SOUTH WEST ESSEX
COMMUNITY EDUCATION TRUST

WELCOME TO OUR TRUST

IT'S IN OUR DNA

Welcome to South West Essex Community Education Trust. We are a multi-academy trust who are passionate about providing the best start in life for our pupils.

We are united in the belief that every young person needs and deserves an education that will maximise their future life chances. We place our pupils' needs at the heart of everything we do and support our colleagues in delivering high-quality education.

Our vision is to establish a national reputation for the quality of education we provide. Our schools are united by the things that make us both similar and unique – the DNA that ties us all together. The SWECET DNA is made up of the following components:

Developing our people

We share best practices. We research. We are not afraid to ask our colleagues for help or to share our skills with others. We provide excellent training for our staff, and we hold ourselves accountable for the quality of the education we provide. We have clear measurable objectives that link to students' outcomes, and we are open to the scrutiny of others as advice and critique are key to the continued success of any learning community.

Nurturing our differences

We respect the differences between our schools and all the members of our Trust. Diversity is a strength and we ensure that no one is excluded or left behind. Diversity allows us to grow and learn from one another.

Aspiring for excellence

Our pupils are capable of amazing things and we always set the bar high to ensure they can achieve their full potential. We are committed to the success of the pupils and adults in our schools and believe we can, alongside other trusts, transform the national education system. Therefore, we celebrate the successes of our partners as we would our own. When we work together, anything is possible.

WELCOME TO CHADWELL ST MARY PRIMARY SCHOOL

Chadwell St Mary is a very happy, welcoming school with a positive ethos and a commitment to offering outstanding learning opportunities for all children on roll.

We are ambitious for our pupils and know that the experiences they have at school will shape their futures. All of our staff, parents and pupils are actively involved in school improvement as important stakeholders.

We are an Ofsted 'Good' school (2019) with effectiveness of leadership and management being noted as a strength: "The Executive Headteacher and head of school lead the school's work with resolve and determination. They have established a culture of aspiration for pupils' learning and behaviour. All members of staff who responded to Ofsted's online survey say they are proud to work at the school."

To learn more about our school, visit our website

chadwellstmary.org.uk

Scan the QR code to learn more about the other schools in our Trust

WHY WORK FOR SWECET?

Our colleagues and their personal development are at the core of our Trust. Providing exceptional training inspires and enables our team to provide the highest standards of care and education for the pupils in our schools.

As a member of the SWECET team, you'll be joining a community of passionate and creative people who work hard to achieve their potential and the potential of our young people. Our staff's wellbeing is hugely important and we are committed to ensuring our colleagues are supported to be their very best.

We are always looking to recruit ambitious and exciting colleagues to join our Trust and help provide the education our communities deserve.

DO YOU HAVE THE SWECET DNA?

WELLBEING CHARTER

At SWECET we place wellbeing at the centre of everything we do, recognising the enormous contribution colleagues make to the young people and communities we serve.

Health initiatives, including discounted gym membership, cycle2work scheme and free annual flu jabs

Free Life Insurance cover

Retail discounts and benefits

Electric vehicle salary sacrifice scheme

Annual wellbeing day off, bespoke for each member of staff

Two-week October half-term break

Flexible approach to appointments and family commitments

Well-equipped staff rooms, including complimentary tea, coffee and water

Career development is encouraged and facilitated, supported by a personalised CPD plan

Pupil data collected only when appropriate

Free Employee Assistance Programme for all staff

SLT Open Door policy at all times

Christmas break 3-weekend rule

Regular social events

Consideration for all flexible working requests

Trained wellbeing champions

Well-resourced classrooms

Wellbeing working group

Measured approach to lesson visits and drop-ins

Communication is clear – annual calendar is shared and dates/deadlines are carefully considered

Dedicated leadership time for all leadership roles

Buddy system for all new staff in their first year

Team work and collaboration

TESTIMONIALS

Jenna Chapman – RE Lead at Orsett Heath Academy

“I joined SWECET in 2020 when Orsett Heath Academy opened. Throughout my time at the school, the Trust has supported me with lots of opportunities. One of my favourites has been designing my own RE curriculum and directly seeing the impact this has had on our students. Watching them learn, grow and engage in lessons I’ve put together makes me feel extremely fulfilled knowing I have contributed to their development.

The Trust gives me the resources I need to inspire every student. Having a substantial amount of time as a new and growing school to develop the curriculum has resulted in lots of progress in the classroom. Being part of SWECET means being part of an encouraging, friendly environment and it’s so reassuring to belong under an umbrella of schools united by the same vision and values. I have built valuable connections with other schools which is super useful and I’m able to collaborate with leaders and teachers from these schools who offer different insights and perspectives that positively influence my own teaching. The Trust is a catalyst for creative thinking and sharing best practices.

Of course, teaching comes with its challenges – but the satisfaction of students enjoying the lesson you created or learning from a syllabus you established makes all the hard work worth it. I also really enjoy the opportunity to be a positive role model in the lives of our young people. I cherish the relationships I’ve built up with our incredible students who make each lesson unique and every day exciting.”

> “Being part of SWECET means being part of an encouraging, friendly environment”

> “The Trust encouraged me to continue pursuing my passion for teaching whilst developing me as a leader”

Jack Lloyd – Head of School at Stifford Clays Primary School

“Since I joined Deneholm Primary School in 2014, I have been offered a lot of opportunities to progress my career. The Trust has been instrumental in my growth, both as an individual and as a teacher. I have had the opportunity to work in each of the three primary schools in our Trust and have developed as a teacher and a professional because of those experiences.

I chose to teach because I wanted to play a part in developing children into the best people they can be. When I realised I could have more of an impact across the whole school supporting other like-minded teachers, SWECET helped me to find my feet as I stepped onto the path of leadership. The Trust encouraged me to continue pursuing my passion for teaching whilst developing me as a leader, and as Head of School, I have still been able to continue my passion by regularly teaching each day.

I have learnt a lot from my inspiring colleagues, be it support staff, school teachers or senior leaders who have all influenced my thinking in different ways. I have been able to shadow some incredible headteachers as well as turn to them for advice at all hours.

Ultimately, my role allows me to do what I always wanted: to shape a child’s life. Receiving a new class of thirty small humans and seeing them leave with new achievements and develop as young people is the reason I and many other teachers decide to teach. Now that I am Head of School, I also get to watch lots of teachers grow as professionals which is just as rewarding whilst impacting on the outcomes of hundreds of children. In eight years, I am extremely proud of my achievements and have enjoyed working with the primary schools in our Trust, contributing to Good Ofsted results.”

Scan the QR code to read more of our staff testimonials

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DO YOU HAVE THE SWECET DNA?

If you've been inspired to join our Trust, we'd love to hear from you!

Make SWECET the next step in your professional career and find out about any existing or upcoming vacancies at **www.swecet.org/vacancies**

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www.swecet.org

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