



# Working for STEP Academy Trust

## A Guide for STEP Apprentices

At STEP Academy Trust, we are committed to providing career opportunities for people who are eager to gain real life work experience whilst studying. Joining us as a STEP Apprentice will enable you to gain new skills, whilst working alongside our experienced staff. On successful completion of your apprenticeship training programme, there are likely to be opportunities for your career to flourish within our Trust.

### Who We Are

Established in 2011, STEP Academy Trust is a growing community of Academies that all work closely together with the aim of ensuring that each and every one of our pupils receives an outstanding education and is supported in their development towards becoming highly effective and successful members of society. **Every member of staff has a part to play in ensuring we can achieve this.**

### Mission, Vision and Values

#### Mission

At STEP Academy Trust (Striving Together for Excellence in Partnership), we are committed to improving the life chances of all children. Where we have the capacity to make a difference, we are morally bound to do so.

#### Vision

To develop a united partnership of excellent academies, where empowered leaders place our learners at the heart of everything and all are supported to be successful.

#### STEP Values – PUPAC

**PASSION** — Working in education, we have the ability to profoundly change children’s lives; the stakes are incredibly high. Our aim should always be to provide for the pupils of our Academies what we would want for our own children.

**URGENCY** — The amount of time children spend in education is finite. We have a responsibility to ensure that every moment a child is in a STEP Academy must be spent productively. Once wasted, it is gone forever and cannot be given back.

**POSITIVITY** — Staff have a responsibility to be positive and supportive of each other. Negativity leads to low expectations and a culture where excuses are tolerated.

**ASPIRATION** — Embodied in the Trust motto, “Striving Together for Excellence in Partnership”, all members of staff aim for excellence in their individual professional roles.

**COMMITMENT** — Staff are prepared to go the extra mile to provide the best possible education for our pupils. The interests of children are always placed ahead of those of staff. An important bi-product of PUPAC must be an enduring sense of dissatisfaction with the status quo. Whilst it is right that achievements are celebrated, the focus remains on the challenges ahead.

## Benefits to you

As a STEP Apprentice you will:

- be a STEP employee earning a salary and receiving holiday pay;
- work alongside experienced staff;
- gain job-specific skills;
- be given time for training and study related to your role (at least 20% of your normal working hours);
- whilst on site, receive a free school lunch, freshly cooked each day in our Academies;
- receive membership to Perkbox discount scheme;
- receive 50% reduction to Benenden Health Care subscriptions.

If you are passionate and committed to your role and align yourself to our Mission and Vision, you are the right candidate for us. If you are interested in joining our Trust and keen to play a pivotal part in improving the life chances of all children in our care, please apply for one of the STEP Apprenticeship vacancies on our website. For further information, please contact Cheryl Gilbert – [recruitment@stepacademytrust.org](mailto:recruitment@stepacademytrust.org)