

GOFFS ACADEMY

Appointment of
Study Supervisor: Sixth Form

For September 2025

RESPECTFUL
RESILIENT
RESPONSIBLE



Goffs Lane
Cheshunt
Hertfordshire
EN7 5QW

CONTENTS

Page 3:	Welcome Note from Mark Ellis, Principal
Pages 5-6:	Advert & How to Apply
Pages 8-9:	Job Description
Page 11:	Person Specification
Page 13:	Information about the Sixth Form
Pages 15-22:	Information about Goffs and the Generations Multi Academy Trust
Page 23:	Our Local Area



WELCOME FROM MARK ELLIS, PRINCIPAL

Thank you for your interest in working at Goffs Academy. I hope that this information pack and the school website will give you a flavour of what it is like to work and to learn our wonderful school.

Goffs is part of the Generations Multi Academy Trust. We have around 1,600 students on roll, including 400 students in the Sixth Form. The school has earned an excellent reputation within the local community, and as such is heavily oversubscribed, regularly receiving over 800 applications for 240 places available in Year 7. Our students want to be here.



Our daily work with young people is based on our firm belief that every student deserves access to the highest quality of education. Through our curriculum, we provide a rich range of learning opportunities and experiences, therefore enabling students to develop a powerful range of knowledge, vocabulary and skills.

Academic success is important to us, and we have unashamedly high expectations of our students in this regard. However, we also seek to support our students' wider personal development, helping them to grow as confident, responsible, and articulate learners and citizens. Staff help students to reveal and develop their inner strengths, and to thrive at school and beyond; we are immensely proud of our alumni, and are always delighted when they keep in touch with us after leaving.

We have very clear expectations of behaviour, as the foundation of a calm, purposeful and focused learning environment. These expectations are underpinned by our school values – Respect, Resilience, and Responsibility – which we encourage students to develop and demonstrate within school.

Lessons at Goffs are based around 5 key consistencies (known as The Goffs Way), developed by colleagues and underpinned by research into what contributes to highly effective learning. We are dedicated to a philosophy of continual improvement and 'being the best we can be'. As one example of this, the school has a unique timetable arrangement in which students leave school early one day each fortnight, to provide dedicated time for professional development.

Most importantly, if joining Goffs you will be joining a team of enthusiastic, optimistic and committed professionals, who are immensely supportive of one another. If you enjoy working with young people, and have the curiosity, optimism and drive to do your best each day, I would be delighted to hear from you.

Prospective candidates are welcome and encouraged to arrange a tour of the school (or telephone conversation) with me. To do so, please contact my PA, Nina Ward, on 01992 661456 extension 201.

We look forward to meeting you.

Mark Ellis
Principal



ADVERT & HOW TO APPLY

STUDY SUPERVISOR: SIXTH FORM

Required for September 2025

We are seeking to recruit two enthusiastic and committed part-time Study Supervisors, to support our large and successful Sixth Form at Goffs. The successful applicants will provide direct support to Sixth Form students to help them reach their potential, primarily by monitoring their learning, attendance, motivation, and participation during timetabled Independent Study Periods.

The working hours for the posts are Monday to Friday, term time only, with daily working hours of:

- 8.30am to 1.30pm
- 8.30am to 12.30pm

Please indicate in your application, which is your preferred option from the hours above.

(8.30am to 1.30pm) - The salary grade for this post is H4 (H4 range £26,196.00 - £27,422.00 inclusive of fringe £1,013.00). Actual salary range £14,800.35 - £15,493.02.

(8.30am - 12.30pm) - The salary grade for this post is H4 (H4 range £26,196.00 - £27,422.00 inclusive of fringe £1,013.00). Actual salary range £11,840.28 - £12,394.42.

These are initial fixed-term roles, until July 2026 in the first instance.

The ideal candidate will be able to demonstrate:

- Experience of working with young people
- Excellent interpersonal and communication skills
- Tenacity, robustness and attention to detail in their work
- Excellent organisational skills
- Evidence through DBS check and recruitment process of their suitability for working with children

In return, Goffs can offer you:

- A thriving, successful and hugely popular department
- A £20million school building, opened in January 2017, with additional new facilities which opened in April 2022
- A school described by Ofsted as being one where “students work together exceptionally well,” and where “students are overwhelmingly enthusiastic about school”
- Outstanding, highly personalised professional development opportunities
- Outstanding career development including dedicated leadership development and coaching in a national “Leadership” school
- A forward looking, innovative and oversubscribed working environment

Please note that flexibility regarding the number of working days per week will be considered, for the right candidate.

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

Closing date for applications: **9.00am, 25th June 2025**

Interviews: **Week beginning 30th June 2025, or sooner for the right candidate**



The Trust is committed to safeguarding children and young people. All post-holders are subject to a satisfactory enhanced DBS check.

The Trust reserves the right to process applications as they are received, and early applications are encouraged. Previous applicants need not apply.

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.





JOB DESCRIPTION

JOB DESCRIPTION

STUDY SUPERVISOR: SIXTH FORM

To support Sixth Form students in reaching their full potential, by monitoring their learning, attendance, motivation, and participation during timetabled independent study periods.

Reporting to Assistant Principal - Sixth Form, liaising with all teaching and support staff and post-16 students.

GRADE

(8.30am to 1.30pm) - The salary grade for this post is H4 (H4 range £26,196.00 - £27,422.00 inclusive of fringe £1,013.00). Actual salary range £14,800.35 - £15,493.02.

(8.30am – 12.30pm) – The salary grade for this post is H4 (H4 range £26,196.00 - £27,422.00 inclusive of fringe £1,013.00). Actual salary range £11,840.28 - £12,394.42.

MAIN AREAS OF RESPONSIBILITY

- To maintain high visibility/profile with Sixth Form students throughout the school day to ensure that independent study time is being utilised effectively
- To monitor the effective use of Independent Study Periods for targeted students. Monitoring will be via supervision of timetabled independent study periods, routine circulation of all Sixth Form areas, and one to one conversations with students linked to their academic progress
- To liaise with pastoral and teaching staff to monitor students on Sixth Form Contract or Extended Learning Agreement, and to ensure that appropriate paperwork is sent home to parents
- To co-ordinate procedures for monitoring Sixth Form attendance and punctuality, including communication with parents through phone calls or meetings as necessary
- To effectively monitor use of Flexi-reg systems
- To help co-ordinate, and assign students to, Study Plus sessions
- To feed back to staff at relevant meetings
- To support Directors of Learning (DoLs) and the senior link with Raising Achievement strategies
- To work with specific students as directed by DOLs/SLT To support key Sixth Form trips and events, including Into the Sixth evening
- To support the Sixth Form Induction programme
- To encourage high levels of student participation in wider enrichment opportunities
- To deal with enquiries from Sixth Form students and to direct them to the appropriate source of support within school
- To keep accurate records of communications with students and parents, as per school systems
- To provide cover for colleagues, as required
- To be responsible for safeguarding and promoting the welfare and wellbeing of students
- To perform other reasonable duties within scope of skills as directed by line manager

KNOWLEDGE, EXPERIENCE AND TRAINING

- Microsoft Office Applications (Word, Excel, Powerpoint and Publisher)
- School Information Management Systems (SIMS)
- Ability to build positive supportive relationships with Sixth Form students
- Tenacity, robustness and the ability to pursue matters to a close
- Full understanding of school events, activities and projects relevant to post
- Ability to get on well with colleagues and to work under pressure



- Ability to build positive supportive relationships with Sixth Form students
- Confidentiality
- Flexibility
- Good organisational skills
- Accuracy and attention to detail
- To have a positive outlook regarding all aspects of the school
- Evidence through DBS check and recruitment process of suitability for working with children

WORKING ENVIRONMENT

Sixth Form office, Sixth Form Common Room, Sixth Form Silent Study Room, other relevant areas of the school

ADDITIONAL INFORMATION

The post holder will need to work effectively in a team whilst also being a self-starter and having high levels of individual motivation and positivity.

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 to visitors and telephone callers.

The school 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 Governors to reflect or anticipate changes in the job which are commensurate with the salary and job title.

PERSON SPECIFICATION

PERSON SPECIFICATION

STUDY SUPERVISOR: SIXTH FORM

Essential:	Desirable:
QUALIFICATIONS <ul style="list-style-type: none"> • A level qualifications or equivalent 	<ul style="list-style-type: none"> • Relevant qualifications in counselling, coaching or mentoring
EXPERIENCE <ul style="list-style-type: none"> • Experience of working with young people • Experience of working effectively and positively as part of a team 	<ul style="list-style-type: none"> • Experience that relates to pastoral, mentoring or counselling support to young people • Direct experience of working with young people in a Sixth Form or college setting
PROFESSIONAL EXPERTISE <ul style="list-style-type: none"> • Excellent communication skills • Excellent organisational skills • Able to manage work load effectively and efficiently • Evidence of continuing professional development 	<ul style="list-style-type: none"> • Experience/knowledge of common destinations post-Sixth Form (e.g. UCAS system, Apprenticeships)
PERSONAL QUALITIES <ul style="list-style-type: none"> • Tenacity, robustness and able to pursue matters to a close • Sense of humour, common sense and the ability to maintain a sense of perspective • Excellent organisational / prioritisation and time management skills • Energy, enthusiasm and a “can do” attitude • Able to work flexibly and proactively while maintaining a high level of professionalism • Able to work effectively in a team • Able to work with resilience under pressure and meet deadlines • Possess excellent interpersonal skills and a high level of emotional intelligence • Be committed to safeguarding and promoting the welfare of children and young people • Have a passion for education and have high expectations of all young people 	



INFORMATION ABOUT THE DEPARTMENT

INFORMATION ABOUT THE SIXTH FORM

Sixth Form education provides a crucial transition between a student's education in Years 7 to 11, and their steps into university, employment or further training on leaving school. We recognise that this is a stage of paramount importance in students' lives. Members of Goffs' Sixth Form join an extremely vibrant community of students and staff committed to achieving excellence in everything that they do.

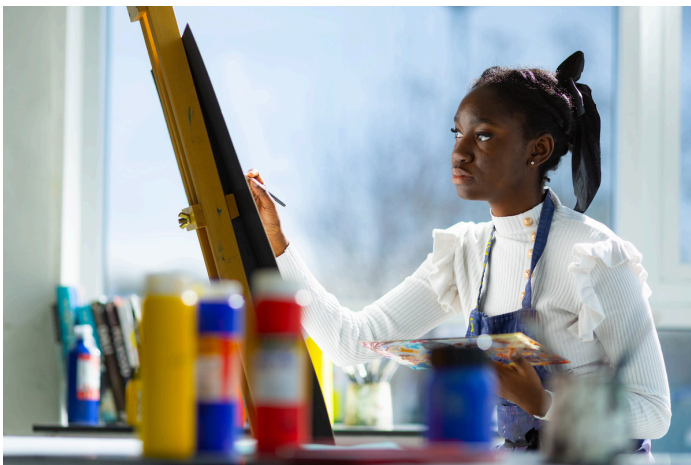
At Goffs we offer the highest quality of learning and teaching, coupled with a dedicated team of Sixth Form leaders and Form Tutors who provide a sophisticated programme of support and mentoring from the first day.

We offer a full suite of qualifications to meet every need and career aspiration, with a wide range of A level subjects, and a diverse variety of other qualifications including the Extended Project Qualification (EPQ), Level 3 BTECs and other vocational qualifications. Sixth Form students enjoy exclusive use of the Study Hub & Silent Study areas which provide a contemporary working environment. Students are encouraged to work diligently, to develop independence, self-confidence and an awareness of others. In return, we do of course expect high levels of individual responsibility and commitment, both to students' own studies and to the wider school community.

As part of our enrichment curriculum all Sixth Form students undertake volunteering within our school community, often as sports leaders, reading mentors, or by providing support in specific subject areas. As well as making a hugely positive contribution across the school, this provides a distinctive competitive edge in applications for Higher Education or employment following Year 13.

Sixth Form students are also actively involved in extra-curricular activities throughout the school, ranging from participation in school plays and musical productions to representing the school in various sports, or training in our fitness suite.

The Sixth Form at Goffs offers a top class educational experience, reflected in the increasing demand for places from both current Goffs students and students from other schools. Whatever a student's goals and ambitions, our Sixth Form can deliver the results and enrichment opportunities to help them achieve their potential.



INFORMATION ABOUT GOFFS AND THE GENERATIONS MULTI ACADEMY TRUST

INFORMATION ABOUT GOFFS AND THE GENERATIONS MULTI ACADEMY TRUST

Welcome to our information pack about Goffs and the Generations Multi Academy Trust.

We are a mixed 11-18 comprehensive Academy with approximately 1,600 students on roll, including a thriving and successful Sixth Form. Our Academy 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 our students are of a level of prior attainment significantly above that of the national average. We are, though, a true comprehensive school and welcome a mix of students of all levels of prior attainment.

The school has been awarded the International Schools Award twice, Investors in People status three times, and has Sportsmark Gold and Artsmark Silver. We also hold the Secondary Geography Quality Mark, as well as being a designated Leading Edge School, and chairing the national Leadership Partner School network.



Professional Working and Learning Environment

Our school 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.



The Generations Multi Academy Trust

GMAT is a cross-phase Multi Academy Trust based in Cheshunt, currently comprising two secondaries and two primaries - Goffs Academy, Goffs-Churchgate Academy, Flamstead End School and Andrews Lane School. Across the piece, GMAT currently has just under 3,000 students in its care and employs just under 400 staff. 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/>.

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.

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 believe fiercely 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.



Andrews Lane School joined GMAT from 1st January 2025. It is a warm and welcoming primary school in Cheshunt with approximately 170 children on roll. It has lots of space, including a field and a forest. It is a one-form entry school. In EYFS, 30 hours provision is available. As a 'Herts Therapeutic Thinking' school, the school is committed to understanding and supporting children with their learning and achievement, within a context of deep-rooted mutual respect. The school is committed to supporting its children and their families, and as such provides adult learning classes throughout the year. Staff are committed, dedicated professionals who want to do their very best for every pupil.



Flamstead End School is a thriving primary school in Cheshunt with approximately 485 children on roll. It has a preschool, a 60-place nursery offering 30 hours provision, and two classes per year group from Reception to Year 6. Flamstead end is also a 'Herts 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.



Goffs is a mixed 11-18 comprehensive academy with approximately 1,600 students on roll, including a thriving and successful sixth form. The school is also 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.



Goffs-Churchgate is a fully mixed comprehensive school for 11-16 year olds, with just over 600 students on roll. The school has rightly established a very strong reputation for both its academic outcomes and its close-knit, nurturing community, receiving over 600 applications for just 120 places for 2024 admission. 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.

The MAT is financially secure. Finances are overseen by a Chief Finance Officer with considerable financial expertise in the private sector, plus a highly experienced Finance Manager. 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 around £600k per annum – underpins generous levels of staffing at both schools, plus many “extras” that would otherwise be unaffordable in the current funding climate. As one example, all teacher loadings were reduced from 19/20 as a direct result of the additional monies coming into the Trust via this income generation work.

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 recognise 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.

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

Outcomes

Exam results in 2024 reflected another year of huge success for Goffs. The results reflect a 3 year upward trend and an impressive improvement on the excellent outcomes achieved across the headline measures last year.

GCSE highlights include:

- Extremely strong progress scores across the headline measures with results considerably above the national average (progress 8 score: 0.22)
- Particularly impressive outcomes in English and Maths; both subjects achieved a progress score significantly above the national average. English language performed particularly strongly at grade 4+ and grade 5+ exceeding the national average of students achieving these grades by 20%. Maths performed particularly strongly at the top end with 28% of students achieving grade 7+. This is very comfortably above the national average of 17%
- 72% of students achieved grade 4 or above in English and maths (7% above the national average)
- 52% of students achieved grade 5 or above in English and maths (6% above the national average)
- 21% of the GCSE grades were at grade 7 or above
- The percentage of students entering the full Ebacc was 64% which is significantly above the national average of 40.04%, and the Hertfordshire average of 46%

At A-level, continuing the upward trend of recent years, students achieved another excellent set of exam results, including an overall 100% pass rate. 64% of Year 13 students secured a university or college place to start in Autumn 2024. The wide range of university or further education courses onto which students have progressed include law, history, geography, maths, finance, physics and biomedical science, other students have gained places on fiercely competitive apprenticeships in areas such as civil engineering and within the NHS. Our Sixth Form has an excellent reputation in the local area; over the past three years the numbers of students applying to join has continued to increase, such that we now have approximately 400 Sixth Form students within our school community.

Community

Goffs prides itself on its sense of community – both within the school itself, and in the wider locality. Visitors to our school unfailingly comment on a very real sense of community, coupled with warmth and pride. We 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 the Rainbow Trust, and maintain strong links with our local primary schools. In addition, our young Sports Leaders regularly work in primary schools. Goffs runs a 'G-Involved' Volunteering programme, where every Sixth Form student completes 20 hours volunteering during the course of the academic year. Students are rewarded through our annual Pride of Goffs Awards evening.



We firmly believe in every student feeling a strong sense of community and on entering the school, each student is placed in one of four Houses: Eagle, Falcon, Hawk and Phoenix. 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; students in every year then vote on their chosen school charity. Students within each House then arrange a variety of fund raising events throughout the school year. The House which raises the most money in the year for our school charity is awarded the Charity House Shield. Such work is indicative of Goffs students' ability 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 as a partner school in the Broxbourne Partnership. The school building is used for evening, weekend and holiday classes, providing opportunities for a diverse range of users including the Greek School, and local dance and sports groups.

The Goffs Student Leadership Academy actively encourages leadership development through a series of student led groups. We currently have students enrolled in the Leadership Academy from Year 7 to Year 13, with groups including:

- Student Parliament
- Community and Charity Leaders
- House Leaders
- Sports Leaders
- Top Team



The student groups each have a member of Student Parliament who is responsible for coordinating the group and their projects. Students regularly report back on their work and the impact that it is having both in and outside our school community.

A 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 overseas trips have included Germany, Spain, USA, Czech Republic, Paris, Berlin and Reykjavik, in addition to a student exchange with a school in Beijing, and annual ski trips to countries such as Italy, Andorra or Austria. In addition, we regularly host students from Spain as part of our specialism work.



Goffs is proud to be a truly comprehensive school, with students and staff from different religions and a number of languages spoken in the school. We recognise 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 school to enable this to happen.

Care, Guidance and Support

Successful learning takes place when students feel safe, confident, respected and valued, and are engaged. Goffs 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 the school.

We promote positive attitudes towards learning and provide a caring and supportive environment within our community. We were delighted to see Ofsted's comments that "students' behaviour and attitudes are outstanding" and that "students feel very safe, because bullying is extremely rare and they are very confident that any incidents that concern them will be dealt with swiftly and effectively." Continuously nurturing, supporting and developing our students is hugely important to us and significant investment is made in the school's pastoral structures, including our investing in dedicated Learning Mentors for the school.

Staff Development

Goffs has an extremely strong reputation for staff development, across both teaching and support staff. Developing the next generation of school leaders, both middle and senior, plus future Headteachers for those who wish to pursue this, is also 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.

During our most recent inspection, the team described our whole staff CPD programme as "outstanding" and "the best they had seen". In addition to innovative whole staff training, built into protected time within the fortnightly timetable, 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. All staff complete peer observations to observe best practice, and use our Iris camera technology as part of evaluating and improving their own teaching. 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 every Wednesday 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

Goffs Leadership Academy encompasses both staff and student leadership development through a series of student led groups and staff leadership pathways.

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:

- What makes a good leader?
- Leadership and staff motivation
- Leading and managing change
- Being a Lead Practitioner
- Strategic pastoral leadership – being a Director of Learning
- Strategic curriculum leadership – being a Head of Department
- Coaching and mentoring
- Using data in leadership
- Resilience in leadership
- How to make your applications stand out

In addition, we encourage aspirant Senior Leaders to take part in the SSAT 'Stepping Up to Senior Leadership' training programme, as well as supporting colleagues to undertake various NPQs (National Professional Qualifications). As part of the school's commitment to develop future leaders, a number of the existing Senior Leadership Team gained experience through an 'Associate' SLT position before gaining substantive leadership posts.

Staff Benefits

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

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
- As part of our multi academy Trust, potential to work across more than one school to develop career enhancing skills and knowledge
- 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



- All staff have access to a wide range of health and wellbeing resources which includes an **Employee Assistance Programme via Spectrum.Life** who offer a wide range of health and wellbeing resources, plus access to counselling for staff and their immediate family. **The EAP service is accessible 24/7, 365 days a year and is a completely free and confidential service**
- The MAT adheres to the STPCD for its teaching staff
- Cycle to work scheme
- Onsite car valeting at a reduced price for Trust staff
- Substantially discounted membership to Lifestyle Fitness's state-of-the-art purpose-built gym at Goffs academy

Additional financial incentives and tax efficient benefits, 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 staff refer the successful candidate for: £500 on the person starting, and £500 if the person is still in employment in the Trust 12 months later

Access to a wide range of health and well-being resources including:

- Professional, and fit for purpose working environments
- Free use of a range of sports and leisure facilities including a fully equipped gym and swimming pool
- Occupational health & counselling support
- Free flu jabs
- Subsidised social events
- Free tea, coffee, and milk for staff



OUR LOCAL AREA

Goffs Academy is located in Cheshunt, Hertfordshire. The school 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 M25 mean that the school is easily accessible from across Hertfordshire, as well as from north London and parts of Essex.

