



THINKING SCHOOLS  
ACADEMY TRUST

INVESTORS IN PEOPLE®  
We invest in people Standard

# Are you ready to Transform Life Chances?





We provide a  
**stimulating learning  
environment for all**

# Mission & Values

**At the Thinking Schools Academy Trust, we strive to create a dynamic learning environment where everyone feels safe and supported in exploring knowledge and understanding.**

Our schools are unique in their focus by offering a cognitive approach to education, which prepares pupils with the tools they need to become lifelong learners, developing the best possible habits for success in life.

We are an educational community that involves both students and staff to learn how to think reflectively, critically and creatively.

We believe our staff are at their best when they are motivated, have clear expectations for their work and behaviour, feel valued, secure, confident, are challenged to grow, and receive constructive feedback.

This supports our mission to Transform Life Chances, helping us empower pupils to reach their full potential.



## Aspire

By nurturing aspirations and cultivating excellence, we believe that with the 'Thinking' philosophy, every student and member of the Trust can aspire and aim high to unlock personal and professional growth.

## Challenge

Our Trust empowers individuals by presenting challenges through a cognitive framework that shapes their minds and fosters aspiring attitudes and habits, allowing every member of our Trust to be the master of their own destiny.

## Achieve

Our community is encouraged to achieve and embody the highest levels of cognitive abilities and habits. We aim for our pupils to be naturally curious, excelling in both independent and interdependent prowess.



We invite you to  
**join us** in delivering  
good work

# What makes us proud

We are a family of schools **working together as one** Trust to Transform Life Chances

We are **accredited by Investors in People** and Investors in Wellbeing

We have a community of **more than 2,000 dedicated** members of staff

Our schools support more than **17,500 young people** across England

Our community consists of **17 accredited Thinking Schools** who promote lifelong learning

We have **15 accredited Artsmark Schools** and we are working towards becoming an Artsmark Trust

We engage with **Early Years, Primary, Alternative Provision, Secondary and Sixth Form** settings



BEST  
N YOU

We are passionate  
about **shaping the  
success** of our staff

# Our story...

In 2010, The Rochester Grammar School (RGS) embarked on a transformative journey, envisioning a shift to Academy status. Embracing collaboration, RGS sought partnership with All Faiths School (AFS), to form a cross-phase Multi-Academy Trust in 2012 - The Thinking Schools Academy Trust.

Since the beginning, our Trust has been dedicated to enhancing educational opportunities and outcomes through a cognitive-based curriculum for students across the regions. In 2013, Portsmouth marked the beginning of our sponsorship endeavors, igniting a trajectory of growth and collaboration. From supporting schools to new ventures, our Trust has continually expanded its impact to ensure every child receives the best opportunities regardless of their background.

In 2014, we extended our support to schools in Medway, sponsoring Holcombe Grammar School and The Gordon Children's Academy. Together, we embarked on a journey with the surrounding community by creating our first free school, New Horizons Children's Academy.

The footprint of the Thinking Schools Academy Trust steadily expanded across Kent and Portsmouth. In 2021, Plymouth High School for Girls proudly joined our network, followed by collaborative efforts in Devon. By 2023, the unification of the Devon region stood as a testament to our growth, accompanied by the establishment of Lodestar Academy, our first alternative provision school.

Driven by a passion for excellence, we have established four regional hubs across the South West, South, South East and East of England.



These hubs serve as pillars of support, offering expert assistance from early years to sixth form education.

Our holistic approach extends beyond traditional schooling, as evidenced by the launch of Little Thinkers in 2021, our first childcare and pre-school provision initiative.

We recognise the importance of sharing our expertise and resources with others in the education sector. We established the trading subsidiary, Thinking Solutions for Education in 2020. Our aim is to empower schools and academies beyond our network, facilitating their growth and success through access to our extensive network and resources.

At The Thinking Schools Academy Trust, innovation, collaboration, and academic excellence are not just aspirations but guiding principles. We extend a warm invitation to join us in shaping the future of education, united in our commitment to progress and collective impact.



We work together  
because we are  
**stronger together**



# Our Regions



## South West

-  Plymouth High School for Girls
-  Plympton Academy
-  Brixham College
-  Curledge Street Academy
-  Furzeham Primary & Nursery School
-  Kings Ash Academy
-  Lodestar Academy
-  Paignton Academy

## South

-  New Horizons Primary School
-  Penbridge School
-  The Portsmouth Academy
-  Meon Way Federation

## East

-  Colchester Royal Grammar School

## South East

-  All Faiths Children's Academy
-  Cedar Children's Academy
-  Gordon Children's Academy
-  Holcombe Grammar School
-  Maritime Academy
-  New Horizons Children's Academy
-  The Rochester Grammar School
-  The Victory Academy
-  Goodwin Academy



**We invest in people  
who Transform the  
Life Chances of pupils**

# Our Benefits

**Our fantastic staff benefits programme is all about supporting your wellbeing and making your time at the Thinking Schools Academy Trust even more rewarding.**

## **You will benefit from joining a Thinking School community**

- Benefit from an internationally accredited pedagogy approach to thinking and learning, which has been proven to enhance classroom practice.
- Culture of appreciate exemplified by our TSTARS colleague recognition scheme, includes seasonal rewards.
- We are accredited 'Investors in Wellbeing' by Investors in People for our commitment to staff wellbeing.

## **You will benefit financially**

- Competitive salary bands with opportunity for growth via annual pay reviews, as part of our Professional Growth policy;
- Access to the Teachers' or Local Government Pension Scheme;
- Refer a Friend incentive scheme: earn monetary rewards;
- Access to our Staff Benefits Portal, My Lifestyle.
- Join the Blue Light community and gain access to more than 15,000 discounts from large national retailers.

## **You will receive continued professional development**

- Our in-house CPD provision, Thinking Horizons, offers clear pathways and goals to guide your aspirations;
- As an accredited Chartered Teacher organisation you can become a recognised Chartered Teacher;
- Grow your skills with opportunity for Trust-funded apprenticeships and training courses;
- Regular MAT meets alongside our regional hub model offers a network of collaboration for staff to share best practice.

## **Your wellbeing will be our priority**

- A pro-rata annual leave entitlement of 27 days, increasing to 31 after 5 years of service;
- Health and Wellbeing benefits including access to Thinking You - A 24/7 employee assistance programme for legal, financial, emergency health or lifestyle support;
- Discounted gym memberships at our on-school fitness suites in Medway, Plympton and Brixham;
- Trust and School level wellbeing initiatives, including Mental Health Awareness week in May.



# Submit your application today.

[recruitment@tsatrust.org.uk](mailto:recruitment@tsatrust.org.uk)

Park Crescent, Chatham, Kent, ME4 6NR



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