



# Application Support Pack

June 2026



## Welcome from The Executive Headteacher

Dear Applicant,

Thank you for your interest in the role at Fountains High School. Joining our team means becoming part of a community where we strive to nurture Kind Hearts, Wise Minds, and Brave Souls in both our students and our staff. Our commitment to innovation and inclusion shapes a learning environment that empowers everyone to reach their potential.

At Fountains High School, we are dedicated to providing an education that is both supportive and transformative. Our approach combines inclusive teaching with personalised support, fostering growth and resilience. Together, we shape confident, compassionate, and thoughtful individuals who are ready to make a difference.

If, after reviewing the application pack, you feel that your skills, experience, and passion align with our values, we warmly encourage you to apply. We also welcome visits to our school – please contact us at 01283 247580 to arrange a time.

Best of luck with your application.

Yours faithfully,

Gareth Allen  
Executive Headteacher

## About Fountains High School

At Fountains High School (FHS), nestled between the counties of Staffordshire and Derbyshire in the vibrant community of Burton Upon Trent, we've embarked on a remarkable journey. From humble beginnings to becoming an educational beacon, we've been on a transformative mission, and the numbers tell our story.

At Fountains High School, we redefine the notion of a "generic" special school, catering to students aged 11-19 with Education, Health, and Care (EHC) plans; there is nothing generic about our approach, our students or our dedication to our students. Ten years ago, we were a school for 120 students and today, we are not just a school; we are a thriving hub of over 230 students, including 55 post-16 students at the Burton and South Derbyshire College (BSDC) campus, student-led enterprise businesses and a deliverer of outreach and support to other schools.

Our student body is as diverse as it is dynamic. With approximately a third of students on the autistic spectrum, another third with moderate learning difficulties, and a quarter with severe learning difficulties, we know that each one has a unique path to explore. The remainder, have profound and multiple learning disabilities, speech, language, and communication needs, physical disabilities, and visual impairments, and also shine bright in their own way.

Here at FHS, we embrace the spirit of our students, recognising that everyone can achieve their potential given the right support. That's why we've crafted personalised curricula that pave the way for each student to embrace their journey towards success. The 'ACCESS to the World', 'CONNECT to the World' and 'SHINE in the World' Curricula form the foundation of our students' daily experiences, enabling them to rise and shine, uncovering their true potential at every step.

We invite you to explore the extraordinary world of Fountains High School. Discover the incredible stories, endless possibilities, and inspiring futures that await our students and staff. Join us as we nurture kind hearts, wise minds, and brave souls, and together, let's paint the canvas of boundless potential and success.

Further information about our academy can be found on the [website](#).

## Welcome from the Chief Executive Officer

Dear Applicant,

Thank you for your interest in joining Esteem Multi-Academy Trust.  
You are considering Esteem at an important point in our journey.

Over recent years, the Trust has focused deliberately on strengthening its foundations.

- Clearer systems.
- Stronger processes.
- Greater consistency.
- A sharper strategic direction.

### This work matters.

It allows our schools to focus on what matters most.  
High-quality provision for children and young people with complex needs.  
Support for the staff who work with them every day.

**Esteem** is a values-led organisation, but we are also ambitious and disciplined.

We are building a Trust that is:

- Strategically clear about what we exist to do
- Operationally strong and financially responsible
- Supportive of professional growth and collaboration
- Confident in its voice across SEND and Alternative Provision

We believe good systems should enable people, not constrain them.  
We believe strong leadership is built on trust, clarity and accountability.  
We believe improvement is sustained when people feel supported and challenged in equal measure.

If you join **Esteem**, you will be part of a Trust that is still evolving.  
A Trust that reflects, learns and adapts.  
A Trust that invests in its people and expects high standards in return.



We are always keen to hear from people who share our values, bring fresh thinking, and want to contribute to something purposeful and meaningful.

I wish you well in your application and thank you for taking the time to consider Esteem.

Kind Regards,

**Karen Hayes**

Chief Executive Officer

Esteem Multi-Academy Trust



## About Esteem Multi-Academy Trust

Esteem Multi-Academy Trust was established in 2018 and now consists of fourteen academies across the East and West Midlands.

We are a specialist Trust with deep expertise in special educational needs, disabilities, and alternative provision. Many of our pupils have experienced disrupted education, disadvantage, or complex personal circumstances. We work relentlessly to ensure these young people receive the high-quality education, care, and opportunities they deserve.

Our purpose is simple: to improve life chances through strong schools, strong systems, and strong relationships.

We believe the best outcomes are achieved when high expectations sit alongside care, understanding, and inclusion. We combine ambition with realism and challenge with support.

Our vision is to be a Trust that:

- Delivers consistently strong education and personal development
- Builds confident, values-led leaders at every level
- Balances clear Trust-wide standards with local identity
- Acts as a respected voice for SEND and alternative provision
- Works in close partnership with families, communities, and local authorities

Our work is guided by five strategic aims: educational excellence and belonging; people development and wellbeing; community engagement and partnerships; operational efficiency and innovation; and sustainable growth.

Our values shape everything we do: working together, celebrating difference, being brave, and enjoying learning.

Our people are central to our success. We invest in professional development, collaboration, and leadership pathways, creating an environment where staff feel supported, trusted, and challenged to grow.

Each of our academies serves a unique community. Being part of Esteem provides stability, shared expertise, and collective strength, while preserving local character and purpose.

Through honest reflection, strong governance, and a commitment to continuous improvement, we work together to secure the best possible outcomes for every pupil.

## Safeguarding and checks

Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, agency staff and anyone working on behalf of the Trust to share this commitment.

Safeguarding is everyone's responsibility and all adults within the Trust have a duty to protect children from harm and promote their welfare. The Trust is committed to creating and maintaining a safe culture where pupils are protected from abuse, harm and exploitation and where unsuitable individuals are prevented from working with children and young people.

The welfare of every child is paramount. We recognise that some children may be particularly vulnerable, including children with special educational needs and disabilities, children experiencing adversity and children who may have experienced trauma, abuse or neglect. We are committed to taking a child-centred and trauma-informed approach to support all pupils across our academies.

The Trust pays full regard to the current statutory guidance set out in 'Keeping Children Safe in Education' (KCSIE) and all safer recruitment requirements. As part of our robust recruitment and selection procedures, we carry out thorough pre-employment checks on all shortlisted and successful applicants. These checks include, but are not limited to:

- verification of identity;
- enhanced Disclosure and Barring Service (DBS) checks, including barred list checks where appropriate;
- verification of academic and professional qualifications;
- obtaining references, including questions relating to suitability to work with children;
- checking full employment history and exploring any gaps in employment;
- online searches in line with KCSIE requirements;
- prohibition from teaching checks and Section 128 checks where applicable;
- verification of the candidate's right to work in the UK and medical fitness for the role.

The successful candidate will be required to undertake all relevant pre-employment checks satisfactory to the Trust. This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare all cautions and convictions, including those regarded as spent, unless protected under current legislation.

The Trust takes any safeguarding concerns or allegations relating to the safety and welfare of children extremely seriously. If you are currently working with children, either in a paid or voluntary capacity, your current employer will be asked about disciplinary offences relating to children and young people, including those which are time expired, and whether you have been the subject of any child protection concerns or allegations and the outcome of any investigation or disciplinary proceedings. Where previous roles have involved work with children, these matters may also be explored with former employers.

Esteem Multi-Academy Trust's [Safeguarding Policy](#) applies to all adults, including volunteers and agency staff, working in or on behalf of the MAT.

We are committed to equality of opportunity and welcome applications from all suitably qualified candidates. The possession of a criminal record will not necessarily prevent appointment and will be considered on a case-by-case basis in line with the nature of the role and the relevant circumstances.

## Application process and timeline

Applications are completed online via MyNewTerm via the Esteem MAT [Website](#).

After the closing date, shortlisting will be conducted by a panel who will score your application against the person specification, so please ensure that you read the Job Description and Person Specification carefully before you complete your application form.

All candidates invited to the interview and assessment day must bring the following documents; original documents only, copies will not be accepted:

- Documentary evidence for your right to work in the UK
- Documentary evidence of identity which meets the DBS requirements i.e. current photocard driving licence including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address i.e. utility bill, financial statement etc.
- Where appropriate, documentation evidencing a name change
- Educational or professional qualifications that are essential or necessary for relevant for the post

Further information relating to DBS check documentation requirements can be found on the Government website at <https://www.gov.uk/guidance/documents-the-applicant-must-provide>.

If you are not the successful candidate, all your personal information will be destroyed, in a secure way, in line with General Data Protection Regulations (GDPR May 2018) guidelines.

References will be sought for shortlisted candidates and we may approach previous employers for information to verify experience or qualifications prior to interview. Any relevant issues arising from references will be discussed at interview.

Your completed application form and supporting letter should address and evidence the essential and desired criteria in the Person Specification.