



Welcome to worklife at UST

Job application pack



University
Schools Trust

A transformational education



Welcome to UST

I am proud to introduce you to UST, a group of incredible schools providing an excellent education that is derived from exceptional teaching and learning.

We were founded on the premise of transformation through partnership

We began as a unique partnership of six world-leading universities and other sector-leading bodies, supporting our shared vision of inclusive, high quality and transformational education delivered by schools which are deeply rooted in the communities they serve.

Collaboration has always been at the heart of providing transformational experiences. Whether it's our incredible partners, school to school partnership groups, staff CPD opportunities or working alongside our dedicated parents, we learn from one another to improve the life chances of every child in our care.



We believe in innovation and improvement

The UST School of Education, our innovative centre of excellence supports the development of our curriculum, teaching and learning principles and wider school improvement. Our university links enable us to co-commission and participate in research to stretch our knowledge of what works and why, and our culture of open collaborative partnership encourages staff to share and learn with other education professionals.

Pride in our staff

We pride ourselves on being inclusive, welcoming anyone who wishes to join UST. Support or teaching staff, whether you are new to the profession or looking to further an existing career, we want to work with you if you are determined, passionate and committed to supporting every child at UST.

Ethical employment

UST is committed to ensuring our recruitment practices are ethical, fair and non-discriminatory and are enacted to ensure our approach is consistent with the principles of anti-discrimination and equal opportunities legislation.

I look forward to welcoming you to UST. It truly is an environment in which you can flourish, where hard work is rewarded.

Kind regards,

Gillian Kemp
Trust Leader



What makes UST unique?

Our vision and values

Our overriding purpose as a Multi-Academy Trust is driven by our vision and values.

Vision: Where collaboration breeds transformation

Guided by and working with our Trust Partners:

The Trust is a family of inclusive schools where collaborative partnerships deliver a transformational education which empowers our pupils and the communities they come from to realise their full potential. A culture of high expectations nurtures a drive to achieve excellence and to take ownership of future academic and vocational learning paths in order to equip our pupils as global citizens and inspire their communities.

Values: The UST Guarantee

Achieving Excellence through Transformational Education that Empowers Communities.

Achieving Excellence: The Trust inspires each member of our learning community to be ambitious, to realise their potential and to succeed academically and vocationally.

Transformational Education: The Trust ensures that the dynamic curricula and pastoral offers of our schools are enriched by the civic leadership and research from our university, public and private Trust partners.

Empowering Communities: The Trust strives to equip all pupils and staff with the skills to transform their lives, empower communities, and excel in our global society.



A partnership to be proud of

A partnership of pioneers

Our Trustees are appointed from the world-leading and internationally renowned universities that helped found UST, and from organisations across a spectrum of other sectors. They are united by an innovative shared vision that seeks to provide staff, pupils and families with an extensive and comprehensive range of experiences and opportunities.

A partnership that challenges the status quo

Our commitment to empowering communities, improving social justice and breaking barriers that inhibit social mobility is enshrined in our daily practice. We focus on reducing the attainment gap for those who are amongst the most disadvantaged in our society.

A partnership of equals

In many trusts you will find a 'lead school'. Not at UST. We want idea sharing to flow between all of our schools. We know that every school excels in different areas, and we facilitate school improvement by best practice being shared, implemented, observed and perfected amongst us all.

A partnership which nurtures

We place people at the heart of our strategic approach because we believe this is fundamental to running successful schools. We invest in our staff with support, mentoring and a wide range of top quality training programmes.

Our schools



Cyril Jackson is an Outstanding rated primary school, offering a curriculum which engages and inspires, a diverse range of educational visits and experiences, outstanding pastoral care and high expectations, all within a happy, safe and supportive environment.



Royal Greenwich Trust School
Learning Today, Leading Tomorrow
PART OF UNIVERSITY SCHOOLS TRUST

Through a broad and balanced curriculum, a wide range of enriching learning experiences and a tailored approach to supporting the individual student, our students will leave school as young adults who are responsible global citizens who have a clear vision for their futures.



St Paul's Way
Aspiration • Integrity • Community
PART OF UNIVERSITY SCHOOLS TRUST

St Paul's Way Trust is an all-through school, including nursery to sixth form, known for being the university school in the heart of east London. The hallmark of SPW graduates is to be fully prepared for the opportunities and the demands of the adult world.



Benefits at UST

We want our employees to enjoy a rounded package that supports their wellbeing, boosts their career progression and gives them financial security. We are committed to being the local employer of choice and we firmly believe that is the case. As such, we have pledged to evolve the UST benefits package at regular intervals.



KATY, FUNDRAISING AND PARTNERSHIPS COORDINATOR

"One of the things that I love is our collaborative ethos. I have seen some trusts have an 'us and them' culture between the schools and central services, but that couldn't be further from the truth at UST."



DARREN, DIRECTOR OF DATA AND COMPLIANCE

"Being on the executive team I get to see the impact that people have across UST. It never ceases to amaze me how many incredible people that I get to call colleagues."



JOYCE, DATA CONTROLLER

"UST is just a fantastic place to work. The leadership team are incredibly welcoming and approachable. They will always take the time to help you if you need it."



UST School of Education



Matthew Glenn: Director of Education (Secondary)



Lorraine Flannagan: Director of Education (Primary)

As Directors of Education for UST, we ensure the educational success of the schools within the overall framework of the UST strategic plan, as well as the individual school.

We are the leads for what is known as the UST School of Education. Within this role, we oversee the professional development of all staff at UST. We believe this journey of improvement is continuous, which is why we place significant time and resources into meeting the requirements of all staff at every career stage.

We recognise that continuous professional development adds exponential value to the environment, learning experience and support our pupils receive. This is why we are committed to supporting each member of staff and their personal career ambitions.

By providing the highest quality education and learning environments, our staff:

- Are enabled to develop their practice and excel as professionals
- Become integral to succession planning within the school and Trust
- Make a real difference to our pupils and in the wider community we serve.



STAFF PROFILE: OLIVIA SAUNDERS

**RGTS Deputy Headteacher
Inclusion & Character Development**

“UST was in its infancy when I joined six years ago. It has grown into an organisation which emphasises the importance of connecting education from primary through to university. I have not encountered a trust that approaches education this way.

Such innovative thinking is at the heart of what UST does. I work closely with the Director of Education and other expert UST consultants who supports our reviews, from which I have found myself challenged and supported to make sure we are delivering best practice.

This desire for improvement is driven by UST’s culture, and is facilitated by the collaboration between our schools. We are always working on building links at senior and middle leadership, where we can share resources, learn from one another and support our peers.

Schools can often be echo chambers. Not at UST. When you’re a part of our Trust you never feel isolated and without someone to turn to for a different perspective.”

