



SOUTH WEST ESSEX
COMMUNITY EDUCATION TRUST

WELCOME TO OUR TRUST



IT'S IN OUR DNA

Welcome to South West Essex Community Education Trust.
We are a multi-academy trust who are passionate about providing the best start in life for our pupils.

We are united in the belief that every young person needs and deserves an education that will maximise their future life chances. We place our pupils' needs at the heart of everything we do and support our colleagues in delivering high-quality education.

Our vision is to establish a national reputation for the quality of education we provide. Our academies are united by the things that make us both similar and unique – the DNA that ties us all together. The SWECET DNA is made up of the following components:



Developing our people

We share best practices. We research. We are not afraid to ask our colleagues for help or to share our skills with others. We provide excellent training for our staff, and we hold ourselves accountable for the quality of the education we provide. We have clear measurable objectives that link to students' outcomes, and we are open to the scrutiny of others as advice and critique are key to the continued success of any learning community.



Nurturing our differences

We respect the differences between our schools and all the members of our Trust. Diversity is a strength and we ensure that no one is excluded or left behind. Diversity allows us to grow and learn from one another.

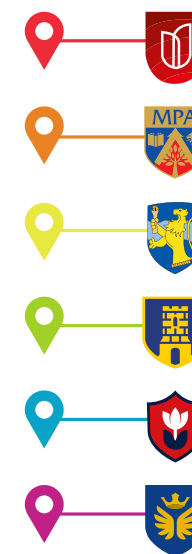


Aspiring for excellence

Our pupils are capable of amazing things and we always set the bar high to ensure they can achieve their full potential. We are committed to the success of the pupils and adults in our schools and believe we can, alongside other trusts, transform the national education system. Therefore, we celebrate the successes of our partners as we would our own. When we work together, anything is possible.

MEET OUR SCHOOLS

Our story began in 2015 when a group of like-minded schools came together to form the South West Essex Community Education Trust.



These schools, and the schools that have joined since, are all united by our shared values and beliefs, but also embrace their differences to allow for creative thinking and sharing of best practice, as well as raising standards across the Trust and providing exciting opportunities for our pupils.



Chadwell St Mary Primary School
www.chadwellstmary.org.uk



Deneholm Primary School
www.deneholm.org.uk



Marshalls Park Academy
www.marshallspark.org.uk



Orsett Heath Academy
www.orsettheathacademy.org.uk



Stifford Clays Primary School
www.stiffordclays.org.uk



William Edwards School
www.williamedwards.org.uk

WHY WORK FOR SWECET?

Our colleagues and their personal development are at the core of our Trust. Providing exceptional training inspires and enables our team to provide the highest standards of care and education for the pupils in our schools.

As a member of the SWECET team, you'll be joining a community of passionate and creative people who work hard to achieve their potential and the potential of our young people. Our staff's well-being is hugely important and we are committed to ensuring our colleagues are supported to be their very best.

We are always looking to recruit ambitious and exciting colleagues to join our Trust and help provide the education our communities deserve.



DO YOU HAVE THE SWECET DNA?

WELLBEING CHARTER

At SWECET we place wellbeing at the centre of everything we do, recognising the enormous contribution colleagues make to the young people and communities we serve.



Health initiatives, including discounted gym membership, cycle2work scheme and free annual flu jabs



Free Life Insurance cover



Retail discounts and benefits



Electric vehicle salary sacrifice scheme



Annual wellbeing day off, bespoke for each member of staff



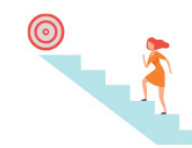
Two-week October half-term break



Flexible approach to appointments and family commitments



Well-equipped staff rooms, including complimentary tea, coffee and water



Career development is encouraged and facilitated, supported by a personalised CPD plan



Pupil data collected only when appropriate



Free Employee Assistance Programme for all staff



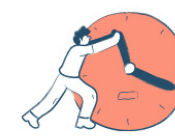
SLT Open Door policy at all times



Christmas break 3-weekend rule



Regular social events



Consideration for all flexible working requests



Trained wellbeing champions



Well-resourced classrooms



Wellbeing working group



Measured approach to lesson visits and drop-ins



Communication is clear – annual calendar is shared and dates/deadlines are carefully considered



Dedicated leadership time for all leadership roles



Buddy system for all new staff in their first year



Team work and collaboration

TESTIMONIALS

Jenna Chapman – RE Lead at Orsett Heath Academy



"I joined SWECET in 2020 when Orsett Heath Academy opened. Throughout my time at the school, the Trust has supported me with lots of opportunities. One of my favourites has been designing my own RE curriculum and directly seeing the impact this has had on our students. Watching them learn, grow and engage in lessons I've put together makes me feel extremely fulfilled knowing I have contributed to their development.

The Trust gives me the resources I need to inspire every student. Having a substantial amount of time as a new and growing school to develop the curriculum has resulted in lots of progress in the classroom. Being part of SWECET means being part of an encouraging, friendly environment and it's so reassuring to belong under an umbrella of schools united by the same vision and values. I have built valuable connections with other schools which is super useful and I'm able to collaborate with leaders and teachers from these schools who offer different insights and perspectives that positively influence my own teaching. The Trust is a catalyst for creative thinking and sharing best practices.

Of course, teaching comes with its challenges – but the satisfaction of students enjoying the lesson you created or learning from a syllabus you established makes all the hard work worth it. I also really enjoy the opportunity to be a positive role model in the lives of our young people. I cherish the relationships I've built up with our incredible students who make each lesson unique and every day exciting."



“
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”

“
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subject knowledge
and has given
me innumerable
opportunities to develop
”



Hera Tiborc – Maths Teacher at William Edwards School

"My career in teaching began as an A-Level Maths Tutor in Hungary. Since then, I have fulfilled my PGCE teacher training course with an awarded IMA scholarship in the UK and progressed to a Key Stage 3 Coordinator at William Edwards School. I'm proud when I reflect on my self-growth over the past two years, owing to both my hard work and the opportunities SWECET provides. In my third year of teaching, I am still focusing on my chosen training topic, 'Teaching for Mastery' and I appreciate how it shapes my practice in the classroom.

Throughout the School Direct course, I've been inundated with support from other teachers at various stages in their careers. Observing their lessons has exposed me to a wealth of knowledge and given me invaluable insight into teaching. The course requires a lot of work, but it is really reassuring to know that there are so many people I can go to for guidance. I feel empowered by my peers who inspire me every day.

Maths has always been a strength and the school recognised that instantly. SWECET valued my subject knowledge and has given me innumerable opportunities to develop. From early on, I've been involved in deepening our students' knowledge with exciting responsibilities which led me to restructure our Maths scheme. Seeing the effects of this and making a difference in their learning in this way has been extremely fulfilling. I cherish each student's 'aha' moments; I feel blessed to be a teacher when I witness the light bulb flicking on and they solve a complex Maths task."



Scan the QR code
to read more
of our staff
testimonials



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DO YOU HAVE THE SWECET DNA?

If you've been inspired to join our Trust,
we'd love to hear from you!

Make SWECET the next step in your
professional career and find out about
any existing or upcoming vacancies at
www.swecet.org/vacancies



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www.swecet.org



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