

Information for prospective staff

About us

SEARCH Education Trust was formed in May 2013 out of its founding School, Heartlands High School, a school with a well established reputation for educational excellence and the aspiration for all young people to become the best they can be through the emphasis on 'Search for Success'

Heartlands High School is at the heart of its local community and it is a model for a values driven and truly inclusive education, which nurtures the development of every child. The principle of Searching for Success for all children remains at the heart of the Trust. It was the inspiration behind the developing specialist provision for children with autism in the school and subsequently led to a successful bid to establish a specialist free school. The Grove, is now a very successful sister school, an all through academy, which caters for the needs of learners with autism and maintains strong links with mainstream provision in the Trust.



Our Schools



Staff are proud to work here and have a shared commitment to achieving the best outcomes for pupils. There is a thriving learning culture and staff at all levels are supported to develop professionally.

Leaders are highly reflective. This supports their continuous drive for improvement. For example, the school has made it a priority to ensure that the gap seen nationally between boys' and girls' attainment is addressed at Heartlands.

Ofsted 2024

A message from our CEO

Dear Applicant,

I am thrilled that you are considering joining SEARCH Education Trust! We are a dynamic family of schools committed to positively transforming the lives of our students. Our philosophy is simple yet powerful: “stronger together.” By fostering collaboration and innovation, we empower both our students and staff to achieve excellence.

The Search Education Trust is founded upon the importance of providing an excellent education for all our young people so they can live happy, successful lives making a positive difference within the community. Our vision is to grow strong, sustainable, successful school communities which:

- **Stretch** the imaginations of learners and teachers through an inspirational curriculum, and strategies for teaching and learning.
- **Empower** young people to be entrepreneurial and creative leaders of the future
- **Aspire** for young people to discover how they can be the best they can be
- **Reach** out to everyone, celebrate diversity, and leave no one behind
- **Collaborate** to develop a community of shared practice and effective partnerships for school improvement
- **Help** and support our learners, staff and families to have a voice in the community; to be actively involved, happy, safe, resilient and healthy.

These values form the foundation of our SEARCH vision. They define our community and create a space within the education system where schools can collaborate, grow, and flourish together.

Having been part of this incredible Trust for 15 years, I am deeply proud to now lead our group of ever-strengthening and expanding schools. I have seen firsthand the transformative power of our collective efforts and the boundless opportunities we provide for staff and students alike.

When you choose the SEARCH Education Trust, you are choosing to be part of an ambitious, supportive, and evolving community. Here, you will be valued, encouraged, and empowered to develop your unique talents. We are committed to supporting you every step of the way on your journey with us.

We are eager to welcome passionate, dedicated individuals who share our vision and values. Thank you for considering SEARCH Education Trust as your next career move. We look forward to receiving your application and to the possibility of working together to make a lasting impact.

Yours Faithfully

Mrs. Elen Roberts

Executive Headteacher
For and on behalf of SEARCH Education Trust



Vision & Values

Our vision

Our schools and staff nurture a commitment to learning through developing schools with a strong ethos, outstanding achievement, high-quality teaching and learning, and exciting partnerships.

Ethos

We want schools to retain their unique character. We ensure that children and young people are valued as individuals and enjoy their learning. Structured approaches to behaviour strategies provide children, young people, parents and staff with clear policies within which to work. We create value systems in schools that support character development.

Outstanding achievement

We encourage the highest of expectations in relation to academic attainment and pastoral attainment by creating well-rounded young people with the social capital to succeed.

High quality teaching & learning

Our schools provide a curriculum that places a priority on success across English, maths, science, languages and humanities, without negatively impacting on the arts. We inspire our children and young people to ask questions, to interrogate and to love to learn. Where children and young people need support, we act with early intervention. Our six principles of learning provide an effective framework for raising standards in teaching and learning.

Partnerships

We value our local authorities and build strong and productive links with them by encouraging our schools to play a central role within their own communities.

Our approach

The SEARCH Education Trust was established to ensure inclusive high-quality education. We aim to develop a network of schools that are collaborative and based in clusters, around geography and need.



Why work with us

We have a brilliant team of teachers and support staff and have the pleasure of working with the fantastic young people of Haringey.

In addition, the academy offers all its staff a range of benefits including the following:

Appraisal

The opportunity to achieve enhanced increments for outstanding achievement and progress in lessons. We do not grade lessons, rather look holistically at a range of evidence to appraise staff.

Employee Assistance programme (EAP)

Offers free confidential information, support, counselling and advice – 24 hours a day.

Cycle to Work scheme

Loan a bike and safety equipment as a tax-free benefit – saving on tax and NI.

Techscheme

This lets you get the latest home and tech equipment through the employer. You spread the cost with up to 12 payments from your salary across 12 months and make national insurance savings too.

Lifestyles Savings Discounts

Staff have access to a range of exclusive discounts and savings on every day and lifestyle spending.

Season ticket loan

Employees are entitled to apply for an annual, interest-free season ticket loan for travel.

Health and Wellbeing Weeks

Access to a range of benefits including free flu jabs, exercise classes and special events during the week.

Private Health CashPlan

We offer the Level one Bupa Cash plan to all employees where you can claim money back on many common health expenses, including dental, optical, prescription charges and therapy treatments .

Employer Pension Contribution

Teachers' Pension Scheme (Teachers) and Local Government Pension Scheme (Support Staff).

Car and Cycle Parking The Trust schools offer access to Car parking and Cycle parking on our school sites.

GP Helpline

SEARCH Education Trust gives you access to a 24 hour GP Helpline.

Generous holiday allowance

30 days' annual leave + two statutory days entitlement for staff who work all year round (52 weeks).

Flexible working options

We ensure that every job we recruit to is advertised as being open to flexibility unless there's a good business reason why it can't be.

Family friendly policies

Maternity, Paternity, Adoption and Shared Parental Leave and Parental Leave and pay and other family related matters that ensure appropriate support is in place for staff in a range of 'family' situations.

A comprehensive training and development offer

Application process

Filling in the application

It is essential that a fully completed application form is submitted using our online service. SEARCH Education Trust will not accept CVs. It is recommended that you retain a copy of your application form, so you can refer to it if you are invited for an interview.

The main sections of the application form ask for various information relating to your work, educational and personal history. This information allows your application to be fully assessed against the criteria/competencies required for the job role. When completing the application, you should provide your entire work history, including a description of any gaps in employment. In addition, outline your skills, qualifications and any notable awards in your personal statement. You can use skills you have gained from unpaid, community and voluntary work, leisure interests and your home life, as well as those from past and recent employment. These can be selective, and you only need to provide those you consider relevant to the job you are applying for. Application forms should be submitted with a letter of application (no more than two pages) which addresses the person specification explaining why you are applying for this post and how your experience, skills, training and personal qualities match the requirements of the role as set out in the job description and person specification.



Safeguarding and Child Protection

SEARCH Education Trust is committed to safeguarding and promoting the welfare of children and young people, and applicants for vacant posts are expected to share this commitment.

If you are offered a job, the offer will be conditional on satisfactory pre-employment checks. These will include: Identity checks, Two satisfactory references from your most recent employers Right to work in UK, Prohibition checks), Qualifications check, details of any Capability procedures in the previous two years, Pre-employment health check and Barred List check. Failure to meet these requirements will result in any offer of employment being withdrawn.

Overseas DBS Checks

If you have lived or worked outside of the UK for more than three months since the age of 16 the Trust may require additional information to comply with 'safer recruitment' requirements.

Online Searches

As part of the Keeping Children Safe in Education guidelines, an online search will be conducted as part of our due diligence on all shortlisted candidates.

Under the Criminal Justice and Court Services Act 2000, it is a criminal offence if an individual who is disqualified from working with children knowingly applies for, offers to do, accepts or does any work with children.



Criminal Record and Disclosure and Barring Service

The post holder will be exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Any failure to disclose such information could result in summary dismissal.

Current convictions and criminal offences should be declared on the application. You will be required to declare all past convictions, including spent ones.

You will be required to bring a written disclosure statement in a sealed envelope to interview.

If you are appointed, you will be required to complete a DBS check. Any information received from the DBS will be treated in the strictest confidence. Having a criminal record will not exclude you from appointment, unless it is considered that the conviction renders you unsuitable to work with children.

Childcare Disqualifications Regulations

We will use the DBS check to ensure we comply with the Childcare Disqualification Regulations. It is an offence to provide or manage childcare covered by these regulations if you are disqualified.

Referees

Please provide details of two referees, one of whom should be your present/most recent employer. References will not be accepted from relatives or friends. References are requested for all shortlisted candidates unless you specifically request us not to do so. Open references will not be accepted.

Declaration of Relationships

SEARCH Education Trust asks that all potential employees highlight any relationships to school governors or employees to ensure all applicants are treated fairly.

Applicants with a disability If you are an applicant with a disability, please tell us in your application. If a disabled applicant meets all the essential criteria of the person specification, the applicant will be short listed for an interview.

Telling us in advance means that we can make any reasonable adjustments at the interview.

Equal Opportunities

The Trust is an Equal Opportunities Employer. We welcome applications regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation protected under the Equality Act 2010. To help monitor the effectiveness of our recruitment practices and assess the success of different media in attracting applications, please complete the equal opportunities section provided on the website. This information will be used for statistical purposes only.

Language requirement

Some roles are covered by part 7 of the Immigration Act 2016 and therefore the ability to speak fluent English will be an essential requirement.

Please note, providing false information is an offence and could result in your application being rejected or summary dismissal if selected, as well as possible referral to the police.

Enquiries

For any enquiries please email hr@searcheducationtrust.com

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