

E-ACT

OPENING MINDS,
OPENING DOORS

DO YOU THINK BIG?

Candidate Information Pack

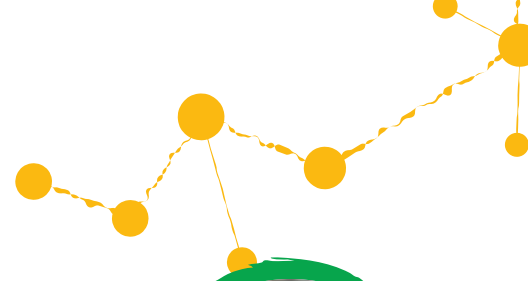




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WELCOME



City Heights Academy is a vibrant and inclusive community where diversity is celebrated, and every student is supported in reaching their full potential. Our vision is to create a nurturing and empowering environment that fosters academic excellence, personal growth, and social responsibility.

At the heart of our academy are the values of Courage, Helpfulness, Excellence, and Ambassadorship, which align with our Trust values: Think Big, Team Spirit, and Do the Right Thing. We encourage students to be courageous in their ambitions, helpful in their interactions, and committed to excellence in all they do. As ambassadors of positive change, our students are inspired to lead with integrity and make meaningful contributions to society.

By prioritising well-being, inclusivity, and leadership development, we ensure that City Heights Academy stands as a beacon of excellence. We prepare our students not only for academic success but also for a future where they thrive as confident, compassionate, and responsible global citizens.



Felicity Koranteng,
Interim Headteacher

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



City Heights

Planned Admission Number

120 Across all years in the academy

Students on roll

490 

EAL Students

58% 

Pupil Premium

54% 

Ofsted: December 2025

Expected standard: 4 of 6
Needs attention: 2 of 6

SEND Students

30% Enrolled in the Additional Resource Provision (ARP) for students with Autistic Spectrum Disorder
***overall**

City Heights E-ACT Academy, a secondary school in London for students aged 11–16, is part of the E-ACT Multi-Academy Trust, serving over 25,000 pupils nationwide. The academy fosters a nurturing environment that empowers students to reach their academic and personal potential. Strong partnerships enhance its mission: Dulwich College supports academic achievement and staff development; James Allen’s Girls’ School provides enrichment opportunities, particularly for female students; and the Manchester United Foundation offers mentorship and life-skills programs. These collaborations reflect the academy’s dedication to excellence, inclusivity, and the holistic development of future leaders.



➤ Our Culture

At City Heights E-ACT Academy, we foster a supportive, inclusive environment that prioritises staff well-being, professional growth, and community engagement. Our Staff Mental Health and Wellbeing Policy promotes a collaborative culture focused on maintaining both physical and mental health. Led by Headteacher Mr. Marvin Charles, the leadership team is committed to ensuring staff and students feel a sense of achievement and joy each day. The academy also values strong community ties, with the Ambassadorial Advisory Group—made up of local members—actively contributing to governance and helping shape decisions that reflect the needs and priorities of our wider community.

➤ Our Benefits

City Heights E-ACT Academy prioritises continuous professional development (CPD) and staff well-being. Through partnerships with institutions like Dulwich College, staff engage in joint development sessions and share best practices. Opportunities include NPQs at all levels, trust-wide subject networks, and an annual CPD day to visit other E-ACT schools. The academy fosters a positive working environment with a dedicated Staff Mental Health and Wellbeing Policy, termly staff events, wellbeing days, breakfast treats, and access to an Employee Assistance Programme (EAP). These initiatives reflect the academy's commitment to valuing staff, promoting growth, and ensuring a supportive, rewarding professional culture.

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

At City Heights E-ACT Academy, our core values—Courageous, Helpful, Excellence, and Ambassadors (CHEA)—shape a supportive, inspiring environment for academic and personal growth. Students are encouraged to take risks, support one another, strive for excellence, and represent the academy with pride. These values align with E-ACT Trust's principles: Think Big, Team Spirit, and Do the Right Thing—reinforcing ambition, collaboration, and integrity. Together, they foster resilience, kindness, high aspirations, and leadership. Through this values-driven approach, the academy not only prepares students for academic success but also nurtures socially responsible individuals ready to make a positive impact locally and globally.

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%

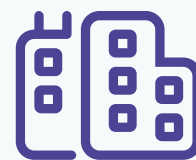
of academies **GOOD**
or **OUTSTANDING**.

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.

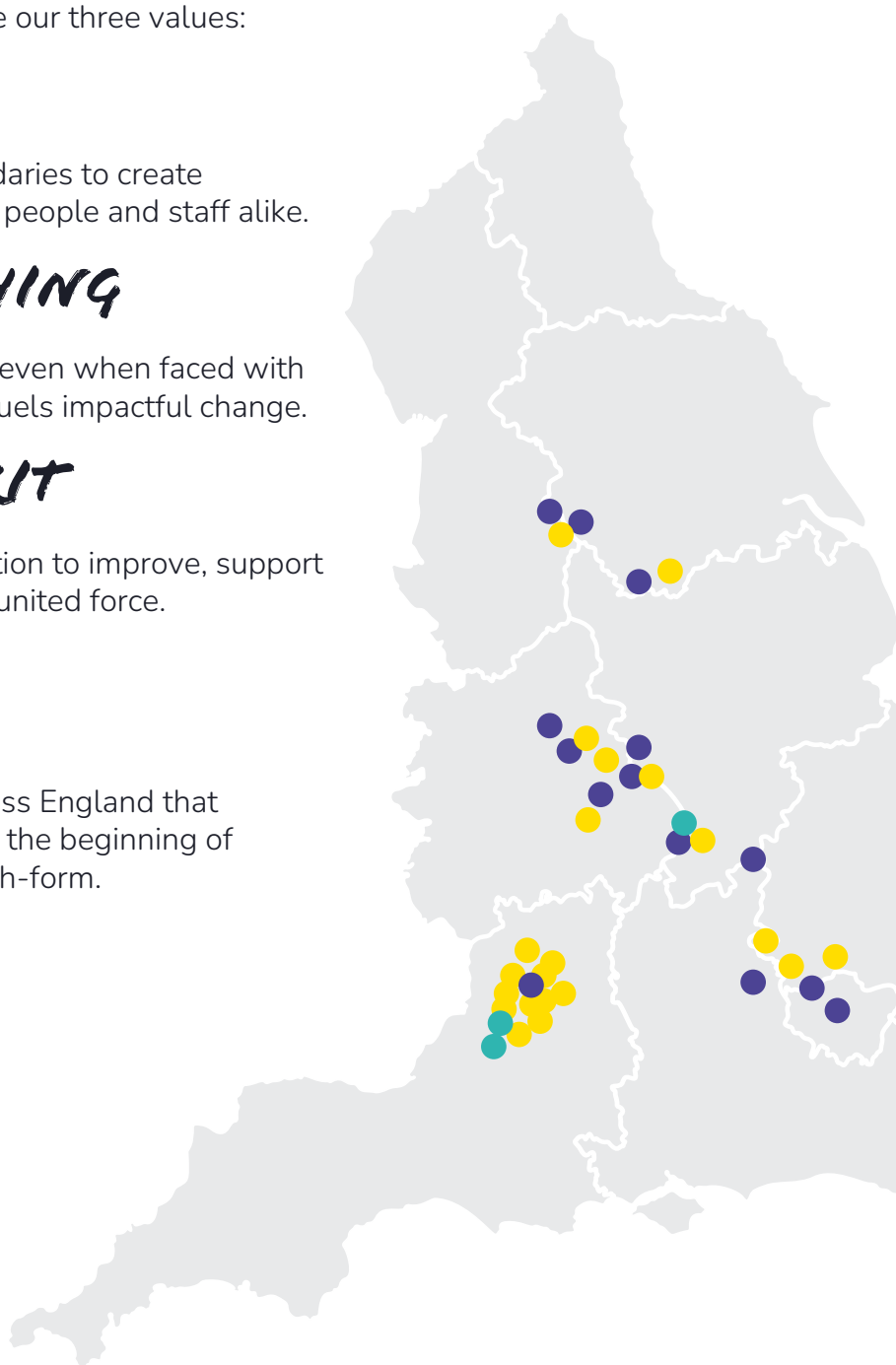
Our academies

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



> 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

E-ACT

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.



> 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.



READY



RESPECTFUL



SAFE



THIS IS US!



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!

E-ACT Recruitment Team

✉ Email: 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.

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.

E-ACT

OPENING MINDS,
OPENING DOORS

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