Evolution of recruitment across an expanding Multi Academy Trust

Liz Anderson, CEO, Djanogly Learning Trust
Holly Pickering, PA to Liz Anderson.
Djanogly Learning Trust: History

- Nottingham City Technology College
- Djanogly City Academy Nottingham
- Djanogly Learning Trust formed in 2011
- Djanogly Northgate Academy joined in 2011
- Djanogly Strelley Academy joined in 2014
- Springfield Academy joined in 2017
- Langley Mill Academy joined in 2018
- Laceyfields Academy joined 1 January 2019
Creating the Vision and Ethos

A Journey to Excellence

We believe that every child has the right to an education that gives them the best opportunity to succeed and prosper. We know that this takes great people, hard work and attention to detail. This is a considerable responsibility and we take it very seriously. Everyone within our trust is fully committed to learning. Our ethos is to be innovative in order to improve, to develop resilience in order to face challenges, and to strive for excellence in everything we do.

Innovation

We believe it’s vital to look for new and creative approaches in order to maintain our ongoing commitment to improving our teaching and learning provision. We strive tirelessly to achieve the best, are not afraid to take risks and are never complacent. All of our staff are actively encouraged to look for improved ways of working and to promote an atmosphere of trust.

Resilience

We believe it’s crucial for both children and adults to develop a strong sense of self in order to succeed in challenging times. Our mission is to ensure that our children and staff have the independence to work things out for themselves, the confidence to ask for help when they need it and the courage to never give up.

Excellence

We believe that everyone deserves to experience excellence. Our organisation is ambitious and we endeavour to support all our children and staff to reach their full potential. We commit to delivering high quality professional support at all levels as part of our journey to excellence. By providing this excellence in teaching and learning, we ensure that all our children have the necessary knowledge and skills to succeed.

Making A Difference through: innovation | resilience | excellence
Building the Vision and ‘Growing our Own’

Journey to Excellence
- Individual CPD: staff taking ownership of their development
- Professional conversations to support performance management
- Empowering a culture of continual learners.

Capacity in a larger MAT to offer more opportunities
- Staff see wider opportunities within the Trust
- We retain excellent staff who are part of our ethos
- Lowers cost to recruit for those higher level positions.

Making A Difference through: innovation | resilience | excellence
How we began to recruit

Using eTeach and their expertise

Djanogly City Academy is one of the most improved schools in the country. Over the last 4 years, we have been through a transformation and are now looking to recruit our new Principal to continue our ethos of “Everybody Graduates” delivered through high quality teaching and coaching through the ‘Teach Like a Champion’ model.

At DLT we believe that every child has the right to an education that gives them the best opportunity to succeed and prosper. We know that this takes great people, hard work and attention to detail. This is a considerable responsibility and we take it very seriously. Everyone within our Trust is fully committed to learning. Our ethos is to be innovative in order to improve, to develop resilience in order to face challenges, and to strive for excellence in everything we do.

Making A Difference through: innovation | resilience | excellence
Reviewing and improving

The application process & developing the Application Pack

Descriptive and engaging

Personalised: welcome letters

Describes our ethos & values

Contains details on: how to apply

Job Description & Person Spec

Tailored to detail curriculum

Making A Difference through: innovation l resilience l excellence
‘Selling’ the brand and benefits

Why we ‘stand out’

Why chose Djanogly: benefits & perks

Why our ethos and vision is more important than ever before

Applicants want to know why they should work for you

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Raise of Social Media

Using LinkedIn & Twitter to ‘advertise’

- More platforms to advertise
- Encourage your staff to like and share
- Recommendation from your team

Joining up your social platform with the eTeach adverts
It’s time to shout louder

Not being afraid to tell people what you are up to

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Future HR Service

Becoming more digital: online application forms

Using mobile phones to apply quickly yet effectively

Getting data savvy: when is the best time to advertise?

Talent Pool: using the cloud based system to hold interested candidates for future vacancies

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