

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 worldleading 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.

Our schools

Cyril Jackson Primary School

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

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 Trust School

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.



Sir William Burrough Primary School

A nurturing and ambitious community at the heart of Tower Hamlets. With a rich history and forward-thinking approach, we inspire children to become confident, curious global citizens. Through university partnerships, an engaging curriculum and shared values, we empower every pupil to discover their potential and dream big.



Canary Wharf Secondary

A small, ambitious and inclusive community where every child is truly known, supported and encouraged to thrive. With excellent outcomes, a broad curriculum and strong partnerships, we nurture confidence, character and aspiration, ensuring personalised support and helping every student achieve their full potential.



Canary Wharf East Ferry

A welcoming school at the heart of the Isle of Dogs, combining a strong academic curriculum with exceptional access to green spaces and sporting opportunities. Serving mainly local families, our close-knit community provides personalised support for every child.



Canary Wharf Glenworth

A warm, inclusive school where every child is known, supported and encouraged to thrive. Through an engaging curriculum, specialist teaching and enriching experiences, we nurture curiosity, confidence and a love of learning, inspiring children to become compassionate, confident global citizens.



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.



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.



Wellbeing

Health vision test reimbursement

Staff counsellor

Employee assistance programme

Wellbeing charter

Cycle to Work scheme

On the job

CPD Offer

Finance guidance and support

Policies driven by professionals

Inset days

Induction programme

UST Perks

Local incentives/discounts

Remote working/flexibility

Free refreshments (UST House)

Onsite gym access Onsite discounted food Access to car parking facilities



Financial

Adopted teachers pay and conditions and LGPS

Competitive Inner London Salary

Sick pay Maternity pay/Pat

Other absence leave

Pension scheme

Childcare vouchers

Enjoy benefits



KATY, FINANCE ASSISTANT SUPERVISOR

"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."



TREVOR, HR SYSTEMS AN DPAYLROLL MANAGER

"UST is a culture of innovation and support. Our ongoing data migrations mean smarter systems that talk to each other and reduces resource time to focus on other key areas across the Trust."



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)
Laura Mcphee: 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 knows 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.



Our Peoples Strategy

Our People Strategy is a core commitment that underpins our HR practices and helps foster a healthy, inclusive culture that reflects UST's vision and values. It ensures that everyone connected to the Trust feels valued, cared for and empowered to flourish. At the heart of our approach is **CARE**, showing empathy, celebrating and respecting our people, students and wider community. In doing so, our People Strategy not only supports our culture but actively helps shape it.

True to our commitment, our People Strategy has its foundations on a number of guiding principles:

Collaborate – We value everyone's opinions, learning from one another to create an innovative and high-functioning working environment.

Advocate – We celebrate success, championing each other and recognising their achievements.

Respect – We embed psychological safety, creating a workplace where all staff believe in the importance of challenge in a secure environment.

Endeavor – We work hard, knowing that in doing so, regardless of our role, we can provide the transformational education that our students deserve.



These principles help keep our approach to people management respectful and inclusive, so our staff can reach their full potential within our workplace.

Focus Areas

Recent research highlights five key challenges facing the education workforce: teacher shortages, retaining talented educators, limited training and career development, communication barriers and excessive paperwork.

Our People Strategy responds directly to these challenges by prioritising employee wellbeing, professional development, workload reduction and job satisfaction, with the aim of making UST a great place to work and an employer of choice.

Over the next five years, we will continue to strengthen and refine our approach through seven key priorities:



Mission Statement

Guided by the UST Vision and our partnerships, we are committed to empowering our pupils, communities and people to realise their full potential.

Our People Strategy supports this by fostering a culture of innovation, psychological safety and inclusion, where everyone feels valued and empowered to excel. We are committed to attracting, developing and retaining talent, promoting wellbeing and creating a workplace where everyone can thrive.

STAFF PROFILE: KARYCE MAITLAND

SPWT Head of School (Primary)

"Joining UST in 2023 marked my first senior leadership role in my career, and the support I received was instrumental to my development.

From a comprehensive induction programme and inspiring strategy days to clear line management and regular one-to-one meetings, I felt supported from the outset. Working alongside experienced leaders, attending hub network meetings and collaborating with colleagues across the Trust helped me grow in confidence and develop my leadership expertise.

UST's shared vision of transformational education for all aligns closely with my own values. Its strong systems, personalised professional development and inclusive culture create an environment where staff feel empowered to lead, share ideas and learn from one another.

The Trust's leaders are always willing to roll up their sleeves and provide practical support. I genuinely believe I would not be the leader I am today without UST's guidance, collaboration and commitment to helping people fulfil their potential."



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