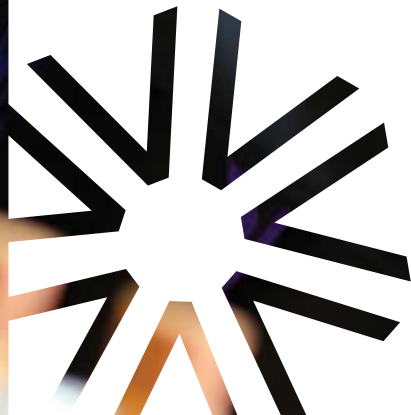


## Joining E-ACT Information for staff



# E-ACT

Investing in your future

# Introduction

Welcome to E-ACT. We are fast becoming one of the country's most successful education sponsors, with a network of academies across England. As a social enterprise we are committed to delivering educational excellence – raising standards and aspirations.

Key to our success are the employees who deliver world-class teaching and learning opportunities and support services in our academies.

We are committed to becoming an employer of choice, setting a new standard in achievement for the benefit of thousands of students.



**“E-ACT recognises that the organisation’s success in delivering high quality teaching and learning opportunities to its students depends on the calibre of its employees. Our employees and students are at the heart of everything we do.”**

*Helen Anderson  
Director of HR*





- Leeds West Academy ■
- Trent Valley Academy ■
- Parkwood Academy ■
- North Birmingham Academy ■
- Shenley Academy ■
- Heartlands Academy ■
- Crest Boys' Academy/Crest Girls' Academy ■
- Opening in 2010**
- Oldham Academy North ■
- Winsford Academy ■
- Dartmouth Academy ■

# Our academies

The E-ACT family of academies spreads across England. We share a common vision of delivering educational excellence. As the organisation grows, more staff are benefiting from our national profile. More colleagues are sharing best practice and learning about each other's academies. We aim to ensure that employees have the opportunity to learn from each other as part of their continuing professional development, whether teaching or support staff.





## Our aim is to be an employer of choice

E-ACT is a young organisation and we aim to be a leading employer – setting a new standard for education, delivering world-class education services.

In doing so we are striving to become an employer of choice. This involves key principles that we seek to adopt across all academies. These include:

- Engaging regularly with all employees – involving people in decisions and planning
- Supporting all staff – demonstrating that people are valued for their contribution
- Developing our staff – through continuous professional development, nurturing creativity and innovation
- Supporting a learning organisation – ensuring that staff are able to innovate and generate inspirational learning opportunities



## **Raising standards – improving the learning experience**

At the heart of our organisation we are developing academies that provide an outstanding learning experience for young people. Each E-ACT Principal and local governing body works to build a strong and effective staff structure. As a member of E-ACT staff your role is key to delivering the transformational change that helps define our academies. We are committed to supporting you as the most valuable asset we have.





# Diversity and equality

Diversity, tolerance and equality are at the heart of E-ACT academies, where young people of all races, faiths and cultures learn together. Our academies are located in diverse communities. We are committed to encouraging diversity in our workforce.

We are equally committed to ensuring that all employees have the opportunity to maximise their potential and enhance their self development and their contribution to the organisation.



**“We believe the better educated and more highly-skilled people are, the better their life chances and the more likely they are to succeed in today’s globalised world.”**

*Sir Bruce Liddington  
Director General E-ACT*



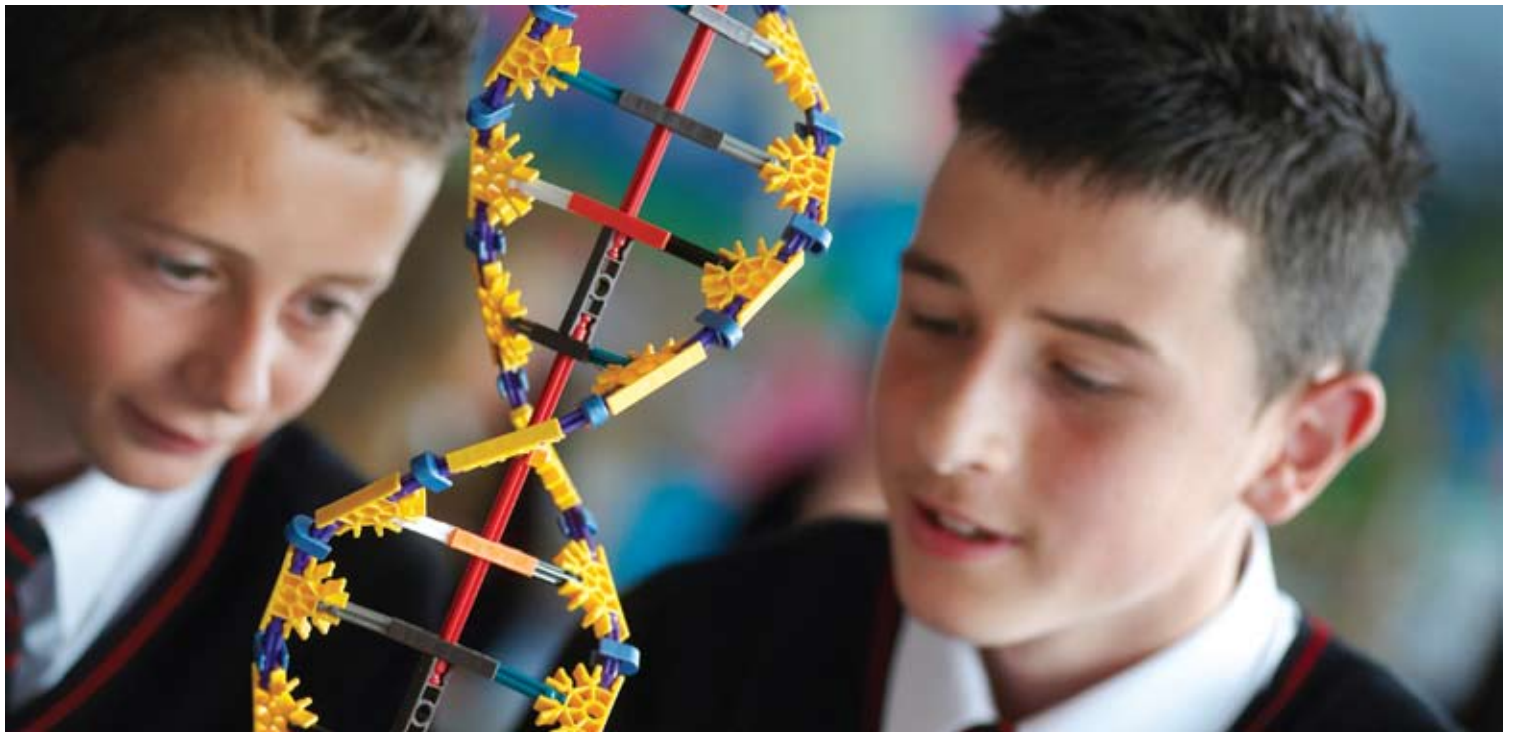
## Working with trade unions – a national agreement

E-ACT has negotiated a national recognition agreement with all the main trade unions. All employees who transfer to academies do so on the same terms and conditions they enjoyed when employed by the predecessor school or local authority. This is the TUPE process.

We meet with the unions regularly at a joint negotiating committee.

E-ACT has an established employee assistance programme with a range of benefits including access to independent advice and support. Details of the scheme are available from the HR department at E-ACT.





**More information: To find out more about our organisation and our academies, visit E-ACT at:**

**[www.E-ACT.org.uk](http://www.E-ACT.org.uk)**

**Or contact Helen Anderson, Director of HR,  
in our HR department on: 0207 903 5460**

