



Applicant Information Pack

The Bourne Education Trust

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Bourne
Education
Trust



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Welcome to The Bourne Education Trust

BET's values are summarised by our strapline: 'Transforming schools; changing lives'. We absolutely believe that all children regardless of context or background deserve a great education, hence our involvement in schools and communities that have not experienced this. Whilst we want our schools to retain their own identity, all BET schools share environments that are extremely warm and welcoming, professional, relentlessly positive, highly aspirational and characterised by happy and safe pupils with excellent relationships between them and the staff. In all classrooms and beyond pupils enjoy creative and effective teaching and learning that fosters belief and confidence.

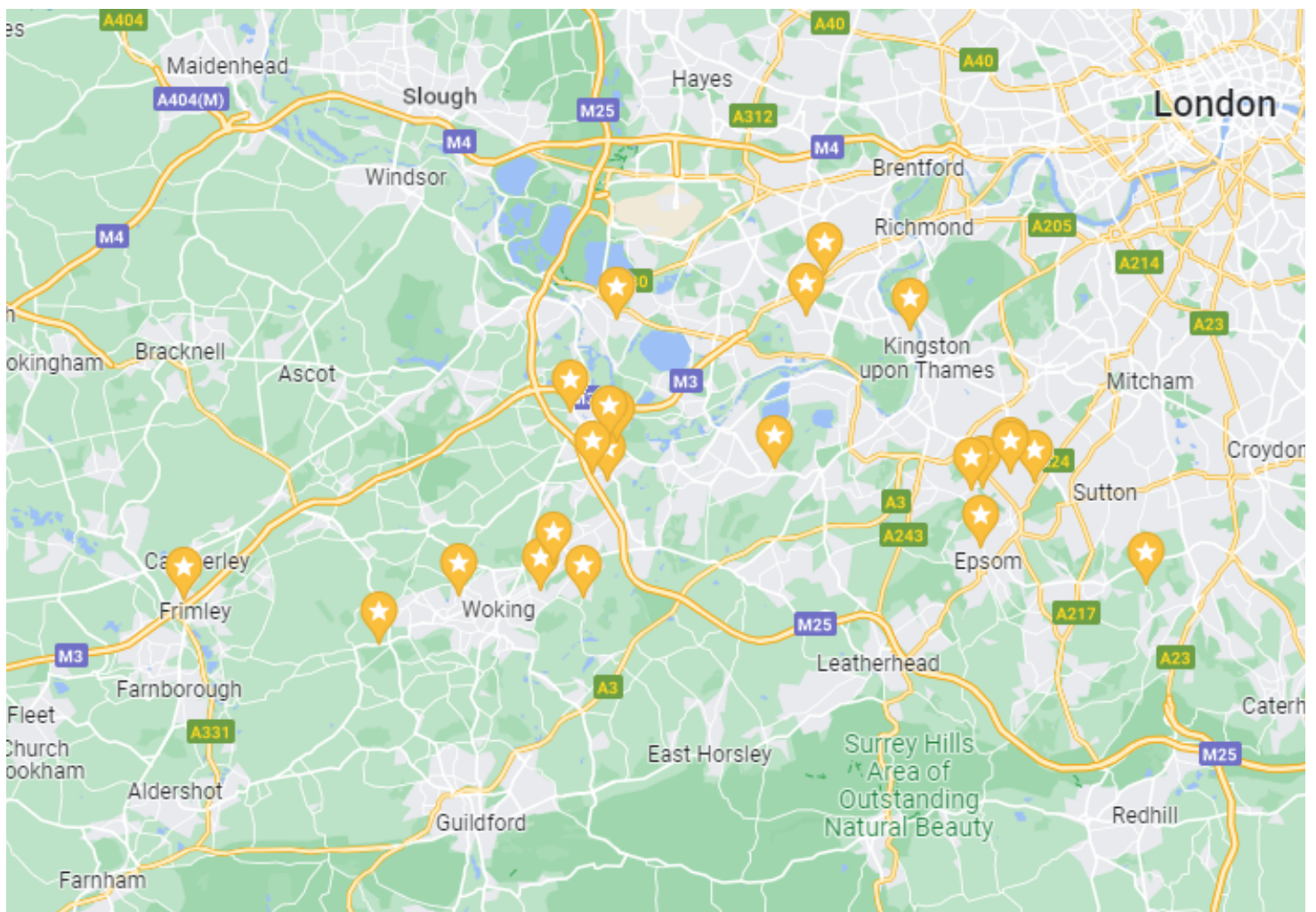
Our philosophy is to have schools working as effectively as possible and serving their community. We err towards independence on the independence/standardisation continuum but never forget we are one organisation working together. Our schools welcome the support of the Trust and its collective ethos but relish their remit as local schools and the responsibility that brings. Where we have centralised, it has not been driven by us but by the legal framework in which we operate and the requirements of the Academy Trust Handbook.

Our Schools

Bourne Education Trust ('BET') was established in 2011 and has grown steadily since then. It is largely Surrey based with 20 of its 25 schools there. Recently, it has expanded into Hampshire and Richmond. It is made up of 19 academies and 6 associate schools. Of its 25 schools, 13 are primaries, 9 are secondaries, 2 are alternative provision and 1 is a special school. It is responsible for the education of approximately 12,000 pupils and employs just over 1,300 staff. The Trust is organised into both phases and clusters to support specialist and cross-phase collaboration.

The size of its schools range from a one-form entry primary to an eight-form entry secondary school with a sixth form. Schools are equally important and carry the same influence in terms of decision-making within the Trust. Each school has its own head and local governing committee. The Trust is led by a team of 5 senior leaders who report to the CEO, Alex Russell.

Since 2012 it has taken 9 schools from special measures or requiring improvement to good or outstanding. The rest have maintained their quality status whilst in the Trust. BET has transformed the finances in 12 of its schools so that no school in the Trust is in deficit.



Our Opportunities – An Overview

Together with anzuk Education, The Bourne Education Trust (BET) will be conducting video interviews in April 2023 to meet with suitably qualified educators who are open to relocating to the UK.

Covering South West London and Surrey, The Bourne Education Trust is responsible for the education of approximately 12,000 pupils and employs just over 1,300 staff. The Trust is organised into both phases and clusters to support specialist and cross-phase collaboration.

Our aim for the video interviews is to connect with graduate, early career and experienced teachers to be considered for a number of vacancies within our 25 schools.

"It is often said that each child gets one chance of education. Our role is to ensure that our pupils make the most of their opportunities by ensuring that our academies aspire to and reach the highest standards."

Alex Russel – CEO



With a mix of larger city life in London and more regional Towns that boarder London such as Epsom, Addlestone, Woking, Camberley and Basingstoke, we are truly able to cater for the interests of all educators.

Benefits of South West London, Surrey & Hampshire

Living in South West & Surrey offers a variety of benefits to teachers, both personally, and professionally. Living in South West London provides the benefit of being well connected to the city centre, while also providing the leafy suburban feel that can be missed once leaving home.

If you're not into the idea of London life but would still like to be within a close drive or train ride to London and the major airports, consider the rolling hills of Surrey. For further resources on specific areas, please check out our area guides below:



Cost of Living – Rental Accommodation

Living in South west London being closer to the city, as a rule of thumb, you will usually have higher rental prices. Surrey offering more a rural lifestyle, will usually have lower rental prices.

City/Town	Share House
London	£500 p/m → £800 p/m
Surrey	£350 p/m → £650 p/m
London	1/2-bed Flat £1400 p/m → £2400 p/m
Surrey	£1000 p/m → £1500 p/m

These prices are estimated from the anzuk Team. Rental prices you may find may differ, depending upon the location you choose to live & the style of accommodation you prefer.

Benefits of work for B.E.T

Teacher Professional Development

The Bourne education Trust are known for having a significant 'point of difference' on your resume will allow you to 'stand out' from the crowd when you eventually return.

What better way to highlight your effectiveness as a teacher than by showcasing your skills developed in a different region and a different curriculum!



Personal Development

No matter what stage of life you may be in, breaking away from your safety net and really testing yourself by exposing yourself in a different environment is an amazing personal development opportunity. Added to this is the diversity of experience you can have in the regions covered with the Bourne Education Trust!

Whilst similar development may be possible whilst still remaining in Australia and New Zealand, nothing really refines your personal growth quite like living internationally.

Salary levels across London & Surrey

England Pay Scales within the BET

Whilst most of us see teaching as a calling and a passion, we must admit that it would be hard to do it for free!

Outer London (Richmond)			Fringe London (Parts of Surrey)			UK Pay Scale (Remainder of Surrey & Hampshire)		
Scale	Annual Salary	PAYE Daily Pay Rate	Scale	Annual Salary	PAYE Daily Pay Rate	Scale	Annual Salary	PAYE Daily Pay Rate
M1	£32,407	£166.19	M1	£29,344	£150.48	M1	£25,714	£131.87
M2	£34,103	£174.89	M2	£31,126	£159.62	M2	£27,600	£141.54
M3	£35,886	£184.03	M3	£33,055	£169.51	M3	£29,664	£152.12
M4	£37,763	£193.66	M4	£35,151	£180.26	M4	£31,778	£162.96
M5	£40,050	£205.38	M5	£37,264	£191.10	M5	£34,100	£174.87
M6	£43,193	£221.50	M6	£40,083	£205.55	M6	£36,961	£189.54
UPS 1	£44,687	£229.16	UPS 1	£41,858	£214.66	UPS 1	£38,690	£198.41
UPS 2	£46,340	£237.64	UPS 2	£43,360	£222.36	UPS 2	£40,124	£205.76
UPS 3	£48,055	£246.44	UPS 3	£44,919	£230.35	UPS 3	£41,604	£213.35

All prior experience is subject to assessment by the Bourne Education Trust upon the provision of relevant statements of service/employment.

*UK teacher salaries are currently under review and rates will be reflective of any legislative increase.

The Process

 Click on the heading for resources

Screening Process

- Upon your inquiry, we'll hold a detailed initial screening conversation to discuss your background, experience, interest and alignment
- We can look to discuss specific positions and geographical locations offered within BET

Interview



- Upon successful pre-screening, we will invite shortlisted educators to attend virtual interviews with the BET executive Team
- Whilst some specific positions may be known at the time of interview, it will allow BET to identify your suitability for future roles

Feedback

- Following your interview, we'll provide detailed feedback
- Successful educators may be offered a position following the 1st interview OR be invited back for a subsequent digital interview with the school Principal where a position is available

Offer and Appointment

- Upon alignment with a school and position, a formal offer of employment will be made
- This will allow you to plan your arrival and logistics ready to commence the new year in your new position in the UK!

Conditions of Employment

Salary

If accepting a permanent role you will be paid in accordance with UK teacher pay scales as highlighted on page 7. Scale point will be determined based on previous experience and requirements of the school. If accepting a temporary contract, you will be paid a daily rate (based on 195 teaching days per year) in line with the equivalent permanent salary and paid weekly.

Tenure

A variety of temporary and permanent opportunities may be offered at the discretion of BET.

Commencement

A specific commencement date will be discussed with the successful applicants.

Qualified Teacher Status in the UK

As an overseas trained teacher you can teach in the UK for 4 years without obtaining QTS. If you are a fully registered teacher from Australia, New Zealand or Canada we encourage you to apply for QTS through the [UK government website](#).

Relocation Bonus

Earn up to £500 in a relocation bonus when Teaching with anzuk in the UK.

[Find out more here.](#)



