

E-ACT

OPENING MINDS,  
OPENING DOORS

# DO YOU THINK BIG?

Candidate Information Pack



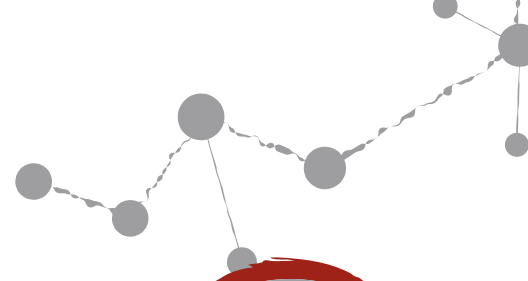
E-ACT  
Heartlands  
Academy



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# WELCOME



At Heartlands Academy, we believe in the power of education to transform lives. Our school is more than just a place of learning—it's a vibrant, supportive community where students and staff are encouraged to dream big, work hard, and achieve their full potential.

As Headteacher, I am passionate about creating an environment where everyone feels valued, inspired, and empowered to succeed. Our students are at the heart of everything we do, and we are dedicated to helping them grow into confident, ambitious, and kind individuals who are ready to take on the world.

Equally, our staff are the foundation of our success. I am committed to supporting professional growth, well-being, and collaboration, ensuring that everyone at Heartlands Academy has the opportunity to develop and thrive.

If you are looking to be part of a school that is unapologetic about excellence, embraces innovation, and truly cares about its people, we would love to welcome you to our Heartlands family.



Mrs Sophia Haughton,  
Headteacher

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** Across all years in the academy

### Students on roll

**838** 

### EAL Students

**63%** 

### Pupil Premium

**73%** 

**Ofsted:** May 2025

Judged **Outstanding** for all categories by Ofsted.

### SEND Students

**12.6%**  
\*overall

Heartlands Academy is a vibrant, ambitious school committed to providing a first-class education for all, with a focus on disadvantaged students. Our diverse community represents over 53 languages, fostering an inclusive environment where every student is valued. We pride ourselves on exceptional outcomes, excellent attendance, and high expectations for both staff and students. In March 2025, The Times ranked us 2nd in the country for student happiness. We offer extensive CPD, leadership development, and strong community ties, working with partners like the Aston Villa Foundation. At Heartlands, we empower students and staff to achieve their full potential and thrive.





## ➤ Our Culture

At Heartlands Academy, we foster a culture of high expectations, collaboration, and support. We value staff dedication and create a positive working environment through regular recognition, celebration events, and a well-being program. Staff well-being is prioritised with initiatives like Friday breakfasts, a dedicated well-being room, and access to the gym, alongside weekly sports sessions to encourage health and team spirit. Professional development is central to our culture, with CPD opportunities, career progression pathways, and leadership training. We take pride in building a supportive, community-driven team where staff growth, contributions, and well-being are valued.

## ➤ Our Benefits

At Heartlands Academy, we offer a range of benefits to support staff well-being and professional growth. These include regular staff recognition, celebration events, and a well-being program with initiatives like Friday breakfasts and a dedicated well-being room. Staff also have access to the gym and weekly sports sessions to promote health and team spirit. We provide extensive CPD opportunities, career progression pathways, and leadership development through mentoring, coaching, and training. Our supportive environment ensures that staff feel valued, with a strong focus on both personal and professional development.

## ➤ Values, Ethos and how we work in the Trust?

At our academy, we are unapologetic in our pursuit of academic excellence. We believe in thinking big and have the highest aspirations for every member of our community. Our vision is to go above and beyond to foster a culture where individuals grow into well-rounded citizens and future leaders. Guided by our mission, to empower dreams, we act with integrity, honesty, respect, and kindness. We value ambition, resilience, and teamwork, supporting one another to be our best. Our strength lies in our diversity, and we celebrate success together. At our core, we are a united team driven by purpose, respect, and aspiration.

# 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**

**93%**

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



**100%**

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

Staff

**3,500**



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.



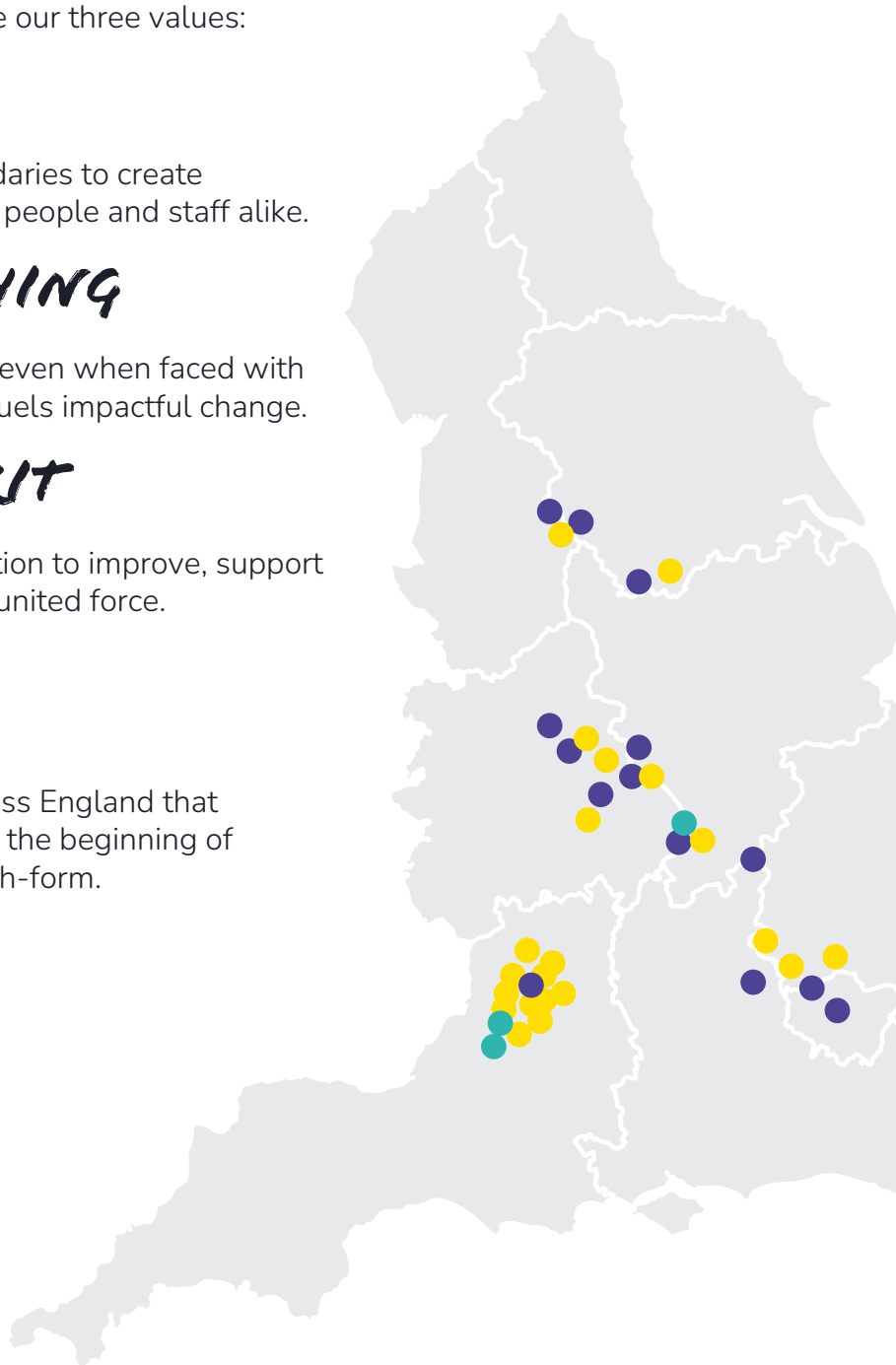
All-through Academies



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

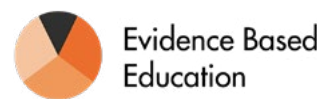
## Qualifications

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

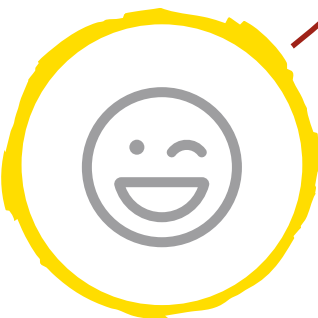
**Opportunities:** excellent Professional Development and Learning for all

**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.



RESPECT



AMBITION



KINDNESS



THIS IS US!



RESILIENCE

## 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**



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@E-ACTlearning

#thinkbig

#dotherightthing

#teamspirit