



SOLIHULL  
ALTERNATIVE PROVISION  
MULTI ACADEMY TRUST



# Recruitment pack

BESPOKE • INCLUSIVE • RELATIONAL • THERAPEUTIC • ASPIRATIONAL

# Welcome to Solihull Alternative Provision Multi Academy Trust

Thank you for your interest in working with us here at SAPMAT.

Our vision for the children in our care is all about positive destinations and eliminating NEETs (young people not in education, employment or training). Now that may sound simple, but this is by no means an easy job. To attempt to change the future, one child's future at a time; to attempt to make the impossible possible; and to have unconditional positive regard alongside unbelievable resilience and a large capacity for uncertainty. These are some of the things that we manifest on a daily basis in this Trust. Working as part of this team cannot just be a job you turn up for. You can't just punch a card or clock in/clock out. It has to mean more than that. If it doesn't our students will know that and it will limit the impact that you can have with and for them.

If, however, you believe in working relentlessly to provide opportunities for some of the most at-risk, most vulnerable, most high-tariff and most disadvantaged students with opportunities they may never have had and may not yet be able to appreciate, then we and our students need you here in the Trust.

We are a rapidly expanding Alternative Provision (AP) Trust and all of our growth has been predicated on and driven by the needs of our children. Since opening in April 2018, we have developed from one AP free school on one site to a minimum of four separate AP academies across seven sites and three Local Authorities (as of September 2025). And that is just the beginning! The benefits of this growth means we can help more students, we can create more pathways for students we might not have been able to help previously, and we can retain and progress staff who believe in our vision, and have the skills and work ethic to make that vision of reality day in and day out.

So, if any of that resonates with you and you want to be a part of the work that we are doing please get in touch. Tours and informal conversations are welcome by prior arrangement, contact Titania Low on 0121 709 5420 or [HR@sapmat.org.uk](mailto:HR@sapmat.org.uk).

*Stephen Steinhaus*  
Chief Executive Officer

Our approach has  
been recognised  
by Ofsted as Good

(Solihull Alternative Provision Academy 2022)





# Who we are

At Solihull Alternative Provision Multi Academy Trust (SAPMAT) we have unconditional regard for our students.

We question, make reasonable adjustments, change outcomes, celebrate success and work for the continuous improvement for everyone within our schools.

We're an alternative provision like no other. Constantly evolving our approach according to the needs of each individual child. Continually re-defining what alternative provision looks like.

If everything in mainstream schools worked for our students then we wouldn't be needed, so we focus on creating bespoke, proactive and personalised pathways.

We are rapidly expanding to include provision beyond Solihull in the West Midlands and a new Primary Provision.

---

We are not your  
run-of-the-mill schools.

---

Together, we help our  
students find their future.

---

Find out more about the Trust and what we do by visiting our website:

[www.sapmat.org.uk](http://www.sapmat.org.uk)



# Working at SAPMAT

## Our staff are at the heart of our success.

We continue to develop a culture of collaboration and best practice, with professional development and career planning being a key part of this.

We believe our employees are our most valuable asset, and we are dedicated to providing them with the opportunities and resources they need to fulfil their potential.

### We offer a number of benefits to our staff including:

- Opportunities to develop new skills and progress your career. Regular continuing personal development sessions.
- Comprehensive health and wellbeing service
- Free flu vaccine each year
- Free parking on school sites
- Teachers' Pension Scheme and Local Government Pension Scheme

*We are proud to be a trust that is known for its strong culture of employee development.*





# Safeguarding

You will need to be eligible to work in the UK to be considered for this role.

Solihull Alternative Provision Multi Academy Trust (SAPMAT) and its member schools are committed to safeguarding and promoting the welfare of children and young people according to child protection and safeguarding guidelines and we expect all staff and volunteers to share this commitment.

Applications which do not include a full employment history and reference details will not be taken forward to the shortlisting stage.

The post you are applying for is classed as having a high degree of contact with children and involves 'regulated activity'. As such it is exempt from the Rehabilitation of Offenders Act 1974. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

SAPMAT is a socially inclusive and equal opportunities Trust and committed to actively promoting equal opportunities for all our staff and pupils.

As part of the recruitment process, we collect and process personal data relating to job applicants. We are committed to being transparent about how we collect and use this data, in accordance with UK GDPR.

## Core values

We have achieved recognised success in our pioneering approach to empowering the students in our care – the SAPMAT way, which is based on our core values:

### Bespoke

solutions tailored to the individual needs of our students

### Inclusive

continually adapting our provision

### Relational

forming positive and nurturing relationships with our students

### Therapeutic

intervening to help the whole child

### Aspirational

aspiring for the best outcomes for each and every one of our students



# How to apply

We encourage applicants to contact us to have an informal chat before submitting an application for any of our roles.

Please contact Titania Low on 0121 709 5420 or [HR@sapmat.org.uk](mailto:HR@sapmat.org.uk) if you have any questions or would like a tour around our schools.

Please apply through the Trust website.

[CLICK HERE TO APPLY](#)

*We are proud of our diverse community and are committed to ensuring equality of opportunity for all, fostered in an environment of mutual respect and dignity. We strongly encourage individuals from all backgrounds to apply for this role.*

