



Your Skills. Their Future.

Careers at EKC Schools Guidance for Applicants

EKC
Schools Trust
Your School. Our Community.

ABOUT US

OUR ACADEMIES & TRUST

The individual academies in the EKC Schools Trust are precisely that – individual. Each of our schools has its own unique and distinctive character and vision for its community; something we proudly celebrate and protect. Each school sets its own values and has its unique community to serve, and whichever Academy you work in, each offers a fantastic environment for its children and young people, as well as its colleagues.

The Trust serves as the conduit that connects us all and provides a central purpose, which complements and galvanises the work being undertaken in each locality under the EKC banner. As a Trust, our collective commitment to raising aspiration and helping our children and young people grow, flourish, and achieve their ambitions drives our work.

At our core, our purpose is to:

- Strengthen and enhance our communities
- Enable the power of education to inspire
- Maximise and achieve the potential of every learner
- Enrich the curriculum through partnership and collaboration

... Strengthening and enhancing our communities starts with ensuring our schools and staff draw strength from being part of the Trust.

To deliver our core purpose, we ensure that we recruit and retain the very best people, whose moral purpose, passion, and drive are completely aligned with our ethos and values - we believe our role is to help every child and young person SAIL into a world of opportunity. These values steer our work. They are not just priorities - they are promises to our children, our communities, and ourselves.

OUR PEOPLE

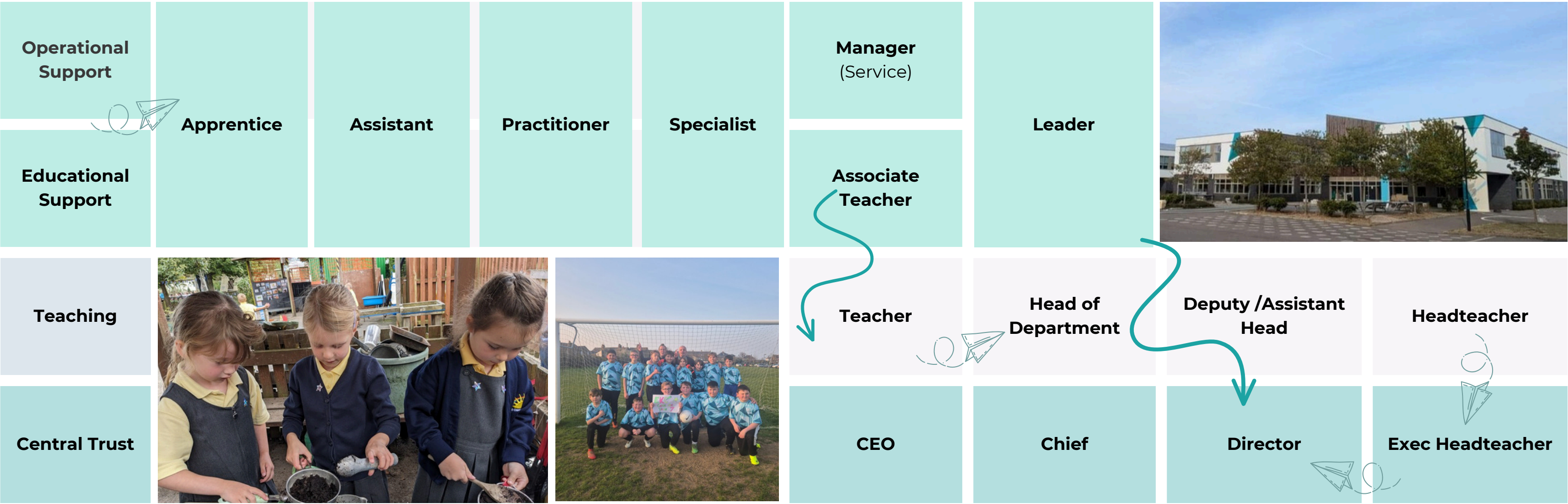
- We believe that everyone belongs and that diversity makes our schools stronger.
- We are collaborators, willing to work with others to achieve our shared goals of delivering exceptional outcomes for our children and young people.
- We are our community's champion, supportive of all in our community, and ensuring we thrive as a Trust.
- We are listeners, learners, and proud and trustworthy contributors, always looking for ways to improve our practice and the school community.



OUR CAREER FRAMEWORK

All colleagues across the Trust, regardless of role, are trusted and empowered to do their best work. Our strength comes from all pulling together to enable our children and young people to achieve their full potential. Whether you're with us for a season or for a lifetime, we're committed to supporting you every step of the way, with the tools and resources you need to excel in your role, and offer a range of development opportunities to help you craft a rewarding career with our Trust.

The chart below visualizes the varied career tracks that exist within our Trust.



TRUST PROFESSIONAL DEVELOPMENT PROGRAMME

We provide a range of tools for your personal growth and development because your efforts and expertise ensure the Trust thrives, delivers exceptional outcomes for our students, and strengthens and enhances our communities.

SUPPORT STAFF EDUCATION	SUPPORT STAFF OPERATIONAL	TEACHERS	LEADERSHIP
• Induction programme • Apprenticeships - Level 2 - 7 • Annual Conferences: Incl Early Years, Support Staff and Leadership		• Coaching & Mentoring • Trust Development Days (Autumn/Summer) • Peer-to-Peer training and support	• Cross Phase CPD with Education Services
• Traineeships • Apprenticeships: ◦ Incl Early Years - L2 - L5; Teaching Assistant - L3 - L5; and Teaching - L6 • Job Shadowing - Trust/ Group/Wider networks • Supporting Children in the Classroom online programme	• Traineeships • Apprenticeships: ◦ Incl Administration; Projects; School Business Management; and Facilities • Job Shadowing - Trust/ Group/Wider networks • Professional Qualifications* <i>*The Trust will support you and your school to broker Professional Quals</i>	• Early Careers Framework • Step into Subject Leadership Training • Coaching & Mentor Training Programme • Subject Leader Networks ◦ Core & Foundation Subjects, Inclusion And SEND, and Safeguarding • NPQ programme sponsorship • Job Shadowing - Trust/ Group/ Wider networks • Excellent Teacher Programme • Subject Leader Networks and Peer Moderation • Masters aligned to Trust priority (Apprenticeship route)	• Trust Leadership Development Programme aligned to DfE Commissioning High-Quality Trusts • Apprenticeships: ◦ Incl Management & Leadership • Leadership of Networks and Trust-level Education Improvement Projects • Designated Safeguarding Lead Training • NPQ programme sponsorship

EKC HIGHLIGHTS - COLLEAGUE SUCCESS STORIES

"My learning journey began at East Stour Primary School at the age of four, and I'm proud to have returned to complete my teacher training here. I couldn't have chosen a better environment in which to grow and develop as a teacher." Rhiannon, Apprentice

Every day here has a moment to remember. Students and staff alike are all working hard to make EKCSS a happy and enjoyable place to work, learn and thrive in." Emma, Leader



“Being part of the EKC Trust has been a rewarding journey. One of the most valuable aspects has been the opportunity to collaborate with our family of schools. These connections allow us to share best practices, exchange ideas, and support one another in continuously improving our teaching. It’s inspiring to be part of a network that values professional growth and innovation.” Dan, Teacher

“Working at EKC has been an amazing experience. I have grown as a leader and am truly grateful for all the support I have received from my Headteacher and Trust leaders. They are truly inspirational, and I am really looking forward to what the future brings.” Vanessa, Leader

“Be prepared to be encouraged to achieve.” Caroline, Inclusion Specialist
“Do it, it will be the best decision you ever make!” Ruby, Administrator
“I wake up every day happy and excited to go to work.” Kate, Leader

GUIDANCE ON USING AI WHEN APPLYING TO EKC SCHOOLS TRUST

USING AI THOUGHTFULLY AND RESPONSIBLY

At EKC Schools Trust, we are interested in you, your experience, your thinking and your values in action. We expect these to align with our own: SAIL.

What this means in practice

- **Safeguarding** - Be honest and accurate. Your application must reflect your real experience, qualifications and professional judgement. AI must not invent or misrepresent.
- **Attendance** - You are responsible for your application. Tools that support spelling, grammar or clarity are acceptable, but the content must be your own work.
- **Inclusion** - Use real examples from your own practice. AI must not generate or replace lived experience, particularly where this relates to supporting others, inclusion, or belonging.
- **Learning** - Use AI to improve clarity, not to think or write for you. We want to see your insight and professional growth, in your own words.

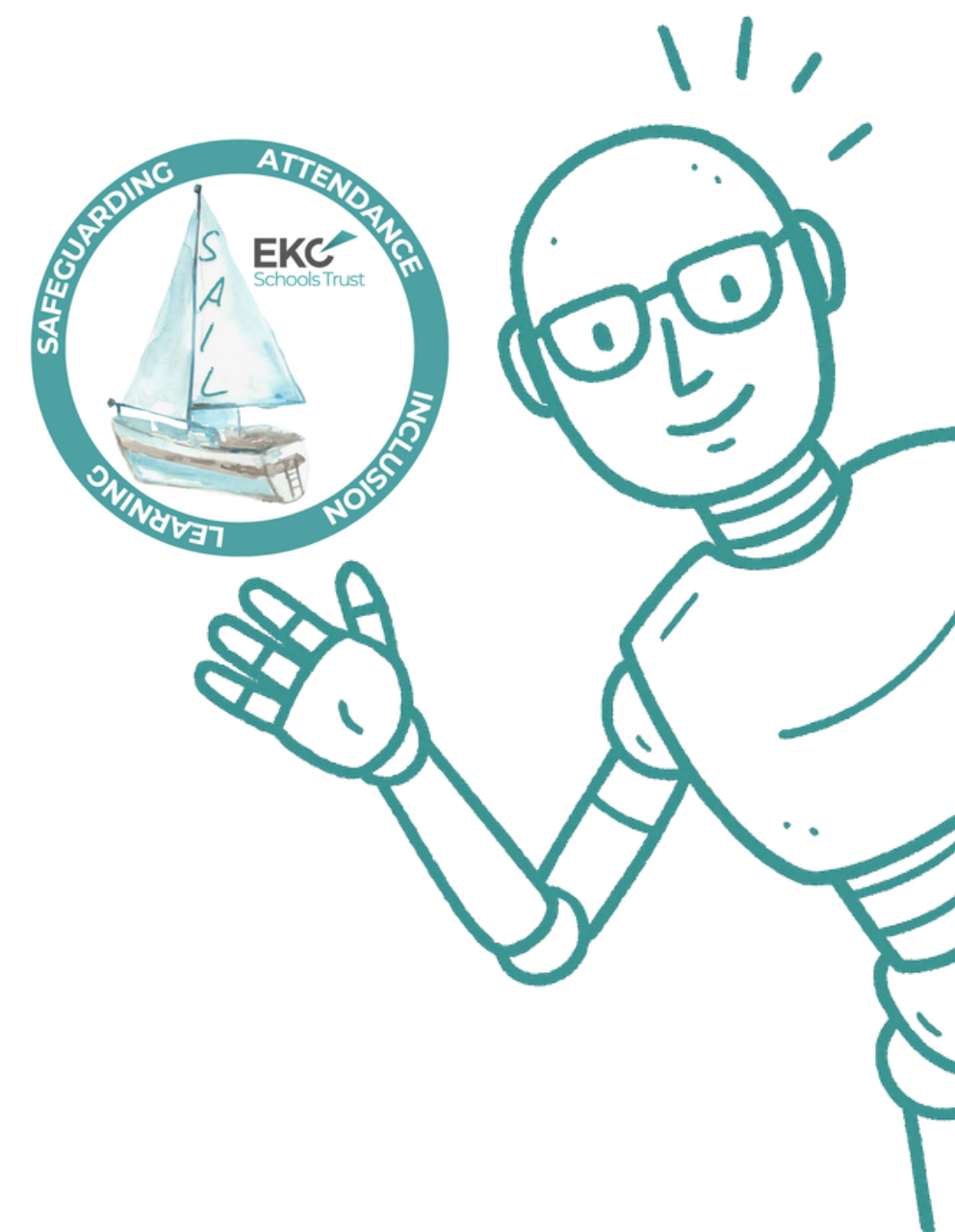
Smart ways to use AI

- Gather insights about a school, the Trust or the wider sector
- Refine your writing for clarity and impact
- Proofread for spelling and grammar

What not to do

- Inventing or overstating your qualifications or experience
- Submitting generic, unedited AI-generated content
- Relying on AI to provide application responses that don't reflect your actual background

Used responsibly, AI can enhance your application — but it must never replace your professional judgement, integrity or voice. The strongest applications clearly and authentically show who you are, what you value, and how you would contribute to our school communities.





www.ekcschoolstrust.org