

Compass Eko  
Trust

# Recruitment Information Pack



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# WELCOME

Welcome to Compass Eko Trust. As Co-Chief Executive Officers, we are delighted that you are considering joining us.

We believe that where a child starts in life should never determine where they end up. Our commitment is simple and uncompromising: every child achieving, without exception.

Our schools sit at the heart of everything we do. The Trust exists to serve them, bringing clarity, consistency and support so leaders can focus on delivering excellent education in their communities.

Across our Trust, we share a common purpose: every child succeeds and every adult is supported to do their best work. We are deliberate about collaboration, sharing what works and holding each other to high standards.

Our values guide how we work every day: excellence, inclusion, collaboration and integrity. We hold high expectations, ensure everyone belongs, work together to improve, and do what is right, not what is easy.

Our staff are central to everything we achieve. We invest in our people, create strong professional networks across our schools, and provide meaningful opportunities for development at every stage.

We are building a Trust that is ambitious for every child and every colleague, and rooted in the communities we serve.

We look forward to receiving your application.

Best wishes



**John Camp, OBE**  
Co-Chief Executive Officer



**Rebekah Iiyambo, OBE**  
Co-Chief Executive Officer



# ABOUT COMPASS EKO TRUST

## OUR VISION

Every child  
achieving,  
without exception

## OUR VALUES



Excellence



Inclusion



Integrity



Collaboration

Compass Eko Trust is a Multi-Academy Trust formed on 1 April 2026 through the merger of The Compass Partnership of Schools (established 2017) and Eko Trust (established 2016).

The Trust comprises 28 schools across the Royal Borough of Greenwich, East London, Essex, Suffolk and Brighton, including primary, special and SEMH provision.

We are a family of good and outstanding schools committed to strong outcomes for all children through high-quality teaching and a knowledge-rich curriculum. Our schools operate within a clear educational framework, combining shared approaches to teaching and learning with each school's local identity.

To improve outcomes for children schools collaborate, share expertise and build on their strengths so that practice across the Trust benefits all pupils.

We are committed to inclusion in its fullest sense, ensuring every child, regardless of background or need, can succeed. Our shared vision supports children to become curious, enthusiastic, resilient and confident learners.

As a civic trust, we play an active role in our communities, building strong partnerships while maintaining the distinct ethos of each school.

Find out more at our website: [www.compasseko.uk](http://www.compasseko.uk)



# WORKING HERE

In addition to a rewarding career, we offer an excellent and comprehensive range of benefits for staff to enjoy. These include:

## Professional Growth and Development

We place strong emphasis on continuing professional development, recognising that investing in our staff directly improves outcomes for children.

We are committed to ensuring all colleagues are equipped with the knowledge and skills they need, both for their current role and for future progression. You will be part of a professional learning community that values collaboration, research-informed practice and continuous improvement.

You will have access to a structured and varied programme of development, including:

- At least two professional development and appraisal conversations each year, focused on development, wellbeing and career aspirations
- A wide range of formal and informal learning opportunities, including leadership programmes, workshops, mentoring, conferences and online learning
- Opportunities to work across schools or shadow colleagues, broadening experience and expertise
- Regular opportunities to observe practice and learn from others, building collective expertise across the Trust

**“The level of support we now enjoy would have felt like a distant dream just a few years ago.”**

Teacher, Hangleton Primary School

We are an ambitious Trust that values collaboration, innovation and professional growth, creating an environment where staff can develop, contribute and make a meaningful impact.

## Collaborative & Supportive Culture

We are a connected community of staff working towards a shared aim: providing excellent education for every child.

Collaboration is built into how we work. You will be part of a wider professional network across our schools, with access to colleagues who share knowledge, challenge thinking and support one another to improve practice.

**“Sharing expertise and adapting teaching at scale has become seamless across the Trust.”**

Deputy Head , South Rise

Whether you are a support staff member, Early Career Teacher, experienced teacher or school leader, you will be supported by colleagues across the Trust. You are never working in isolation.

Our staff work together across schools in areas such as safeguarding, assessment and teaching, reviewing practice and exploring different approaches. This shared way of working strengthens practice and helps to distribute workload effectively.

**“Joining Eko has led to many changes at Rushmere Hall, with collaboration quickly becoming a natural part of how we work.”**

Teacher, Rushmere Hall

We prioritise strong relationships, open communication and a culture of professional trust. Leaders are accessible, feedback is valued, and support is always available when it is needed.

**“Being part of a large team with a shared goal feels like the norm now”**

Teacher, Hangleton Primary School

## Workload & Wellbeing

Staff wellbeing is central to our success. We are committed to creating a working environment that is supportive, sustainable and enables staff to do their best work.

Our approach focuses on both practical support and wider organisational culture. We review workload, systems and ways of working to ensure they are effective and manageable, supported by regular staff feedback and Trust-wide action.

We provide a range of support services for staff, including:

- A confidential Employee Assistance Programme with access to advice and counselling for personal and work-related matters
- Occupational health support, offering guidance on health, safety and wellbeing at work
- Access to wellbeing and medical support services, including counselling and additional healthcare provision

We also offer initiatives that support healthier lifestyles, including the cycle-to-work scheme.

Our aim is to ensure all staff feel supported, valued and able to sustain a long-term career within the Trust.

**“Sharing the mental load and responsibility of the role has had a positive impact on my sense of wellbeing.”**

Co-Headteacher, Earlham

## 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.

## National Terms and Conditions & Access to Pension Schemes

We at least match national pay and conditions within the education sector. Our sick pay, maternity and paternity pay meet or exceed national standards. All staff are auto-enrolled into either the defined benefit Local Government Pension Scheme or the Teachers' Pension Scheme. These schemes include a generous employer contribution. If this isn't right for you right now, you can opt out of the scheme at any time.

## 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.

Please visit the Compass Eko Trust [website](#) for more information.





# EQUAL OPPORTUNITIES & SAFEGUARDING STATEMENT

Compass 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, Chief People Officer, at [hcunningham@compasseko.uk](mailto:hcunningham@compasseko.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 APPLICATION PROCESS

Once you have found the role you want to apply for, you need to make sure your application form gives you the best possible chance of getting an interview. The following tips 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 will use the information in your application form (but not the equal opportunities monitoring information) to draw up a short list of candidates to be invited to interview. Shortlisted candidates will be contacted within 2 weeks of the closing date.

**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 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.

**We look forward to receiving your application and to the contribution you could make in helping every child achieve, without exception.**