



# Why work for Eastern Learning Alliance?

- We value our staff very highly, and prioritise our support for colleagues across all schools as a result.
- We enhance life for students, staff and parents by working together as a community of schools.
- We value world class outcomes in progress, attainment and development for all.
- We are wholly inclusive celebrating diversity and understanding individual needs.

# Hello!

**We are an innovative and exciting family of schools based in the east of England who work together to achieve excellent outcomes for all our students.**

Ofsted rates all of our schools and colleges as **'Good'** or **'Outstanding'**: we are extremely proud of our record here as we know that great schools hold the power to transform whole communities.

## **What is a multi-academy trust?**

A multi-academy trust (MAT) is a group of aligned educational academies that come together to form a trust. Academies in the UK school system are educational institutions that rely on state funding directly from the Department for Education (DfE). When they join a trust, funding is shared between the schools under an Academy Funding Agreement. Independent of their local authority, MATs and their members essentially become a charity with a single board of trustees to oversee all decision-making. The flexibility offered by this arrangement allows expertise and strong practice to be shared freely across the group of schools.

The MAT arrangement also allows for centralised resources to be drawn upon by each school in areas such as finance, HR, and estates, making systems much more efficient. Individual schools are still recognised as distinct entities, with their own approaches and identities. These are necessarily unique, and built around their respective communities.

## **Who are the Eastern Learning Alliance?**

The Eastern Learning Alliance are an innovative and exciting family of schools based in the East of England who work together to achieve excellent outcomes for all our students. You can read more about our schools later on in this pack.

The ELA's vision is to ensure we provide our diverse communities across the East of England with the full suite of excellent educational provision necessary to ensure all young people can thrive.

We believe that when Trusts are run to their full potential, all schools enjoy wide-ranging benefits. Our established central Trust team offer extensive support with finance; HR; IT; estates; health and safety; executive leadership and business support; systems development; marketing and communications. In standalone schools, all this resource has to be found in-house.

In addition, availability of outstanding shared curriculum resources; personal development programmes and centralised safeguarding systems and approaches means schools benefit from a robust set of processes and resources to ensure students receive a high quality experience across the board.

The availability of all this resource frees up in-school leadership teams and classroom teachers to focus on what matters most: ensuring an outstanding educational experience and exceptional pastoral care for every child.



## OUR PEOPLE

### Lucy Scott CEO

Lucy is a global leader in education, supporting schools both nationally and internationally. Her experience includes leading schools which perform consistently at the top of UK league tables and improving schools which have been placed in special measures. She is a National Leader of Education and has a wealth of experience in leading schools in challenging circumstances to rapid success.



### Ryan Kelsall Deputy CEO

Ryan was principal at IVC when the college ranked in the top performing schools in Cambridgeshire, while remaining true to its inclusive ethos annually supporting over 90 students with EHCPs. Ryan has chaired the Cambridgeshire Inclusion Partnership (ESCIP) for the last four years, and holds strong expertise in SEND; most recently demonstrated by his leadership of the Cavendish School special free school project.



## TRUSTEES

### Jim Warwick (Chair)

Jim had a career initially in Telecoms consultancy and then as a Director of Abcam plc – a Cambridge Lifesciences start-up which has grown into a successful public company. Since leaving Abcam, he has returned to supporting start-ups in the Cambridge area as a mentor and angel investor.

### Victoria Stubbs

Victoria is an experienced compliance and risk professional, working mainly in the finance sector. She is currently a director of a high profile local financial services organisation with responsibility for designing and a risk management framework, strategy development, and managing the provision of legal services and internal audit. Victoria also speaks at conferences on risk management.

### Morag Morrison-Helme

Morag became involved in postgraduate Teacher Education, working at Griffith University in Australia before taking up a post at Cambridge University lecturing on the Post Graduate Certificate in Education. Morag's on-going research in teacher development has enabled her to work internationally on projects in Sweden, China, Turkey and Kazakhstan.

### Keith Thomson

Keith is an experienced business leader and professional engineer who has most recently been responsible for HR in a FTSE250 company and a member of the Group's Executive Team with oversight of recruitment, training and development, succession planning and resourcing and retention.

### Kate Brierton

Kate is a Chartered Clinical Psychologist with a passion for compassion. In her private practice, she has worked with clients of all ages facing a wide range of challenges, including children with complex needs in both mainstream and special schools. She presents and writes globally on the importance of wellbeing in education and is co-authoring Cultivating Teacher Wellbeing, a guide for educational managers. She was part of the local governing body of Impington Village College for six years as both SEND and Wellbeing link governor and Chair. She believes every child deserves the best educational opportunities, no matter their difference, diversity or individual need.

### Anne Constantine

Anne retired after a long career in Education beginning as a modern languages teacher in secondary schools in Sheffield and ending as Principal of two Cambridgeshire FE colleges. At Cambridge Regional College Anne worked in collaboration with local schools on 14-19 initiatives and founded the University Technical College in 2014 specialising in Biomedical Science. Growing up in a large family Anne saw at an early age the difference schooling made to the life chances of individual children and has been determined to ensure that every young person has the opportunity to excel in their chosen field. Anne has also had experience of teaching at university level and as a Local Authority Education Officer.

### Mary Sanders

Mary is a former Chair of Chesterton Community College LGB and Trustee of the Cambridgeshire Educational Trust, holds a BSc Hons Chemistry degree from Bristol University. Retired after a career as a freelance science editor, she earned an MBE in 2010 for her voluntary work with young people. Mary's extensive involvement includes founding and chairing COVER for 6 years, serving as Chair of the Cambridge and District Council for Voluntary Service, and holding roles at the national level, such as sitting on the English Outdoor Council and Boards of the National Council for Voluntary Youth Services and the National Youth Agency.

### Peter Thompson

Peter is a finance professional with 30+ years in public and private sectors, notably in aerospace and defense with the Marshall Group. Currently, he's contributing his financial expertise at Addenbrookes hospital and serves as a Trustee for ELA. Also, he acts as Treasurer for two local Fencing clubs. His extensive background positions him to support ELA's vision and values.

### Amy Weatherup

Amy has been a school governor for over a decade, chaired Swaffham Bulbeck CofE Primary and the Education Committee at the Outstanding-rated University of Cambridge Primary School for 7 years each. As a National Leader of Governance for 4 years, she worked with schools facing challenges. A Mathematics graduate from Trinity College, she co-founded the software start-up STNC, acquired by Microsoft in 1999. Currently, she runs the i-Teams program at the University of Cambridge, fostering over 90 tech startups.

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## OUR STORY SO FAR

### 2017

▶ Chesterton Community College gained its 'Outstanding' judgment in July 2017.

▶ Our original trust took on Downham Market Academy, a school in special measures, in September 2017.



### 2020

▶ The Eastern Learning Alliance was formed following the merging of two very successful trusts in September 2020.

▶ Witchford Village College and Girton Glebe Primary School have improved rapidly since.



### 2021

▶ The Cavendish School, Cambridgeshire's first state maintained special free school provision for young people with autism, opened in September 2021.

▶ The DfE approved a significant change to add 16-19 provision at Chesterton Community College in September 2021.



### 2022

▶ Downham Market Academy was recognised as 'Good' for the first time in nearly 15 years in April 2022.

▶ Impington Village College is in the process of being accredited as the first state school to provide the IB's Middle Years Programme, Diploma Programme and Careers Programme.

▶ Chesterton Sixth Form opens in September 2022.



### 2023

▶ The Cambridge Maths School launched under ELA's leadership in September 2023.

▶ Vista Academy Littleport officially joined the ELA family following a re-brokerage process in September 2023.



All ELA schools are rated as good or outstanding by Ofsted.



## OUR FAMILY OF SCHOOLS

### Girton Glebe Primary School

Girton Glebe is a thriving school in the heart of the local village community. Catering for all pupils aged 4 – 11, an enriched curriculum delivered by our dedicated teaching team ensures that our children develop into inspired, resilient, life-long learners.

The curriculum engenders resilience, self-confidence, empathy and independence. Through these attributes, and the high standards set by teachers, our pupils value effort as a key to success and take great pride in their personal achievements. Excellent pupil outcomes across EYFS and both National Curriculum Key Stages are testament to the quality-first provision on offer.

### Chesterton Community College

Rated Outstanding by OFSTED, Chesterton is one of the top performing schools in the country.

Our core purpose is to ensure the young people in our care realise their potential. Our approach is highly personalised and we are innovative and creative in ensuring students have a wealth of opportunities.

Our curriculum sits at the heart of what we do in and out of the classroom. Our talented staff subject teams work hard to select the most pertinent and powerful knowledge for students to gain during their time with us, and they sequence that knowledge so that it builds in a meaningful way across the years and key stages. Outside of the classroom we are committed to affording all students opportunities to develop as individuals, as well as to make valuable contributions to the school and wider community.

### Downham Market Academy

At Downham Market Academy we relish challenges and seek to meet them with creative solutions and forward-thinking ways to improve teaching and learning and the overall experience for our students.

Our staff hope to inspire their own subject passion in their students and to create self-assured and independent young people who can play a full and active part in the community.

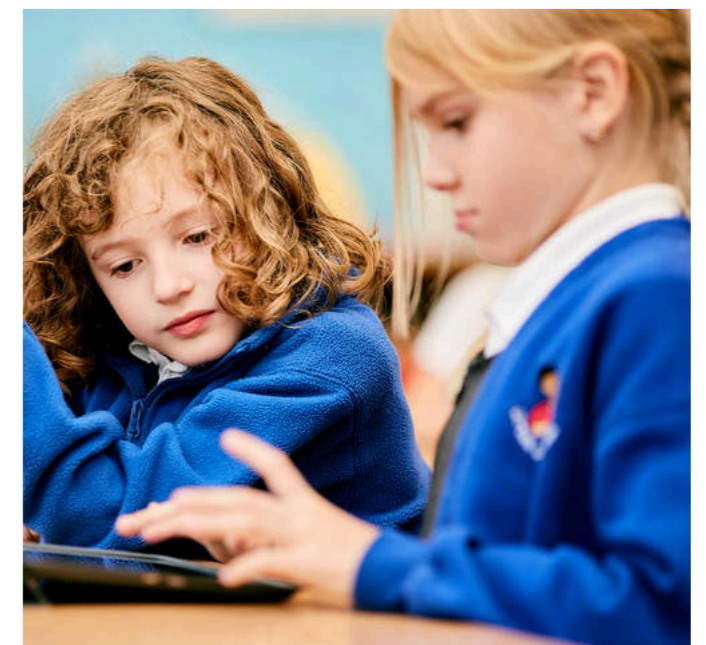
Knowing each student and member of staff individually allows us to build positive, mutually respectful relationships that support learning and create a culture of academic aspiration where success is celebrated. Promoting inclusivity, equality and diversity is fundamental to our academic curriculum and personal development programme.

### Vista Academy Littleport

Vista is a brand new school with very high aspirations for all students.

Their excellent, expert-led curriculum and insistence on strong teaching and learning ensures students are challenged and supported to reach their full academic potential. They are committed to balancing exceptional academic opportunities with a full programme of extra-curricular experiences, as well as a fully resourced personal development programme aimed at developing students into confident, responsible, and reflective young people. Knowing every student well is key to their success.

Vista Academy Littleport is a community school where all young people are valued as individuals, and a great emphasis is placed on pastoral systems and approaches to ensure students are safe, happy and fulfilled. They value diversity and are a fully inclusive school: everyone is welcome at Vista.



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## OUR FAMILY OF SCHOOLS

### Impington Village College

IVC offers a unique educational experience for its students, and we are fiercely proud of our status as one of the UK's leading IB World Schools; in 2021 we will become the only state school in the UK to offer the IB Middle Years, Diploma and Careers Programmes, and are committed to delivering the IB's mission of a 'world class education'.

We have been ranked in the top 100 state schools (and the highest performing school in East Anglia) two years in a row by the Sunday Times Parent Power, and were crowned the top non-selective International Baccalaureate (IB) provider in the UK in 2020. Student progress at Impington Village College is consistently in the top 5% nationally, and in the first years of the reformed GCSEs, 15% of students have achieved grade 9, with over 40% achieving at least a grade 7. Alongside the academic curriculum, the College promotes outstanding pastoral care and personal wellbeing in its students, and high levels of teaching and support are offered to all.

We are one of few schools in the country to offer an enrichment programme as part of the timetabled curriculum, with students participating in iCAS 'Impington Creativity, Activity and Service, each Tuesday afternoon. Through iCAS, students have the chance to participate in over sixty experiences, from Pottery to Mandarin, to Fencing and Aikido, and also have the chance to volunteer in the local community; on average over a hundred students a week support community projects in this time.

We encourage international-mindedness in all of our students and promote a sense of global responsibility, focusing on the attributes of the IB Learner Profile not only in the college, but in the context of the wider community.

### Athena Sixth Form College

Athena Sixth Form College offers a highly personalised curriculum for ambitious young people.

Students attend the college from a range of local secondary schools and the college has a reputation for academic excellence. Our average is a Grade B.

Students are all well-known and treated as individuals in order to develop both their intellectual abilities as well as helping them to develop as independent learners. We ensure our students achieve the highest possible academic outcomes through a combination of outstanding teaching and the close support needed to thrive in a more independent environment.

Athena also offers a wide variety of extra and super curricular activities to engage in as well as trips and visits. We want to develop in our students, a wider experience of the world and we encourage them to engage in a variety of activities including debating current issues, sport, arts, and STEM workshops, as well as engaging in volunteering and paid work should time permit.

We believe the holistic approach is best when it comes to further education as we see the whole student emerging, prepared academically and socially for a very bright future.



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## OUR FAMILY OF SCHOOLS

### The Cavendish School

The Cavendish School is the world's first International Baccalaureate (IB) special autism school and Cambridgeshire's first state maintained special free school provision for young people with autism.

The Cavendish School will provide the unique educational environment that young people with autism need to thrive and succeed when their needs cannot be met in a mainstream school. Our vision is to provide a safe and nurturing environment in which students can enjoy learning, achieve their potential and develop the key skills they need to thrive as independent, emotionally and socially confident young adults.



### Witchford Village College

Our aim at Witchford Village College is simple: to enable every child to reach their potential.

Whether students are enjoying our excellent sports facilities, which include all-purpose 3G courts; taking part in inspiring musical performances or being challenged academically through innovative and exciting lessons, we make sure that all individuals are supported to excel.

At WVC, providing opportunities for students to thrive is at the heart of everything we do.



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## OUR FAMILY OF SCHOOLS

### Impington International College

Impington International College is the UK's top non-selective provider of the International Baccalaureate, and has been offering a world class education to its students for over 30 years.

At IIC we offer an outstanding educational experience for our students who choose to come to study with us from many schools in the local area, wider parts of the UK and all around the world.

We are proud to provide an education which can be tailored to students' passions in a welcoming and nurturing environment where their aspiration can be accomplished.

Our academically driven cohort achieve outstanding results and our alumni have gone on to attend renowned higher education institutions around the world, including an average of 34% attending Russell Group universities each year.

The IB's mission statement and ethos underpins all that we do, and through our teaching we aim to develop "inquiring, knowledgeable and caring young people who help to create a better and more peaceful world".

IIC is a truly international sixth form and prides itself on welcoming students from across the globe and from all walks of life.



### Cambridge Maths School

The Cambridge Maths School – a new specialist sixth form being developed in partnership with the University of Cambridge – will open in September 2023 with a focus on pioneering learning and increasing diversity in the field of maths.

Based in Mill Road, Cambridge, the School will welcome 16 to 19-year-old A-Level students from across the East of England, and aims to attract more female students into maths subjects, more students from minority ethnic groups, and more students from socially and educationally disadvantaged backgrounds.

All students will study maths and further maths, and then choose from physics, chemistry, biology or computer science A-Levels. The School will join a nationwide network of maths schools, one for every region of England, announced by the government.

The principal aim of maths schools is to help prepare more of the UK's most mathematically able students to succeed in maths disciplines at top universities, and address the UK's skills shortage in science, technology, engineering and maths (STEM) subjects.

### Chesterton Sixth Form

We are committed to providing an academic, enriching and aspirational A-Level offer in the north of Cambridge city which builds on Chesterton Community College's excellent provision, judged 'Outstanding' by Ofsted in 2017. We look forward to working with local stakeholders to develop a thriving community hub.

Students at Chesterton Sixth Form will benefit from exceptionally well-qualified, expert teaching staff working with small classes; an outstanding super-curricular offer designed to make the most of our proximity to Cambridge city; an approach to study which encourages independence, with the freedom to come and go from our campus during the college day; bespoke, individualised support with university and college applications throughout their time with us, and a wide range of opportunities to design, develop and lead on initiatives such as student executives and social committees.

In addition, our pastoral programme ensures students have daily contact with their sixth form tutor, with our small cohort size meaning every student is truly well-known.

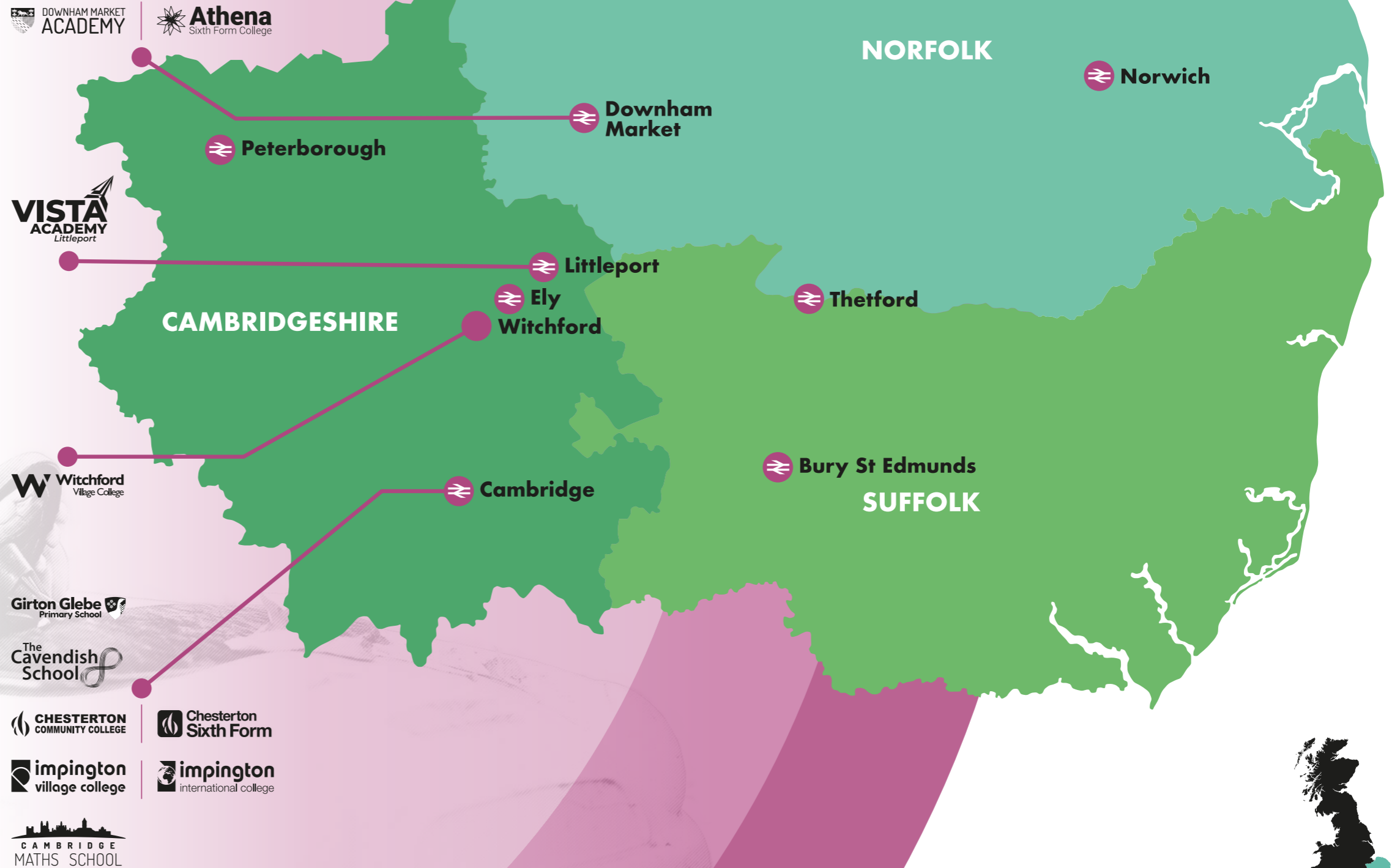


We are lucky that all our schools are in excellent locations giving our staff a range of fantastic travel and accommodation options: from idyllic countryside to vibrant city living.

Our schools all sit close to train stations with direct services to London, and are also all connected by the A10, for those driving.



## WHERE ARE WE?



**Lots of our staff opt to live in the beautiful villages of the East Anglian countryside, many of which offer great transport links into the cities and towns mentioned here.**

Cambridgeshire and Norfolk have some stunning rural areas to live in, offering a quieter pace of life, great walking, cosy village pubs and everything else you might associate with living in the idyllic English countryside.

For those moving from further afield, following the interview process we offer a range of options to assist with choosing and securing accommodation, and some of our vacancies are advertised with live-in options. To find out more don't hesitate to get in touch.



## CAMBRIDGE

**Population...**  
129,000

**Train to London in...**  
45 minutes

**Best for...**  
beautiful historic buildings; cosy traditional pubs; excellent dining options; theatres and live music; great parks and green spaces.

**Our favourite way to spend a day...**  
we love visiting Kettles' Yard art gallery, attending twilight lectures at the famous student union, and whiling away lazy summer's days punting on the River Cam.



## NORWICH

**Population...**  
143,118

**Train to London in...**  
1 hour 45 minutes

**Best for...**  
great options for exploring the creative arts; lots of restaurants, bars and shopping; a range of excellent live music venues.

**Our favourite way to spend a day...**  
discovering the latest exhibition at the Sainsbury Centre; checking out what's on at the Theatre Royal; ordering a magical cocktail at Mr Postles' Apothecary.





## ELY

**Population...**  
20,112

**Train to London in...**  
1 hour 25 minutes

**Best for...**  
a city feel on a smaller scale; the amazing cathedral; independent restaurants and bars; excellent Saturday market.

**Our favourite way to spend a day...**  
grabbing a coffee at the market; exploring the cathedral; watching a play, concert or film at the Maltings.

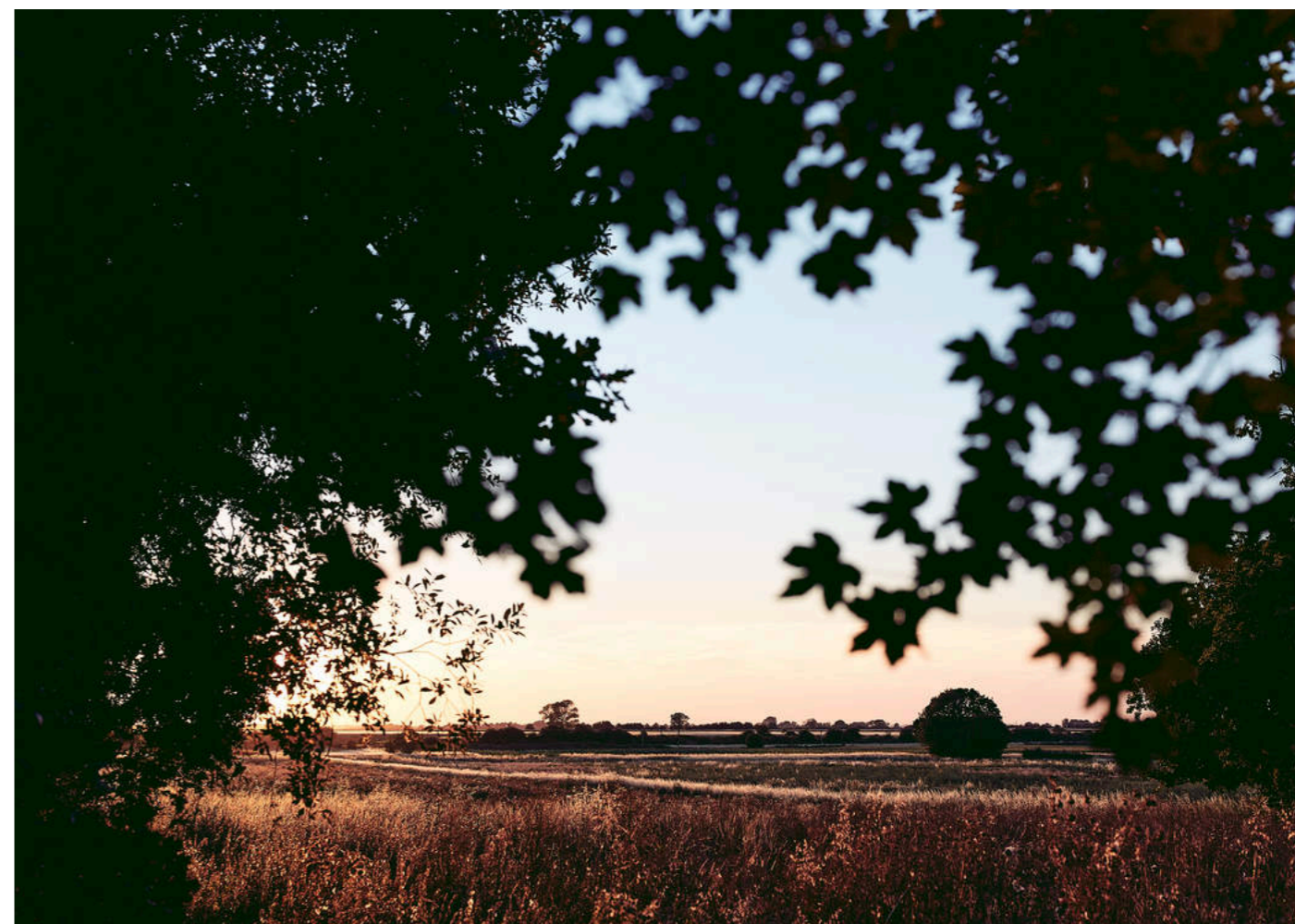
## DOWNHAM MARKET

**Population...**  
9994

**Train to London in...**  
1 hour 45 minutes

**Best for...**  
community feel; beautiful surrounding villages; half an hour drive to the stunning beaches of the North Norfolk coast.

**Our favourite way to spend a day...**  
get up early to explore the Saturday market; drive to the beach for a long walk and some fresh air, before rounding off the day with a film at the community cinema in our Town Hall.





## WE KNOW OUR STRENGTH IS OUR PEOPLE

The success of our schools is down to the excellent professionals we employ. ELA prioritises staff retention by offering as much support as possible, balancing autonomy and creativity with careful line management and bespoke CPD.

We are extremely proud of our sector leading staff benefits offer which prioritises wellbeing services; perks and discounts; Trust events and experience days; discounted sports centre membership, and much more.

We're delighted to know that this work pays off: an incredible 96% of ELA colleagues say they're proud to work in our schools (when teachers were polled in 2021, sadly only 37% said they were proud to work in their school...)

### People

The People and Communities encompass our internal networking tool, to ensure staff working in similar areas have constant access to advice and support, expertise and existing resources. We know that some excellent informal subject networks already exist across the trust, and are seeking to make these accessible to staff in all roles via this platform.

### CPD

Our excellent school-based CPD offers are now available to staff across all schools via a dedicated section of this website. Videos and resources created in-house sit alongside access to material from the National College and other quality external providers. This ensures colleagues across the trust and their line managers have a wealth of material to draw on when devising bespoke CPD programmes suited to individuals.

### Events

Cross-trust events aim to bring together staff, students, parents, governors and other stakeholders to celebrate a wide range of dates, school initiatives and subject based roundtables. We also calendar regular conferences for our leaders including heads of school; SENCOs; safeguarding leads; PSHE co-ordinators and many more, ensuring great practice is shared consistently. ELA Events calendars will be shared in due course.

### Perks

ELA offers a sector-leading, comprehensive staff benefits package including: EAP with access to counselling & physiotherapy; Health care cash plan; Paid annual family day; Extensive discount club access; Cycle to work & electric car lease schemes; Enhanced parental leave; Flexible work practices; Laptop & mobile phone payment plans; Ticket ballots for high profile events; Generous annual leave allowance for support staff; Discounted gym membership for all staff

*ela*horizons



**Find out more about our trust**  
**[tela.org.uk](https://tela.org.uk)**

**Our family of schools**  
**[tela.org.uk/about/our-schools](https://tela.org.uk/about/our-schools)**

