

'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.

Inspired by our Christian faith, St Giles' & St George's guides children on a personalised journey towards achievement. As a learning community, we are committed to ensuring that children are equipped with, skills and aspirations to reach their full potential in mind, body, heart and spirit.

One of the lasting impressions visitors to our school comment on is the behaviour, manners and productivity of the learners in an orderly, quiet and calm environment. Children are really inspired to learn here because their teachers provide them with learning opportunities that are motivational, they encourage children's curiosity, intellectual thinking yet are achievable and interesting.

The second aspect of our school that is frequently commented upon by visitors to the school, is the safe, secure setting. We have a large diverse site, huge grassed areas, a little 'forest', pond area, play trails and four different playgrounds where children learn to get along with each other relax and learn in a different context.

A real strength of St Giles and St George's is the staff. From the hard working office staff who are a major link between home and school to the cleaning, site and catering staff and the teaching team. Teachers work incredibly hard crafting lessons with the needs of the children central to their planning. They are responsible for driving the learning forward and enabling children to achieve their potential.

We have strong link with both of our local parishes, St Giles and St George's, clergy and parishioners work with the children in school and the children spend time working within each parish to support and enhance their spiritual life. Every day counts...Every minute matters, is a maxim that we hold dear at St Giles' and St George's. With Gospel values at our heart, we support children's acquisition of basic skills to enable them to develop high aspirations and a life long love of learning.





'Life in all its fullness'

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