CANDIDATE INFORMATION PACK









UNITY
SCHOOLS PARTNERSHIP

Dear Applicant ...

Thank you for your interest in joining Unity Schools Partnership. This is an exciting time to become part of our Trust as we invest purposefully in achieving excellence consistently, habitually and in everything we do. For us, excellence is a daily discipline that shapes decisions, behaviours and outcomes across all our schools.

Our ambition is clear: to make remarkable change happen for every child and colleague we serve.

What does that look like in practice...?

- Operating as a family of interdependent schools with a shared ambition to transform lives.
- Working through geographical hubs of like-minded schools united by a shared vision of excellence and mutual support.
- Setting the highest standards across our primary, secondary and special schools, and being recognised locally and nationally for the quality of our provision.
- Committing to an evidence-informed model of excellence, ensuring everything we do is grounded in the best knowledge and translated into better outcomes.



If you share these values and want to work alongside talented, purpose-driven colleagues who are passionate about the next stage of our journey, we would be delighted to receive your application.

We look forward to hearing from you.

Best wishes

Dominic Norrish
Chief Executive Officer

We Are Unity

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Characterised by ethical leadership and ambition for improvement at pace

Unity Schools Partnership is a family of 40 schools; nine secondary (including four sixth forms), 26 primary and five special schools, located predominantly in Suffolk, but also on the Essex, Norfolk and Cambridgeshire borders as well as Romford in East London.

We share the same values and face similar issues, whilst providing a close network of support and challenge. We recognise the unique characteristics of each of the communities we work in and how they are reflected in distinctive school cultures. We are committed to a partnership that respects, sustains, and supports.

We encourage cultural diversity, celebrate the special qualities of each of our schools and understand that communities must develop and grow to become sustainable. Our model is about creating interdependence, schools that are more self-sustaining than stand-alone academies, less dependent than local authority schools and more independent than schools in corporate chains.

We all subscribe to a set of shared values, principles and operational processes that ensure quality education for all our young people. Our central belief is that every young life is special, open to possibility, gifted with the potential to change
the world for the better. Our ambition is to unlock the potential of all pupils, remove the barriers that limit aspiration and ensure that all our pupils succeed.

We will work with schools that can subscribe to these values and who are prepared to take responsibility and share resources with others. This approach is already improving the life chances of pupils in primary, special and secondary schools throughout the trust.

INTEGRITY

INCLUSION

KINDNESS

Why be part of the Unity team

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At Unity Schools Partnership our objective is to smash through barriers to make remarkable change happen.

We pride ourselves on being an educational organisation that puts pupils first, going the extra mile for the vulnerable and disadvantaged, and every one of us has an impact on unlocking our pupils' potential.

We are committed to providing a working environment where our employees can grow and thrive. We value collaboration, wellbeing, diversity, equality and work-life balance. Throughout our diverse family of schools and within our vibrant central hub we nurture talent, whether you are at the beginning of your career or looking to grow your expertise.

With a plethora of business support and school-based roles, we have something for pretty much everyone. You bring the talent; we'll provide the career. Be part of the team and make remarkable change happen.

Personal and Professional Growth

We recognise the importance of providing professional development opportunities and support you with a CPD programme to equip you for your current role and your next steps. Our aim is to retain your talent and so we actively encourage and facilitate movement within the Trust.
In fact, 67% of our executive team originates from internal promotions and we have enabled a number of staff to follow their passions and embark on a new career within the Trust. From apprenticeships to leadership training, we offer open doors, not glass ceilings.

Fairness and flexibility matters

We pride ourselves on being fully committed to equality and diversity best practice. We follow Teachers' Pay and Local Government pay scales for fair compensation and transparency. Our benefits package includes final/average salary pensions, wellbeing service, an employee assistance programme, cycle to work scheme, flu vouchers and EV leasing. In addition, we recognise the need for, and benefits of flexible working and hybrid working and are pleased to offer these where appropriate for the job role.

Wellbeing and Safeguarding

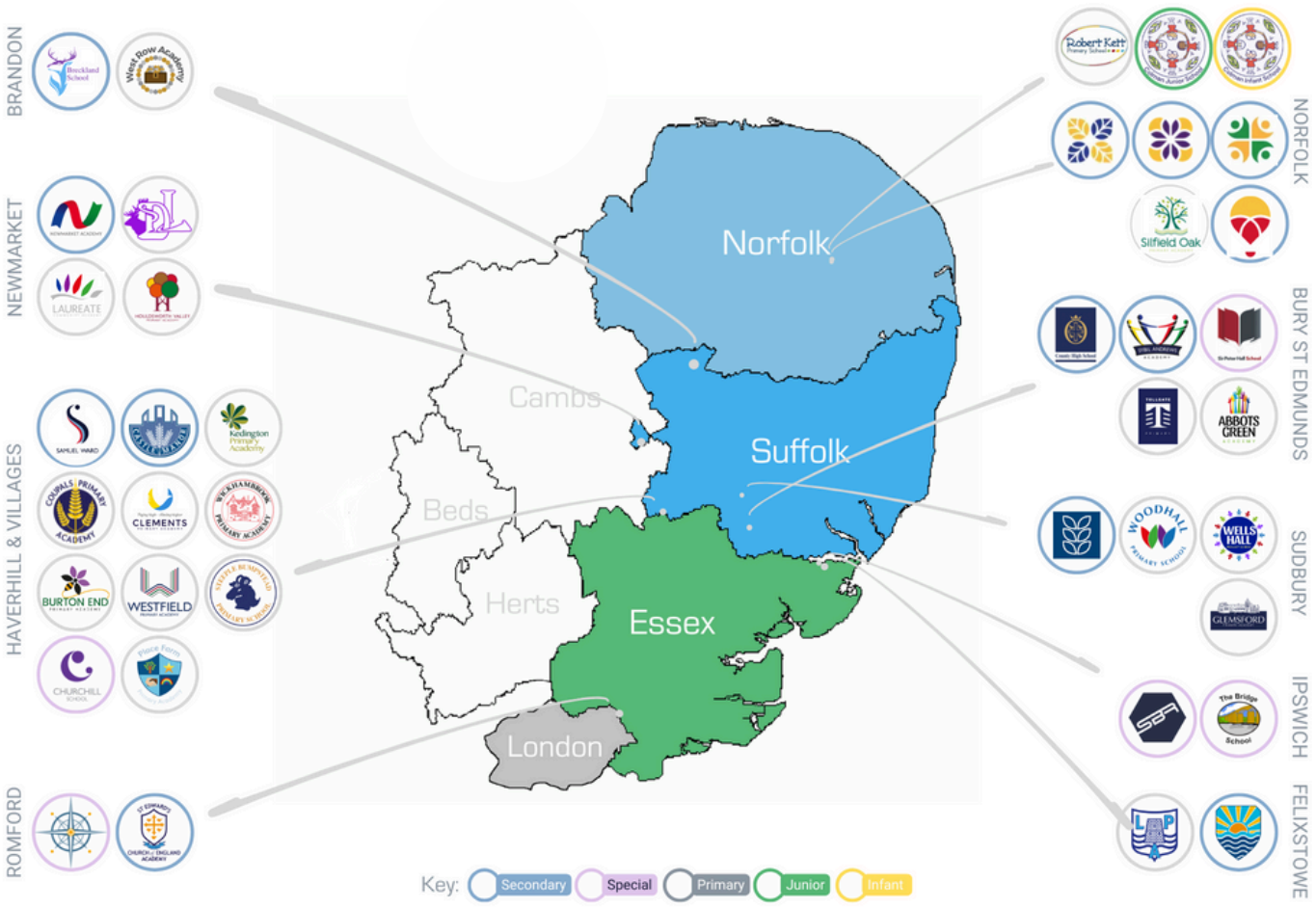
Of course, as an educational organisation, safeguarding is front and centre of what we do. But our care extends to our employees too. We value every member of staff as a person in their own right, everyone needs support in different ways and at different points in their lives.
We have invested in wellbeing systems to ensure that you get the right support at the right time and whenever you need it.

Meaningful work that makes a real contribution

All roles within the Trust contribute towards ensuring our pupils receive the education they deserve so that they can achieve their potential. We rely on our teams to take the initiative to make things better, to work smarter, to collaborate within and across teams to be the best we can be, so that our pupils can be the best they can be. We facilitate collaborative working across schools and multi-disciplinary projects to share best practice and maximise our skills, talent and knowledge sharing.

Our Schools

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Work with us • Learn with us • Grow with us

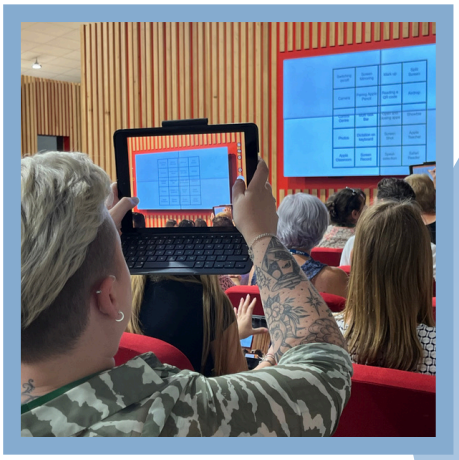
Our Teaching School and Research Hub

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At USP we benefit from having both a large Teaching School Hub and a Research School from which we draw knowledge, skill and insight into best practice in teaching and leadership.

Drawing on research findings from the Education Endowment Foundation and leading educational thinkers, our work supports schools in bridging the gap between research and practice. We provide evidence-informed CPD, share valuable messages and signpost the 'best of the best' research to promote classroom practice that is rooted in evidence.



Unity Teaching School Hub in Suffolk is the designated Teaching School Hub for 185 schools within Forest Heath, St Edmundsbury, Mid Suffolk and Suffolk Coastal and 228 schools in east Suffolk and north-east Essex.

We're committed to providing all schools in the area with excellence in professional learning from Initial Teacher Training through to Executive Leadership, via the Early Career Framework and the National Professional Qualifications.



Unity Teaching School Hub aims to grow and nurture great staff, teachers, and leaders, ensuring every pupil, regardless of their background, experiences a great education.

Unity Schools Partnership and our schools are committed to the communities in which we serve, for example our trust wide Happy Sheds initiative provides essential goods and support to families disproportionately affected by the cost-of-living crisis.
In addition, our schools work towards a variety of quality marks and net zero environmental initiatives.

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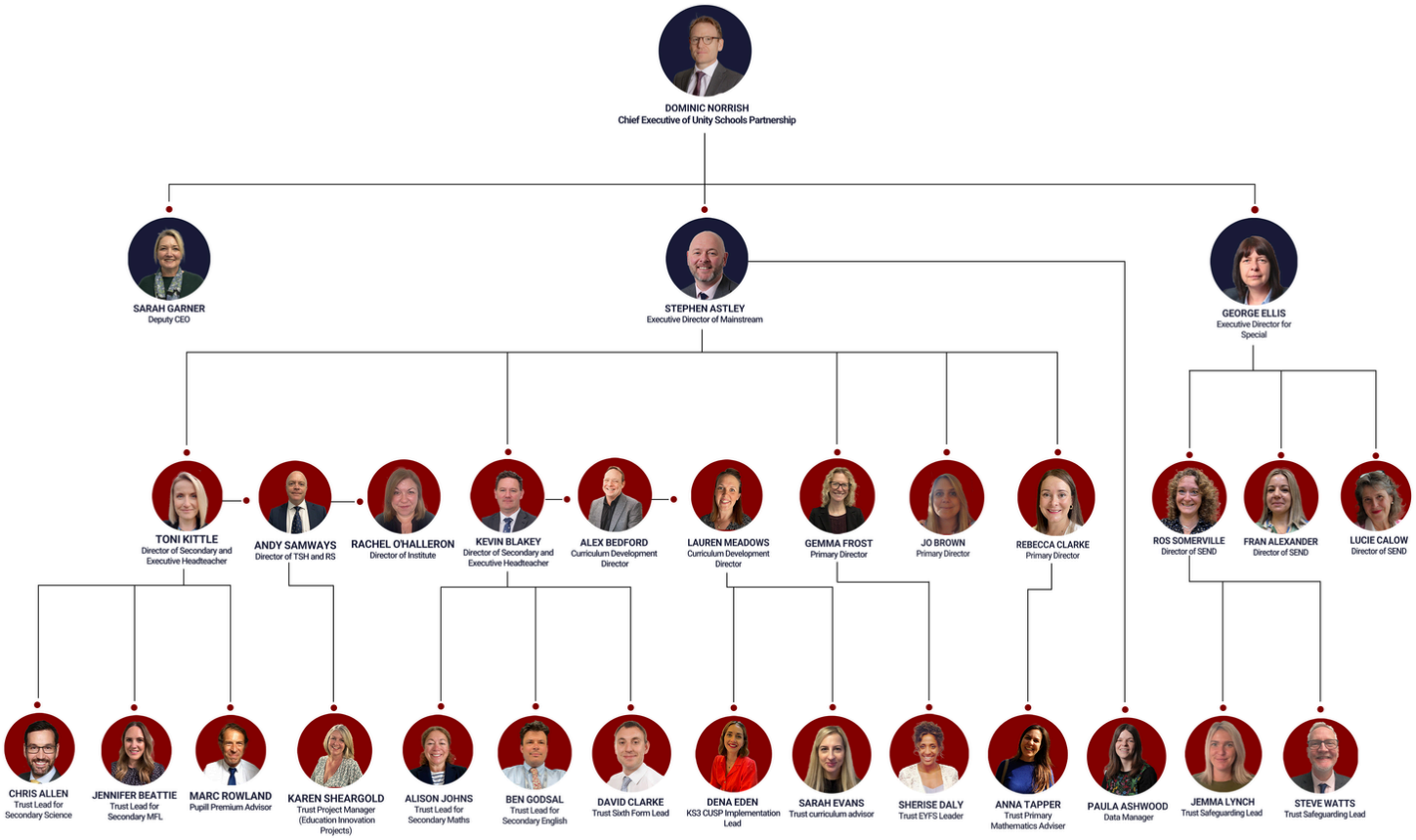
Happy Sheds

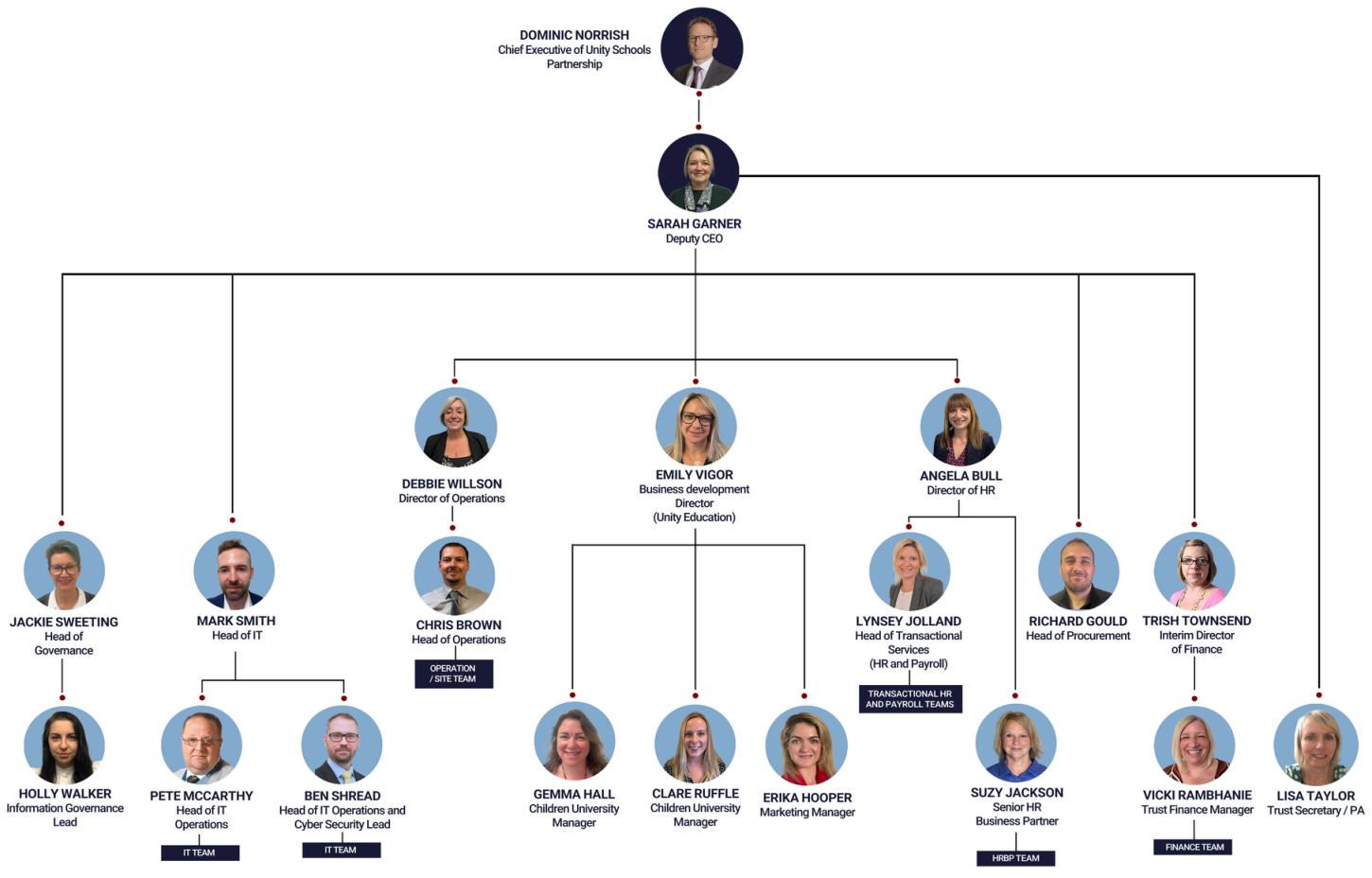
Helping to make remarkable change happen

Happy Sheds

Structure of the Trust

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Structure of the Trust

Trustees

We have a talented group of trustees representing a variety of sectors who steer our vision and direction with thought, business acumen and a commitment to the Trust's core values.

Our Local Governing Bodies

Governors focus on the quality of education and the curriculum to ensure that every child is receiving a broad and balanced education, improving outcomes for all pupils, and wider community engagement.

School Improvement Education Leads and Advisors

We have a high-quality group of school improvement leads and advisors who deliver our package of school improvement support for schools including primary and secondary specialists, SEN advisors, a pupil premium advisor and a Data Manager. Our advisors work closely with our school and trust leaders in partnership throughout the year.

Headteachers

Our Headteachers are a crucial part of our School Improvement Team. There is a significant amount of school-to-school partnership work that has great impact across our schools including across school leadership models and moderation. Schools find the advantages of working with a supportive peer group of successful heads a valuable asset of being part of our trust. Heads share expertise and support colleagues, which we value greatly.

VALUED WORKER SCHEME

At Unity Schools Partnership, we greatly value our positive relationships with trade unions and are proud to be recognised as an employer under the Valued Worker Scheme.

This recognition reflects our commitment to fair treatment, open communication, and a supportive working environment for all our employees.

Our Curriculum and Pedagogy

We aim for the best practice anywhere in the country led by successful implementation across the Trust.

Working together, Trust leadership, Headteachers and the Central Team support each school in the development of their curriculum. We ensure all students, regardless of background, needs and abilities, have access to the same opportunities. Our school improvement team, including our subject advisers, support our schools across phases to drive forward and ensure parity across our academies.

In our special schools our aspiration is for our pupils to achieve their full potential and make exceptional progress from their starting points. The curriculum will offer both formal and informal learning experiences and we believe an ambitious, well-planned curriculum is essential for not only achieving successful academic outcomes but also in effectively meeting the holistic needs of our learners.



The curriculum will provide challenge at all levels, support where needed and be driven by the creative engagement of pupils.

As a trust we want there to be sensible, appropriate and proportionate links to our mainstream primary and secondary curriculums.

As our successful candidate you will be experienced and talented in navigating that balance so that overall outcomes for pupils are exceptional.



Our Curriculum and Pedagogy

Secondary Schools

In our secondary schools, at the core of our curriculum is a belief that the English Baccalaureate (English, Maths, Science, History or Geography and a language) provides the best range of experiences for the majority of learners, and that achieving well in these subjects will enable them to access more skilled employment and further education. Therefore, our schools encourage a high level of participation in EBacc subjects, as this ensures that students keep their options open for the next steps of their education and have a solid foundation of academic knowledge for a life-long love of learning.

Under the direction of our Secondary Director, our trust subject leaders support core subjects to lead on the design of curriculum provision and resources for English, Maths, MFL and Science across Key Stage 3, Key Stage 4, and Key Stage 5. This includes the monitoring, evaluation and review of standards and provision within departments across each of our schools. The subject leaders support schools to improve teaching and learning and the academic success of all pupils, ensuring the highest standards of teaching, learning and achievement for all our students.

Primary Schools

In our primary schools, we use the CUSP curriculum developed by our trust Curriculum Director, Alex Bedford, and our Primary English lead, Lauren Meadows. Our network of schools support each other through sharing resources and our primary subject advisers and specialists are on hand to provide support and share their expertise.

Our curriculum is underpinned by evidence, research, and cognitive science.
Modules are deliberately sequenced for robust progression which allows teachers to focus on the lesson. There is an emphasis on oracy and vocabulary acquisition, retention and use to break down learning barriers and accelerate progress. A rich diet of language and vocabulary is deliberately planned for.

Specific skills are discreetly taught and practised so that they become transferable. The sequenced modules activate prior learning, build on skills, and deepen knowledge and understanding. Learning, vocabulary, and content is cumulative; content is learned, retrieved, and built upon. Our trust wide approach &iLearn has introduced iPads for every pupil in years 4-6 to prepare them for an increasingly digital world and provide equitable access to learning in school and out of school. This integrates with CUSP and facilitates efficient and effective teaching practice so that teachers can attend to what matters. This will integrate with CUSP and facilitate efficient and effective teaching practice so teachers can attend to what matters.













Thank you for the excellent Unity Day! It was thrilling to have so many colleagues present, a real positive buzz across the day, and extremely interesting sessions and activities to attend!

Staff Benefits and Wellbeing

Everyone plays their part

We want to recruit and retain the very best people in their area of expertise. Everyone who works for the trust contributes towards improving outcomes for pupils in one way or another. Some have a direct influence, and some have an indirect influence, but everyone plays their part.

Our primary focus is our pupils, smashing through barriers and making remarkable change happen. To make this a reality we have to allow teachers to teach and leaders to lead. Every role within the trust supports them and enables them to concentrate on what matters, high-quality teaching and learning for all our pupils. With that in mind, retaining quality staff and positively affecting their wellbeing is paramount. We want everyone to feel that they are important and valued in their roles, and that the right people have the right opportunities to progress within the trust.

We care deeply about inclusive working practices and diverse teams. If you'd prefer to work part-time or as a job-share, we'll facilitate this wherever we can, whether to help you meet other commitments or to help you strike a great work-life balance. We're keen to ensure we design an organisation that works for everyone. Our Equality, Diversity and Inclusion Group support a number of activities in schools and across the trust which includes celebrating International Women's Day.

Our Professional Development offer includes:

- Instructional Coaching linked to developing pedagogy
- Members of the National College CPD portal
- Professional courses funded via the apprenticeship levy from level to 7 for all staff
- Internal CPD opportunities throughout the academic year
- Strong links with the Unity Teaching School Hub and access to NPQs
- Trust-wide professional development and wellbeing day - Unity Day
- Trust-wide leadership events, Unity Institute and Professional Development Handbook



Other benefits:

Our **Pluxee staff benefits package** offers a wide range of discounts on shopping, holidays, entertainment, gym, and leisure facilities. We offer a variety of salary sacrifice schemes to help you save on essential expenses and enhance your lifestyle, including **Cycle to Work** and **Electric Car** schemes. For those with young children, our **Workplace Childcare scheme** offers significant savings on childcare expenses. We are pleased our teaching, support, and central staff also have the opportunity to join the **Blue Light Card** discount scheme.

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If you wish to apply for a vacancy at Unity Schools Partnership, or to discover more about the exciting opportunities to work for us, please visit unitysp-careers.co.uk.

Follow us on...

Work with us • Learn with us • Grow with us