

# WhiteTrees

independent school

*Building Brighter Futures*



## CANDIDATE INFORMATION PACK



Part of the

WhiteTrees  
group



## MESSAGE FROM OUR EXECUTIVE HEAD TEACHER



**LAURA BULL**

Thank you for your interest in joining our White Trees Group family - our vision is simple: to provide pupils with the confidence, skills and ambition to achieve, equipping them to have a successful and productive life. We aim to ensure they leave our school with a 'new day, new opportunity' ethos and are capable of becoming positive members of their communities.

To do this, we have 3 principles that underpin our policies, practices and everything we do:

- Everyone can learn, achieve, and has the potential to be successful.
- Positive relationships are key to success and are underpinned by mutual trust, respect and caring for one another.
- We have high expectations in everything we do.

It is our intent to use an approach that puts the pupil first and doesn't try to fit them into a generic system that has already failed them, often time and time again, White Trees has been able to engage and offer an education to the most complex of pupils. To do this, we have three main focuses each day:

- Meet emotional needs first
- Create positive relationships
- High quality curriculum

If you are determined, resilient and passionate and have the same mindset as above – then White Trees is the place for you! I look forward to receiving your applications and meeting you!

**Laura Bull, Executive Head Teacher**



## TESTIMONIAL FROM CHAIR OF GOVERNORS



**CHRISTINA WELLS**

I would like to start by offering you a very warm welcome to the family, that is White Trees School. I have been fortunate enough to be involved with the School since 2017, I'm currently the Chair of Governors for the academic year 2022/23.

White Trees is a truly wonderful School that offers support and education to vulnerable young children from across the counties. We offer education that wraps itself around the child and shapes itself to their ability and emotional position for each and every day. It's a wonderful world to work in and a far cry from mainstream educational provision.

If you are thinking about applying for a position at White Trees School my advice to you would be do not hesitate, complete our application form and if needed ask to speak to our Head Teacher Joanna Duncan or to our Executive Head Laura Bull, I know that they will take time out to answer your questions and offer you a tour of the school prior to your interview.

I would like to wish you well in advance and enjoy your time with us.

**Christina Wells (BA hons)**

## THE WHITE TREES WAY



Our guiding principles and framework allow us to provide a quality provision, with a high consistency of care. The framework is embedded in our practice, throughout our curriculum and care standards. Our Wellbeing team support our young people and staff alike to ensure that everyone is achieving to their full potential.



**Meet emotional needs first.** Staff ensure that they have a deep understanding of each pupil, their needs and aim to juggle overcoming any anxieties, upsets and other concerns with their education.

**Creating positive relationships** that allow pupils to trust and feel cared for is difficult with our pupils but if we can build those all-important relationships, we will change lives and be able to better support our learners in and out of 'the classroom'.



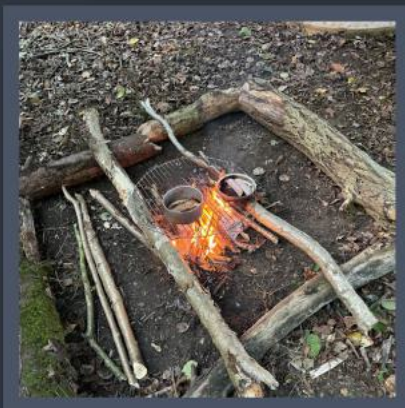
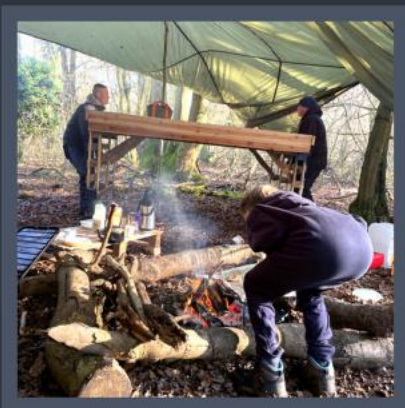
**High quality curriculum, planning and teaching** has to be personalised to each pupil and be incredibly flexible as each pupil works at a different pace, and has very different challenges to overcome that the teacher needs to be able to support and adapt to each day. This includes adapting to how pupils learn and balancing the blending of the groups and classes they will be working in.



## WHITETREES GROUP CONTEXTUAL INFORMATION

SureCare was opened in 2008, to offer a residential and therapeutic home provision for some of the most complex, vulnerable and in need children in the UK. SureCare, now known as The White Trees Group, takes great pride in being able to offer a provision that puts the children first.

Historically, provisions such as secondary schools, specialist schools and PRU's were used as educational placements for children residing with White Trees, but this often resulted in the young people being temporarily and sometimes permanently excluded for their behaviours; a continuation of the difficult and often traumatic cycle they have experienced. White Trees Independent Schools inception came in 2014 when it became clear that the local provisions available were not going to be able to meet the young peoples' educational and behavioural needs.



From the start, it was clear White Trees Independent School would have to be a specialist provision. It would need to offer a nurturing environment that works around the pupils' needs in order to enable the pupils to be able to access their education. The development from the initial concept to finally opening was a long and complex journey and it continues to grow in order to provide the best possible outcomes and opportunities for its pupils. This developed into the consideration that the best way to meet many of our pupils' complex needs would be to explore the potential for education to be provided anywhere and not just within the four walls of a classroom. We also make it a priority to focus on developing the 'whole child' not simply focusing on academic progress or achieving qualifications, but ensuring our pupils are truly ready for life after school by developing their social skills, character and attitudes that will help them be positive members of their communities.





## EDUCATIONAL SITES AND PROVISION

### WOODLANDS



### THE MILL



### PURLEY FARM



### CLASSROOM IN A VAN



### FOREST SCHOOL



### OUTDOOR EDUCATION







## PARENT TESTIMONIAL

### Testimonial From Parent With A Child At WhiteTrees School

Having a child with complex needs is challenging and sometimes you can feel quite alone. Since our son has been attending WhiteTrees school I cannot express how happy I am with his progress and educational growth.

WhiteTrees has been like a big family to us who have genuinely cared for our son and their other students and want the very best for each and every child to reach their full potential.

I feel so supported as a parent and the regular communication between home and the school has been outstanding.

Laura Bull the head teacher of WhiteTrees really goes above and beyond and has been a massive support for not just our son but to me too, it is good to feel supported and be part of this wonderful school community.



## RECRUITMENT CONTACTS



**LISA HONOUR**

**HEAD OF RECRUITMENT  
& HR  
WHITETREES GROUP**

Three years ago we formed our own in-house recruitment team to support the White Trees Group growth and future strategic plans across our Children's Residential Homes and our Independent School.

Our recruitment team are experts in their field and know the best way to recruit a talent pool that has both the skill set and understanding of how to meet the needs of our young people. This is in-line with delivering against our company values, ethos and expectations.

At White Trees we like the recruitment process to be seamless. We have designed a candidate journey which is transparent, informative and professional.

We are continually sourcing talent. This is largely due to growth and internal promotions within our homes and schools.

If you want to be part of our growing White Trees family, that is supportive and forward thinking, we would love to hear from you!



**LAUREN KEYES**

**COMPLIANCE MANAGER**  
01279 505326 EXT 207



**OLIVIA KEEBLE**

**RECRUITMENT CONSULTANT**  
01279 505326 EXT 212



**SARAH HAYTER**

**RECRUITMENT CONSULTANT**  
01279 505326 EXT 211



**EVIE WADE**

**RECRUITMENT ADMINISTRATOR**  
01279 505326 EXT 209



## **BENEFITS OF SERVICE**

WhiteTrees Independent School employs circa 40 teachers, professionals, support and technical staff. Together these employees work as a community with a shared aim; to Build a Brighter Future for their pupils.

### **PENSION AND SALARY**

We offer competitive salaries and an auto enrolment pension scheme.

### **TERM TIME**

The school operates a 39 week term. Please refer to the academic calendar that can be found on our website for half term and end of term closures.

### **EMPLOYEE ASSISTANCE PROGRAMME**

Our Employee Assistance Programme gives all employees access to a 24-hour helpline, for all personal and work issues that may arise.

The service provides an on-line wellbeing hub which includes podcasts and monthly themed newsletters.

Counselling sessions can be provided as part of this service too and the service extends to cover your immediate family.

### **PERSONAL & PROFESSIONAL DEVELOPMENT**

Our aim is to Build Brighter Futures for the young people we support. To do this, we must support, educate and nurture the teams of adults who help us provide the best care and support we possibly can for these young people, so that they can develop and learn in a safe, secure environment.

We are committed to equipping all our staff with the necessary training and development to ensure they are able to meet the needs of the vulnerable young people in our care. All staff participate in a comprehensive Induction Program and ongoing Continuing Professional Development each term.



## HOW TO FIND US



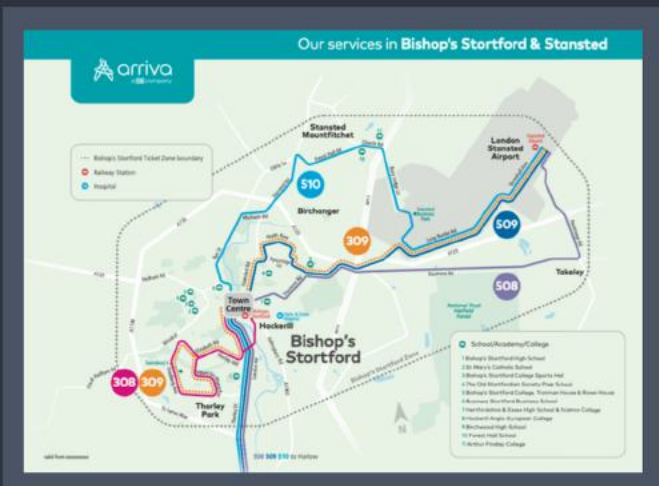
### ADDRESS

Head Office  
The Snap Factory  
Twyford Road  
Bishop's Stortford  
Hertfordshire  
CM23 3LJ

01279 505 326

info@whitetrees-group.co.uk

whitetrees-group.co.uk



### BY ROAD

We are easily accessible via the M11, A120, A14 and A414.

Bishops Stortford is serviced well by Arriva bus services.

### BY RAIL

Trains run frequently to Bishops Stortford (BIS) from London Liverpool St, Tottenham Hale and Cambridge. The train station is only a short walk from Head Office and The Mill School site.



## TESTIMONIALS

"I have worked at White Trees for 6 years. I was originally employed as a tutor. I have seen the school expand and grow in the time I have been here. I am a senior tutor now and work at the Woodlands school site teaching PSHE/RSE and Lego Therapy."

Jo Yates, Senior Tutor & Lego Therapy Co-Ordinator



"My WhiteTrees journey began over three years ago, when I started as a classroom teacher, teaching all subjects to a variety of pupils. As the school grew and more staff were employed, I was able to specialise in my subject area of English. I have since been promoted to Lead Teacher, with teaching and learning and site lead responsibilities at the Woodlands school site"

Sarah Rixon, English Lead

"I have been working at White Trees for 4 years, starting as a tutor and working up to a leadership role. All staff and management have been very supportive during my journey, offering support and guidance whenever required. The CPD and career progression opportunities here are second to none, and there is always scope for growth!"

"Working with our young people is one of the most rewarding aspects of the job. Seeing them able to grow and develop not just academically, but socially and emotionally is an amazing journey to witness. Being able to support them through achieving their goals, is a privilege"

Aaron Shead, Site Lead





"Pupils engage positively with learning at White Trees. Pupils learn a curriculum that is carefully tailored to their individual needs and aspirations. They develop the confidence and determination to achieve well. Pupils enjoy the wide range of opportunities they have to learn new skills and develop their interests. Pupils are well prepared for their next steps in education or training."

Ofsted Inspection, November 2021



White Trees Independent School is a particularly outstanding example of a school committed to meeting the needs of its pupils and is outstanding in its commitment to and implementation of inclusive practice. All staff have an enthusiasm and passion for their part in the learning and lives of the pupils at the school. They provide an outstanding, caring environment for pupils where high expectations have a huge impact on their progress and wellbeing.

IQM Inclusive School, May 2022



"We are proud to be a Stonewall School Champion, we are committed to providing a robust quality of education – with equality and diversity being at the forefront of our practice"

Laura Bull – Executive Head Teacher