

*'Life in all its fullness'*



Join Three Spires Trust  
**RECRUITMENT INFORMATION**

# Welcome from our CEO



Three Spires Trust is a Church of England Multi Academy Trust which is committed to working within a respectful and compassionate environment. We welcome schools of all faiths and none, all educational phases and all Ofsted judgments. The heart of the Trust's vision is our commitment that all children should experience 'life in all its fullness'.

Three Spires exists to nurture a culture which values the essence of education, academic and vocational, as much as the whole person, the human being.

Service on behalf of all our communities and young people flows from an ambition to provide an enriching holistic experience; never compromising educational excellence but recognising that at the heart of education lies the pursuit of the spiritual, ethical, intellectual, relational flourishing of children, teachers and communities.

As a Trust we plan for the future with hope and optimism – we draw on the wonderful skills of our workforce and listen continually and with commitment to the voices of our young people. We underpin our conversations with compassion and consideration but never underestimate the need to be courageous advocates for positive change which will impact on the lives of our young people.

*Emily Verou*

Chief Executive Officer



Developing  
the whole  
person



Belonging to a  
community



Serving  
others



Reimagining  
education

# Our Vision

Three Spires Trust plays a part in young people discovering life in all its fullness.

These words first spoken by Jesus, encompass every aspect of being human – relating well to those around us, confident in who we are and enjoying the spiritual dimensions of life. Our Academies are communities where individual learning and challenge flourish, tailored to the abilities and ambitions of each young person. Our Academies enable students to make great progress and reach the highest educational standards.

# Our Values

It is our desire that all in our Trust family are equipped to be able to

‘EMBRACE life in all its fullness’

**Life in all its fullness** - for our children

**Life in all its fullness** - for our adults

**Life in all its fullness** - for the communities that we serve

Enjoy learning

Model service

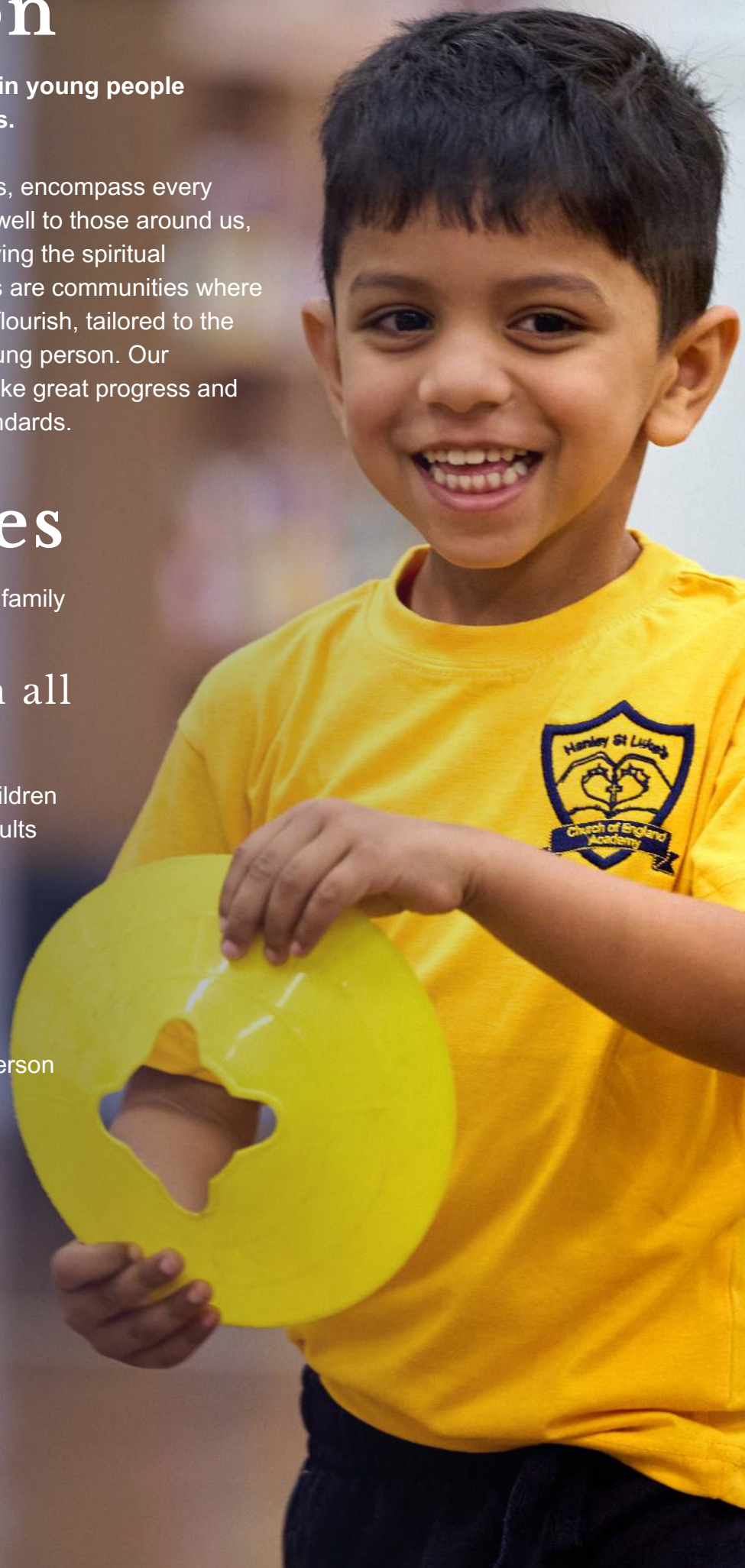
Belong to a family

Respect and develop the whole person

Aspire to achieve

Care for the earth and each other

Experience the love of God





# Professional Growth **AT THREE SPIRES TRUST**



**Three Spires Trust is deeply committed to fostering staff development and professional growth.**

The Trust's approach emphasizes continuous professional development, encouraging staff to engage in reflective practices and self-evaluation to identify areas for improvement and celebrate achievements. Through structured professional growth initiatives, including industry placements and experiential learning opportunities, staff are equipped to deliver career-focused education effectively, thereby enriching the learning experience for all students.

The *Three Spires Institute of Education* is a comprehensive professional development programme that is entirely inclusive to Three Spires Trust and complements the Department for Education's 'golden thread' initiative, providing high quality support, training and development available throughout the entirety of a teacher's career.





# Joining Us

## **How to Apply**

To apply for a job at Three Spires Trust or one of its academies, you will need to apply through [MyNewTerm](#). Three Spires Trust and its academies will not accept a CV alone.

## **Safer Recruitment**

Three Spires Trust and its academies are committed to safeguarding and promoting the welfare of children and expect all staff and to share this commitment.

We comply with the Disclosure & Barring Service (DBS) code of practice, and if successfully shortlisted, candidates will be subject to all necessary pre-employment checks, including: an enhanced DBS; Prohibition check; Section 128 direction check; Childcare Disqualification (where applicable); qualifications (where applicable); medical fitness; identity and right to work. All applicants will be required to provide two suitable references.

In addition, you will need to bring to interview documents with photographic identity, such as your passport, and we will compare this against your likeness. The Trust and its academies will not accept documents that are not in the candidate's current name as recorded on the application form.

If unfortunately, you are not offered the post, please be assured that the details taken regarding your personal documentation will be **destroyed**.

Please note that references will be sought for all the shortlisted candidates prior to interview. References will always be requested directly from the referee and from a senior person with appropriate authority. Open references, e.g. 'to whom it may concern' testimonials, and unverified information will not be relied upon.

## **Equality, Diversity and Inclusion**

Three Spires Trust and its academies are committed to promoting equality and diversity opportunities among our community of staff and students. Ensuring best practice in our recruitment processes is essential to this commitment. We will seek to ensure that all job applications and staff are treated fairly, with respect and without bias. No applicant or member of staff will be treated less favourably than another because of their age, disability, ethnic origin, gender, gender identity, sexual orientation, marital status, caring or parental responsibilities, racial group, religious or philosophical beliefs.

## **Disability and Accessibility**

Three Spires Trust is committed to ensuring that applicants with disabilities or impairment receive equal opportunities and treatment. If you have a disability or impairment and would like our HR Team to make adjustments or arrangements to assist if you are called for an interview, please be sure to state these on your MyNewTerm application form.



**Our Academies**  
**AT THREE SPIRES TRUST**

St Michael's is a highly inclusive Church of England primary school with a SEND Unit for pupils with SEMH needs. At St Michael's we value everyone as a child of God and we rejoice in our diversity. Our aim is to provide everyone with a happy, loving and nurturing environment where we are all able to flourish, make outstanding progress and expand hopes and aspirations.

What makes us truly unique is that we are a community where children are at the heart of every decision. In our recent Inspection, Ofsted said 'Sitting at the heart of the school's success is leaders' ambition for all to succeed and thrive.' (October 2024).

One of the lasting impressions visitors to St Michael's CofE Primary Academy often comment on is the sense of love and kindness that is evident on entering the school. We are a very well-led and governed school providing children with a high-quality education. Whatever children's experiences, backgrounds, aptitudes or difficulties, the school has high expectations for their achievement and behaviour.

A broad curriculum provides many opportunities to learn new things, both during and beyond the school day and children respond well to this. Children engage fully in school life, grow in confidence and achieve well. Children are inspired to learn here because our dedicated teachers provide engaging learning opportunities that motivate and spark curiosity. These opportunities foster intellectual thinking, encourage exploration, and are both achievable and exciting for all learners.



**St Michael's**  
*CofE Primary Academy*



*'Life in all its fullness'*

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