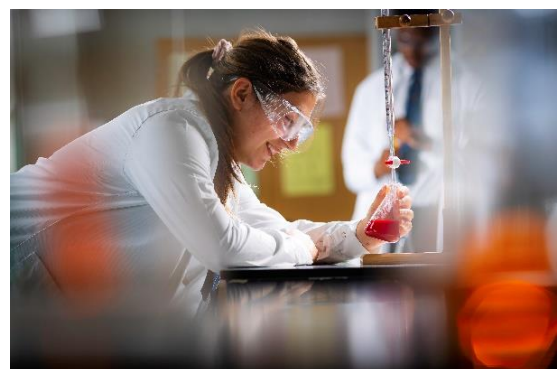
Our strategy for continuous school improvement has had huge success and we are actively committed to ensuring that our very popular and successful school, plus the wider MAT, continues as a centre of excellence in the community.

Exam results in 2023 were another year of huge success for Goffs. GCSE highlights include:

- Student progress outcomes which remain above national average
- 75% of students achieved grade 4 or more in English and Maths and 55% achieved 5 or more in both
- English grade 4/5 or more: 77%/64%
- Maths grade 4/5 or more: 80%/61%
- Percentage of grade 7 or more in all subjects: 29%

Crucially, students were well supported in progressing onto a range of exciting destinations. The majority of Year 11 students have continued their studies in the Sixth Form at Goffs, with all others securing a place in further education or training. 65% of Year 13 students secured a university or college place to start in autumn 2023.

At A Level, continuing the upward trend of recent years, students achieved another excellent set of exam results, including an overall 100% pass rate. The wide range of university or further education courses onto which students have progressed include Law, History, Geography, Maths, Finance, Physics and Biomedical Science, whilst many other students progressed directly into employment or apprenticeships. Our Sixth Form has an excellent reputation in the local area, over the past three years the numbers of students applying to join our Sixth Form has continued to increase, such that we now have approximately 400 Sixth Formers within our school community.



Goffs-Churchgate secured an impressive set of GCSE outcomes in 2023. For the third successive year of published performance measures, the score achieved outstanding progress measures which are significantly above National Averages (2023 +0.32, 2022 +0.47, 2019 +0.47).

- The overall P8 of 0.32, remains significantly above the national average
- The outcomes across all the headline measures are comfortably above the national average
- English and Maths progress scores, continue to be comfortably above the national average
- The outcomes in the 'Other' element are very strong, and significantly above the national average, with an overall P8 score of 0.62
- Male outcomes are significantly above the national average, and above female outcomes. This is in contrast to the national trend where an achievement gap of around 0.50 remains with Females outperforming Males
- SEND outcomes are significantly above the national average and comparable to non-SEN.
- The combined pass rate for English and Maths at grade 4+ was 62%
- The proportion of students who achieved English and Maths at grade 5+ was 45%, a 28% increase in the last three years

Flamstead End School - In our primary setting, we are pleased with the improvements to outcomes made in our first two terms working with the school. We saw a significant improvement in a short amount of time. We are highly ambitious for stronger outcomes in July 2024 and are pleased with the progress to date.

Outcomes in 2023, included:

- 12% increase (from 2022 to 2023) in pupils meeting a Good Level of Development in Early Years Foundation Stage
- Phonics in Year 1: 82%
- 20% improvement (from 2022 to 2023) in Maths Key Stage 2, achieving 83% in 2023
- Reading at Key Stage 2: 75%



Community

Our schools pride themselves on their sense of community – both within the school itself, and in the wider locality. Visitors to our schools unfailingly comment on a very real sense of community, coupled with warmth and pride. Our schools are members of Cheshunt Extended Services (ChExS), offering a variety of extended school and community-based activities for both students and parents. Our students actively support local charity work such as the Isabel Hospice and maintain strong links with our local primary schools.

All of our schools benefit from a thriving student leadership programme, with students leading on key development projects of their choice, ensuring strong student voice and participation across the Trust. We firmly believe in every student feeling a strong sense of community. In our primary setting, they have a smart council and also have Anti-Bullying Ambassadors, Well Being Ambassadors, Playground Buddies and Eco Councillors. On entering each secondary school, every student is placed in a House. Each House is led by a team of student House Captains and has a clear sense of identity. Regular competitions and assemblies strengthen this sense of community. Each year the House Captains decide on a possible group of charities to support, with students then voting for their chosen school charity and subsequently arranging a variety of fundraising events throughout the school year. Such work is indicative of the ability of students in the Trust to empathise with the needs of others, and further develops their capacity to work successfully in a variety of social settings.

We regularly bring visitors from the community into school to work with students, and maintain strong links with our local secondary schools. Each school's facilities are used for evening and weekend lettings, including superb sporting facilities, as well as holiday classes, providing opportunities for a diverse range of users including the Greek School, and local dance and sports groups.

Across the Multi Academy Trust a large variety of annual school trips give students the opportunities to sample different cultures, whilst an extensive programme of off-site visits provides opportunities for students to experience the diversity that exists within the UK, including theatre, galleries and museum visits.



Our schools are proud to be truly community-based schools, with students and staff from different religions and a number of languages spoken in each school. As a Trust we recognize and celebrate what makes us unique and different, and acknowledge that we are also part of one community. Our aim is for everybody to feel valued and respected and we strive hard to ensure we create a positive culture within the schools to enable this to happen.

Care, Guidance and Support

Successful learning takes place when students feel safe, confident, respected and valued, and are engaged. The Trust believes in supporting and nurturing all students in their quest to become successful learners. As such, we place a high value on pastoral care as an integral part of the life of each school.

We promote positive attitudes towards learning and provide a caring and supportive environment within our community. Continuously nurturing, supporting and developing our students is hugely important to us and significant investment is made in each school's pastoral structures.

Staff Development

The Trust has an extremely strong reputation for staff development both teaching and support staff. Developing the next generation of school leaders, both middle and senior, and future Headteachers for those who wish to pursue this, is a responsibility that we take very seriously.

We have a full suite of staff leadership development which staff can join be they an ECT or highly experienced colleague, whilst I chair the national Leadership Partner School network, a group that brings together schools dedicated to developing outstanding leadership skills throughout their communities, and which allows us to visit other network schools, to attend national conferences and to share best practice.



In addition to innovative whole staff training days, we disaggregate a number of hours for training every year. This allows staff development to be highly personalised as staff can opt for the training which best meets their needs, including the opportunity to do a research project in partnership with Cambridge University. Many use their disaggregated time to coach others or to receive coaching. Moreover, there are specific training sessions for ECTs and other interested staff which run each week after school.

We also place a lot of emphasis on 'on the job' training and support. A thorough induction scheme is available to all new staff, and mentors/buddies are assigned to guide you through those new routines. Finally, external courses can of course be booked if, on very rare occasions, we cannot cater for a particular training need in house.

Leadership Development

The Trust's Leadership Academy encompasses both staff and student leadership development through a series of student led groups and staff leadership pathways. The staff programme specifically provides opportunities for:

- Aspiring Middle Leaders
- Aspiring Senior Leaders

All pathways are personalised for the individual and staff receive one to one support from a mentor alongside working on a whole school project. Both support staff and teaching staff are welcome to join the Leadership Academy at any point in their career.

A full suite of leadership training is offered with a range of sessions including:

- Communicating vision and values
- Developing your leadership approach
- Building a high performing team
- Supporting your team
- Leading your team day to day
- Quality assuring effective teaching
- Observation for improvement
- Using data for impact
- Fostering positive behaviour for learning
- Leading and managing innovation and change

Attendance to all training sessions leads to certification by the SSAT. In addition, we encourage aspirant Senior Leaders to take part in the SSAT 'Stepping Up to Senior Leadership' training programme, which includes four external sessions throughout the year. As part of the Trust's commitment to developing future leaders, a number of the existing Senior Leadership Team across both secondary schools gained experience through an 'Associate' SLT position before gaining substantive leadership posts.

Trust Staff Benefits

Alongside our very strong focus on outstanding professional development and promotion opportunities, we also offer a range of benefits including the following.

Competitive base salary with a tailor-made development plan aimed at enhancing your future [earnings] potential through:

- High quality, personalised CPD
- Bespoke leadership development programmes
- Subsidies for Masters and Degree courses
- Secondment and shadowing opportunities
- The potential to work across more than one school across the Trust to develop career- enhancing skills and knowledge



Access to a wide range of health and wellbeing resources including:

- Employee Assistance Programme via a market-leader offering a wide range of health and wellbeing resources plus access to counselling for staff and their immediate family
- Occupational Health service providing guidance on managing health conditions in the workplace
- New, professional and fit for purpose working environments
- Access to a range of sports and leisure facilities including a fully equipped gym and swimming pool
- Free flu jabs
- Subsidised social events
- 100% attendance reward – day in lieu, taken at each school’s discretion

Further benefits:

- Supported Nursery provision with Ashbourne at any of their nurseries in the **Buckinghamshire, Essex, Hertfordshire, Northamptonshire, and Bedfordshire area:**
 - 15% discount for all Trust staff
 - Term time only places are available
 - A school day would be 9.00am – 3.00pm
 - “Sundries” would be applied to a child taking up a funded only space (e.g. 30 hours funding only). This covers the cost of meals, snacks, nursery resources and consumables
- Onsite car valeting at a reduced price
- Substantially discounted membership to Lifestyle Fitness’s state of the art purpose built gym at Goffs Academy
- Free tea and coffee for staff

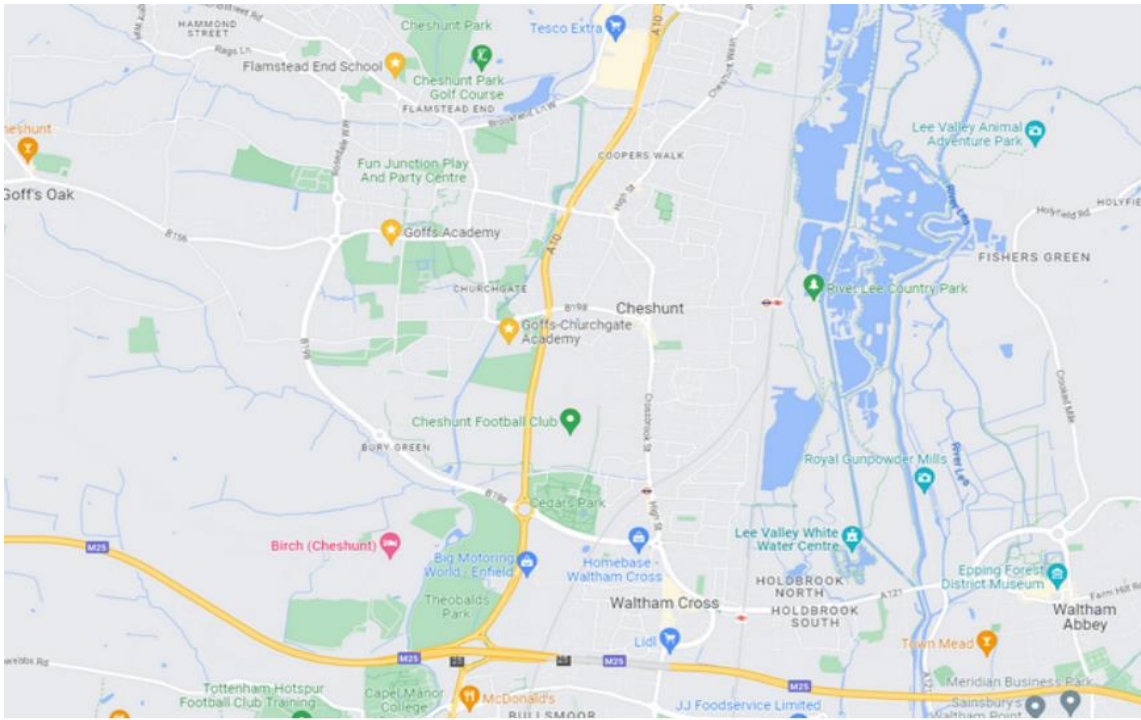
Additional financial incentives including:

- Exam marker payment of £400 plus 2 days paid leave to do the marking (1st year)
- Payments for staff taking weekend sporting fixtures: staff paid £200 for leading a minimum of six Saturday fixtures plus 6 weekly training sessions
- A daily allowance of £50 for school trips taken over a weekend or any school holiday
- A £1,000 Employee Referral Scheme (i.e. finder’s fee) for any qualifying positions that you refer the successful candidate for: £500 on the person starting, and £500 if the person is still at the school 12 months later

Local Area

The Trust is located in Cheshunt, Hertfordshire, and is uniquely situated to benefit from the many green spaces in the surrounding area, whilst also enjoying transport links to central London and other large urban areas. The Lee Valley park, including the White Water Centre built for the London 2012 Olympics is located on our doorstep.

The journey to central London takes approximately 30 minutes by train. Close links to the A10 and the M25 mean that the school is easily accessible from across Hertfordshire, as well as from north London and parts of Essex.



Alison Garner
Chief Executive Officer