

*'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 Heron*

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

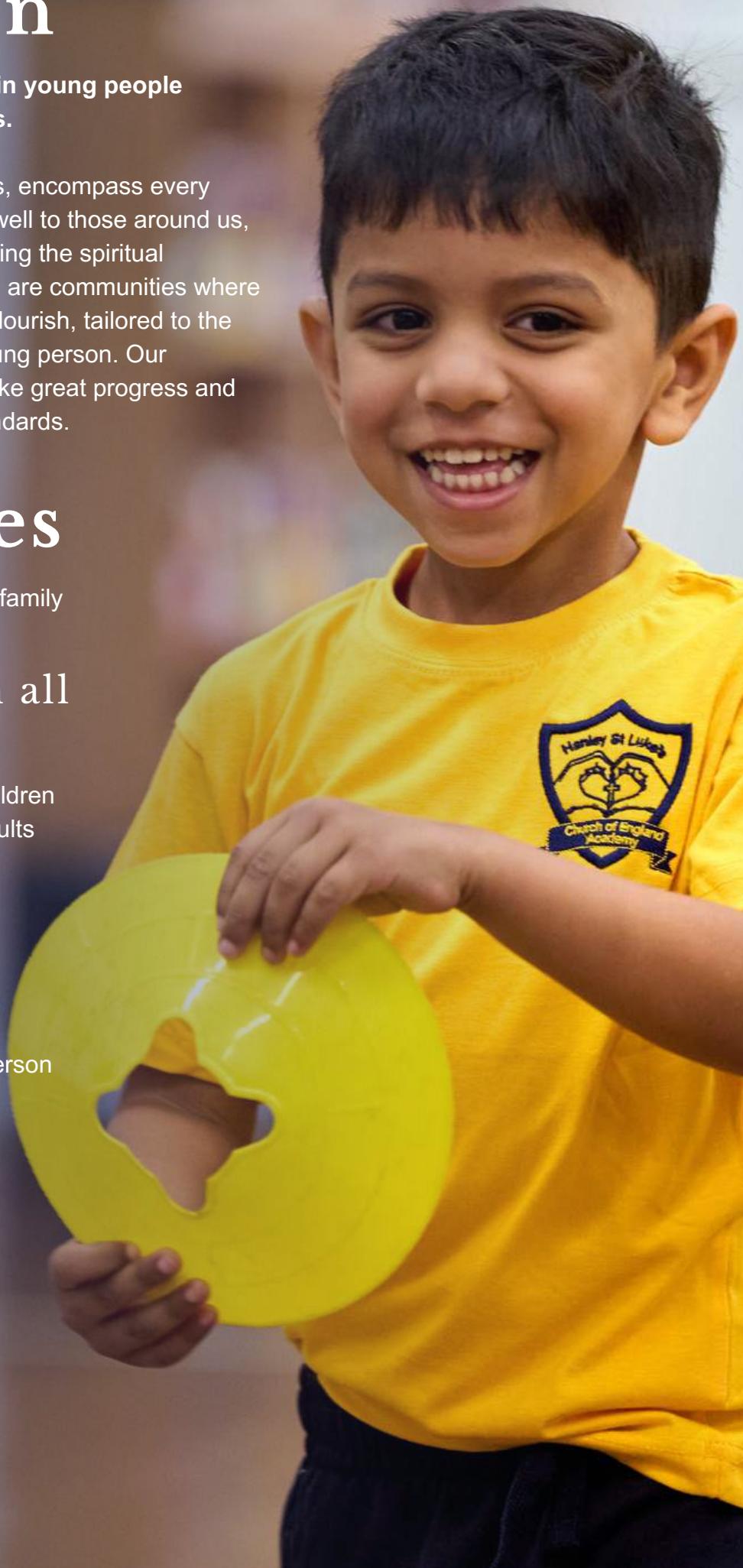
Belong to a family

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.

Hanley St Luke's is a Church of England Christian school serving a number of schools across the Midlands. Our Christian mission and values are at the heart of our service to this wonderful community. Our school is a large inner city primary academy providing education for all children aged 3 to 11 years. Through high-quality preschool provision, inclusive parent and toddler sessions, we seek to ensure your child's educational journey allows them to flourish and thrive.

We have a range of facilities to support your child throughout their primary journey. Our funded nursery places great value upon developing strong partnerships between home and school while supporting you, the parent, to return to work. Our before and after-school provision further supports working parents.

We have a range of partnerships including Bee Active, ASM Sports, Keele University, City Music, Magic Breakfast, and The Ogden Trust. These enable us to deliver a curriculum where children can participate in a range of sporting events, including athletics, play musical instruments, and perform across the city. We offer students opportunities to see how science influences the world around us and begin to understand their future Science, Technology, Engineering and mathematical careers. We always have success with sporting events and are known for our annual performances. Across all areas of learning, we aim to foster a love of learning and enable talents to flourish.

We take every step to engage you in your child's educational journey, sharing success and working in partnership to support and guide your child. Our SENCO is supported by a range of specialists, including a nurture lead, an in-school counsellor, and an autism specialist. Every child is unique, just as we are, and we aim to work with you to provide the necessary support and guidance while remaining ambitious.

Hanley St Luke's Church of England Academy is a happy, engaging, and nurturing school where all staff work hard to build, sustain, and maintain positive and lasting relationships with you and your child.





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