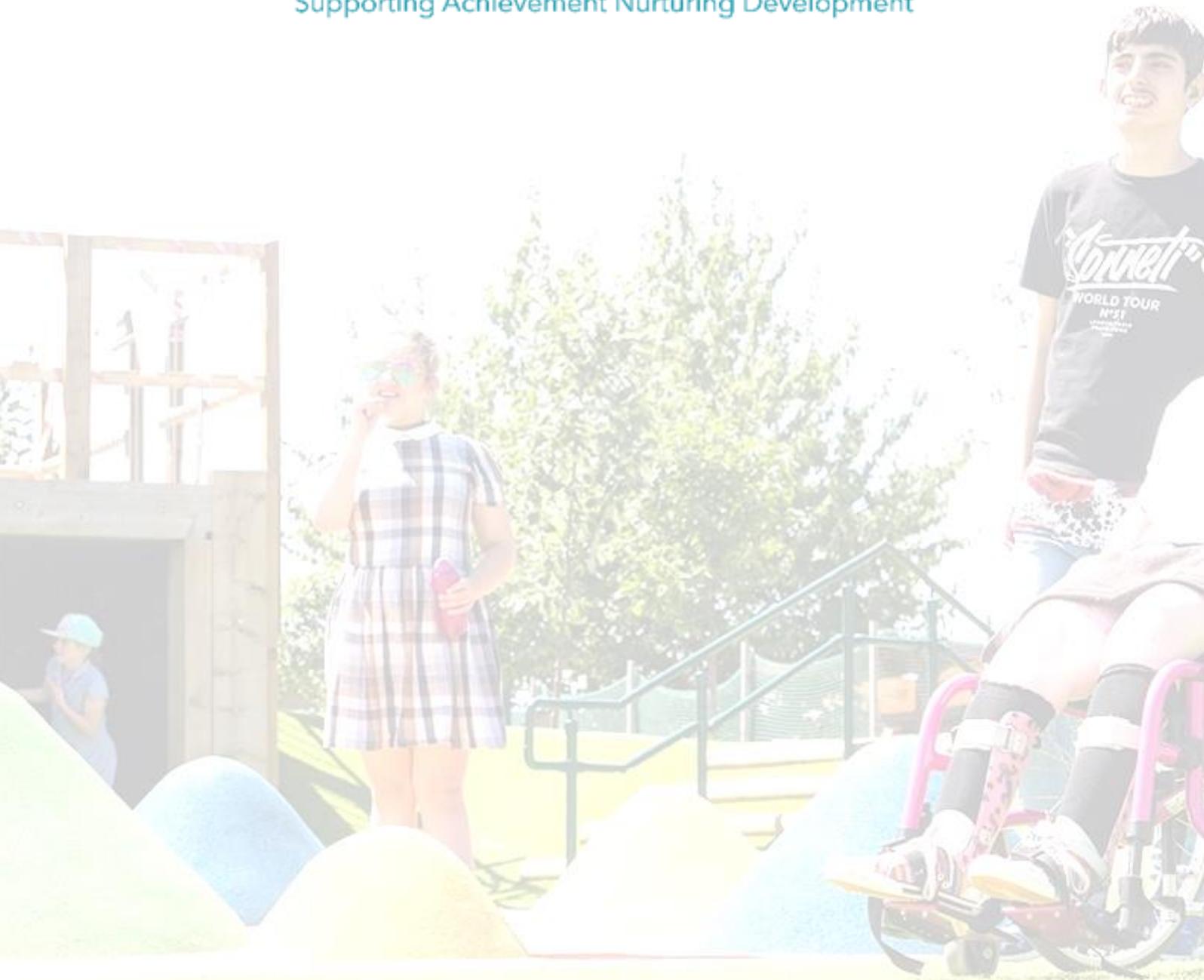


SAND

ACADEMIES TRUST

Supporting Achievement Nurturing Development



INFORMATION FOR CANDIDATES

SAND Academies Trust

CEO: Martin Hughes

Registered in England: Company Number 11968610

Registered Office: Longford Lane, Gloucester, GL2 9EU - Telephone: 01452 847000 www.sandmat.uk

Supporting Achievement Nurturing Development

SAND Academies Trust was formed in June 2019 to enable and develop partnerships working across a group of academies. Academy Trusts are created by a number of academies working together. Academies are **independent, self-governing schools** that are funded directly by the Government and not via the Local Authority.

SAND Academies Trust now consists of six schools:-

Battledown Centre for Children & Families

Belmont School

Paternoster School

The Milestone School

Sladewood Academy

Willow Primary Academy

Each school maintains its own unique ethos, culture and identity that has been established over many years to ensure the needs of pupils are met.

As a partnership we will achieve more together and therefore:

- Improve outcomes, opportunities and life chances for children and young people
- Offer more / wider support for their families
- Share and develop staff expertise

We will continue working to **grow our Academy Trust** to include converting schools who share our vision and aims and who wish to be part of a new and exciting Trust that will respect the individual identity of each academy whilst providing opportunities for sharing good practice and expertise to benefit our children, young people and families.

SAND Academies Trust is committed to Safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share the same commitment. All positions are subject to an enhanced DBS check.

ABOUT US

SAND Academies Trust Head Office is located in the grounds of The Milestone School in Longlevens, Gloucester and is in close proximity of the M5 motorway (junction 11). The Trust currently has schools located in Gloucester, Cheltenham, Cirencester and Stroud.

OUR AIMS

To provide the best possible education for children and young people, including those with additional and complex needs, in both mainstream and special schools.

- To achieve excellence through innovation, creativity and continuous improvement.
- To direct the maximum resources available to The Trusts' academies, facilitating and servicing high standards.
- To build formal and informal partnerships across Gloucestershire and beyond.
- To develop a Trust which is 'outward' looking and enterprising.
- To support, challenge and improve underperforming schools.
- To utilise internal and external providers in the pursuit of excellence based upon pupil need.
- To utilise the skills and experience of staff and leaders across The Trust to the best advantage of the children and young people.
- To provide an environment where staff can continually develop and progress their careers.
- To develop multi agency working practices.
- To develop children and young people's independence skills and support families to take part in a parallel journey with their child as they prepare for adulthood.
- To maximise value-for-money by continued attention to costs and streamlining & centralising working practices where appropriate.
- To play a strategic role across the region by linking with other organisations.

HOW TO APPLY

All SAND Academies Trust Vacancies are advertised here:

[SAND Academies Trust, Gloucestershire | Teaching Jobs & Education Jobs | MyNewTerm](#)

All applications must be completed in full and applicants should directly address the skills and experience outlined in the Person Specification.

Completed applications once submitted will be sent directly to the SAND HR Team.

Applicants will then be able to track the progress of their application via their personal MyNewTerm dashboard.

Please note that SAND Academies Trust will only accept applications that have been submitted via our recruitment portal, we do not accept CVs or late applications.

To login or create an account via our online portal please go to:

[Education Job Search | Find Teaching, Leadership & School Support Jobs \(mynewterm.com\)](#)

SAFER RECRUITMENT IN EDUCATION

SAND Academies Trust is committed to safeguarding and promoting the welfare of children and young people and requires all staff and volunteers to demonstrate this commitment in every aspect of their work. The aims of our Safer Recruitment procedures are to help deter, reject or identify people who are not suitable to work with children.

Information for Applicants

All roles within SAND Academies Trust are advertised on our recruitment portal, My New Term. My New Term specifies:

- details of current vacancies

For each vacancy there is the following:

- a Job Description outlining the duties of the post, including safeguarding responsibilities
- a Person Specification which will include a specific reference to suitability to work with children
- details of, and consent for, pre-employment checks and online search screening

All applicants are required to complete the application form on My New Term which contains questions about academic and full employment history and suitability for the role (in addition all applicants are required to account for any gaps or discrepancies in employment history).

Shortlisting and Reference Requests

References will be requested at the selection stage directly from the referee. They will be asked:-

- the referee's relationship with the candidate
- details of the applicant's current post
- performance history and conduct
- if there has been any disciplinary action involving the safety and welfare of children, including any in which the sanction has expired
- details of any substantiated allegations or concerns relating to the safety and welfare of children
- whether the referee has any reservations as to the candidate's suitability to work with children. If so the Trust will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

Interviews

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

Pre-Employment Checks

All staff will require an enhanced DBS Certificate. Prohibition and Overseas checks will also be completed if necessary. Please ensure you have read and understood our Safer Recruitment Policy before making an application.

Battledown Centre for Children & Families

Help and encourage each of our unique pupils to be “the best that they can be”

Harp Hill, Cheltenham, GL52 6PZ

01242 525472

www.battledown.org.uk

Belmont School

To always be the best we can be...

Warden Hill Road, Warden Hill, Cheltenham, GL51 3AT

01242 216180

www.belmont.gloucs.sch.uk

Paternoster School

Learning together

Watermoor Road, Cirencester, GL7 1JR

01285 652480

www.paternosterschool.co.uk

The Milestone School

Removing obstacles and enabling access to learning

Longford Lane, Gloucester, GL2 9EU

01452 874000

www.themilestoneschool.co.uk

Sladewood Academy

Together we Will Thrive

Bisley Old Road, Stroud, Gloucestershire, GL5 1NL

01453 709300

www.sladewood.sandmat.uk

Willow Primary Academy

Taking P.R.I.D.E in all we do

Evenlode Road, Tuffley, Gloucester, GL4 0JY

01452 526442

www.tuffleyprimary.co.uk