INSPIRE

INCLUDE

INTEGRITY

EXCEED

Recruitment Pack

Exceed Learning Partnership

Exceed Learning Partnership

• EVERY CHILD • EVERY CHANCE • EVERY DAY •

Contents

Welcome to Exceed Learning Partnership

A Message from the CEO

Our Ethos

Our Vision

Our Values

Our Strategic Aims

Our Journey

Our People Strategy

Exceed Learning Partnership

• EVERY CHILD • EVERY CHANCE • EVERY DAY •

A message from the CEO...

Dear Applicant,

Thank you for taking an interest in developing your career with Exceed Learning Partnership.

As a trust, we are passionate about improving the life chances of the children and families we serve.

When any of us choose to work in education, I think we do so for three major reasons; we want to make a difference and inspire others; we want to pass on our enthusiasm for learning to the next generation; and we believe that a good education is the greatest means of helping establish a fairer society where everyone has the opportunity to make the most of their lives.

When we created Exceed Learning Partnership in April 2017, we did so in order to improve the life chances of pupils in and around Doncaster - particularly the most disadvantaged pupils.

Having grown out of Edlington, the academies within the Trust have demonstrated that with the right provision, support and highest aspirations - all pupils can and will succeed. This is the ultimate goal within our Trust - making sure all our academies are exceptional places of learning where everyone is able to thrive.

In our Trust, we believe that colleagues need the freedom to develop and perform to the highest standards - dovetailed with leadership and support that comes from an organisation that is passionate about removing any barriers to outstanding teaching and learning.

We are delighted to welcome colleagues who share in our vision to help our academies to thrive. We support our staff in their learning, with the latest research and innovation, as well as contribute to their growth by sharing our experiences. All of us within Exceed Learning Partnership continue to grow our expertise so that we can make a difference to the lives of our pupils.

We look forward to meeting with you and warmly welcome you to visit our Trust and all our academies to find out more about the role and the difference you can make!

Beryce Nixon OBE
Chief Executive Officer
and National Leader of Education

Exceed Learning Partnership
• EVERY CHILD • EVERY CHANCE • EVERY DAY •

Our Ethos

Children within our Trust will always be our main priority, with personalised learning as our starting point, making the challenges of 'Helping Children Achieve More' a reality.

Every child will have the opportunities to expand their horizons, and build the confidence, talents, interests, skills and qualifications to succeed as they make their way towards a fulfilling and prosperous adulthood.

The amount of time children spend in education is finite. We have a responsibility to ensure every moment a child is in an Exceed Learning Partnership School, must be spent productively. Once wasted, it is gone forever and cannot be given back.

Every Child | Every Chance | Every Day

Exceed Learning Partnership

• EVERY CHILD • EVERY CHANCE • EVERY DAY •

Our Vision

Exceed Learning Partnership

• EVERY CHILD • EVERY CHANCE • EVERY DAY •

Our Values

Inspire

Embodied in the Trust motto, "Every Child, Every Chance, Every Day", all members of our organisation aim for excellence in their individual professional roles, in our innovative, evidenced-based practice and in our pupils so that we can all fulfil our potential in whatever we aspire to do or be!

Include

At Exceed Learning partnership we are concerned with achieving equitable, diverse and quality education for all pupils. Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure.

Integrity

We respect the individuality of our academies and their communities and always act with integrity. By allowing high levels of autonomy wherever possible, we are able to nurture personalised learning approaches and focus on developing holistic people.

Exceed

Excellence and enjoyment should be an entitlement for all children and adults working in our Trust. We are developing cutting-edge, research-informed and highly engaging pedagogies that ensure high levels of progress and rapid development of staff; leading to the highest levels of achievement for all!

Exceed Learning Partnership

• EVERY CHILD • EVERY CHANCE • EVERY DAY •

Our Strategic Aims

SO1. Outstanding Professionals

- To develop winning teams of Governors, leaders, staff and other stakeholders who are forward thinking, highly skilled, open, hardworking and determined to enable success for others

SO2. Innovative Systems Enabling Creative Schools

- To create innovative and sustainable schools that are creative, vibrant, safe, compliant, financially healthy, well resourced and exceptionally well governed and led

SO3. Strong Partnerships and Communities

- To work closely with our local communities and parents to secure the best outcomes and opportunities for our learners.
- To develop a network of partnerships across all our academies, our local area and across the country which are powerful in supporting the development of all.

SO4. Exceptional Learners

- To develop learners who are highly successful with attributes, skills and qualifications for a fulfilling life.
- To ensure all our learners have a high quality school experience and enjoy an abundance of opportunities.

Exceed Learning Partnership

• EVERY CHILD • EVERY CHANCE • EVERY DAY •

Our Journey

2017 — **April**

The Trust was formed when Hill Top Primary School and Edlington Victoria Primary School joined forces

2018 — **September**

We welcomed Carr Lodge Academy

2018 — **December**

We welcomed Sandringham Primary School

2019 — **April**

We welcomed Sheep Dip Lane Academy

2022 — **April**

We welcomed three new primary schools into the Trust - Bentley High Street Primary School, Rosedale Primary School and Willow Primary School

2023 — **February**

We welcomed Hall Cross Academy, our first secondary academy to the Trust

2025 — **January**

We welcomed The Mallard Academy to the Trust, which took our total up to ten academies

Exceed Learning Partnership is proud to serve the communities of Doncaster

10 academies

5176 pupils

679 employees

Exceed Learning Partnership

• EVERY CHILD • EVERY CHANCE • EVERY DAY •

Our People Strategy

Creating a sense of community, building a culture of inclusivity...

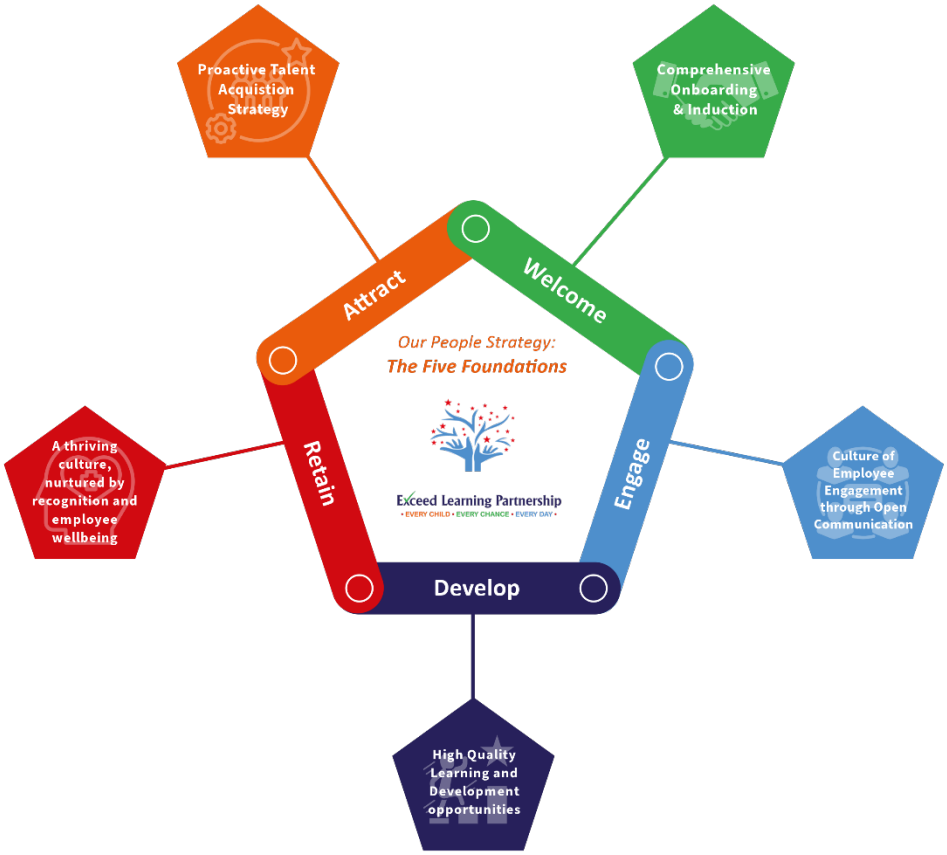
Our People Strategy sets the foundation for achieving our Trust's ambitious vision. By attracting, welcoming, engaging, developing, and retaining exceptional people, we will create outstanding learning environments where every pupil thrives. This strategy outlines our commitment to building a workforce that is highly skilled, motivated, and dedicated to the success of our pupils and our communities.

We create exceptional, inclusive and enjoyable places to work

We are passionate about our purpose and inspire each other to deliver high performance

We act with integrity and our values drive our behaviours and decision-making

We strive to exceed in all we do, and learn from every opportunity



Why Choose Us?

- **Make a real difference:** Contribute to a dynamic and ambitious Trust that's truly making a difference in the lives of young people.
- Work with wonderful pupils, colleagues and communities who support the academy in all its aspirations
- **Professional Development:** Grow, develop and benefit from a comprehensive professional learning offer with many opportunities, including leadership training, coaching and access to the latest pedagogical approaches.
- **Collaborate and innovate:** Work alongside talented and dedicated colleagues in a culture that values teamwork, creativity and promotes innovation.
- Feel valued and supported: Enjoy a welcoming and inclusive environment where your wellbeing and contributions are recognised.
- **Shared Vision:** Be part of a Trust united by a common commitment to excellence, where each academy maintains its own unique identity to deliver and serve its community.
- **Supportive Leave Policies:** We offer a range of enhanced leave entitlements, including maternity, paternity, adoption and other paid time off options under our comprehensive leave of absence policy.
- **Competitive Salaries:** All our salaries are aligned with national pay scales
- **Local Government or Teachers Pension Scheme:** We offer a valuable public sector pension scheme following local government and teacher pay and conditions to help colleagues plan for their retirement.
- **Opportunities for Innovation:** Be part of a Trust that embraces new ideas and research-led teaching
- **Discount Schemes:** Access to national and local discounts on shopping, travel and leisure through the Blue Light Card.
- **Professional Development Networks:** Our extensive networks are a cornerstone of our commitment to colleague development. These vibrant communities bring together colleagues with shared passions and professional interests to inform, consult, and learn from one another. From curriculum leadership (primary and secondary) and attendance to data, business operations, safeguarding (DSL/DDSL), ECT support, literacy, raising standards, community engagement, and health and wellbeing, our networks empower our people to thrive.
- **Training & Development Opportunities:** As a Trust we offer a wide range of high-quality training, CPD opportunities, including workshops, conferences, online courses, and mentoring programs.
- **Mentoring and Coaching:** Receive support from experienced educators to help develop skills and confidence.
- **Annual Flu Vaccination:** All employees have the opportunity to receive a free annual flu vaccination.
- **Employee Workload and Wellbeing:** The Trust is committed to the health and wellbeing of all employees. Every colleague is critical to the education of our young people. We know that to make the biggest impact on employee wellbeing we need to constantly consider how we reduce workload across all our academies.
- **Great Benefits:** From health and wellness to professional development, Exceed Learning Partnership offers a diverse range of benefits to meet your needs including our Employee Assistance Programme (EAP).
- **Celebrate achievements:** As a Trust, we recognise and celebrate the accomplishments of all our colleagues.
- **Diverse & Inclusive Workplace:** An environment that values equity and belonging for all employees.
- **Be part of a community:** Join a network of academies with a shared vision and a strong sense of community, offering opportunities for collaboration and mutual support.
- Work with a highly committed and supportive Board of Trustees and Governing Board.
- Work alongside an innovative and knowledgeable Trust Executive team to support you in your journey of academy improvement
- Be part of a successful Multi Academy Trust that supports and nurtures talent, placing pupils at the heart of everything we do.
- At Exceed Learning Partnership, we have a strong culture of academy improvement, and professional development is at the heart of the Trust and all its academies. We offer the opportunity for you to gain additional qualifications and a range of professional development and learning opportunities. Our leaders have a wealth of knowledge and are highly experienced in improving outcomes for pupils.

INSPIRE

INCLUDE

INTEGRITY

EXCEE

Exceed Learning Partnership

• EVERY CHILD • EVERY CHANCE • EVERY DAY •

6-9 Railway Court, Doncaster, South Yorkshire, DN4 5FB

T 01709 805175 | www.exceedlp.org.uk

Willow Primary School

Edlington Victoria Academy

Sheep Dip Lane Academy

Sandringham Primary School

Carr Lodge Academy

Bentley High Street Primary

Hill Top Academy

Hall Cross Academy

Rosedale Primary School

The Mallard Academy