

## Newly Appointed Staff

If you are new to the academy or if you choose to accept a promoted position, you will be employed on a ULT contract with its own distinctive employment terms and conditions; these are reasonably similar to those in maintained sector schools although often the language may be unfamiliar. There is an explicit emphasis on the professionalism of staff in ULT academies and an expectation that quality matters. Copies of ULT employment terms and conditions are available from ULT's HR department.

Across the board, ULT salaries are slightly higher than those in maintained sector schools. This is most evident in the salaries for teachers in their first two years of teaching and, at the other end, for outstanding classroom practitioners who are experts in learning and teaching.

## The Christian Ethos - what it means for employees

ULT employs teachers and support staff from all faiths and from none. It is hoped and expected, however, that all will, in choosing to work within ULT, be in sympathy with the ULT ethos.

The Principal and key senior members of the staff understand, as part of their appointment, the need to lead an academy with a Christian ethos in a way which is thoughtful, creative and sensitive.

ULT Academies are registered as schools with a religious character.



## Further Information

ULT's Central Office is situated in a village called Titchmarsh in Northamptonshire. A small professional team provides academies with support and services in areas such as finance, ICT, personnel, strategic planning, etc. Further information and contact details can be found at [www.ult.org.uk](http://www.ult.org.uk).

This pamphlet is not a legal document and is not intended to set out all the details of ULT policies. More detailed policies on admissions, the Christian ethos, the educational ethos, employment terms and conditions may be found by contacting ULT at [admin@ult.org.uk](mailto:admin@ult.org.uk) or on 01832 735 105.

# Why Work in a ULT Academy?

The purpose of this pamphlet is to help you make an informed decision about working in a ULT Academy. Whether you are thinking of joining us from some other organisation or opting to be transferred from a predecessor school, you have a significant choice to make. We don't want you to walk into that without knowing what you are undertaking!

## Joining the Family

United Learning Trust (ULT) is the largest sponsor of academies in the country. A charitable trust and a subsidiary of United Church Schools Trust (UCST) which has owned and operated independent schools since 1883, ULT has opened nine academies in Lambeth, Manchester, Salford, Northampton, Walthamstow, Paddington, Barnsley and two in Sheffield, with further academies due to open by September 2007. Unlike other sponsors, ULT and UCST are a dynamic and collaborative team working together with shared aims and ambitions – the most important of which is to work together to provide outstanding education for students in this country. ULT believes that every young person deserves the best.



**United Learning Trust**  
The best in everyone

## United Learning Trust

- Has, through its links with UCST, more than 120 years of experience in running successful schools
- Understands the benefits, freedom and responsibility that working in an independent school brings
- Is passionate about all young people and what they can achieve – particularly those who are most in need of opportunities to learn and grow
- Has an underpinning Christian ethos which is expressed through service and tolerance; ULT academies are inclusive where all faiths and cultures are honoured and respected
- Uses the strength of being a group of schools to provide mutual support, understanding and challenge in innovative and exciting ways

ULT is a not for profit charitable trust. All surpluses and savings made by academies are ploughed back into the academies in the form of investment in buildings, technology and people for the benefit of students and teachers.

ULT is fully inclusive. Students are admitted on the basis of living close to the academy or because they have a sibling within the school. This policy has been created because ULT believes that academies are vibrant local schools at the very heart of their community.

ULT has no selection policy or process. Young people of all abilities are accepted into the academy, including those with special educational needs.





## The Importance of People

As an organisation dedicated to developing the best in everyone, ULT is fully committed to enabling its staff to reach their full potential and to treating each employee with respect and consideration. Working within an academy is, by definition, challenging. Academies are situated in areas of our country which have, in the past, often been deprived and under resourced. ULT and the people who join it are dedicated and determined to ensure that the young people within each academy's community are able to access the best possible learning opportunities – both as a key to life and as something which is fun and rewarding in itself.

In order to respond to these significant challenges, ULT academies need to recruit the very best and most talented staff. More than that, ULT is committed to high standards of performance and professional development to ensure that staff grow in their roles and in meeting the challenges. The Investors in People quality standard will act as a guideline for our academies, reflected in both quality assurance and performance management procedures.

ULT has a fully operational training and development strategy for its staff. Teaching staff at our academies have up to nine training days per year with a focus on up-to-date teaching methodology including full personalised training and qualification in using electronic whiteboards. Each employee is also offered the opportunity of free training to achieve an ECDL qualification.



## 21st Century Working

- All ULT academies are equipped with cutting-edge technology including electronic whiteboards in every teaching area
- Coursework and homework are submitted electronically and all members of the teaching staff are given a laptop for professional and personal use
- Technology is used to streamline administration and bureaucracy
- ULT academies are normally housed in new state-of-the art buildings designed to meet the needs of teaching today and in the future
- All new ULT buildings are non smoking sites; where academies are housed in existing buildings, a non smoking policy will be implemented after a reasonable period of notice
- ULT academies have high expectations of teachers and support staff in terms of their professional attitude to work and the working environment; this is evident in professional attire, attendance and punctuality, performance and accountability

## Employment Terms

ULT has a joint recognition and working conditions agreement with the six teacher unions (ATL, NAHT, NASUWT, NUT, PAT, SHA) and the support staff union UNISON. The recognition agreement embraces all employees whether they are transferring from a predecessor school or not.

All staff working within a ULT academy will be involved in a performance management and appraisal scheme. For teachers, there is a link between pay and performance, enabling those who demonstrate excellence to be rewarded well.



## Transferring Staff

ULT is very experienced in managing staff who transfer from other schools into our organisation. We understand the anxiety and concerns raised by staff and are fully aware of the need to build up a climate of trust in order to win the hearts and minds of our people.

Staff who join a ULT academy from a predecessor school have their contractual terms and conditions including continuity of service protected under the legal regulations TUPE. ULT has also agreed to protect all pensions. Although this means that the contractual changes experienced by transferring staff will be minimal, there will still be some differences in the way things are done and in the expectations set out for staff. In most new academies, there are changes in the staffing structure with new opportunities for career development. The implications of any new staffing structure will be explained fully at the time of the transfer.

This pamphlet doesn't attempt to set out all the detailed TUPE information. Transferring employees will be provided with much more information at the time of the transfer, including more detail about ULT and about their potential role within the academy; ULT has considerable experience in listening sympathetically and responding fairly to concerns and to working with representatives to resolve issues.

