

Index



Section		Page
1	What are the benefits of working in an AET Academy?	4
2	Incentives	5
3	Buildings and Facilities	6
4	Specialist Status	6
5	Students	8
6	AET Ethos Statement	10

1 What are the benefits of working in an AET Academy?



The *Academies Enterprise Trust* (AET) Board consists of a group of individuals with a wealth of experience and expertise who have been nationally recognised for their contribution to educational development. The Board is committed to ensuring that each of the Academies continues to raise standards of achievement and prepares students to compete on the world stage with the necessary skills,

confidence and flair. By choosing to join one of our Academies, you will benefit from visionary, inspirational and dynamic leadership and, thus, be encouraged and empowered to develop your own skills and those of your students. This leadership will support you to succeed in your future career and your students to reach their full potential and be fully prepared for their futures.



2 Incentives

The AET is committed to rewarding individuals for their efforts and ensuring their value is felt. As an employee of one of the Academies, the benefits extend beyond those commonly provided and include, where applicable:

- *Membership of private healthcare through HSBC for yourself and any of your children under the age of 18, with the option of extending this to your partner for a small additional cost.*
- *Membership of 'Reward Gateway' offering attractive savings on shopping in many of the leading High Street shops.*
- *Childcare vouchers.*
- *Discretionary relocation and subsidised travel expenses.*
- *Reduced or free membership of on-site Fitness Centres.*
- *Free refreshments.*
- *Accredited developmental opportunities and/or bursaries.*



To facilitate your teaching, you will be supplied with a laptop computer, or equivalent, for use with a data projector within your classroom and for accessing email, student tracking data, on-line learning and assessment materials and high quality lesson plans. To enhance your work-life balance, technology is also extensively available for self-assessment and self-marking.

You will benefit from world-class **Continuous Professional Development (CPD)** including the opportunity to undertake further qualifications, higher degrees and **Talent Management** programmes. Through the far-reaching network of international schools, you will also

be encouraged to participate in **international developmental activities, exchanges and visits**. At your fingertips, you will also have the ability to access extensive on-line resources and materials, as well as a network of professional colleagues and mentors. Underpinning this, you will benefit from a robust **Performance Management** process, which will actively support your personal and career development to enable you to fulfil your career aspirations whether in **Pedagogy** or in **Leading Organisations**. As recognition of the commitment to this area, the individual Academies have achieved, or are working towards, the **Investors in People** award.



3 Buildings and Facilities



The commitment of the AET Board is to develop facilities which provide classrooms which have been designed to facilitate learning, are safe and aesthetically pleasing. Much project planning is underway to deliver this commitment and both Maltings Academy and New Rickstones Academy in Witham, Essex, will be benefiting from multi-million pound new buildings in 2011. These will include state of the art sports facilities. As part of the government's *Building Schools for the Future*

Programme, Greensward Academy in Hockley, Essex, will then be modernised where necessary to fulfil this commitment. Regardless of the aesthetics, all classrooms are already equipped with the latest technology, are wireless networked and thus provide access to cutting edge e-learning resources. Through the extensive use of technologies, the Academies already operate, where possible, as paperless environments.



4 Specialist Status



Each of the Academies benefits from being part of the **Specialist Schools and Academies Trust (SSAT)** both in terms of funding and specialist training. Each of the Academies has also been awarded specialist status in at least one area and thus serves as a centre of excellence in the

relevant specialism. Currently, these include Science, Maths, Sport and Art. As a '**High Performing Academy**', Greensward Academy also holds *Applied Learning Status, Leading Edge Status and Training School Status*. Greensward is also a *Teacher Learning Academy (TLA)*.





5 Students



The *Academies Enterprise Trust* believes that all young people deserve to become world-class learners – to learn, enjoy, succeed and thrive in a first rate educational environment, with the best facilities, the best teaching and the most up to date resources available to them. **'Discipline with Dignity'** is embraced and embedded in each of the Academies and students understand the importance of showing respect for themselves, and for others, and the need for good behaviour to enhance their learning. **Curriculum review and development** are on-going to meet the needs of future generations and to ensure that students gain the necessary skills to cope in an ever changing world. The curriculum at each of the Academies has been designed to give each student the opportunity to progress at his or her own pace, supported by **individual learning plans** and the option of a range of learning pathways, combining academic and vocational courses. The range of vocational courses is growing to fulfil the needs of the students with Hairdressing, Beauty, Horticulture and Construction already offered at one or more of the Academies. Term times and timings to the school days have also been reviewed and revised to maximise quality learning as well as provide a

rightful work-life balance for all concerned. To further support learning, students have 365x24 access to online learning materials and easy access to computers on a 3:4 ratio. Through the *'eZeschools Personalised Learning Platform'*, all students have access to high quality lesson plans and programmes of study. The Academies offer an extensive range of **extra-curricular activities** and learning opportunities to complement the curriculum and to ensure that students develop the necessary skills to equip them as independent learners and rounded individuals who will succeed in their chosen futures. Each of the individual Academies also boasts a range of **enriching activities** that broaden horizons further. Examples include the employment of an experienced Animation specialist to deliver workshops to students and members of the community, the development of a 'Mechanics in the Community' qualification, an established radio station and television channel, an 'emlit centre' which is fully equipped with home appliances and soft furnishings to cater for the emotional welfare of the most vulnerable students, successful and long running peer mentoring schemes and designated *Duke of Edinburgh Award Centres*.



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6 AET Ethos Statement



Every young person deserves the opportunity to have a life that can be described as 'good quality', free from fear and danger where they can give and receive respect to and from others with a sense of well-being, belonging, worth and achievement.

The *Academies Enterprise Trust* will create an environment which is highly participative and aspirational and is one where every student has the opportunity to develop the skills to lead positive and fulfilling lives appropriate to her or his skills, aptitudes and interests. We will support parents and carers and will work with the community to nurture all our young people. We will seek to deliver an education provision which aims to develop life skills of all young people and be available to support them throughout the years of their compulsory education in line with the *Every Child Matters* agenda, working in close partnership with authorities, agencies, and organisations involved.

AET Academies will become High Performing Organisations and, therefore, must be the:

- *education provider of choice for students.*
- *employer of choice for staff.*
- *investment of choice for parents.*



**Academies
Enterprise Trust**
To make our best better