

CAREERS AT ENDEAVOUR MAT

Thank you for considering a career at Endeavour Multi Academy Trust. The trust is currently made up of:

- Wilmington Grammar School for Boys
- Wilmington Grammar School for Girls
- Stone Lodge School

And we are very excited to have the go-ahead to develop a brand new fourth school in the near future.

Regardless of the role you are applying for, you will have fantastic opportunities to develop your career and sense of professional fulfilment. We are a small Trust comprising of both selective and non-selective secondary schools and are proud to serve our local community within the Dartford area.

WHY WORK FOR ENDEAVOUR?

The shared vision and ethos of our schools promotes a love of learning and encourages students to be ambitious in their performance and aspirations for the future. We value the pursuit of academic excellence, the achievement of potential and the contribution made to the life of our wider community. But we only achieve this because we have a highly skilled, motivated and committed workforce.

As a small, local trust we can offer a friendly, close-knit and nurturing staff environment. Professional support and development is at the heart of what we do and we actively look to grow our own talent at all levels, whether that is upskilling in a current role or preparing for promotion to a more senior role.

WHAT ABOUT THE BENEFITS?

There are many benefits of working within one of our Trust schools:

- ✓ For teachers, we are in the London 'Fringe' area and therefore our Mainscale, Upper Pay Scale and Leadership pay rates are above the national levels. Our pay structures for both teachers and support staff are clear and transparent with the opportunity for regular progression based on performance.
- ✓ Support staff benefit from an annual leave entitlement that is more generous than comparable public sector employers.
- ✓ We offer the Teachers' Pension Scheme and Local Government Pension Scheme and will arrange for you to be auto-enrolled on entry. Both schemes attract generous employer contributions and offer valuable financial protection to you and your family.



Chief Executive Officer: Mrs D Lodge, BA (Hons), MPhil, NPQH
Endeavour MAT

Registered Office: Wilmington Grange, Parsons Lane, Wilmington, Kent DA2 7BB
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- ✓ We are committed to supporting the continuing professional development of our all staff, whether this is to allow you to get to grips with a new role or prepare for the next stage of your career, we will offer you on-the job training, e-learning, access and support to attend external learning or coaching and mentoring from colleagues across the trust that you need to meet your development goals.
- ✓ Our primary commitment will always be to meet the needs of our students but we are also committed to offering our staff a full range of flexible and family friendly working practices.
- ✓ All staff have access to a free and confidential 24/7 Employee Assistance Programme. The EAP offers a fantastic range of help and support on legal, financial, health and wellbeing matters and can be accessed online or over the telephone. Face to face counselling is also available.
- ✓ All our schools take pride in being warm, friendly and mutually supportive workplaces. You can be assured, regardless of your school or role, of working with people who enjoy their work, are proud to be here and who will want to welcome you to the team. We have a busy programme of extra-curricular activities for our students and encourage staff to help out if they want, We also have a lot of staff social events and enrichment opportunities happening regularly across the trust.

But don't just take our word for it. Here are some of the things our staff said in response to a question in our 2021 annual Staff Survey about what they appreciate about their workplace...

"The feeling of community and positive encouragement from those I work with."

"Working in an amazing school, surrounded by fabulous and motivational teachers, and belonging to a strong reputable Trust."

"Support staff - goes without saying. They are worth their weight in gold."

"The staff support network"

*"Respect provided from senior leaders and progression options
The school supporting me as a new mother."*

"Lovely staff and good team"

"The opportunity for part time work and to use initiative/flexibility to support students"



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“Genuinely practices what it preaches - open and inclusive nurturing environment for students and staff alike. Great team who can and do make a difference to kids and staff.”

“Easy to approach colleagues. Friendly and give advice when needed.”

“Being part of a forward-thinking team that gears itself up to educate students.”

“Being part of a school that has the correct attitude towards preparing our student to meet life head on. I like this school.”

Staff Working Conditions and Wellbeing Survey, 2021.

Thank you for taking the time to learn more about what Endeavour can offer you. If you do join us then we look forward to meeting you soon.



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