



Helix Learning Trust

Recruitment Brochure

Preparing our communities for a future
of possibilities



Welcome from the CEO, Esther Brooks

I am delighted that you are interested in starting or furthering your career with our trust. Helix Learning Trust brings together a family of mainstream and specialist schools united by a shared commitment to collaboration, ambition and trust. These values are lived experiences in each of our schools and underpin everything we do.



Our moral purpose is founded on the belief that every child and young person is entitled to a world of opportunity throughout their education and beyond. From nursery through to sixth form and specialist provision, we work together to ensure all learners are prepared for a future of possibility.

The strength of our schools working together can be seen in our curriculum principles. Whilst the curriculum of each school is designed, with individuality, to meet the needs of its local community; the principles of Strong Foundations, Aspiration for All, Challenge and Depth, Enriched Experiences and a Broad and

Whether you are taking your first steps as a support staff member, joining our central team, beginning your journey as an Early Career Teacher, or bringing experience as a teacher, leader or specialist practitioner, we look forward to developing a strong and rewarding working relationship with you throughout your Helix journey.

Thank you for your interest in joining us.





About Helix Learning Trust

Helix Learning Trust brings together five mainstream schools and three specialist schools serving children and young people aged 4 to 19 across the Royal Borough of Kingston upon Thames and the London Borough of Richmond upon Thames. Our family of schools includes three nursery and primary schools, two secondary schools, a joint sixth form, and three special schools, alongside five Specialist Resource Provisions within our mainstream settings. Working collaboratively as one trust, we share expertise, resources and ambition to ensure every child and young person receives an exceptional education and is prepared for a world of opportunity.

Our History of School Improvement

Helix Learning Trust is the product of over a decade of calculated, high-impact school improvement across South West London. Our history is a timeline of successful collaborations:

2012: Coombe Academy Trust is founded, pairing Coombe Boys' School and Coombe Girls' School to build on a legacy of strong leadership and outstanding student personal development.

2014 – 2019: The mainstream trust drives rapid primary improvement, sponsoring Knollmead Primary (securing an Outstanding grading in all areas), followed by the integration of Green Lane Primary & Nursery and Robin Hood Primary & Nursery (both graded Good).

2016–2019: The Auriga Academy Trust is established to create a dedicated hub of SEND excellence. It brings together three distinct special academies: Strathmore School, Clarendon School, and Capella House School, operating across multiple innovative campuses to deliver outstanding learning experiences for pupils with complex learning and communication needs.

2026: These two rich histories combine into the Helix Learning Trust. By blending mainstream secondary, primary, and expert special education, we continue to push the boundaries of what collaborative school improvement can achieve.

The Region

Our schools are located in the desirable southwest London boroughs of Kingston and Richmond, offering a unique combination of green spaces, riverside living, and excellent transport links to central London. The area is popular with families and provides a vibrant mix of shopping, dining, and cultural attractions.

The Helix Learning Trust is responsible for the education of approximately 3,746 pupils and the employment of 736 staff.

School	Learners	Key Features	Latest Ofsted	School Type
<u>Coombe Girls' School and Sixth Form</u> 	1,538	Specialist Resource Provision	Good with Outstanding Personal Development (May 2024)	Mainstream secondary school for girls aged 11–16 with mixed sixth form
<u>Coombe Boys' School and Sixth Form</u> 	1,030	Specialist Resource Provision	Good (September 2023)	Mainstream Secondary school for boys aged 11–16 with mixed sixth form
<u>Green Lane Primary & Nursery School</u> 	410	Extended care and Forest School provision	Good (January 2023)	Two-form entry primary school with nursery
<u>Knollmead Primary School</u> 	247	Two Specialist Resource Provisions	Outstanding all inspected areas (February 2025)	One-form entry primary school
<u>Robin Hood Primary & Nursery School</u> 	199	Swimming pool Specialist Resource Provision	Good (June 2024)	One-form entry primary school with nursery
<u>Clarendon School</u> 	140	Specialist provision for pupils with moderate learning difficulties and autism	Outstanding (July 2014)	Special school for pupils aged 4–16
<u>Strathmore School</u> 	110	Specialist provision for pupils with severe and complex learning difficulties	Good (December 2014)	Special school for pupils aged 4–19
<u>Capella House School</u> 	72	Specialist school for pupils with severe and complex learning difficulties	Good (December 2023)	Special school for pupils aged 4–19

What makes Helix Learning Trust unique?

Helix Learning Trust is a growing Multi Academy Trust comprising eight schools across Kingston and Richmond. The Trust includes five mainstream schools in Kingston—three primary schools, two secondary schools and a shared sixth form—and three special schools in Richmond.

The Helix Learning Trust schools benefit from a collaborative advantage; they have a strong history of mutual support and reciprocity. Leaders and practitioners from Trust schools work together through an evidenced based approach across a range of trust research groups. This year the curriculum research groups are focusing on Oracy skills and feedback.

All members of the Helix Learning Trust's communities are friendly, caring, respectful and tolerant towards each other; ambitious and aspirational for themselves and others; honest and show integrity in all they do; positive and resilient at all times.

We welcome applications from candidates who share our passion for providing opportunity and aspiration for all learners in a safe, stimulating, happy environment where teaching inspires a love of learning and an enquiring mind.



The Importance of Teaching and Learning

Teaching and learning across Helix Learning Trust schools is ambitious; relies on high levels of collaboration and trusting professional relationships. High quality teaching within Helix Learning Trust recognises:

- The most effective teachers have deep knowledge of the subjects they teach.
- High quality instruction and implementation across Helix Learning Trust schools include elements such as:
 - retrieval, to support long term memory
 - vocabulary development, as we know knowledge development 'hangs on words'
 - small steps to success and scaffolding that ensures ambition for all
 - teacher and peer modelling of work so that learners know what they are aiming for
 - inclusive access strategies that ensure engagement of all learners
 - oracy strategies to support academic progress, greater self confidence and oral communication
 - timely, formative assessment, targeted questioning and feedback, to understand gaps in learners' knowledge and address misconceptions
- The classroom environment itself illustrates all that we value. High quality expectations, interactions and talk between teachers and learners are integral. A Coombe Trust classroom is constantly demanding more, but still recognising students' self-worth. It also involves attributing student success to effort rather than ability and valuing resilience to failure (grit).
- A Coombe Trust teacher's abilities to make efficient use of lesson time, to coordinate classroom resources and space, and to manage learners' behaviour with clear rules that are consistently enforced, are all relevant to maximising the learning that can take place.
- Behaviours exhibited by teachers such as reflecting on and developing professional practice, participation in professional development, supporting colleagues, and liaising and communicating with parents.



Our Values

Ambition

We believe in working together to ensure every child and young person has the desire and determination to achieve success. Each school's curriculum aims to nurture and develop the aspirations of our children and young people, ensuring every child and young person has meaningful life opportunities.



Collaboration

As a group of schools, we believe in reciprocity; all schools and staff benefit from working together to ensure our children, young people and our communities are prepared for a future of possibility.



Trust

We recognise the strong correlation between trust and the capacity to develop and improve. As a group of schools we work together with strength, resilience, and transparency. Working together as one organisation we serve each school community's unique context.



Our Vision

Bespoke professional development ensures lifelong learning for all staff in an environment where success at all levels is recognised and celebrated. In turn this provides a high standard of inclusive education for our children and young people, one in which their lives are enriched with meaningful opportunities and achieves the best possible wellbeing and academic outcomes. In short, this ensures children and young people leave Helix Learning Trust well prepared for their next stage in life and education, and **prepares them for a world of opportunity.**

Our Aims

- ➔ **For our staff:** To provide outstanding leadership at all levels, supported by strong professional development.
- ➔ **For our Pupils:** To provide an outstanding education for all children and young people, enabling them to thrive throughout their time in education and beyond.
- ➔ **For our organisation:** To provide strong and aligned systems and processes; enabling our schools to be efficient and effective, therefore prioritising the development of individuality within the school community and curriculum.
- ➔ **For our wider community:** To collaborate effectively with our school community, cluster schools, Wandle Hub, King's College Wimbledon and potential new schools seeking the benefits of collaboration.



What We Can Offer You

At Helix Learning Trust our focus on creating a happy and stimulating working environment means we offer a range of benefits to our staff.



Professional Development & LifeLong Learning Opportunities

- Internal mobility within Helix Learning Trust with access to career opportunities across 3 primary and 2 secondary schools
- A guaranteed CPD plan tailored to your requirements
- Financial support for 'M' level study
- Access to CPD through apprenticeship training
- Bespoke management training including performance management and recruitment
- Participation in an annual Trust Wide INSET day
- Networking opportunities with our local 'cluster' schools
- Access to an online learning portal

Community

- An enthusiastic Staff Association offering opportunities for staff sport and socialising
- Staff celebrations and rewards throughout the year
- Long service recognition
- Opportunities to collaborate and network through our annual Trust Wide INSET day



Wellbeing

- Employee Wellbeing Programme which includes:
 - 24/7 hour confidential support by an experienced therapist or advisor
 - A free life coaching session.
 - Home Life Support including information and advice on financial, retirement, legal and tax issues.
 - A range of resources supporting both physical and emotional health
- Wellbeing modules, factsheets and videos.
- Access to CSSC member benefits scheme
- A supportive Executive Leadership Team
- Wellbeing ambassadors in our secondary schools
- Discounted membership to Nuffield Health Gyms

Travel

- Excellent transport links to be both Richmond and Kingston Upon Thames, and Central London including close proximity to bus and railway stations
- Access to a cycle to work scheme
- Free onsite parking



Additional Benefits

- Discounts on shopping, leisure and travel through access to Teacher Perks and Discounts for Teachers (available to support staff as well)
- Generous Pension Scheme
- Annual pay progression opportunities



What do our Staff say

Head of Year
& STEM
Coordinator



Being at CGS gives me the opportunity to impact the lives of students as well as show them diversity in an evolving world.

Knollmead has helped me to become a knowledgeable practitioner with a diverse range of skills.



SEN HLTA



Knollmead
Primary School

What do our Staff say

I've had an incredible journey since first starting as an apprentice, and enjoy being surrounded by supportive and friendly colleagues at our schools.

IT Service Manager



Food Technology
Teacher
& House
Champion



Coombe
Boys' School
& Sixth Form



I first came to Coombe during my NQT placement and the first thing that resonated with me was the huge sense of collegiality and community.

What do our Staff say

Exams Officer



Coombe Girls'
School
& Sixth Form



Having started at CBS as a part-time data manager, to fit around my children, I then progressed to a full time Exams Officer at CGS.

Premises Manager



Green Lane
Primary and Nursery School



I have worked in a lot of schools but this is the first place that feels like home.

Safeguarding Children and Safer Recruitment

- ➔ Helix Learning Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We expect all staff and volunteers to adhere to the principles and guidelines set out in the DfE Keeping Children Safe in Education document.
- ➔ All staff have access to bespoke Safeguarding training for their setting and the Helix Learning Trust is committed to sustaining a culture, where all staff and volunteers feel able to raise concerns and know that these will be followed through.
- ➔ All offers of employment are subject to a number of pre-employment checks including right to work in the UK, professional qualification verification, pre-employment health check, online presence search, appropriate Enhanced DBS checks, Children's Barred List Checks and Prohibition, directions, sanctions and restrictions checks. This includes a Section 128 check for any senior leadership positions across the Helix Learning Trust.





Helix Learning Trust

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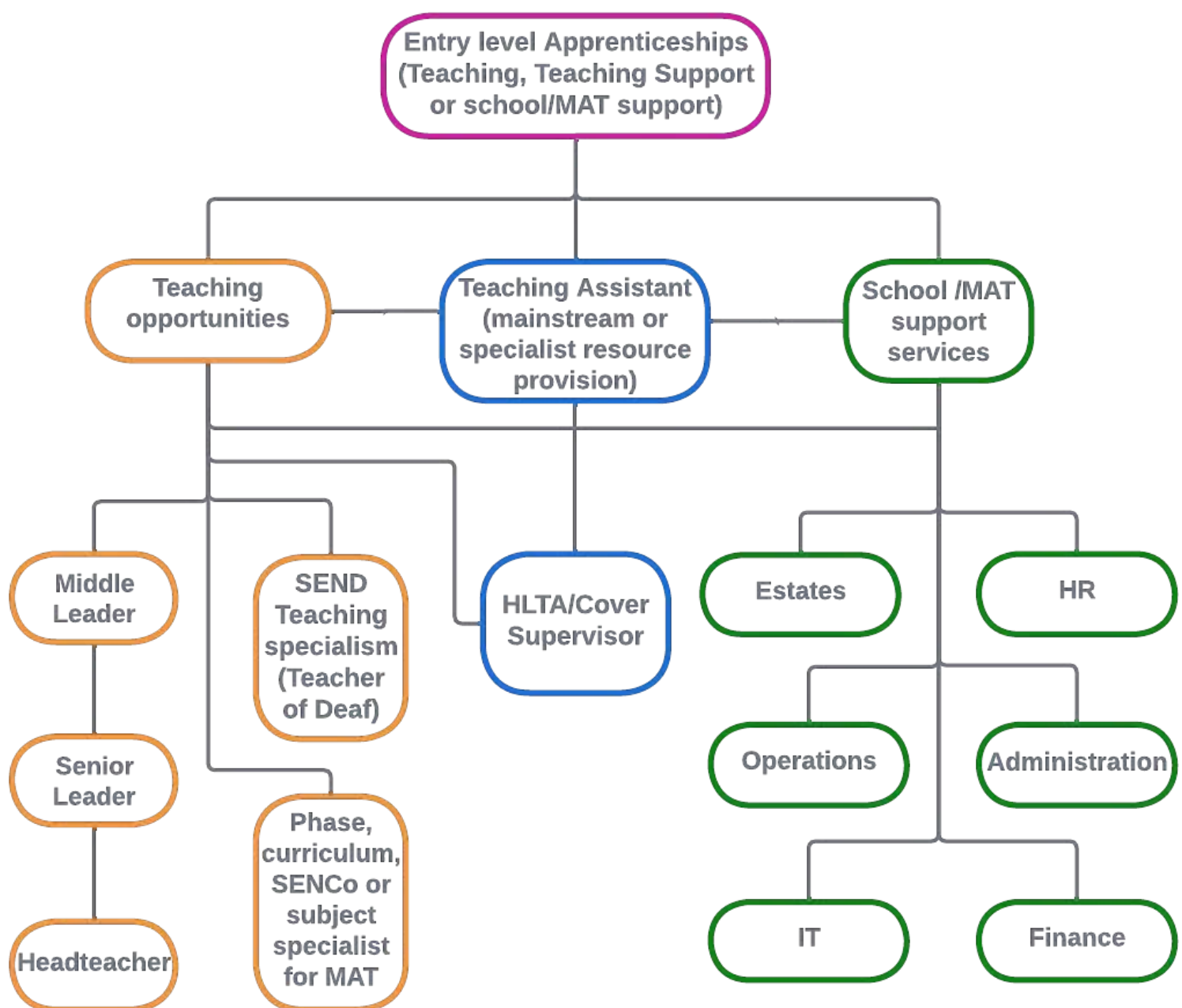
The Helix Learning Trust is a company limited by guarantee (company number 7905433, registered in England and Wales) that has its registered office at:

Coombe Boys' School, Blakes Lane, New Malden, Surrey, KT3 6NU.

Trust related enquiries: enquiries@helixlearningtrust.org.uk



What we can offer you



The Helix Learning Trust is responsible for the education of approximately 4,100 pupils and the employment of xxx staff.



COOMBE GIRLS' SCHOOL	COOMBE BOYS' SCHOOL	GREEN LANE PRIMARY & NURSERY SCHOOL	KNOLLMEAD PRIMARY SCHOOL	ROBIN HOOD PRIMARY & NURSERY SCHOOL
1595 learners	1185 learners	410 learners	247 learners	199 learners
Specialist Resources Provision	Specialist Resources Provision	Extended care and Forest School Provisions	Two Specialist Resource Provisions Swimming Pool	Specialist Resources Provision
Ofsted Rated Good with Outstanding PD (May 2024)	Ofsted Rated Good (Sept 2023)	Ofsted Rated Good (Jan 2023)	Ofsted Rated Outstanding in all areas (February 2025)	Ofsted Rated Good (June 2024)
Joined 2012	Joined 2012	Joined 2018	Joined 2014	Joined 2019
Secondary School for 11-16 year old Girls Mixed Sixth Form Centre	Secondary School for 11-16 year old Boys Mixed Sixth Form Centre	A two form entry Primary School with Nursery	A one form entry Primary School with Nursery	A one form entry Primary School with Nursery

What makes Helix Learning Trust unique?



The Region

Our schools are located in the desirable southwest London of Richmond, offering a unique combination of excellent transport links to central London, a vibrant mix of shopping, dining and leisure facilities.

