ElmsBank
School & College

Ofsted
Outstanding
Provider







Work with us

Part of the
Oak
Learning Partnership

“Pupils excel at Elms Bank due to the school’s high expectations of them. Staff harness pupils’ interests and talents, and nurture these over time.”

Ofsted, September 2023



Welcome from the Headteacher

Dear Candidate

A very warm welcome, and thank you for your interest in joining Elms Bank.

It is a real privilege to be Acting Headteacher of such a vibrant, inclusive, and ambitious school. Elms Bank is a place where every individual, both pupils and staff are known, valued, and supported to be their very best.

Our school is full of energy, care, and a strong sense of community. Guided by our vision, “Excellence for All,” we are committed to providing high-quality education tailored to each pupil’s individual needs. We offer specialist pathways and a broad, meaningful curriculum enriched with real-life experiences, all designed to raise aspirations and develop confidence, independence, and resilience.

What truly sets Elms Bank apart is our staff team. We are proud to work with passionate, skilled professionals who bring creativity, empathy, and high expectations into everything they do. Here, you'll find a culture of collaboration, mutual respect, and shared purpose where every team member is supported to grow in their role and make a genuine impact.

We are equally committed to staff development as we are to pupil progress. From high-quality CPD and leadership opportunities to mentoring and wellbeing initiatives, we invest in our people and help them build meaningful, rewarding careers.

Whether you're just starting out in your career or bringing years of experience, Elms Bank is a place where you’ll be inspired, challenged, and truly appreciated.

Elms Bank is proud to be part of the Oak Learning Partnership, a Trust that shares our commitment to inclusion, collaboration, and continuous improvement.

If you’re someone who shares our values and is excited by the opportunity to make a real difference, we would be delighted to welcome you to our team.

If you would like to know more, we would be delighted to welcome you to our school. Visits prior to application are both welcomed and encouraged. Please contact the school on 0161 766 1597 or by emailing enquiries@elmsbank.oaklp.co.uk to arrange.

We look forward to receiving your application. Please visit our website for further information: www.elmsbank.co.uk.

Catherine Dent
Headteacher



Welcome to Oak Learning Partnership

Dear Candidate

Thank you for your interest in this post at Elms Bank School and College, part of Oak Learning Partnership.

I wanted to personally take a moment to say how much we appreciate you considering a role within our trust.

Oak is built on people - people who care deeply about children, about leading and about each other. We're a growing partnership, with a strong sense of purpose and a belief that schools are at their best when they work together and support one another. We make the most of the benefits of being part of a family of schools but are also passionate about each of our schools retaining their own identity and individuality, with space to innovate.

Every role here matters. What you do will help shape lives. We don't expect perfection, but we do value commitment, kindness and a willingness to learn and grow.

This welcome pack will give you a feel for who we are and what it means to be part of Oak Learning Partnership. We're proud of the work we do and we're excited about what lies ahead. Being part of a trust gives our staff significant benefits, including training and future career progression. We promote school cultures that are warm, welcoming and friendly and whilst we take our job seriously, as we know what a difference education can make, our schools are places where a good sense of humour is shared.

Whatever stage you're at in your career, thank you again for considering Oak Learning Partnership. I wish you all the best with your application and
I hope to meet you in person soon.

Kind regards

James Franklin-Smith
CEO of Oak Learning Partnership



Inclusion is at the heart of our trust

Our trust is cross phase and consists of primary, special and secondary schools. We have a vision to transform lives through a highly inclusive approach. We live by our strapline 'Inclusion is at the heart of our trust' and are compassionately rigorous and support all of our pupils to reach their full potential. We have unconditional positive regard, leave no one behind and everyone is welcome.

Our schools work closely with one another, they collaborate with purpose, support each other and share collective systems across both educational and business provisions. However, it's also important to us that each school has its own identity and individuality.

We make sure we focus on impact and ensure clarity and consistency from our leaders, always making sure common sense is at the heart of our decision making.

Our people matter; we understand that we can only achieve our vision by recruiting the right people and providing them with the support, training and time they need to allow them to flourish and be the best they can be. Whatever role an individual undertakes within our organisation, they are contributing to our collective aim of transforming lives. We invest heavily in our people, ensuring they feel valued and their wellbeing is always considered. We know that if staff feel valued and the impact they are having is recognised, they can perform at their best.

We are laying strong foundations for growing the trust and have a clear vision. This role is a key part of our growth strategy and is an excellent opportunity for the right candidate ready for their next step. We are a values driven organisation, highly ambitious, passionate about doing things with integrity and have a healthy sense of humour. If you want to make a difference to young people and join us at an exciting part of our journey, we'd love to hear from you.



Vision & shared principles

To transform lives through a highly inclusive educational approach. Inclusion is at the heart of our trust.

We are **compassionately rigorous**; we care deeply about our community, which is why we push everyone to reach their full potential, even if this feels difficult.

We have **unconditional positive regard**; we treat everyone with respect, dignity and warmth regardless of the circumstances or challenge.

We leave no one behind; we count in ones and focus on individual needs, whilst ensuring everyone can thrive.

Everyone is welcome; we actively embrace diversity and are relentless in how we teach our stakeholders the importance of this.

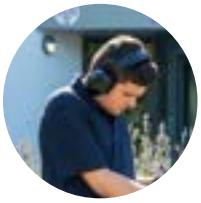
Shared principles



Values-driven



An exceptional education for all



Identity & individuality



Our people matter



Collaborate with purpose



Focus on impact

Our benefits

Professional development

Oak Learning Partnership is dedicated to learning, focusing on developing the skills and knowledge of our staff. We hold meaningful professional development review conversations, ensuring staff have access to the CPD needed to progress. All teaching staff can subscribe to the Chartered College of Teachers through Oak LP. Members can access the latest research, enhanced CPD and shared practice from leading experts in the field of education. We support progression at all levels - central and school-based, including secondment opportunities.

Our commitment to you

We offer numerous benefits to our staff, including:

Pension schemes (with defined benefits)
Support staff: most support staff pay less than 7% and the employer pays much more (roughly double) into a secure pension fund.

Teachers: depending on your salary, you will pay in line with the contribution rates for the scheme. The employer pays 23.68% of your salary as our contribution (reviewed every four years).

Generous occupational sick pay

Wellbeing day
An additional, fully paid day of leave each academic year that staff can use purely for themselves during term time.

Healthcare plan
Medicash is an easy to use health insurance package provided by Oak LP. The health cash plan provides cashback towards your everyday healthcare bills, benefitting from a range of digital and virtual tools to help you protect and improve your wellbeing.

Medicash wellbeing services
Oak LP values staff wellbeing and offers comprehensive and positive resources through Medicash, with access to a 24/7 telephone support service and face to face counselling services.

Active and healthy lifestyles
With discounts at over 3,000 participating gyms, pools, studios and outdoor fitness events across the UK.

Cycle scheme
A salary sacrifice arrangement where you agree contractually to a regular reduction from your gross salary to cover the cost of the bike and permitted accessories, therefore making tax and National Insurance savings. This scheme is open three times a year for two weeks.

Why work for us?



1. Our wonderful pupils and colleagues. You would be joining a truly inclusive, dynamic environment where no two days are ever the same.

2. Opportunities to collaborate with colleagues across our trust, sharing best practices and innovative ideas.

3. All trust schools are value driven with a strong ethos that prioritises wellbeing.

4. Access to training and support to gain experience and opportunities beyond your school.

Find our school

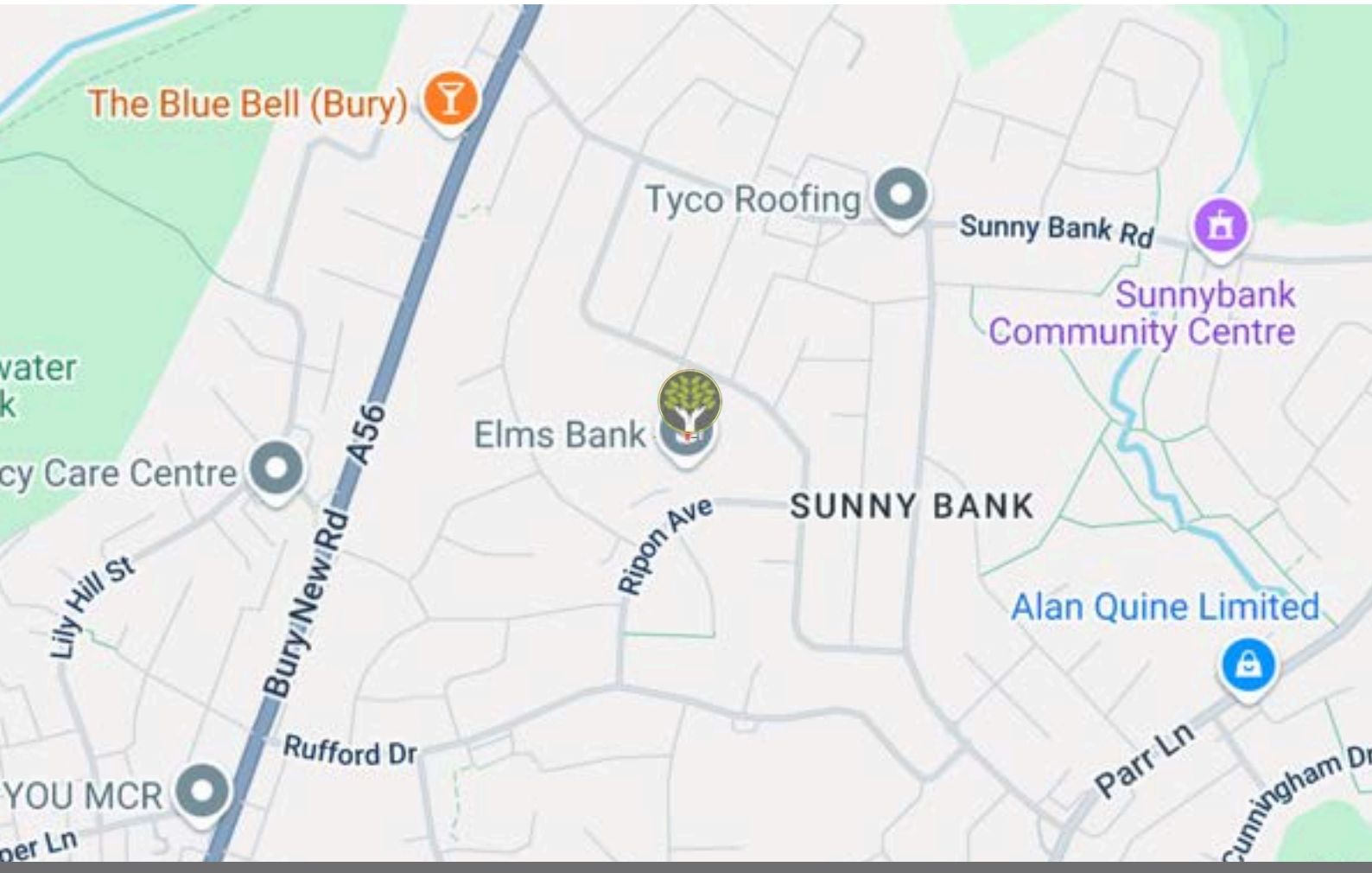
You can find us at:

Elms Bank School
Ripon Avenue
Whitefield
Manchester
M45 8PJ

0161 766 1597

enquiries@elmsbank.oaklp.co.uk

www.elmsbank.co.uk





Please take the time to review the information provided through our candidate portal. If you feel that you have the skills, experience and passion to join our trust, and contribute to the success of our students, we would be delighted to receive your application.

For any further queries or to arrange a visit to the school, please do not hesitate to contact enquiries@elmsbank.oaklp.co.uk