

*Welcome to South Farnham Educational Trust*



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## Welcome to South Farnham Educational Trust: Where Schools Thrive Together!



At South Farnham Educational Trust, we believe in the power of collaboration, where schools come together to create vibrant and diverse learning communities that benefit every pupil. Since becoming a Multi-Academy Trust in 2015, we have continued to grow, building on our strong foundation as a converter Academy since 2011.

We would love like-minded individuals to join us on this exciting journey. By working together, we aim to strengthen individual schools and their leadership system across Surrey and Hampshire while respecting and preserving each school's unique ethos and identity.



### ***Vision:***

To create a network of schools, each with its unique identity, working together to support staff and enrich every student's education

### ***Mission:***

The continual pursuit of excellence

## ***Leadership***

South Farnham Educational Trust's leadership team is a group of dedicated professionals who are passionate about fostering a nurturing, family-like environment across all our schools. Each member of the team brings a wealth of experience and shares a deep commitment to our ethos of collaboration, inclusivity and continuous improvement.

Our leadership team is focused on empowering staff, supporting student growth, and creating a vibrant, supportive community where everyone can thrive.

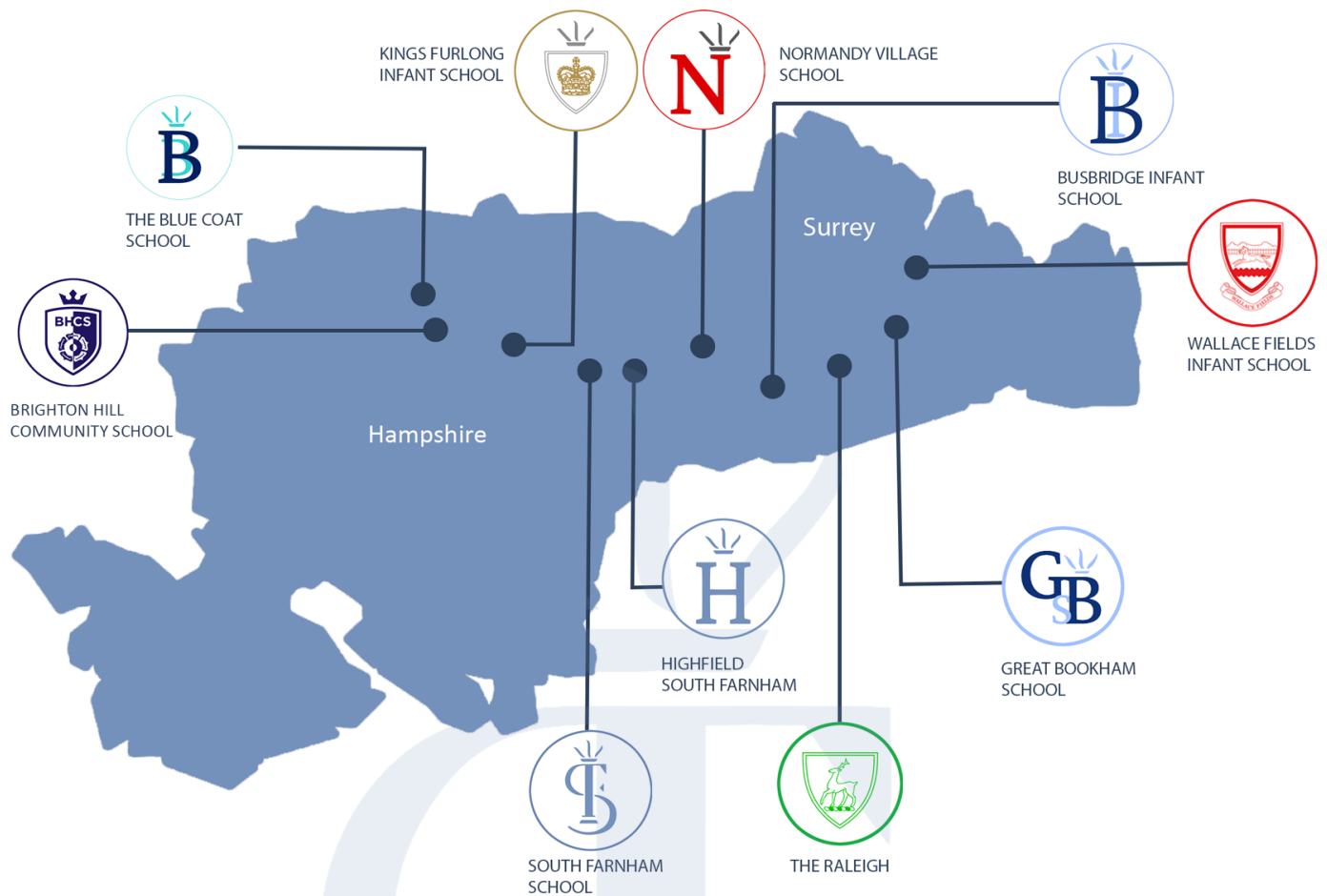
*“Together, we work to ensure that every school within the Trust retains its unique identity while benefiting from shared expertise and resources”*

Andrew Carter (CEO)



## Our Schools

We are a growing Trust which, at present, consists of ten schools across Surrey and Hampshire.



*Here's why joining our Trust is an opportunity you won't want to miss:*

### *Investing in Our People:*

We deeply value our staff, providing opportunities for professional growth and development.

### *Mentorship and Leadership:*

Develop your skills as a mentor, facilitator or professional tutor and lead the next generation of educators.

### *Career Development:*

Take advantage of tailored CPD and leadership training to grow your career.

### *Collaborative Research:*

Engage in shared research initiatives that drive innovation in education.

### *Impact Young Lives:*

Most importantly, make a lasting difference in the lives of children.



*Together, we can achieve excellence.  
Join us and be a part of something truly special!*

## Early Years and Infant

South Farnham Educational Trust is home to a vibrant network of nurseries and infant schools across Hampshire and Surrey, all dedicated to helping children build confidence, ensuring a smooth and happy transition to Reception. Our mission is to inspire each child to embrace learning with excitement and a sense of growth.

At the heart of our Early Years Foundation Stage (EYFS) is a curriculum designed to ignite curiosity, foster enthusiasm for learning and support relationship-building, all while helping children thrive in their learning environment. Our approach is built on four core principles:

### *A unique child*

Developing resilient, capable, confident and self-assured individuals.

### *Positive relationships*

Supporting the children in becoming thoughtful and caring.

### *Enabling environments*

Where opportunities and experiences to support and challenge a child's knowledge and skills occur through a stimulating environment that responds to the individual needs of the child.

### *Learning and developing*

An acknowledgement that children learn in different ways and at different rates.



*“Working at Highfield has allowed me to consolidate and learn many more new skills, at the same time working for SFET has opened many doors to help me progress these further.”*

Tara Thorne,  
Assistant Headteacher  
Highfield South Farnham

*Join us and be part of an inspiring community dedicated to making a meaningful impact on children's lives.*

## What Ofsted say about our schools...

*“Routines for excellent behaviour are embedded in the early years, and these high expectations remain throughout the school.”*

Highfield South Farnham School  
Ofsted Outstanding  
2024

*“There is a sharp focus on identifying and meeting the needs of all pupils, including those with SEND.”*

South Farnham School  
Ofsted Outstanding  
2024

*“The extra-curricular opportunities for all pupils are of very high quality.”*

The Raleigh School  
Ofsted Outstanding  
2024



## Primary

South Farnham Educational Trust has a thriving family of primary schools across Surrey and Hampshire, offering vibrant learning environments, fantastic outdoor play areas and outstanding facilities. With a rich and dynamic curriculum, our schools provide exceptional opportunities for both students and staff. South Farnham and The Raleigh are ranked among the top 15 best-performing

primary schools in England, (The Times Parent Power 2023/2024), with all our primary schools consistently achieving excellent SATs results. Joining our Trust means being part of a community dedicated to educational excellence and staff development, with ongoing investment in our buildings and facilities.



*“Working within SFET has given me the skills and confidence to feel capable of teaching within any classroom. There is constant support and opportunities for career progression and development.”*

James McKay,  
Early Career Teacher, Year 4  
South Farnham School

### Key Stage 2 SATs Results 2023-2024

#### South Farnham

Expected Standard (combined): 100%  
Greater Depth (combined): 51%

#### Highfield South Farnham

Expected Standard (combined) 83%  
Greater Depth (combined): 12%

#### The Raleigh

Expected Standard (combined): 94%  
Greater Depth (combined) 38%

#### Great Bookham

Expected Standard (combined): 88%  
Greater Depth (combined): 23%

*We are so proud that four of our Trust schools have been recognised on the DfE list of top performing schools in Surrey*

*“It’s a joy to work in such a vibrant and supportive environment where every child is encouraged to achieve their best. Being part of a high-achieving trust is a privilege, as it allows us to continuously grow, innovate and provide our pupils with the highest standard of education.”*

Wajeeha Ahmed  
English and Phonics Lead  
Normandy Village School



## Secondary

South Farnham Educational Trust proudly encompasses two fantastic secondary schools: Brighton Hill Community School and The Blue Coat School. Both offer supportive learning environments that promote personal growth and well-rounded development for students and staff



alike. Through our SCITT and Teaching School Hub, both schools are at the forefront of delivering ITT, ECF and NPQ training across the Basingstoke area and beyond. As part of our Trust, you'll join a network of dedicated professionals who share a passion for helping students achieve their very best.

*"Working at Brighton Hill has been a wonderful experience, where support and leadership is unmatched."*

Dan Du-Heaume,  
Head of Transition and Marketing  
Teacher of Design & Technology  
Brighton Hill Community School

### Brighton Hill Community School

Brighton Hill Community School has achieved remarkable growth, expanding from just over 500 students to a vibrant and thriving community of 1,285 learners today. This success is a testament to the school's ethos of *Making Success Inevitable*. Every student, proudly donning their bright yellow uniform as part of the famous #YellowArmy, embodies the school's values of pride, ambition and community.



*Students speak passionately about why Brighton Hill is a special place, highlighting the inclusive culture and unwavering support.*



*Students are encouraged to embrace their full potential in a positive and supportive environment where respect, integrity and personal accountability are celebrated.*

### The Blue Coat School

The Blue Coat School is a rapidly improving secondary school dedicated to providing every child with an outstanding education. As the latest secondary addition to South Farnham Educational Trust, the school is well-positioned to pioneer innovative educational practices and deliver the very best for its students. By joining The Blue Coat School, you will be part of a team that is transforming student outcomes and shaping a school culture built on aspiration and achievement.



## Support Staff

Working in a support role for South Farnham Educational Trust is a rewarding and fulfilling career that allows you to make a meaningful impact on schools, staff, and students. Whether in administration, finance, IT, HR, or Marketing, support staff play a vital role in maintaining efficiency and improving processes that enhance

the overall educational environment. Beyond the rewarding nature of the role, working for South Farnham Educational Trust also provides excellent career development opportunities. We offer training and various pathways for career progression, allowing employees to gain new skills and advance within the Trust.



*“Career development available within the Trust has been excellent. I have had the opportunity to progress my career in ways I didn’t expect.”*

Michelle Floyd  
Finance Manager  
The Blue Coat School

## Working For Us

- ✓ Join a supportive, forward-thinking team that values excellence and wellbeing.
- ✓ Benefit from integrated systems, high behaviour standards and reduced workload.
- ✓ Access unmatched professional development, career progression and mentoring.
- ✓ Be part of a Trust committed to staff wellbeing and school improvement.



## Professional Development

At South Farnham Educational Trust, we believe in life-long learning and are committed to helping all staff to grow and develop professionally - the continual pursuit of excellence! We aspire to improve professional development for all staff ensuring access to support, research and

high-quality training. We want the adults who work with our children to be the best they can possibly be. Additionally, our professional development programmes provide wonderful opportunities for more experienced staff to be involved in mentoring and facilitation and to contribute to adult learning.

## Benefits



### *Professional Development & Career Growth*

- Commitment to your professional growth and career progression.
- Investment in your future through training and development.
- Develop your coaching and mentoring skills.



### *Work Environment & Culture*

- Be part of a dynamic culture and play a key role in national initiatives.
- Opportunities to work in collaboration with other staff across the Trust.
- Social events across the Trust.



### *Financial & Employment Benefits*

- Generous PPA.
- Generous pension scheme - (Teachers' Pension Scheme and Local Government Pension Scheme).
- Generous holiday allowance: Support staff up to 30 days plus bank holidays.
- Generous health and sickness cover.
- Part-time contracts are available.



### *Facilities & Well-being*

- Continual investment in outstanding buildings, resources and facilities.
- Employee Assistance Programme.
- Free parking.
- Paid lunches for staff that work a lunch duty.
- Free staff refreshments at break times.
- Accommodation on site available.



*Join us and be part of shaping the future for our students!*



## *Trust Initiatives & Career Progression*

Join South Farnham Educational Trust and you will have the opportunity to be at the cutting edge of education, playing an active role in national initiatives and shaping the future of teaching and learning. The Trust's thriving Teaching School Hub and SCITT (School-Centred Initial Teacher

Training) programmes provide unparalleled opportunities for professional development, collaboration and leadership. As the creators of the innovative Phonics Steps programme, the Trust is a national leader in early literacy, helping to shape educational standards.

### *NCFE CACHE Level 3 Diploma for Working in the Early Years Sector (Early Years Educator):*

We are an NCFE approved centre delivering this qualification for staff working in our early years sector as well as those outside SFET, providing colleagues with the knowledge, skills and understanding needed to work in an early years setting and be included in staff to child ratios.



### *Post-graduate Apprenticeship End Point Assessment Organisation*

SFET and SSF SCITT are an End Point Assessment Organisation (EPAO) with responsibility for conducting the final assessment of apprentices trained by other teacher training providers. We currently have a team of 60 end point assessors to address both local and national demand and this year are completing 554 assessments across the country.

### *Targeted CPD for Teaching Assistants: Supporting Teaching and Learning in Schools:*

Our Teaching Assistant Development Programme is an online course to provide participants with an increased understanding of how to support effective teaching and learning under everyday classroom conditions and when delivering structured interventions out of class to ensure they have a positive impact on pupil engagement and attainment.



*Working with us means being part of a dynamic, forward-thinking community committed to excellence in education and ongoing professional growth.*

South Farnham SCITT is an Ofsted Outstanding (July 2023) primary and secondary Initial Teacher Training provider, nationally recognised within the DfE to be at the forefront of school-based training. As the area's largest cross-phase provider and with over 20 years' experience leading ITT, our wide partnership of schools trains over 200 teachers annually across Surrey, Hampshire, Sussex, Berkshire and London, bringing stability and continuity to the primary and secondary school workforce so that children across the region experience teaching of the highest quality.



Ranked No.3 in the UK for School Direct programmes and No.1 for employment rates, Ofsted praised the 'exceptional team around the trainee' that harmoniously provides expert and skilful guidance for trainees and ultimately ensures trainees are 'exceptionally well equipped to start their teaching career'.

In addition to our delivery of ITT, the Trust chairs the Teacher Apprenticeship Trailblazer group and designed the new Teacher Degree Apprenticeship launched by The Rt Hon Gillian Keegan from Brighton Hill Community School in February 2024.

### *Little steps to big results*

Phonics Steps, developed by South Farnham Educational Trust, is a DfE validated full Systematic Synthetic Phonics (SSP) programme which equips children with the necessary skills, knowledge and positive learning behaviours to become expert readers and writers. Our schools have developed a highly effective Letters and Sounds approach over many years, with Phonics Screening Check results consistently amongst the top three per cent in the country.

*Help shape the educational standards in your school!*



Phonics Steps combines best practices from expert teachers across the Trust's partner schools, is approved by the DfE and works in collaboration with Oxford University Press. The programme includes an intervention programme called Little Leaps designed to ensure accelerated progress for the most vulnerable pupils, particularly those in Key Stages 1 and 2. Additionally, a secondary school programme, Phonics Steps+, is available to support older pupils in developing their reading skills, ensuring that no child is left behind.



[www.tshubsfet.org.uk](http://www.tshubsfet.org.uk)

SFET Teaching School Hub is one of 87 centres of excellence for teaching, training and development in the country. We provide high-quality professional development to teachers and leaders in over 300 schools and at each stage of their career, from teaching assistants to executive leadership. Our responsibility for the induction of Early Career Teachers includes the training of over 600 ECTs and Mentors and provision of Appropriate Body service to over 840 teachers.

We deliver the specialist national professional qualifications (NPQs) and revised leadership NPQs with over 1,500 programme members trained to date.

We are delighted that, following a stringent Department for Education review, SFET TSH has been redesignated for a further four years.



*Discover the perfect role for you and take the next step in your career with us.*

## *Are You Ready to Take Your Career in Education to the Next Level?*

Whether you're an experienced teacher or looking for a rewarding support role, we have a variety of exciting opportunities waiting for you!

Join our team and be part of a dynamic, supportive environment where your skills and passion can truly make a difference.



Dan Strachan,  
Assistant Headteacher & Subject lead English  
South Farnham School

*"I began my career at SFET as a teaching assistant before transferring onto the SCITT programme, feeling confident with the experience I'd already gathered. After qualifying, I gained the responsibility of History Co-ordinator in my second year of teaching and am now leading English and the Humanities faculty. SFET has supported my career development at every stage; I'm now Assistant Headteacher, part of the School Effectiveness Team, Extended Learning Team and a Deputy Designated Safeguarding Lead. Currently, I especially enjoy facilitating sessions for trainees, mentors and ECTs, as well as being a mentor myself.*

*I love the fact that every new day brings new challenges, new hurdles, as well as new expectations and sharing these days with the children really does make this job one of the best in the world."*



*South Farnham Educational Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. We particularly welcome applications from under represented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion.*



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