

E-ACT

OPENING MINDS,  
OPENING DOORS

# DO YOU THINK BIG?

## Candidate Information Pack



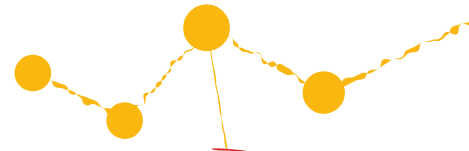
E-ACT Bourne End  
Academy



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# WELCOME



Thank you for your interest in joining TEAM BEA.

At BEA we are on a journey of rapid improvement creating a unique community of amazing, ambitious and achieving young people.

We work as a team, fully committed to supporting, developing and maintaining a culture of positivity, ambition and fun. We have high expectations and standards in all aspects of our academy and strive to find creative and engaging ways of working.

We develop each other and strive to be the very best we can be. We work with heart and passion, with a can-do attitude and a drive to succeed.

We work in the Bourne End way:

**BE Your best**

**BE Respectful and Kind**

**BE Positive**

**BE Engaged**

**BE Responsible**

If you are looking for a school where you can develop, feel inspired and make a huge difference in then TEAM BEA is for you.



Natalie King,  
Head Teacher

Firstly, thank you for taking your time to explore this opportunity to be part of our E-ACT family.

E-ACT is a National and System Leader Multi-Academy Trust, we provide education in London, Birmingham, Bristol, Manchester, Oldham, Buckinghamshire, Northants, Sheffield, and Walsall. As one of the most established trusts in the country, we serve some of the most disadvantaged young people.

Our commitment to becoming 'best in class' is stronger than ever. At E-ACT, we bring our people-first culture to life through our comprehensive people strategy. We have been diligently refining our educational and operational strategies, governance, and organisational culture to ensure we provide the very best experience for our pupils and, of course, our staff.

My fellow colleagues at E-ACT are dedicated professionals who provide the very best for our children to thrive and to grow. We take great pride in serving our local communities and being part of a supportive trust we call E-ACT.

If you think this could be the role for you, please get in touch.



Tom Campbell  
CEO

# Academy statistics

## AT A GLANCE



### Planned Admission Number

**150** per year group for Years 7-11

**60** per year group  
for Years 12 and Year 13

### Students on roll

**737** 

### EAL Students

**14%** 

### Pupil Premium

**30%** 

**Ofsted:** 27 September 2022

Rated '**Good**' overall, with an  
'**Outstanding**' rating for leadership and management.

### SEND Students

**28%**  
\*overall

**Bourne End Academy** is a co-educational secondary school located in Bourne End, Buckinghamshire. Established with a mission to “Develop Future Leaders,” our academy is dedicated to providing a world-class education that equips students with the knowledge, skills, and values necessary to lead with impact in an ever-evolving world. Our core values of kindness, inclusivity, and effective communication reflect our commitment to creating a supportive and collaborative environment where every student can thrive.

## > Unique Programmes, Achievements, and Initiatives

Bourne End Academy takes pride in its bespoke Professional Development programme, which is benchmarked against the Gatsby Benchmarks and the Career Development Framework from the CDI.

Our academy has been rated 'Good' by Ofsted, with an 'Outstanding' rating for the effectiveness of our leadership and management. We offer a range of unique initiatives, including an annual Careers Fair, individual Unifrog accounts for all students, and partnerships with local and national businesses for mentoring and career insight events.

## ➤ Our Culture

At Bourne End Academy, we emphasise a positive and inclusive working environment. Our staff benefit from professional development opportunities, including training programmes and career advancement pathways. We promote open communication and collaboration, ensuring that every member of our community feels valued and supported. Our commitment to community involvement is reflected in our active engagement with parents and local organisations.

## ➤ Our Benefits

Staff at Bourne End Academy enjoy a range of benefits, including career advancement opportunities, comprehensive training programmes, and initiatives that promote work-life balance. Unique perks include free lunches, access to mental health support, and a supportive network that encourages personal and professional growth.

## ➤ Our location

Our academy is ideally situated in the picturesque suburb of Bourne End, Buckinghamshire. Nestled in a green and tranquil environment, our academy offers the perfect blend of countryside charm and urban convenience.

Located just a short distance from the beautiful towns of Marlow and Cliveden, Bourne End Academy provides easy access to stunning riverside walks, historic sites, and vibrant community events. Marlow, with its charming high street, renowned restaurants, and scenic views of the River Thames, offers a delightful escape for both staff and students. Cliveden, known for its magnificent gardens and stately home, provides a serene backdrop for outdoor activities and educational excursions.

Our academy's location not only enhances the quality of life for our staff but also enriches the educational experience for our students. The surrounding area is rich in cultural heritage and natural beauty, making it an inspiring place to work and learn. With excellent transport links to London and other major cities, Bourne End Academy is perfectly positioned for those seeking a balance between professional fulfilment and personal well-being.



# Let us introduce **OUR TRUST**



You will already know this, but we are a large multi-academy trust dedicated to providing exceptional education across our network of academies. Our mission is to inspire and challenge every student to achieve their full potential, and we are committed to creating a supportive and dynamic learning environment.

At E-ACT, we often refer to the wisdom of crowds and believe in the power of collaboration and innovation. Our team of passionate educators and staff work tirelessly to make a positive impact on the lives of our

students and the communities we serve. We are proud of our achievements and the progress we continue to make in delivering high-quality education.

As you consider joining our team, we want you to know that at E-ACT, you will be part of a forward-thinking trust that values professional growth, inclusivity, and excellence.

We are excited about the future and the opportunities it holds for our academies, our staff, and most importantly, our students.



Pupils

**25,000**

Staff

**3,500**



**93%**

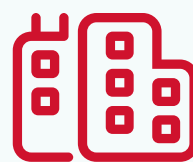
of academies **GOOD**  
or **OUTSTANDING**.

**100%**

of academies have leadership & management  
**GOOD** or **OUTSTANDING**.



Awards



Based in **6**  
major cities.

Academies

**38**



# Opening Minds, Opening Doors

Opening Minds, Opening Doors embodies our trust-wide strategy that empowers our academies to triumph.

We want to give our academies the best possible support and guidance, enabling them to provide an exceptional education that impacts on the achievements of our children and young people.

## How do we do this?

Every day, all our colleagues demonstrate our three values:



### THINK BIG

We dare to dream big. Pushing the boundaries to create extraordinary opportunities for our young people and staff alike.



### DO THE RIGHT THING

We consistently make principled choices even when faced with adversity, guided by moral purpose that fuels impactful change.



### SHOW TEAM SPIRIT

Together we foster a culture of collaboration to improve, support and progress, propelling us forward as a united force.

## Our academies

We are proud to have **38 academies** across England that supports children and young people from the beginning of their education experience right up to sixth-form.



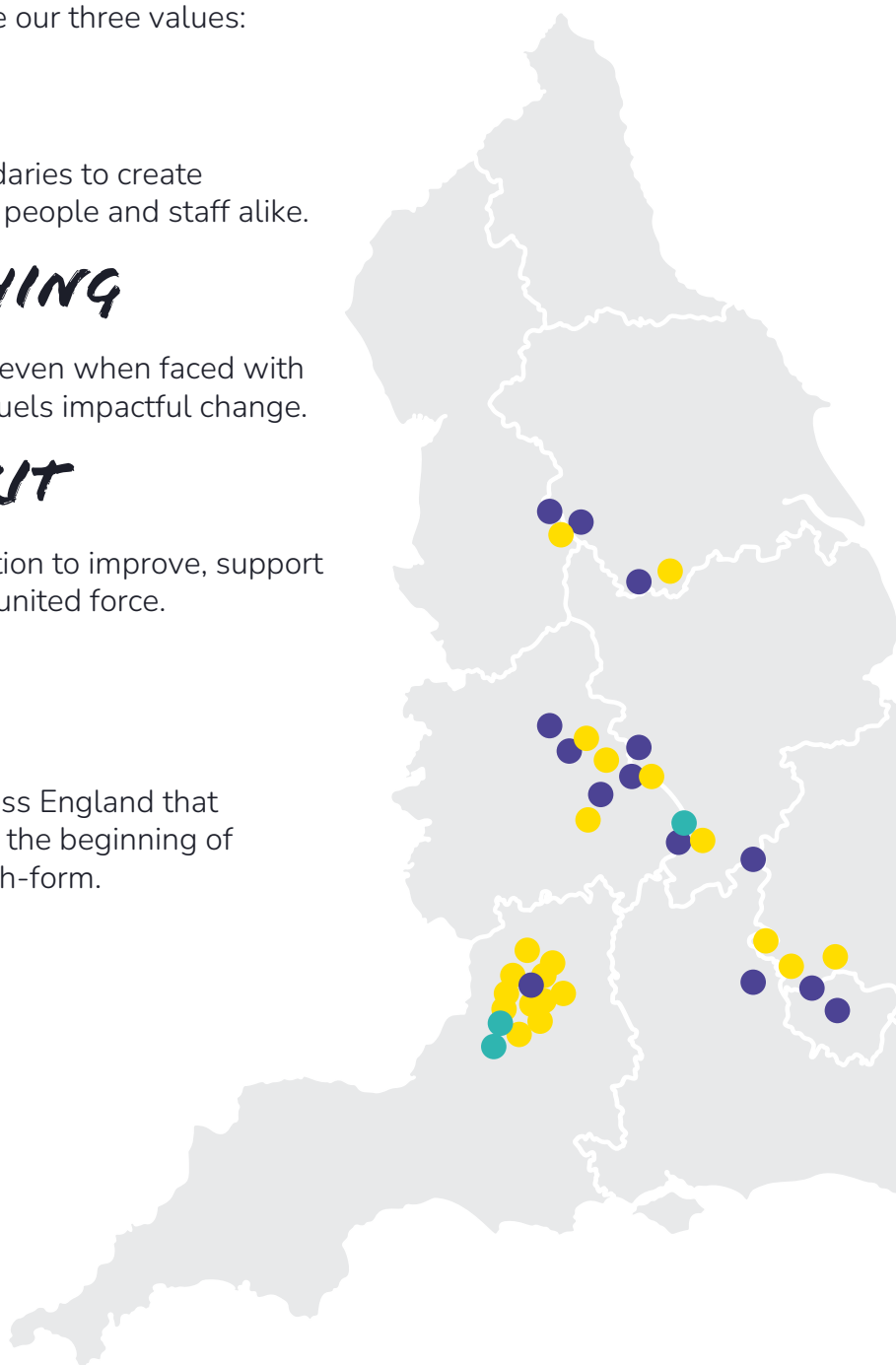
All-through Academies



Primary Academies



Secondary Academies



# OUR PRIORITIES

To put it simply, we are on a very clear mission.

We believe that it's our duty and privilege to change lives of our young people across England. And to achieve this we need the very best people working with us.

Do these priorities resonate  
with **YOU?**



Did you answer **YES?**

Then **YOU** are what we're  
looking for! Read on

# People-first, always!

At E-ACT, we genuinely prioritise a people-first culture. We have developed our People Strategy to be a cornerstone of our Opening Minds, Opening Doors Strategy, playing a vital role in achieving our strategic priorities. This forward-looking strategy outlines our aspirations as an employer and envisions the experience of being part of the E-ACT family.

Every single role within E-ACT is crucial to fulfilling our mission. Whether you work in the classroom, the office, our national teams, or on our grounds, your contribution is valued and essential.



Our People Strategy has eight key objectives, each aimed at creating a supportive, inclusive, and dynamic environment for all.

## How many mean something to YOU?





## We invest in **YOU**

You've heard about our People Strategy, and the very first principle is our commitment to Continuous Professional Development (CPD) for educational excellence. We believe that when our educators and leaders grow, so do the students they serve.

We have a dedicated learning team that works across our entire trust, ensuring that all staff have access to the best resources and support. Additionally, we offer countless networking opportunities so you can connect with like-minded individuals across the trust.



I feel really energised and grateful to work in a trust that invests so much thought and care in its staff.

**James Hughes,**  
Education Director – Primary



# What do we **OFFER?**

Quite simply, we offer training and professional development for each and every one of our staff – which means our offering is large (very large!).

Here is a snapshot of what we offer:



## Middle Leadership

- Diversifying Excellence in Leadership
- Early Years Clusters
- Aspiring SENDco Course

## Senior Leadership

- Peer Review Training
- Exceptional Senior Leaders
- Road to Headship

## Professional Services

- Apprenticeships
- Sector-leading Qualifications
- Strategic leader development

## Qualifications

We partner with National Institute of Teaching to ensure our staff get the best possible training for their own growth.

### The National Professional Qualifications we offer include:

- NPQEL (Executive Leadership)
- NPQH (Headship)
- NPQ SENCo (Special Educational Needs)
- NPQ LEY (Leading Early Years)
- NPQ LT (Leading Teaching)

## Our Partners



## Networking

Remember when we said we have a people-first culture?

We all thrive better together when we collaborate with like-minded people. We bring together our colleagues and other professionals from across the sector to join forces at our E-ACT Ideas Conference.

Our conferences represent what we are about, showcasing our diverse, passionate people.

## E-ACT Ideas Conferences include



Women in Leadership

Bridging the Gap

Early Years Conference

# THIS IS US!

## #WeAreEACT

Sometimes, pictures just speak a thousand words. We celebrate our people—students, staff, and the communities we serve—through our annual events:



## STAFF IMPACT AWARDS

The Staff Impact Awards shine a light on our dedicated colleagues who have made significant contributions to our Trust. These awards honour individuals and teams who have gone above and beyond in their roles, demonstrating excellence and commitment to our mission.





# NATIONAL PUPIL CELEBRATION EVENTS

Our National Pupil Celebration Events bring together an extraordinary display of talent, creativity, and inspiration from across the Trust. These events showcase the diverse range of student achievements in areas such as music, poetry, art, and sports.



# OUR BENEFITS



## > Financial and Lifestyle

**Generous Pension:** Local Government Pension Scheme (LGPS) or Teachers Pension Scheme (TPS) - both defined benefit schemes

**Life Cover:** 3x pensionable pay

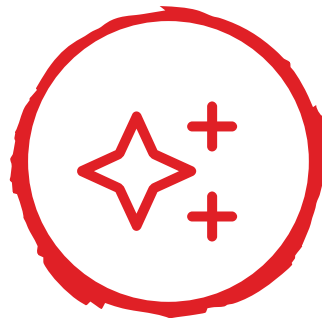
**Cycle to Work:** for healthy commuting

**Annual Leave:** 31 days for year-round employees

## E-ACT

At E-ACT, we care about you and are committed to supporting your wellbeing, both in your role and beyond.

Our benefits package is thoughtfully designed to help you stay healthy, develop professionally, and maintain a balanced lifestyle.



## > Professional Growth and Development

**Opportunities:** excellent Professional Development and Learning for all

**Investment in staff development:** including bespoke and tailored Trust INSET days

**TLR progression:** automatic progression through TLRs for teaching staff

**Teacher pay scale:** 9-point teacher scale from M1 to UPS3

**TLR Payments:** Full TLR payment for part-time teachers carrying out full responsibilities



## > Culture and Wellbeing

**People-first culture:** that values every colleague

**Employee Assistance Programme:** free confidential counselling, financial advice, and more

**Wisdom Wellbeing App:** to support mental health and wellbeing

**Collaborative working:** we value teamwork and collaboration, encouraging a culture of shared knowledge and collective success.



The provision for the wider development of pupils is a strength of the school.

Ofsted 2022



We are all driven by our aim of 'Developing Future Leaders' and for all students to leave with the knowledge and skills required to become successful leaders.

Mrs Arthur  
Assistant Headteacher



E-ACT Bourne End  
Academy



Leaders share a clear vision for all pupils to access an ambitious curriculum.

Ofsted 2022



I know my teachers care about me and I've made some great friends.

Rico, Year 9



## Visits to the Academy

How do you know if it's right unless you try? We always welcome candidates to our academy before the interview so you can truly get a feel for the place.



## Fill Out Your Application Form

This is important! We can only accept applicants who fully complete our application form. This is due to safeguarding

## References

Your referees will only be contacted if you are shortlisted.

You will need to provide two references:

1. From your most recent employer
2. Second reference details



## Shortlisting

All of our shortlisting will be made against the criteria of the job role. Applicants who meet the specification will be invited to an interview.

## Checks

If you attend the interview, don't forget to bring:

1. Photographic identification
2. Proof of the right to work in the UK
3. Proof of qualifications



## Offer of Employment

We're excited to offer the successful candidate a job! We'll start with a phone call to share the good news, followed by a written offer sent via email or post. Please remember, this offer depends on satisfactory references, enhanced DBS clearance, and other necessary safeguarding checks.

If you're not selected this time, we'll let you know by email. Thank you for your interest!



# How to **APPLY**

We hope this pack has given you a valuable insight into our Academy and Trust and the exciting opportunities we offer. We warmly invite you to visit us and experience the Academy in action.

If you would like to arrange a visit or have any questions, please don't hesitate to contact us using the details below. We look forward to meeting you and welcoming your application!

## E-ACT Recruitment Team

✉ Email: [recruit@e-act.org.uk](mailto:recruit@e-act.org.uk)

Thank you for your interest. We look forward to receiving your application.

Please read the supporting documentation carefully before completing and returning our application and equal opportunities form. If this role isn't quite right but you are interested in joining our talent pool then please email [recruit@e-act.org.uk](mailto:recruit@e-act.org.uk).

E-ACT is committed to safeguarding and promoting the welfare of young people and vulnerable adults, and all appointments are subject to enhanced Disclosure & Barring Service (DBS) checks and satisfactory references. E-ACT is also committed to promoting equality, challenging discrimination and developing community cohesion. We welcome applications from all sections of the community.

**E-ACT**

OPENING MINDS,  
OPENING DOORS

Find your

**THINK BIG**



Sign up to our talent pool to receive the  
latest vacancies and news from E-ACT

**#WeAreEACT**

**in** @educationeact **in** @E-ACTlearning

#thinkbig | #dotherightthing | #teamspirit