

# DO YOU THINK BIG?

## Candidate Information Pack

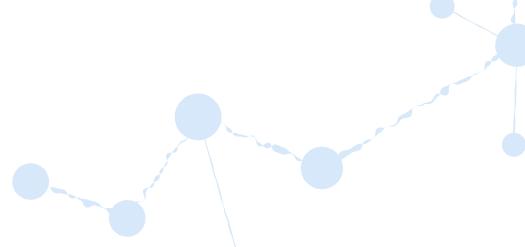




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# WELCOME



As Head of School at E-ACT Hareclive Academy, I'm proud to lead a happy and vibrant school located in the heart of Hartcliffe, Bristol. At Hareclive, we believe every child should feel a deep sense of belonging within our school community and genuinely enjoy their learning. This belief underpins everything we do, and we work in close partnership with our families to make it a reality.

Our aim is for every child to grow into a confident and resilient young person - secure in their strengths and ready to embrace the challenges of an ever-changing world. To support this, we offer a rich academic curriculum that gives all pupils access to a broad and diverse range of subjects. This exposure helps children discover their passions and sets them on a path of lifelong learning and success beyond school.

Alongside academic achievement, we place strong emphasis on developing key character traits such as respect, resilience, and responsibility. These are essential life skills that empower our pupils to flourish, no matter what life brings their way. We nurture these qualities through a wide-ranging programme of extra-curricular opportunities, including, sports clubs, team competitions, and the arts.

At Hareclive, we are committed to creating an environment where every child feels valued, inspired, and equipped for the future.



Dennis Atkins,  
Head of School

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.

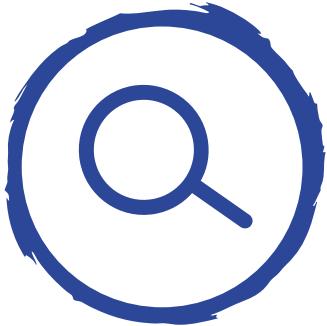
Our commitment to becoming 'best in class' is stronger than ever. At E-ACT, we bring our people-first culture to life through our comprehensive people strategy. We have been diligently refining our educational and operational strategies, governance, and organisational culture to ensure we provide the 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



## Academy statistics

# AT A GLANCE

Hareclive Academy



### Planned Admission Number

**420** Across all years in the academy

### Students on roll

**315**

### EAL Students

**14%**

### Pupil Premium

**74%**

### Ofsted: Outstanding 2019

Ofsted Rated Outstanding (2019) Subject to change

### SEND Students

**41%**  
\*overall

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

Hareclive E-ACT Academy is a vibrant primary school located in Hartcliffe, Bristol, serving children aged 4 to 11. As part of the E-ACT multi-academy trust, the academy is committed to providing an outstanding education for all pupils, placing them at the centre of everything they do. The academy's mission statement, "A Place To Grow," reflects its dedication to nurturing each child's potential through a rich and engaging curriculum. Collaborative efforts among pupils, parents, and staff underpin the school's approach, ensuring a supportive and inclusive learning environment.



## ➤ Our Culture

In addition to being a happy and vibrant school, Hareclive E-ACT Academy is also a place of quiet and tranquil learning. Pupils are expected to work hard but play hard too. We have no glass ceilings for them, or indeed, our staff. The academy promotes a caring ethos where children are encouraged to be open-minded, respectful, and motivated learners. Values such as resilience, aspiration, and perseverance are integral to the school's ethos, fostering a community where students are supported to achieve their best. By embedding these values, the school creates an environment where children can thrive academically and socially.

## ➤ Our Benefits

- **Professional Development:** Access to training, workshops, and leadership programmes for continuous growth.
- **Career Progression:** Clear pathways with opportunities across a national network of academies.
- **Collaborative Culture:** Supportive, inclusive environment that encourages teamwork and shared success.
- **Work-Life Balance:** Flexible working and a focus on reducing workload pressures.
- **Competitive Pay & Benefits:** Attractive salary, pension, and staff perks.
- **Wellbeing Support:** Mental health resources, stress management, and wellness initiatives.
- **Community & Purpose:** Be part of a mission-driven trust making a real impact.
- **Diversity & Inclusion:** A culture where everyone is valued and supported to thrive.

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

**Respect. Resilience. Responsibility.** These are our core values that underpin all we do and permeate throughout the academy. All pupils and staff alike are expected to live them out.

# 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.

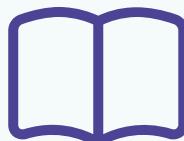
As you consider joining our team, we want you to know that at E-ACT, you will be part of a forward-thinking trust that values professional growth, inclusivity, and excellence.

We are excited about the future and the opportunities it holds for our academies, our staff, and most importantly, our students.



Pupils  
**25,000**

Staff  
**3,500**



**93%**

of academies **GOOD** or **OUTSTANDING**.

**100%**

of academies have leadership & management **GOOD** or **OUTSTANDING**.



## 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.



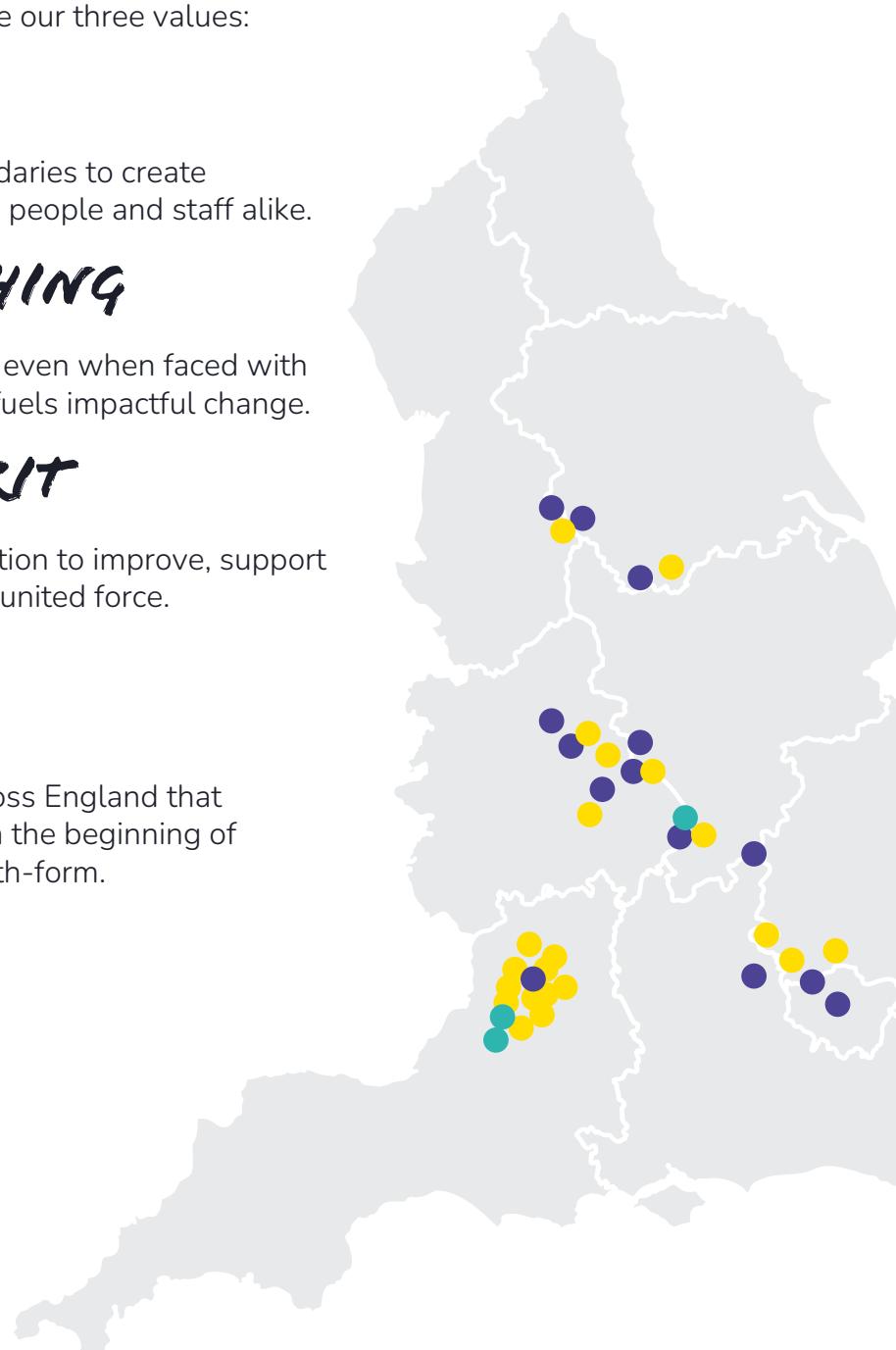
**All-through Academies**



**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



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.



## ➤ 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

## ➤ 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.



## 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!

**Dennis Atkins**  
Head of School

- ✉ **Email:** [dennis.atkins@hcl.e-act.org.uk](mailto:dennis.atkins@hcl.e-act.org.uk)
- ✉ **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.

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