

A background image showing a male teacher with a beard and a lanyard leaning over a desk, smiling and looking at a book held by a young girl. Another student is visible on the right, also smiling. The entire image has a purple overlay.

Working the Nova way



Welcome

We have a clear goal at Nova.

We want everyone to be happy and successful at Nova, regardless of the role you undertake in the service of our learners.

Everyone plays a key part and it is important that everyone feels they are a valued member of the Nova family.

In every Nova work place, we want our staff to feel they are invested in both professionally and personally. Given that we spend a large proportion of our lives at work, it is important that we are happy in our job, as this in turn will help everyone be successful.

Staff spotlight

"It's always such a pleasure to come in to school every day, to work with such truly amazing students and to be surrounded by such supportive colleagues."

Sally Goodman
Behaviour Support



**Building strong
characters and strong
learners that secure
strong attainment**



Novation

is about how as a trust we aim to create a unique place of working that is not only value driven, but highly focused upon creating and shaping amazing places of learning.

Staff spotlight

"Since starting I've been given extra opportunities such as my Head of Year role, and I really feel the students appreciate the time and effort I put in with them."

Luke James
Teacher of PE



**Our approach is
captured in our motto...**



Work hard...

Our expectations for everyone who is a participant in our organisation.

...be kind.

It is about putting others first, whilst developing a collaborative and supportive learning environment, where everyone is nurtured and developed to be the best they can be.

Being a member of the family

No matter when or where you enter the Nova family, our aim is to make you feel comfortable, supported and energised.

In this way we believe you will help us meet the many and varied challenges that face us in education, as we aim to create and secure amazing schools.

The Nova approach is partnership focused, not 'brand' driven. We value the heritage of our school communities over branding. Branding is not a substitute for vision, ethos or values.

At Nova we place a high value on working together in order to secure our goals. We don't want to leave anyone behind, but we expect everyone to commit to our way of working.

Staff spotlight

"My job is very rewarding and I have been extremely privileged to assist with the growth of a new school since its inception."

Jacki Dunthorne
PA to Head of School



To help staff meet our high expectations we provide:

Professional and occupational training of the highest quality that is directed by our training arm—the Research & Training Institute (our ‘Teaching School’).

Our ‘appraisal’ approach is focused upon ‘Career Planning’ and everyone is ascribed a ‘Career Planning Tutor’ who provides guidance and support to improve work place effectiveness and career progression.

Our training programmes range from Initial Teacher Training, work place induction e.g. NQT/RQT training, Leadership Training (Middle/Senior) and Systems Leadership (Business Managers, Headship, Executive roles, etc.).

We have an active ‘Talent Management’ programme where we nurture and ‘direct’ staff to specific trust opportunities, where staff can professionally develop and grow.

We provide supported pathways for staff to secure accredited professional qualifications (First Degrees, Masters, Vocational Qualifications, etc.). The trust benefits from its very close relationship with the University of Nottingham.

Our conditions of employment are amongst the best, as we provide a health care package, supported training and a caring working environment. We take the well-being of our staff seriously and aim to ensure our work systems are simple and effective in ensuring high impact and low stress. As a trust we understand the demands of work-life balance and the importance of family life. Nova tries to take the long-term view regarding flexible working, especially with regards to family priorities.

Staff spotlight

“Knowing that my work directly impacts the life chances of young people gives me a real sense of purpose and enjoyment.”

Lou Coutts

School Leader
(Business and Finance)



A photograph of three teachers in a meeting. A man in a suit and tie is seated on the left, looking down at a document. A woman with glasses and a light-colored shirt is standing in the center, smiling. Another woman with curly hair is seated on the right, also smiling. They are all looking at a document on the table. The image has a green overlay.

Career planning in teaching

Nova values its status as a School Centre for Initial Teacher Training (SCITT). It is a privilege to shape the teachers of the future and we take every care to ensure they have the best possible start to their teaching career.

Teacher training

Our SCITT team of trainers have developed a first class training programme that gently eases in our ITT trainees into their new professional life. We place a high emphasis on each cohort of trainees working together and supporting each other. Every year we offer our ITT trainees the opportunity to undertake an international visit in order to understand how the delivery of education can vary globally.

The completion and pass rate on our SCITT courses, both for primary and secondary, is extremely high and the vast majority of our trainees secure at least a 'good' pass. As a trust we provide every opportunity for our ITT trainees to secure teaching positions in one of our trust schools. It is in this way we ensure a 'family' feel to our trust and it helps the emerging teacher to have a more positive start as a Newly Qualified Teacher (NQT).

NQT or new starter

One of the advantages of a large trust, such as Nova, is that there is usually several staff joining the trust at the same time. This enables a great camaraderie to be established and in our view, it is important that professional friendships are quickly cemented.

Whether you are a new starter with no experience within the trust or a former SCITT trainee, you will receive a very comprehensive 'on-boarding' process, so that any concerns, related to starting work at a new place, quickly evaporate. One of the universal comments we receive each and every year is how kind and supportive staff are to new employees. This is so important to us and sits at the heart of our 'Be Kind' agenda.

Every new starter will experience a comprehensive training package shaped and determined by their role and career experience. Our aim is to induct and train every member of staff to the highest level so that they are best able to serve our children.

Leadership and talent management

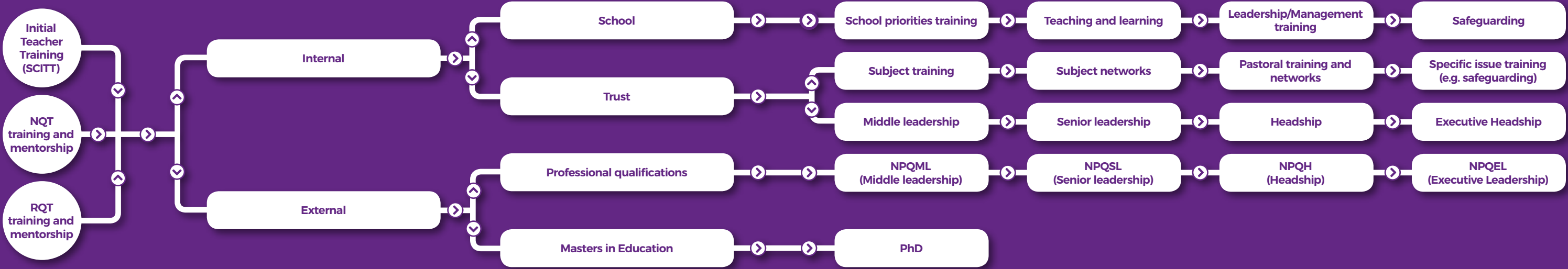
As a trust we foster and encourage staff to take on leadership roles. Normally over 50% of our staff have a defined leadership responsibility.

In order to support staff, who wish to take on a leadership responsibility, the trust has constructed a wide range of leadership training programmes. These aim to provide staff with the necessary understanding and skills to execute their leadership roles effectively.

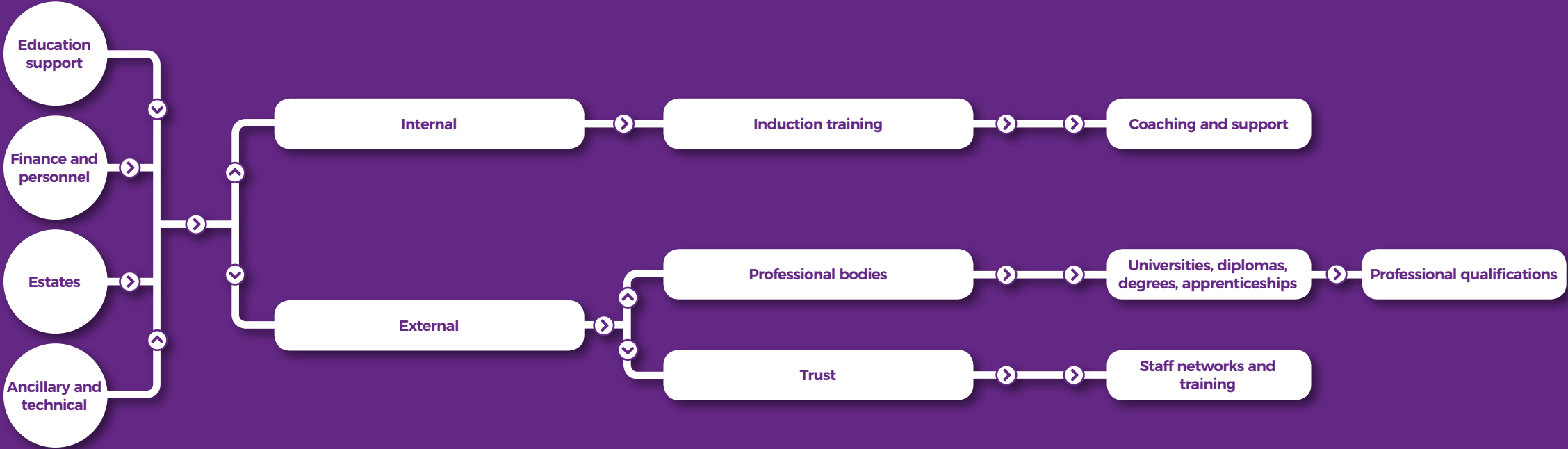
Wherever possible we aim to promote staff from within the trust, as this ensures continuity for the trust and career opportunity for our staff. This having been stated, the growth of the trust means we are always seeking new talent. As a trust we want to appoint staff who can add the greatest value to our organisation.



Training pathways for teaching staff:



Training pathways for professional and operational staff:



Training pathways

Working in a Novation organisation

Nova places a high priority on ensuring everyone in the trust, work in a way that embraces 'Work Hard, Be Kind'. Critically, this is not just an aspiration but rather an expectation. We appreciate, that for new staff especially, this approach will take a period of time to adjust to, so that it becomes an automatic way of working. Being kind and thoughtful costs nothing but it is a powerful force in creating the appropriate working environment for staff and learners.

'Work hard' is about working in an intelligent and thoughtful way so that we secure our organisational goals in the most efficient way. It requires everyone to contribute to the dynamic of improvement so that our learners get the best possible service. This is a professional and moral responsibility every employee carries. This then ensures we secure best value from resources allocated to the trust from public funding.

Staff spotlight

"The opportunity to progress from a school-based IT technician to working across multiple schools within the trust has furthered my professional development."

Luke Headland
Cluster IT Technician

Career planning

The trust places a high emphasis on all staff to critically reflect on their actions. Our 'appraisal' system is focused upon the key aspects:

How can each person improve on the service they provide

How can the trust help its staff to secure their career ambitions

This positive agenda is designed to move away from a 'pass-fail' approach, to the work staff provide for the trust. The aim is to be intelligent and sensitive about helping staff add value to the input they provide and increase their level of job satisfaction.

Research and Training Institute

A key arm of the Nova Education Trust is its Research & Training Institute (Teaching School). Significant investment in research and training enables the trust to build capacity and expertise, in order to drive trust activities and secure our vision.

At the epicentre of the institute is our SCITT. We believe if we can secure the best start for trainees starting their teaching career, all else will follow.

Our aim is to provide a clear and effective framework of training, underpinned by the latest academic research, to support our staff in executing their roles to the highest standard.

A core element of our training programme is centred upon leadership (at all levels). Our leadership programmes have been constructed out of real experience of occupational need but underpinned by theory and the latest research. The programmes are delivered by staff who have a credible and proven track record of outstanding leadership in addressing current challenges.

Professional networks

A strong feature of Nova is the professional networking opportunities we provide for ALL staff. We find such networking opportunities enable staff to carefully reflect upon their current practice and acquire new ways of working that improves job satisfaction and effectiveness.

For teachers we provide subject networking opportunities through Subject Boards which are led by our Executive Head Teachers and Subject Directors. These operate in all phases of education. These networks enable staff to acquire stronger professional knowledge (pedagogy, methodology, etc.) as well as meeting external professionals such as Exam Board subject leaders, etc.

For our professional support staff, these networks provide opportunities to link with staff undertaking similar work in other school contexts. This helps with work place training as well as acquiring a deeper understanding of role and function within a trust organisation. Our trust organisational leaders (CEO, CFO, COO, Directors of HR, IT and Governance & Compliance) also provide direct training on appropriate work agendas.



Work satisfaction and well-being

Work plays a significant part in our lives. If we are happy at work then there is a strong chance that we will be happy in life.

At Nova, through the right level of support, training and professional growth, we aim to provide a work environment that is rewarding and a positive experience. Working with positive and happy colleagues is an uplifting experience.

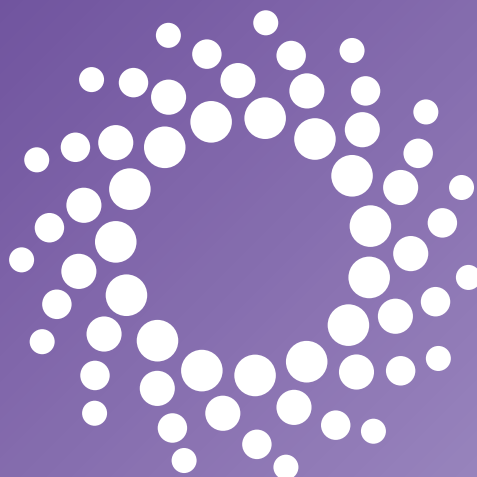
That is our goal for everyone at Nova.

Staff spotlight

“I am inspired by the vision of the academy and I am proud of the contributions I make to support our young people to achieve their potential.”

Ali Rae
Pastoral Leader





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