

EKO TRUST

CANDIDATE INFORMATION PACK

2025/6



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WELCOME TO EKO



Thank you for your interest in joining Eko Trust.

At Eko, we believe that education should be a force for equity, aspiration and joy. Whether you're a teacher, leader or member of our support team, you'll find that we're united by a shared purpose: to create environments where every child and adult can thrive.

We're proud of our diverse and inclusive communities, and of the talent, energy and creativity that our staff bring to their roles every day. Across our schools, we value optimism, curiosity, and kindness—and we work hard to build a culture where people feel supported and encouraged to grow.

This is an exciting time to join us. Over the coming months, we're preparing to merge with The Compass Partnership of Schools, opening up new opportunities for collaboration, innovation and professional development. While our vision is evolving, our commitment to our people remains constant: we want you to feel that this is a place where you can develop your career, make a difference, and truly belong.

If what you read here resonates with your own values and ambitions, we'd love to hear from you.

Yours,

Rebekah

Rebekah Iiyambo, OBE
CEO Eko Trust



TRUST INFORMATION

OUR VISION

Every member of our community is empowered to learn, to be ambitious and to be resilient.

OUR VALUES

drive everything we do



Vitality



Optimism



Integrity



Courage



Equity

Eko Trust is a Multi-Academy Trust formed in 2016. The Trust has schools in East London, Suffolk and Brighton; 8 primary schools and 2 SEMH schools, with a further 2 schools in Suffolk joining us in Autumn 25. You can read more about our schools on our website: [Eko Trust](#).

Our Trust is a family of good and outstanding schools who collaborate to learn to deliver the best educational outcomes for our children.

A significant development for Eko Trust is underway. Our Trustees and Senior Leadership have formally agreed to a proposed merger with [The Compass Partnership of Schools](#). Following detailed review, and subject to Department for Education (DfE) approval, all Compass and Eko colleagues will form The Compass Eko Partnership of Schools. The formal merger is anticipated for April 2026.. You can watch more about this [here](#).

OUR COMMITMENT

We are passionate about nurturing, growing and developing people, so that the children and families we serve have the best opportunities to thrive.

The Trust has an absolute commitment to working together and utilising the collective brain that we have within Eko Trust. All our schools, as well as organisations outside of Eko, work together to accomplish things that would not be possible alone, while maintaining the distinctive character of each school.

- **Equity for all** - our people, our children and young people, our families and our staff, you are all part of our vibrant school communities.
- **Every child** will be supported to receive the best education to enable them to access equal life chances.



OUR VALUES

drive everything we do



Vitality means we feel healthy, capable and energetic. We have a sense that our actions have meaning and purpose



Optimism means we focus on positive outcomes to a greater extent than negative ones. We know optimism is important in coping with difficult life events. We think that optimists are generally happier with their lives than pessimists. We trust that in the end everything will be alright, even if the outcome is different to what we first imagined.



Integrity means we live by sound principles and are motivated to behave ethically. This ensures Eko Trust will carry out our charitable objective to advance education for the public benefit.



Courage means we have the mental or moral strength and resilience to venture, persevere, and withstand danger, fear or difficulty whilst going about our work. We will take risks in areas that will improve the education we provide - learning, improving and changing.



Equity means we know that everyone is different and needs different things to be able to achieve. Fairness trumps equality. We will do whatever it takes to break down barriers, close gaps, and get everyone to a high-level end point.



WHAT WE OFFER: EMPLOYEE BENEFITS AT EKO TRUST

At Eko Trust, we believe people thrive in connected, supportive environments. That's why we've built a culture where collaboration, professional growth and wellbeing are part of everyday working life.

When you join us, you're not just taking a job—you're becoming part of a network of professionals who learn from each other, support one another, and grow together

Professional Growth

- Personalised CPD aligned to your goals and role—whether you're an ECT or an aspiring headteacher.
- Leadership development through NPQs, coaching, and cross-trust stretch opportunities.
- Collaborative learning culture where sharing ideas and reflecting together is part of how we work.

Collaborative & Supportive Culture

- Strong professional networks across our schools—subject leads, year groups, and operational teams regularly work together and share best practice.
- Trust-wide initiatives that bring staff together to solve challenges, innovate, and shape our culture.
- Time built in for co-planning, joint CPD, and professional dialogue—because we know working together leads to better outcomes for everyone.
- Inclusive culture—our values are lived, not laminated. You'll find diversity of voice, identity and background across our Trust.
- Buddying & induction for every new starter, so you feel welcomed and connected from day one.
- A culture of recognition, where effort is noticed and success is shared.

Health & Wellbeing

- Schools Advisory Service (SAS) - offering well-being and medical support, including annual nurse visits to the school, fast-tracked GP appointments and medical operations to help staff get well soon. They also provide independent counselling to our staff and their families.
- Our Wellbeing Policy focuses on changes to workplace practices and culture to support the well-being of our staff and to make our Trust an excellent place to work.
- Occupational health input when needed, so you feel safe and supported in your role.
- Flexible working culture—we welcome requests and look for solutions that work for everyone.
- Cycle to work scheme

National Terms and Conditions and Access to Pension Schemes

- Pay awards are applied in line with national agreements, and we offer incremental pay progression. We offer access to the Teachers' Pension Scheme and the Local Government Pension Scheme.

Family-Friendly Policies

- The Trust offers flexible working to encourage staff to have a better work-life balance, including part-time hours, term-time-only working and job shares, and we offer generous policies and great entitlements in respect of Maternity, Paternity and Adoption..

Money Saving Deals & Vouchers

- Our Employee Benefits Platform allows all staff to access a range of products and services at reduced rates as well as discounts from a huge range of retailers.

Trade Union Recognition

- We work closely with Trade Unions that represent our Teaching and Support Staff. We meet termly with employee representatives to proactively and positively manage employee relations.



EQUAL OPPORTUNITIES & SAFEGUARDING STATEMENT

Eko Trust is an equal-opportunity employer. We welcome applications from all suitable candidates, regardless of race, gender, sexual orientation, disability, age or other protected characteristics.

We are committed to safeguarding and promoting the welfare of children and young people and vulnerable adults and fulfilling our statutory obligations as detailed in the DfE statutory Guidance, 'Keeping Children Safe in Education'.

It is important for us to recruit candidates who share this commitment and therefore we apply robust recruitment and selection procedures to ensure that the people selected are suitable and that all candidates are subject to appropriate pre-employment checks. You can read our Safeguarding Policy [here](#) and our Job Applicant Privacy Notice [here](#).

Your Application

Where the role you are applying for involves engaging in regulated activity relevant to children, you should be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children

Interview

If you are invited for an interview for a position working with, or with access to sensitive information relating to children and young people, we shall assess your suitability by considering the following:

- your motivation to work with children and young people;
- your ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- your emotional resilience in working with challenging behaviours; and
- your attitude to the use of authority and maintaining discipline.

Pre-Employment Checks

The following pre-employment checks will be undertaken prior to appointment:

- Identity check
- References
- Occupational Health pre-employment screening
- DBS check (as appropriate)
- 'Barred List' Check (as appropriate)
- Evidence of qualifications applicable to the role
- Prohibition from Teaching Check (Teachers)
- Confirmation of registration with applicable registered body
- S128 Direction checks for managerial positions
- Additional checks for overseas candidates
- An online search (this will be carried out before your interview)

Pre-Employment Checks (Cont)

Before any unconditional offer, successful candidates will also be asked to complete a self-declaration form to declare any unspent (current) and spent (old) criminal convictions, police cautions, final warnings or reprimands which are not protected (or filtered out) by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

Recruitment of Ex-Offenders

All posts with the Trust are exempt from the requirements of the Rehabilitation of Offenders Act (ROA) 1974, meaning that all convictions, cautions and bind-overs, including those regarded as 'spent', must be declared on application.

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

False Information

Please note that providing false information is an offence and could result in your application being rejected or your dismissal from employment if you are appointed. The matter may also be referred to the police.

Further information

If you have any concerns or questions about answering questions about your criminal history, please contact Helen Cunningham, Trust Leader for People, at hcunningham@ekotrust.org.uk. You can also seek further information from organisations such as the Citizens Advice Bureau, NACRO (<https://www.nacro.org.uk/resettlement-advice-service/>) or Unlock.





GUIDANCE FOR APPLICANTS ON OUR RECRUITMENT PROCESS

Once you have found the role you want to apply for, you need to make sure your application gives you the best possible chance of getting an interview. The following guidance will help you in the application process.

Completing your Application

- Complete all parts of the application form
- Use clear, plain English. Do not use all block capitals or all lowercase
- Check your spelling and grammar. Read what you have written back to yourself; does it make sense?
- Tailor your application form to the job you are applying for by carefully reading the job description and matching your skills and experience to the criteria in the person specification (found at the end of the job description)
- The 'supporting information' section is your opportunity to really sell yourself. You can include information here that is not already covered elsewhere in the application form such as your skills, knowledge or experience relevant to the post, a brief explanation of any gaps in your employment
- Always back up what you are saying with tangible and relevant examples of your experience, achievements and any resulting key learning. So rather than just writing 'I am a good team player', give examples of teams you have been part of, your role within those teams and an explanation of what you achieved through working collectively.
- Don't forget to complete the equal opportunities monitoring form and send this with your application to the email address stated.

The Recruitment Journey

Apply Now: Submit your application through our system on MyNewTerm before the advertised closing date for the role. In some circumstances we may close a role early once we have a number of good candidates.

Shortlisting: We carefully review all applications against the person specification for the role to find the best fit for our teams. We will let you know if you have been shortlisted. If you have not been shortlisted we will let you know asap and will give you details about how to get feedback.

Selection: If you have been shortlisted we will give you full details of what to expect during our selection process. This will include what format the selection will take, where it will be, who will be involved, what you need to bring and anything specific you might need to prepare. Examples of commonly used selection methods are; in-class assessments, interviews, presentations, tasks

Before the selection date, we will apply for references for you, if you have given us permission to do so before interview, and we will conduct an online check.

On the selection day you will be able to ask questions of the interview panel and they will let you know when they expect to inform you of the outcome of the selection.

Following the selection, our panel will consider carefully all the information from your application and the selection process. They will use this information to make their decision about who to offer the role to and will let you know by phone or by email. We'll give you time to review the offer and ask any questions.

If you are sadly not selected we will let you know how to get feedback from us.

The Decision

Job Offer: If you're selected for the role and accept it, we'll send a conditional offer letter, outlining the position, salary, and benefits and let you know what the next steps are. This will include how you provide us with details to do a DBS check etc.

Pre-employment checks: we will then undertake all of our pre-employment checks and will keep you informed of progress. These can sometimes take some time and we recommend that you don't resign until we have confirmed our offer to you in an unconditional offer letter. Once you have this letter we will confirm a start date with you and will start planning your induction and orientation.

Welcome Aboard: We will give you plenty of information ahead of your first day to ensure that you know what to expect.



Please do ask any questions at all throughout this process. You can contact the person who is administering the recruitment process, whose details will be on any communication to you on My New Term.