

Why work for Middlesex Learning Trust (MLT)?



Middlesex Learning Trust (MLT) is driven by an unrelenting belief in excellence. Evidence shows that a combination of strong collaboration and accountability, afforded by a multi-academy trust structure, drives up standards. Within MLT, exceptional leaders, high-quality teachers and support staff help transform the life chances of students and make a real difference in their communities.

We are currently three successful schools working in partnership: The Compton School, Southgate School, and Stopsley High School. MLT provides first rate career opportunities across its schools. The Trust aims to deliver a model that underpins the highest level of professionalism whilst continuing to maximise academic outcomes and opportunities for students, whilst recognising and valuing all staff members and their unique contribution.



What MLT offers all its staff:

- **Professional development** and shadowing for both teaching and support staff at every level of the organisation
- An annual Trust conference (in an additional INSET Day)
- A **committed, talented, and supportive** staff team
- Attractive and well-resourced **working environments**
- **Children of colleagues** working within the Trust for two or more years are given priority for a place in Year 7 within their current schools of employment
- Access to Health Assured, a professional health and wellbeing provider
- Access to a **Cycle to Work Scheme** for all Trust employees
- Training and support for **Middle and Senior Leaders provided at both school and Trust-Level.**

What MLT offers all its teaching staff:

- Exceptional professional development. MLT plays a strategic role, working as a partner of a local Teaching School Hub, to deliver key **national professional development programmes**. All MLT Early Career Teachers have access to Ambition Institute's 2-year Early Career Framework programme and an in-school mentor throughout
- As part of the national **golden thread of professional development** provision, MLT teachers have access to the suite of National Professional Qualifications delivered by MLT colleagues and awarded by Ambitions Institute. There are also opportunities for staff across the Trust to become involved in the delivery of both national programmes
- Access to the **latest pedagogy** and evidence-based practice via an **MLT Teaching and Learning Handbook** developed by Senior Leaders in Trust schools and via a teaching magazine '**MLT Teacher**' with articles from across the Trust
- In-school Professional Development rooted in the most robust **educational research** and informed by school improvement plans
- An opportunity to progress through working collaboratively with the Trust's Ofsted 'outstanding' SCITT (School-Centred **Initial Teacher Training**) provider as a **SCITT Subject Lead, mentor or facilitator**
- An opportunity to work with, or become, a **Trust Subject Specialist** working with the Trust's Central Team to improve standards within MLT schools
- A commitment to **workload-reduction** through:
 - Smaller than average class sizes
 - A timetable with lower contact ratio than the norm
 - Planning and evaluation time during the school day
 - Collaborative curriculum planning within schools and opportunities for sharing of best practice across the Trust.
- A commitment to **well-being** through:
 - Staff well-being groups. Past activities have included staff quizzes, rock climbing, a staff choir and yoga-open to all
 - Opportunities to feedback through regular surveys e.g. Edurio and school improvement surveys.
- A comprehensive People Strategy to recognise 'our people' as our most important asset.