



Recruitment pack

Why join Anthem?

anthem



Welcome

Thank you for your interest in joining Anthem Schools Trust.

Anthem is an education charity that runs a group of state-funded primary and secondary schools to give children a better future. Our schools work in collaboration as one entity to improve and maintain high educational standards, experiences and outcomes across the Trust.

Our vision is that together, we create ambitious and successful schools in which every child thrives.

Anthem is at a pivotal stage in its development, we are not only striving to raise standards yet further across our schools, but also looking ahead to the Trust's future and possibilities for growth.

If Anthem's vision and values resonate, we want to hear from you.

Yours sincerely,



Mohsen Ojja
Chief Executive
Anthem Schools Trust



About Anthem

We have been improving schools since 2011. Today, Anthem serves over 8,000 children and young people in 16 schools across the East Midlands, London and Thames Valley.

As a schools trust, Anthem is first and foremost a school improvement organisation, responsible for ensuring that the public money we receive to run our 11 primary schools and five secondary schools is used to drive the best possible outcomes for the children and young people under their care.

Our vision and values

Together, we create ambitious and successful schools in which every child thrives.

Anthem schools are diverse and serve many different communities. They are all united by a shared ambition for children and young people, which is underpinned by a commitment to our values of integrity, collaboration, and excellence.



Integrity: We do the right thing and we do it well. We have a shared moral purpose that enables us to deliver on our commitments.



Collaboration: We are greater than the sum of our parts. We learn from each other, within and beyond the Trust, demonstrating unity not uniformity, and professional generosity.



Excellence: We have high expectations and aspirations for ourselves and our learners. We welcome challenge, creativity, and ambition to drive progress.

These values are brought to life through our schools' own identities and approaches, creating thriving local schools that meet their communities' needs.

Our National Team

The National Team is a dynamic multi-disciplinary group of professionals who deliver a wide range of services to support Anthem's core purpose of creating ambitious and successful schools in which every child thrives.

The National Team's skills and expertise are the driving force of Anthem's operational and administrative functions such as governance and compliance, HR, finance, and estates, thus ensuring excellence across our schools.

Education Support & Challenge Team

Within the National Team sits the Education Support & Challenge Team, including Associate Education Directors and subject specialists expertly led by the Director of Education. Anthem schools are



supported by this group of practitioners - talented individuals who have a track record of exceptional practice in their career. This team drives a coherent, structured, and responsive school improvement strategy across the organisation.

This team is pivotal in driving Anthem leaders to have high expectations and demonstrate a relentless drive to improve the quality of education and resulting experiences and outcomes of all our students.

Across Anthem schools we are committed to:

- having an exceptionally high standard of education for all groups of students
- providing access to a curriculum which is broad and balanced, ambitious and challenging.
- creating staff teams, who are well motivated, and perform at the highest level.

Our people

At Anthem we know that people are our most valuable assets, and we are passionate about the professional development of every individual within the organisation. We have a comprehensive Developing People Strategy to support this, ensuring all staff have access to quality, inclusive career development and training opportunities. This includes, where appropriate, access to:

- Professional qualifications/awarding bodies.
- An extensive suite of programmes delivered collaboratively across the organisation including the full range of available NPQs (National Professional Qualifications), the Early Career Framework and a range of apprenticeships.
- Access to the Anthem flagship CTMM (Cognitive Theory, Memory and Metacognition) programme which strengthens teachers' understanding and implementation of the science of learning and cognitive theory, with practical application in the classroom.
- Instructional Coaching programme, including the use of Steplab across a number of Anthem schools.
- A rolling programme of professional development tailored to develop leadership skills, and teaching and learning development. This programme is delivered by an experienced and robust school improvement team, led by Anthem's Education Directors.
- Access to mandatory training modules relevant to each role. These include Data Protection, Safeguarding, Health & Safety, E-Safety, and Fire Safety. This training supports employees in undertaking their roles, meeting health and safety requirements, and ensuring external statutory requirements and standards are fulfilled.

We have a strong performance management structure, aligning every individual's role and development to our organisational values of integrity, collaboration, and excellence. This performance management cycle is not just a one-off, but part of a regular, ongoing process of feedback, improvement, and support for all employees.

Anthem encourages all employees to take responsibility for improving and developing their own performance. This approach, combined with the robust Developing People Strategy, makes Anthem an organisation where every individual can thrive and strive for excellence in their role.



Rewards and benefits

Our rewards and benefits package includes:

- Membership of Teachers Pension Scheme or local government pension scheme, (*dependent upon role*)
- Access to Employee Assistance Programme offering free confidential support on a range of issues such as work, wellbeing, money, health, and legal advice.
- Cycle to work scheme enabling employees to purchase brand-new bicycles and cycling equipment via salary sacrifice, making tax and National Insurance savings.
- Access to Health Shield Health Cash Plan, an optional scheme to pay a weekly or monthly premium to claim money back on everyday health care needs such as dentistry, optical and physical needs.
- Excellent opportunities for continuous professional development and support to progress your career.

Trust information

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