

E-ACT

OPENING MINDS,  
OPENING DOORS

# DO YOU THINK BIG?

Headteacher

Candidate Information Pack



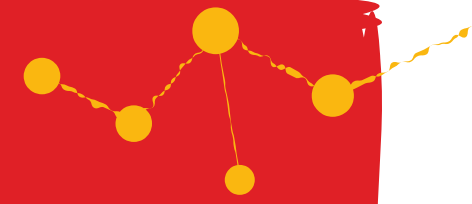
E-ACT Bourne End  
Academy



# Contents

Welcome	Page 3
Academy Statistics	Page 4
Our Trust	Page 6
Opening Minds, Opening Doors	Page 7
Our Priorities	Page 8
People First, Always	Page 9
We Invest In You	Page 10
Our Benefits	Page 12
Accademy Application	Page 14
How To Apply	Page 15

# WELCOME



I'm thrilled that you're interested in the Headteacher position at Bourne End Academy. This role is both exciting and rewarding within our Trust.

E-ACT has been celebrated for its strong collaborative leadership, winning accolades such as MAT of the Year at the TES Schools Awards 2024. We truly value our staff and invest in their development, recognising the pivotal role Headteachers play. We offer growth opportunities through collaboration and professional development, including a partnership with the University of Cambridge, Judge Business School.

At E-ACT Bourne End Academy, we create an environment where both students and staff can flourish. We're looking for a leader who can cultivate a dynamic learning atmosphere that encourages exploration, embraces challenges, and supports both personal and academic growth.

As a Headteacher within E-ACT, you'll be integral to our commitment to thinking big, doing the right thing, and nurturing a strong sense of team spirit. These values shape our vibrant, supportive, and ambitious communities.

We're seeking a visionary leader, whether you're an experienced deputy Headteacher ready for your first headship or a current Headteacher looking to advance your career in a large trust with ample professional development opportunities.

If this role excites you and you have the necessary skills and experience, please arrange a call with us.

Firstly, thank you for taking your time to explore this opportunity to be part of our E-ACT family.

E-ACT is a National and System Leader Multi-Academy Trust, we provide education in London, Birmingham, Bristol, Manchester, Oldham, Buckinghamshire, Northants, Sheffield, and Walsall. As one of the most established trusts in the country, we serve some of the most disadvantaged young people.

Our commitment to becoming 'best in class' is stronger than ever. At E-ACT, we bring our people-first culture to life through our comprehensive people strategy. We have been diligently refining our educational and operational strategies, governance, and organisational culture to ensure we provide the very best experience for our pupils and, of course, our staff.

My fellow colleagues at E-ACT are dedicated professionals who provide the very best for our children to thrive and to grow. We take great pride in serving our local communities and being part of a supportive trust we call E-ACT.

If you think this could be the role for you, please get in touch.



Niall Gallagher  
Deputy National Education  
Director Secondary



Tom Campbell  
CEO



# Academy statistics

## AT A GLANCE



Bourne End Academy

### Planned Admission Number

**150** per year group for Years 7 to 11

**60** per year group for Years 12 and Year 13

### Students on roll

**737** 

### EAL Students

**14%** 

### Pupil Premium

**30%** 

### Ofsted: 27 September 2022

Rated '**Good**' overall, with an '**Outstanding**' rating for leadership and management.

### SEND Students

**28%** \*overall Enrolled in the Additional Resource Provision (ARP) for students with Autistic Spectrum Disorder

**Bourne End Academy** is a co-educational secondary school located in Bourne End, Buckinghamshire. Established with a mission to "Develop Future Leaders," our academy is dedicated to providing a world-class education that equips students with the knowledge, skills, and values necessary to lead with impact in an ever-evolving world. Our core values of kindness, inclusivity, and effective communication reflect our commitment to creating a supportive and collaborative environment where every student can thrive.

## > Unique Programmes, Achievements, and Initiatives

Bourne End Academy takes pride in its bespoke Professional Development programme, which is benchmarked against the Gatsby Benchmarks and the Career Development Framework from the CDI.

Our academy has been rated 'Good' by Ofsted, with an 'Outstanding' rating for the effectiveness of our leadership and management. We offer a range of unique initiatives, including an annual Careers Fair, individual Unifrog accounts for all students, and partnerships with local and national businesses for mentoring and career insight events.

## > Our Culture

At Bourne End Academy, we emphasise a positive and inclusive working environment. Our staff benefit from professional development opportunities, including training programmes and career advancement pathways. We promote open communication and collaboration, ensuring that every member of our community feels valued and supported. Our commitment to community involvement is reflected in our active engagement with parents and local organisations.



## > Our Benefits

Staff at Bourne End Academy enjoy a range of benefits, including career advancement opportunities, comprehensive training programmes, and initiatives that promote work-life balance. Unique perks include free lunches, access to mental health support, and a supportive network that encourages personal and professional growth.

## > Our location

Our academy is ideally situated in the picturesque suburb of Bourne End, Buckinghamshire. Nestled in a green and tranquil environment, our academy offers the perfect blend of countryside charm and urban convenience.

Located just a short distance from the beautiful towns of Marlow and Cliveden, Bourne End Academy provides easy access to stunning riverside walks, historic sites, and vibrant community events. Marlow, with its charming high street, renowned restaurants, and scenic views of the River Thames, offers a delightful escape for both staff and students. Cliveden, known for its magnificent gardens and stately home, provides a serene backdrop for outdoor activities and educational excursions.

Our academy's location not only enhances the quality of life for our staff but also enriches the educational experience for our students. The surrounding area is rich in cultural heritage and natural beauty, making it an inspiring place to work and learn. With excellent transport links to London and other major cities, Bourne End Academy is perfectly positioned for those seeking a balance between professional fulfilment and personal well-being.

# Let us introduce **OUR TRUST**



You will already know this, but we are a large multi-academy trust dedicated to providing exceptional education across our network of academies. Our mission is to inspire and challenge every student to achieve their full potential, and we are committed to creating a supportive and dynamic learning environment.

At E-ACT, we often refer to the wisdom of crowds and believe in the power of collaboration and innovation. Our team of passionate educators and staff work tirelessly to make a positive impact on the lives of our

students and the communities we serve. We are proud of our achievements and the progress we continue to make in delivering high-quality education.

As you consider joining our team, we want you to know that at E-ACT, you will be part of a forward-thinking trust that values professional growth, inclusivity, and excellence.

We are excited about the future and the opportunities it holds for our academies, our staff, and most importantly, our students.



Pupils  
**25,000**

Staff  
**3,500**



**93%**

of academies GOOD or OUTSTANDING.

**100%**

of academies have leadership & management GOOD or OUTSTANDING.



## Awards



Based in **6** major cities.

Academies  
**38**



# Opening Minds, Opening Doors

Opening Minds, Opening Doors embodies our trust-wide strategy that empowers our academies to triumph.

We want to give our academies the best possible support and guidance, enabling them to provide an exceptional education that impacts on the achievements of our children and young people.

## How do we do this?

Every day, all our colleagues demonstrate our three values:



**THINK BIG**

We dare to dream big. Pushing the boundaries to create extraordinary opportunities for our young people and staff alike.



**DO THE RIGHT THING**

We consistently make principled choices even when faced with adversity, guided by moral purpose that fuels impactful change.



**SHOW TEAM SPIRIT**

Together we foster a culture of collaboration to improve, support and progress, propelling us forward as a united force.

## Our academies

We are proud to have **38 academies** across England that supports children and young people from the beginning of their education experience right up to sixth-form.



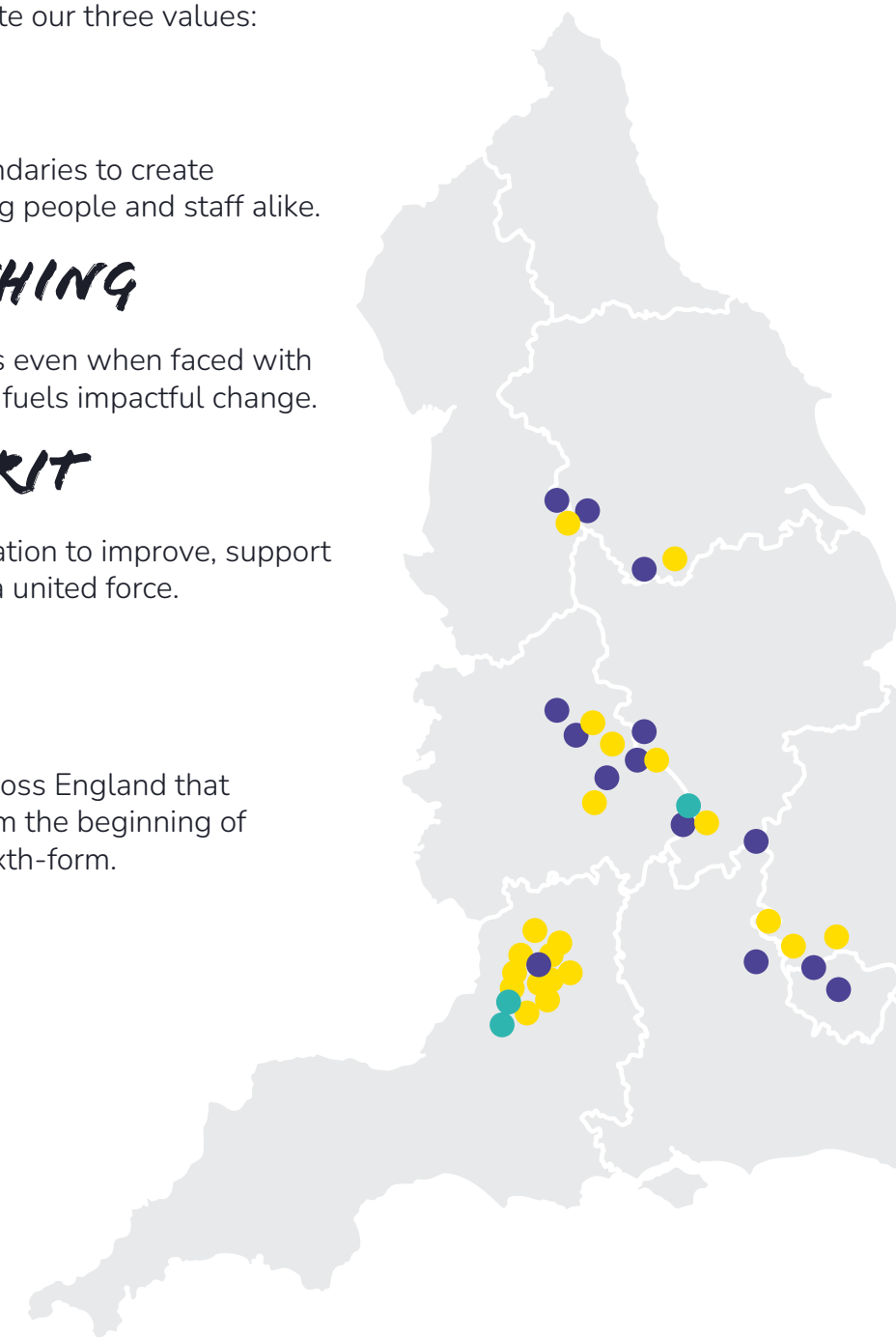
All-through Academies



Primary Academies



Secondary Academies





# OUR PRIORITIES

To put it simply, we are on a very clear mission.

We believe that it's our duty and privilege to change lives of our young people across England. And to achieve this we need the very best people working with us.

Do these priorities resonate with **YOU?**



Did you answer **YES?**

Then **YOU** are what we're looking for! Read on

## People-first, always!

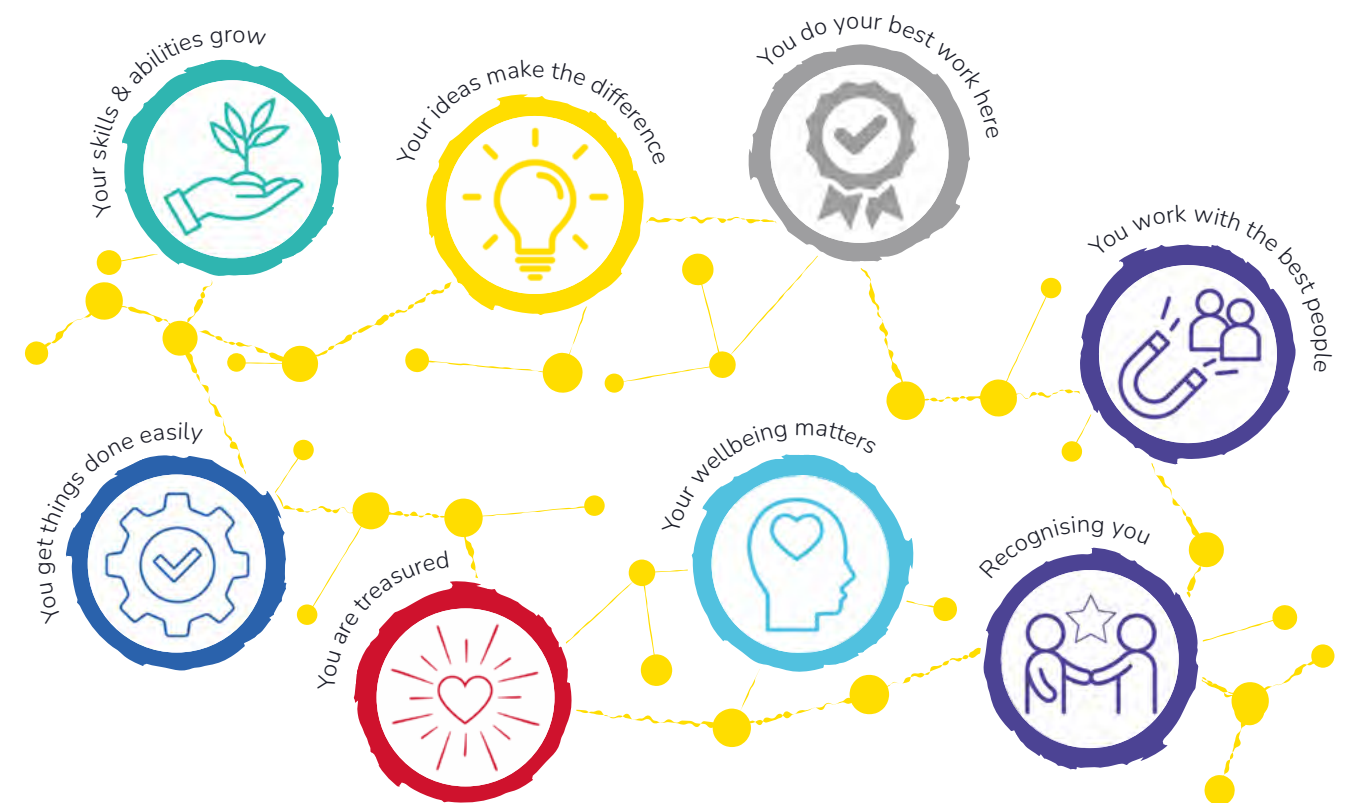
At E-ACT, we genuinely prioritise a people-first culture. We have developed our People Strategy to be a cornerstone of our Opening Minds, Opening Doors Strategy, playing a vital role in achieving our strategic priorities. This forward-looking strategy outlines our aspirations as an employer and envisions the experience of being part of the E-ACT family.

Every single role within E-ACT is crucial to fulfilling our mission. Whether you work in the classroom, the office, our national teams, or on our grounds, your contribution is valued and essential.



Our People Strategy has eight key objectives, each aimed at creating a supportive, inclusive, and dynamic environment for all.

How many mean something to **YOU?**





# We invest in **YOU**

You've heard about our People Strategy, and the very first principle is our commitment to Continuous Professional Development (CPD) for educational excellence. We believe that when our educators and leaders grow, so do the students they serve.

We have a dedicated learning team that works across our entire trust, ensuring that all staff have access to the best resources and support. Additionally, we offer countless networking opportunities so you can connect with like-minded individuals across the trust.



I feel really energised and grateful to work in a trust that invests so much thought and care in its staff.

**James Hughes,**  
Education Director – Primary



# What do we **OFFER?**

Quite simply, we offer training and professional development for each and every one of our staff – which means our offering is large (very large!).



Here is a snapshot of what we offer:



### Middle Leadership

- Diversifying Excellence in Leadership
- Early Years Clusters
- Aspiring SENDco Course

### Senior Leadership

- Peer Review Training
- Exceptional Senior Leaders
- Road to Headship

### Professional Services

- Apprenticeships
- Sector-leading Qualifications
- Strategic leader development

### Qualifications

We partner with National Institute of Teaching to ensure our staff get the best possible training for their own growth.

#### The National Professional Qualifications we offer include:

- NPQEL (Executive Leadership)
- NPQH (Headship)
- NPQ SENCo (Special Educational Needs)
- NPQ LEY (Leading Early Years)
- NPQ LT (Leading Teaching)

### Our Partners



### Networking

Remember when we said we have a people-first culture?

We all thrive better together when we collaborate with like-minded people. We bring together our colleagues and other professionals from across the sector to join forces at our E-ACT Ideas Conference.

Our conferences represent what we are about, showcasing our diverse, passionate people.

### E-ACT Ideas Conferences include



**Women in Leadership**

**Bridging the Gap**

**Early Years Conference**



# OUR BENEFITS



“  
 The provision for the wider development of pupils is a strength of the school.  
 Ofsted 2022”



**THIS IS US!**



“  
 We are all driven by our aim of ‘Developing Future Leaders’ and for all students to leave with the knowledge and skills required to become successful leaders.  
 Mrs Arthur  
 Assistant Headteacher”



“  
 Leaders share a clear vision for all pupils to access an ambitious curriculum.  
 Ofsted 2022”



“  
 I know my teachers care about me and I've made some great friends.  
 Rico, Year 9”

## Visits to the Academy

How do you know if it's right unless you try? We always welcome candidates to our academy before the interview so you can truly get a feel for the place.



## Fill Out Your Application Form

This is important! We can only accept applicants who fully complete our application form. This is due to safeguarding



## References

Your referees will only be contacted if you are shortlisted.

You will need to provide two references:

1. From your most recent employee
2. Second reference details



## Shortlisting

All of our shortlisting will be made against the criteria of the job role. Applicants who meet the specification will be invited to an interview.



## Checks

If you attend the interview, don't forget to bring:

1. Photographic identification
2. Proof of the right to work in the UK
3. Proof of qualifications



## Offer of Employment

We're excited to offer the successful candidate a job! We'll start with a phone call to share the good news, followed by a written offer sent via email or post. Please remember, this offer depends on satisfactory references, enhanced DBS clearance, and other necessary safeguarding checks.

If you're not selected this time, we'll let you know by email. Thank you for your interest!



## How to

# APPLY



Closing Date

**22/04/25**



Interview Date

**28/04/25**

We hope you're excited about the position. For a discussion about the role or to arrange a visit to Bourne End Academy then please contact:

**Sian John**  
Chief Talent Officer

✉ **Email:** [sian.john@e-act.org.uk](mailto:sian.john@e-act.org.uk)

📞 **Phone:** 07748 651902

Thank you for your interest in our trust. We look forward to receiving your application.

Please read the supporting documentation carefully before completing and returning our application and equal opportunities form. If this role isn't quite right but you are interested in joining our talent pool then please email [sian.john@e-act.org.uk](mailto:sian.john@e-act.org.uk).

E-ACT is committed to safeguarding and promoting the welfare of young people and vulnerable adults, and all appointments are subject to enhanced Disclosure & Barring Service (DBS) checks and satisfactory references. E-ACT is also committed to promoting equality, challenging discrimination and developing community cohesion. We welcome applications from all sections of the community.



**E-ACT**

OPENING MINDS,  
OPENING DOORS

Find your

**THINK BIG**



Sign up to our talent pool to receive the latest vacancies and news from E-ACT

**#WeAreEACT**

 @educationeact  @E-ACTlearning

#thinkbig | #dotherightthing | #teamspirit