

THE BECKMEAD TRUST



Recruitment Pack 2024 - 2025

Nurture ● Sustain ● Grow

Contents

	Page
1. Welcome	1
2. Information for candidates	2
3. Staff Benefits	3
4. Our Schools	4 -9
5. Timeline of Growth	10
6. Strategic Objectives	11
7. Our People	12
8. Organogram	13
9. Directors Overview	14
10. Safeguarding and Wellbeing	15
11. Equality and Diversity	16
12. Changing Environment	17



Welcome

The Beckmead Trust believes that every young person has the right to the best possible education and a chance to succeed.

Working exclusively with children with special educational needs, our team of highly-skilled and caring staff members deliver excellent pedagogy and a vibrant curriculum that helps young people to thrive, empowering them to aspire towards opportunities in their future, leading to successful and fulfilled lives.

As a growing trust we have been working hard to ensure a clarity of direction is held by all our schools that contributes to and enhances the vision of the trust.

This vision places improving the life chances of our children at the forefront of everything we do and as a trust we feel a moral purpose to undertake this work to the best of our ability. We aim to provide a united partnership of excellent academies that are primarily linked by the non-negotiable values of trust, honesty, integrity, respect and empathy enhanced by outstanding local leadership and governance.

The Beckmead Family of Schools was judged to be Outstanding by Ofsted. This external validation of our work reflects the dedication and expertise of our staff, the exceptional achievements of our children and the heart-warming support we receive from the families we support.

This prospectus holds key information about The Trust and signposts to all our schools and academies.

More information is available on our website www.beckmeadtrust.org, and we welcome visitors, so please feel free to contact the central team in Croydon to arrange a visit to any of our schools to see first-hand the wonderful work of our staff and the fantastic achievements of our pupils.

Dr Jonty Clark OBE
CEO The Beckmead Trust



INFORMATION FOR CANDIDATES

APPLICATION

Please use the standard application form on our website. CVs are not accepted.

Please complete all parts of the form fully, include your full work history with no unexplained gaps since leaving school education. Include all the training you have completed, particularly those which have helped you prepare for the role.

You may wish to include a covering letter of no more than two sides of A4 when typed. Please send your completed application form to recruitment@beckmeadtrust.org

REFERENCES

Please make sure your references are aware of your application and ask that they are able to provide a quick turnaround. One reference should be from your current Headteacher or Chair of Governors. Both should be contactable through their official email address.

References will be taken up before interview. All applications will be treated with strictest confidence.



STAFF BENEFITS

Employee Benefits Platform

Our Employee Benefits Platform offers a range of ways to save money on your everyday shopping, groceries, tech, home improvements, travel, fashion and so much more. You will receive fantastic deals, independent advice, and earn cashback rewards every time you shop online.

Whether it's holidays, electronics, food and drink, fashion, or motoring, our platform covers it all. Take advantage of our voucher collection for remarkable savings on high street shopping and memorable nights out, such as bowling and cinema trips.

Teachers Pension

The teachers' pension scheme is one of the most generous in the country. The teachers' pension scheme includes an employer contribution of 28.6%. As a teacher, you'll be automatically enrolled at the start of your career, and remain in the scheme when moving teaching jobs, unless you opt out.

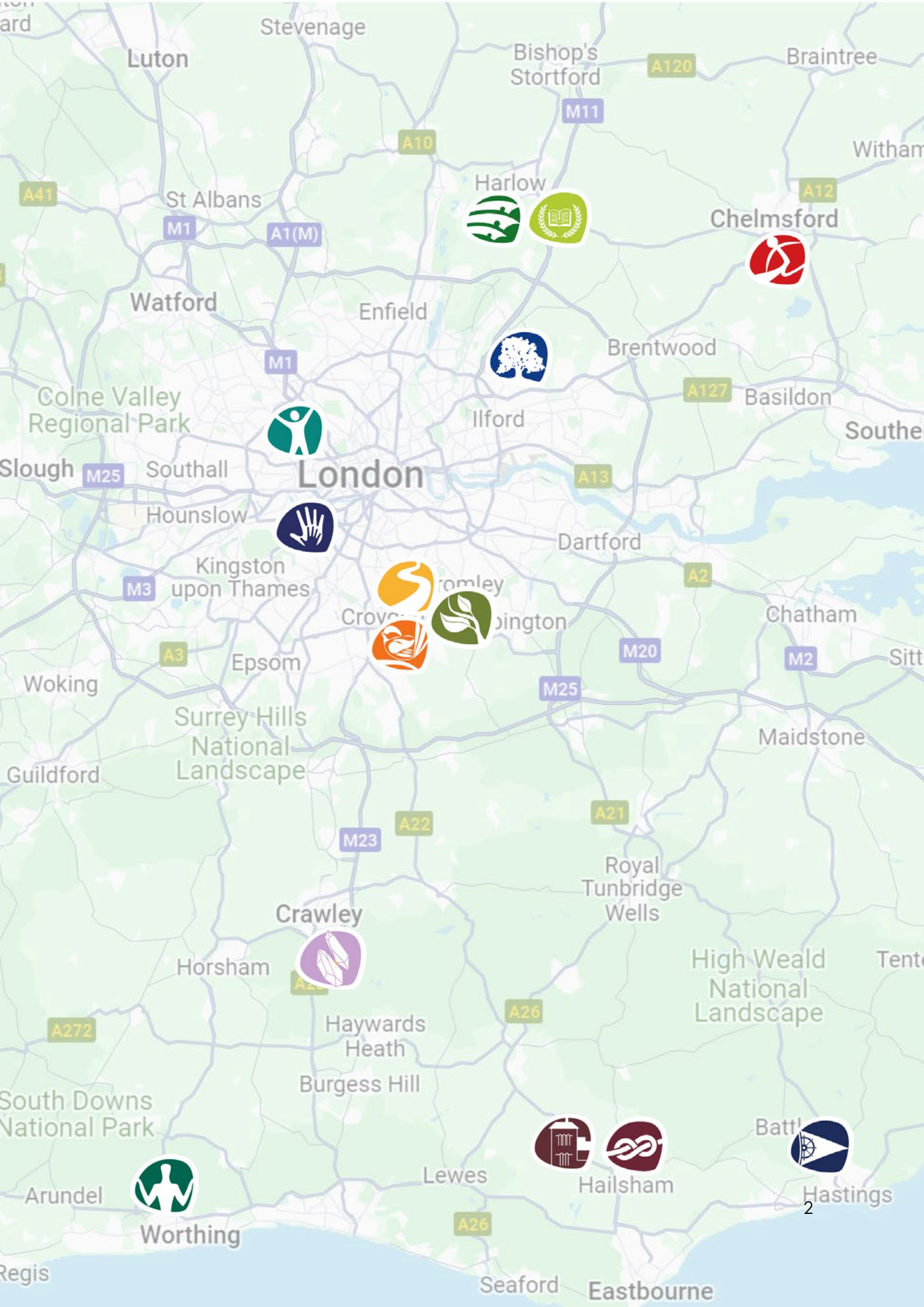
If you became ill during your career, you could apply for early ill-health retirement.

If you were to die while actively paying into your pension, a nominated beneficiary would receive a death grant. After 2 years of paying into your pension, a nominated beneficiary would also receive a pension after you die.

Holiday Entitlement

You will receive 13 weeks of leave for Christmas, Easter, and summer break, which includes three, one-week half-term breaks.





Luton

Stevenage

Bishop's Stortford

Braintree

St Albans

Harlow

Chelmsford

Watford

Enfield

Brentwood

Colne Valley Regional Park

Ilford

Basildon

Southall

London

Dartford

Hounslow

Kingston upon Thames

Romley

Chatham

Woking

Epsom

Wokington

Surrey Hills National Landscape

Maidstone

Guildford

Crawley

Royal Tunbridge Wells

Horsham

High Weald National Landscape

Haywards Heath

Burgess Hill

South Downs National Park

Arundel



Worthing

Lewes



Hailsham



Battle



Hastings

Seaford

Eastbourne

Our Schools

Page
6

1



Beckmead Park Academy

Beckmead Park Academy is a mixed SEN school and alternative provision for children KS1-KS4 with Social, Emotional and Mental Health difficulties with associated challenging behaviour.

It is situated in the Royal Borough of Croydon across four sites.

Provision for 127 places.

2



Beckmead College

Beckmead College is a successful, vibrant SEN school for students with Social Emotional and Mental Health (SEMH) needs. It offers vocational and alternative provision for KS4 & KS5.

It is situated in the Royal Borough of Croydon with close links to Beckmead Park Academy and Chaffinch Brook.

Provision for 112 places.

3



Chaffinch Brook

A school for primary and secondary pupils with a diagnosis of Autism Spectrum Disorder (ASD) and related challenging behaviour.

It is situated in the Royal Borough of Croydon with close links to Beckmead College

Provision for 90 places.

Our Schools

Page
6

1.



Beckmead Moundwood Academy

Beckmead Moundwood Academy offers alternative provision for children KS2-KS4 who have faced exclusion from mainstream settings, or have been at risk of exclusion.

It is situated in Harlow, Essex.

Provision for 89 places.

4.



Ropemakers Academy

A brand new SEN school for students with Social Emotional and Mental Health (SEMH) needs aged 4-16.

It is situated in Hailsham, East sussex.

Provision for 80 places.



CONSTRUCTING
EXCELLENCE
SECBE AWARDS 2021



5.



St George's House

St George's House provides KS4 provision in Brighton as an extension of Ropemakers Academy in Hailsham.

The school is situated in Hailsham, East sussex.

Provision for 20 places.

Our Schools

Page
6

1



Wells Park School

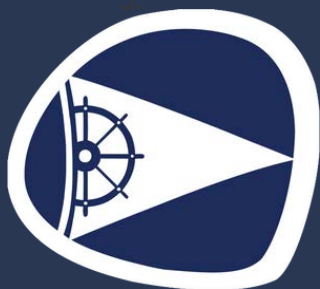
Wells Park School is a residential primary school which caters for pupils between 5 and 11 years old, who have an educational statement for social, emotional and mental health difficulties. Currently, all of our pupils are boys. The children board at Wells Park School from Monday to Friday during term time.

The school is based in a semi-rural area of Essex.

Provision for 40 places.

4

5



The Flagship School

The Flagship School is a SEN school for students with Social Emotional and Mental Health (SEMH) needs KS2-4.

It is situated in Hastings, East Sussex.

Provision for 72 places.

Greenwell Academy



The Greenwell Academy is situated in Harlow and opened in contingency accommodation in September 2023 with provision for 16 pupils.

From 2025 there will be provision for 64 places. Residential for 15 pupils.

Our Schools

Page
6



Sir Geoff Hurst Academy

Sir Geoff Hurst Academy is a new school for KS2-KS4, scheduled to open in January 2025.

It is situated in Chelmsford.

Provision for 65 places, 15 of which will be offered with residential provision (Mon - Thu).



The London River Academy

The London River Academy is a purpose built special school offering a nurturing, inclusive environment for KS2-KS5 pupils with SEMH and other associated needs. The School will be opening in 2026.

The school is situated in Barnes in the Royal Borough of Richmond.

Provision for 96 places.



Roundwood School and Community Centre

Roundwood School and Community Centre offers alternative provision for KS3 & KS4.

It is situated in the heart of Brent.

Provision for 50 places.

Our Schools

Page
6

Kithurst Academy

The Kithurst Academy will be a purpose-built alternative provision opening in 2027 for pupils who may be out of school in a respite placement for their main school, or on their way to being assessed on an Educational Health and Care Plan.

It is situated in Crawley.

Provision for 120 pupils in KS3 and KS4.

Wealden Academy

A purpose-built school opening in 2026 for pupils in KS2 - KS4 identified as having SEMH and other associated needs.

The school is situated near Worthing in West Sussex.

Provision for 80 places.



Timeline of Growth

1 April 2019

The Beckmead Trust opened. It was founded on the outstanding work of The Beckmead Family of Schools which ran eight outstanding sites in Croydon.

Three South London Academies joined the Trust: Beckmead Park Academy, Beckmead College and Chaffinch Brook School.

The Trust also sponsored Moundwood Academy in Harlow and has two free schools; Roundwood School and Community Centre in Harlesden and The Ropemakers Academy in Hailsham.

June 2022

The outstanding Wells Park School in Chigwell formally joined Beckmead.

October 2022

The RSC awarded the permanent sponsorship of Flagship School to the trust after some months of contracted support.

September 2023

The Greenwell Academy in Harlow opened in contingency accommodation.

1 March 2024

The Flagship School in Hastings joined the Trust.

September 2024

The Sir Geoff Hurst Academy in Chelmsford will open.

Early 2025

The London River Academy in Richmond and the new Greenwell Academy site in Harlow are scheduled to open.

2028 & beyond

Two brand new SEN schools in West Sussex are due to open.

When this period of growth is completed The Trust will be responsible for the education and care of nearly 800 disadvantaged children of whom 75 will be in residence within Beckmead Trust Schools. This represents an enormous responsibility and a tremendous privilege.

Strategic Objectives

We have a published strategic plan which outlines how we anticipate our Trust will grow and develop over the period 2024-2029. In developing this plan the Trust has identified five key objectives which drive our growth and development:

Outstanding Leadership

Everyone deserves to be led and managed by individuals and groups who have passion and integrity. We prioritise this through [INSERT a couple of sentences about how this is achieved].

Safeguarding and Wellbeing:

This is at the heart of everything we do and is prioritised by [INSERT a couple of sentences about how this is achieved].

Driving Excellence whilst achieving growth

We are an ambitious Trust aiming to work with a growing number of children by [INSERT a couple of sentences about how this is achieved].

Nurture and Grow our People

To support positive outcomes for our learners, we need great people throughout our Trust. We ensure this happens by [INSERT a couple of sentences about how this is achieved].

Building Inclusive Communities

The Beckmead Trust is proud to be a diverse and inclusive community, we celebrate and protect this by [INSERT a couple of sentences about how this is achieved].



Our People

To support great outcomes for our learners we need great people throughout our trust. We ensure this happens by:

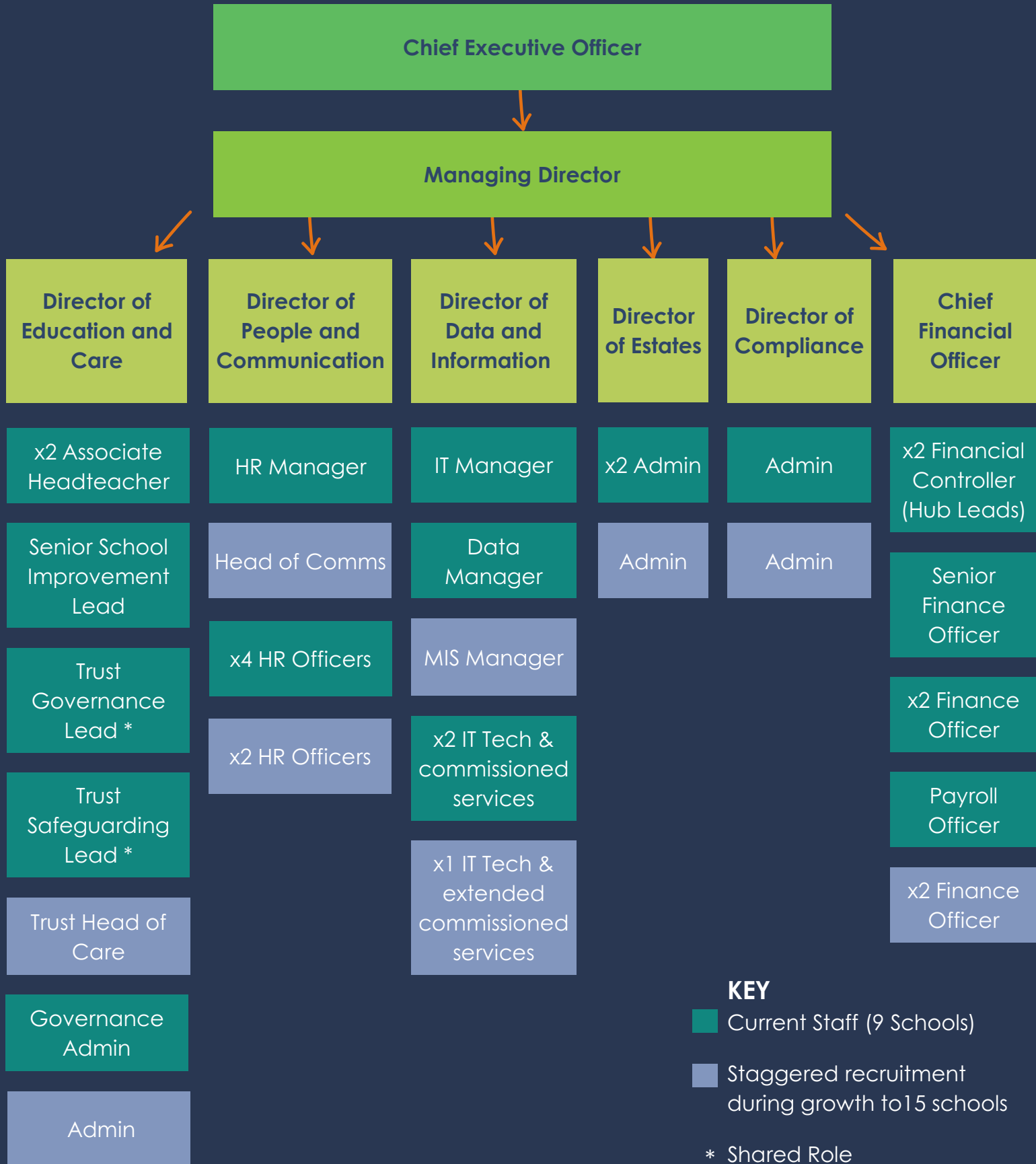
- Investing in our staff and governors, provide opportunities for improvement, liberate talent and promote ambition
- Recognising that energy, enthusiasm, happiness and hard work are unstoppable
- Retention, succession planning and progression are strategically planned within a no-limits culture
- Everyone in the trust being available to coach, model and inspire
- Being humble and communicating clearly, using ourselves to engage colleagues whilst being clear about what needs communicating
- Engaging with local communities to enhance recruitment opportunities.

We are committed to having a workforce that reflects the diversity within our community where everyone is treated with dignity and respect. We seek to ensure that our working environment is one that respects and includes everyone regardless of their sex or gender reassignment; marital status (including civil partnership); sexual orientation; race, language, ethnic or national origins and nationality(including citizenship); religious belief; disability and/or medical conditions; age; whether they have dependants; trade union membership status and activity or political views/affiliations.



Organogram

Members and Board of Trustees



Directors overview

Each directorate has responsibility for its own budget, its own risk register and its own strategic development plan.

CEO: Jonty Clark

Managing Director: Mags Clarke

Director of Education and Care

Andy Millard

School improvement
Ofsted
Education CPD
HT Support
Oversight of Care
New Schools (Education)

Director of IT and Data

Jayen Palmer

Procurement and set up of IT systems
Management of IT systems
Collection and presentation of data
Cyber security across the Trust
Research and development

Director of People and Comms

Lauren Quinn

Recruitment
Case Management (HR)
Well-Being
CPD
External Communications
Internal Communications
Marketing
Event Management

Director of Finance

Jen clifford

Income / Debt management
Statutory Returns
Audit
Procurement
Payroll
Grant Funding Management
Budget management
Finance processes

Director of Compliance

Dee Fullerton

Management of compliance
GDPR / SARS / FOI
Leadership of Trust Catering
Statutory Returns
Asset Management

Director of Estates

Vincent Reidy

Daily operational site management
Capital bids / projects
Strategic Planning
New Schools
Asset Management

All Directors are line managed by the managing director and all report to Trustee Committees via The Performance Report.

Safeguarding and wellbeing

Safeguarding and wellbeing is at the heart of everything we do.

We prioritise this by:

- Constantly reflecting on the openness, honesty and integrity of all of our staff
- Hearing and encouraging the voice of all members of our communities - children, families, staff and governors
- Meaningful engagement with parents, carers and external agencies involved with our children
- Ensuring that relationships and practice reflect the finest principles of public service
- Being kind, considerate and caring towards all whilst striving to support the best possible outcomes for our children
- Having excellent recruitment processes supported by high quality supervision and training
- Adopting and updating child protection guidelines through our procedures and a code of conduct for staff, visitors and volunteers

Equality and Diversity

All school staff are expected to have regard to our Equality and Diversity Policy and to work to achieve the objectives as set out below:

Objective 1

Undertake an analysis of recruitment data and trends with regard to race, gender and disability, and report on this to the People and Pay Committee of the Trustee board.

Objective 2

Have in place a reasonable adjustment agreement for all staff with disabilities, to meet their needs better and make sure that any disadvantages they experience are addressed.

Objective 3

Train all members of staff and governors involved in recruitment and selection on equal opportunities and non-discrimination by the beginning of the next academic year. Training evaluation data will show that 100% of those attending have a good understanding of the legal requirements.



The Changing Environment

Many of our pupils talk about how worried they are about the impact of climate change and what they as individuals and we as an organisation can do to mitigate the impact of a hotter world. Beckmead is committed to supporting green initiatives and playing its part in teaching and learning new habits and behaviours that will support the regeneration of our world.

Our organisation will continue to support positive initiatives when possible, be outward looking and concerned with issues beyond our schools. To this end we are proud to have now led eight trips and counting to the Polish / Ukrainian border taking food, medicines and power packs to be distributed to civilians caught in the war zone. Many of our schools, children and families have supported this initiative and engaged in learning about what is happening at the other end of our Continent.



1.

2.

3.

LOVE

4.

Flourishing

5.

Community

6.

SOCIAL JUSTICE



Published April 2024

Some of the information published may be subject to change throughout the course of the academic year, and is only accurate at the time of publication.

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