

E-ACT

OPENING MINDS,  
OPENING DOORS

# DO YOU THINK BIG?

## Candidate Information Pack



E-ACT DSLV  
Academy

# Contents

Welcome	Page 3
Primary Academy Statistics	Page 4
Secondary Academy Statistics	Page 6
Our Trust	Page 8
Opening Minds, Opening Doors	Page 9
Our Priorities	Page 10
People First, Always	Page 11
We Invest In You	Page 12
This Is Us	Page 14
Our Benefits	Page 16
Academy Application	Page 18
How To Apply	Page 19

## WELCOME

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

## Join Our Primary Team – Where Every Child and Every Teacher Matters.

At our school, we offer a unique opportunity to be part of a truly all-through learning community, where strong relationships are built with families from the very start of a child's educational journey. Our primary phase plays a fundamental role at the heart of our academy and the wider community.

We are proud of our high expectations, rooted in our core values of Be Proud, Be Confident, Be Respectful. These values shape our daily behaviours, create a safe and nurturing environment, and drive the high standards we set for both pupils and staff.

As a member of our team, you'll be supported to thrive in a culture that prioritises wellbeing, professional development, and collaborative practice. You'll work alongside a passionate and dedicated team, where your ideas are valued and your contribution truly makes a difference.

If you're committed to giving children the best possible start, want to grow professionally, and believe in the power of primary education to shape futures – we would love to hear from you.



Hannah Rowe,  
Primary Headteacher

Our dedicated team of staff at DSLV aim to build a flagship school within the heart of our Daventry community that prepares our young people for the ever-changing world around them and create citizens that demonstrate the following qualities in all that they do; excellence, courage, tenacity and kindness.

DSLV Academy is a vibrant and supportive educational institution dedicated to nurturing the growth and success of every student. We value the importance of strong relationships between students and staff, ensuring that every learner receives the care and support they need to excel. Our culture of pride, alongside our high expectations and core values, are the foundations that shape our behaviours and ultimately drive our performance in all areas. Ensuring that students have a clear understanding of the difference between right and wrong, have a tolerance of others and the confidence to embrace life's challenges is at the heart of all we do. From these foundations, the school is calm, safe and purposeful, with staff that believe in every student and a community that challenges every pupil to aspire for academic excellence. Our academy focuses on fostering a culture of pride, confidence, and success, encouraging students to be proud of their accomplishments, believe in their potential, and become the best version of themselves, whether it's in the classroom or in extracurricular activities, we are committed to helping students grow into confident, successful individuals who are ready to make a positive impact on the world around them.

Motto: Be proud; Be confident; Be successful.



Sarah Hadlow,  
Secondary Headteacher





## Academy Statistics

# AT A GLANCE



### Planned Admission Number

**60**

Primary Reception

**180**

Year 7: 120

Year 12: 60

### Students on roll

**789**



### EAL Students

**15%**



### Pupil Premium

**32%**



### Ofsted: April 2022

Ofsted Rated Good (2022)  
Good for all categories

### SEND Students

**14%**

**\*overall**

Enrolled in the Additional Resource  
Provision (ARP) for students with  
Autistic Spectrum Disorder

DSLVAcademy, located in Daventry, Northamptonshire, has evolved from a secondary school in the 1970s to a thriving all-through academy since 2013. With a focus on academic excellence, personal development, and community values, DSLV offers innovative teaching, tailored support, and a nurturing environment. The primary phase boasts outstanding facilities, including a dedicated Art and DT studio, newly refurbished EYFS classroom and a garden. Key strengths include a small-school, family feel; staff who champion positive behaviour; personalised CPD and leadership pathways; and the benefit of cross-phase expertise. DSLV remains committed to helping every student and staff member achieve their full potential in a supportive setting.



## › Our Culture

At DSLV Academy, we foster a positive and inclusive working culture where every individual is valued and respected. We believe in creating an environment where everyone feels empowered to contribute, collaborate, and grow.

Our commitment to professional development ensures that there are ample opportunities for progression, allowing our team to continually develop their skills, take on new challenges, and advance in their careers. By nurturing talent and recognising the unique strengths of each person, we create a supportive workplace where success is shared, and every individual can thrive.

DSLV is a growing academy, in the heart of its community, and 'Teamwork' plays a fundamental role within our staff body, with staff supporting each other to "be the best version of yourself".

## › Our Benefits

Working at E-ACT, including at DSLV Academy, offers staff a rewarding, supportive, and growth-focused environment. Benefits include bespoke CPD, leadership development, and career progression, with opportunities to take on new roles across the trust. DSLV promotes peer learning and has a strong open-door culture - many staff, including the Headteacher, have advanced internally. E-ACT values work-life balance, offering flexible working, wellbeing initiatives, and competitive pay. Staff enjoy being part of a collaborative, inclusive network committed to excellence, where every team member is respected, empowered, and plays a vital role in shaping student success and making a meaningful impact.

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

At DSLV Academy, our core values - Be Proud, Be Confident, Be Successful—guide students' academic and personal growth. Be Proud encourages students to take pride in their achievements and contributions, fostering self-respect and a commitment to excellence. Be Confident builds resilience by empowering students to take risks, learn from mistakes, and trust in their abilities. Be Successful focuses on helping students achieve personal and academic goals, preparing them for future success. These values create a nurturing environment where students are inspired to grow, embrace challenges, and realise their full potential, ensuring a bright, successful future.



# 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.



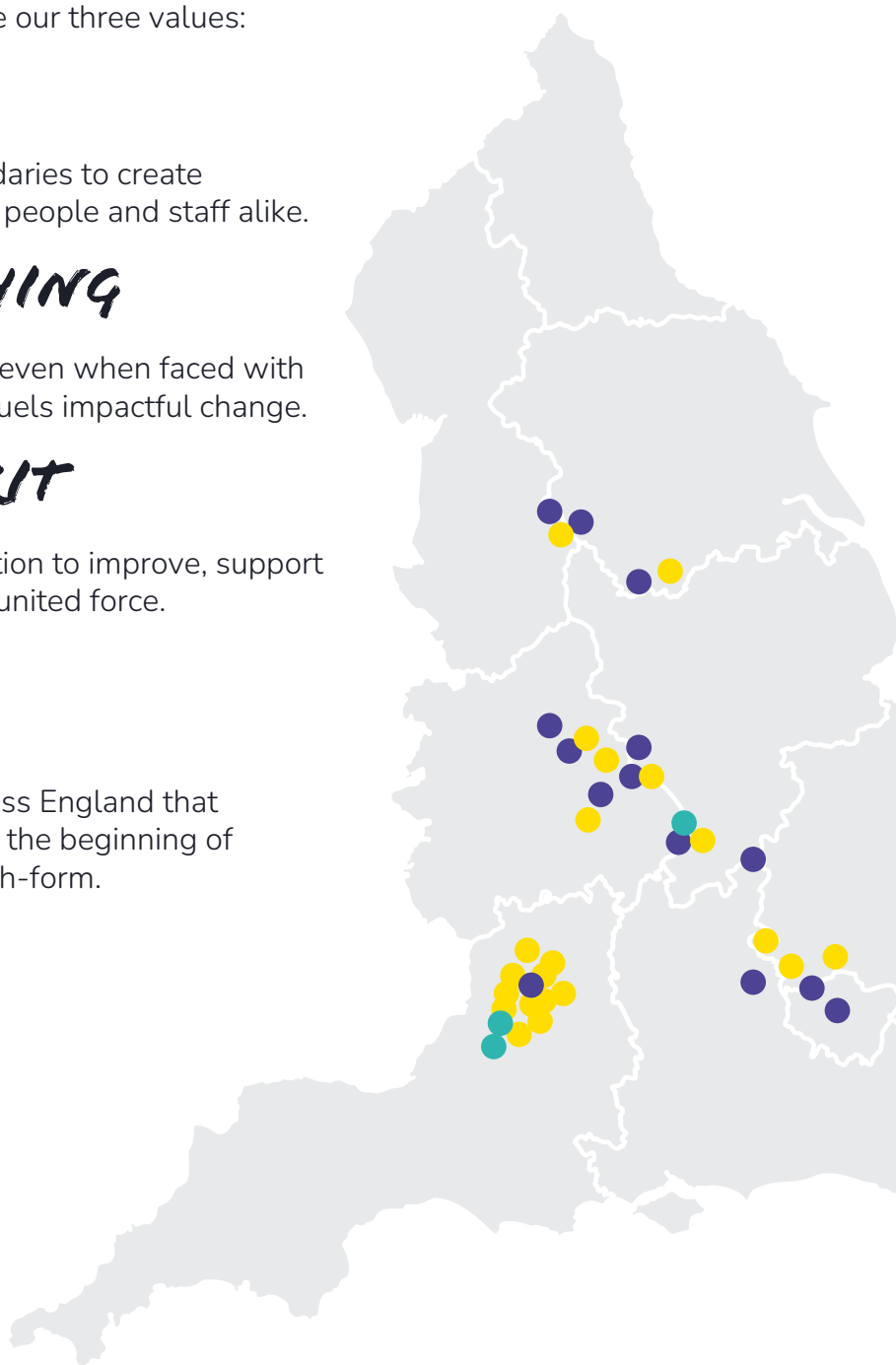
All-through Academies



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.



BE  
CONFIDENT



BE  
PROUD



BE  
RESPECTFUL



THIS IS  
US!



## 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!

## Primary

**Cheryl Belford**  
Executive Assistant

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

📞 Phone: 01327 313 400 Opt. 1

## Secondary

**Charlotte Ratcliffe**  
Senior Academy Administrator

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

📞 Phone: 01327 313 400 Opt. 2

## 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**



@educationeact



@E-ACTlearning

#thinkbig

#dotherightthing

#teamspirit