

# The Golden Thread Recruitment Pack



# Why Work for The Golden Thread Alliance

The Golden Thread Alliance is a Multi Academy Trust comprising nine inspiring primary schools across North West Kent, each with its own unique character, history and demographics.

Formed in January 2023 following the merger of Galaxy Trust in Dartford and Pathway Trust in Gravesham, The Golden Thread Alliance is a place where ambitions are respected and supported, and where all members of staff can find their strengths and fully grow into their roles as inspiring educational leaders.

You'll be joining a team of over 750 staff dedicating their every day to the education, safety, and personal growth of nearly 5000 children. Our primary goal has always been to bring communities together by following the same uplifting values and vision, no matter how different the backgrounds of our schools and students may be.

It's our diversity that makes us strong. It drives us to celebrate our differences rather than downplaying them, and to support our staff and students in the most suitable way for their needs and aspirations.

This commitment is evident in our staff benefit offer, pledges, vision, and values.



# Our Vision & Values

We are, above all else, a value-led Trust. Following the thread that connects our schools, staff, families and pupils, we aspire to achieve more and be the best we can be, caring for each other and supporting each other's unique goals every step of the way.

Our staff and students follow 'Our Golden Thread', a Trust-wide set of values delivered through a poem which we all learn to recite and apply to our everyday work.

((( )))

*"Here we are all different in how we talk learn and play,  
But we have our seven values and we live them every day.  
We're **respectful** and **ambitious**, we're **responsible** and **kind**,  
We believe in **courage** and **equality**, so no one's left behind.  
We have **integrity**, so we're honest (we do just what we said).  
We look after each other, and that's our Golden Thread!"*



# Our Vision & Values



## Respect

We respect everyone, no matter who they are or where they come from.



## Equality

We support everyone to succeed, however that looks for them.



## Responsibility

We share credit when things go well and take ownership when times are tough.



## Courage

We keep trying, even when things are hard.



## Ambition

We set high expectations and work hard to meet them.



## Kindness

We look after those around us.



## Integrity

We are always honest with others and ourselves.

Our governing belief is that we are as united as we are different.

We duly recognise and celebrate our differences together, so we can provide personalised support when needed.

This ensures that every single one of our children can fulfil their potential for greatness and grow into a compassionate and responsible adult. We are also committed to developing the skills and experience of our incredible staff through ongoing CPD provisions, wellbeing support, and personalised career support.

# Our Pledges

As a Trust valuing its diversity and uplifting the unique character of the communities we embrace, we are committed to following five key pledges ensuring that no one is left behind.

## Our Pledge for Looked After Children and Previously Looked After Children

We will:

- Be open and inviting to all children from all types of families
- Respond to the specific needs of children who have experienced trauma
- Work with families and others who support these families
- Respect family history
- Celebrate families in all their forms

## Our Pledge for Children Living in Different Families

We will:

- Welcome children from all types of families
- Recognise and celebrate all different family types
- Equally welcome LGBT+ family groups as well as every other family
- Commit to tackling homophobia in all its forms within our schools
- Celebrate families and all they contribute to our community

## Our Pledge for Children with Special Educational Needs and Disabilities (SEND)

We will:

- Work in partnership with parents and carers to improve opportunities for children with SEND in all aspects of school life
- Enhance and adapt the curriculum to make it fully accessible to all children
- Celebrate small steps of achievement and recognise skills and strengths outside of what we might expect
- Equip all children with the knowledge and understanding to support and include children with SEND

## Our Pledge for Black Students and Families

We will:

- Celebrate differences in our background and culture
- Ensure Black families are listened to in all aspects of school life
- Represent a wide range of ethnicities in our staff and through focused recruitment
- Acknowledge the contribution of the Black community in the UK and internationally across all areas of learning
- Fairly include our Black pupils in all aspects of our curriculum including school councils and extracurricular activities
- Champion equality and challenge all discrimination towards our Black community
- Keep Black children safe

## Our Pledge for Children and Families Who Are “Pupil Premium” or Eligible for Free School Meals

We will:

- Respect confidentiality by not sharing a child’s FSM status
- Use the pupil “premium” designation as a reason to widen a child’s opportunities – not narrow them
- Educate all staff about the reasons a child may receive free school meals
- Prioritise intervention and catch up for those pupils receiving free school meals who really need it
- Offer greater challenge to the most able
- Educate all pupils about the value of a well-balanced, nutritious school lunch
- Work tirelessly to narrow the gaps in attainment between all groups of children

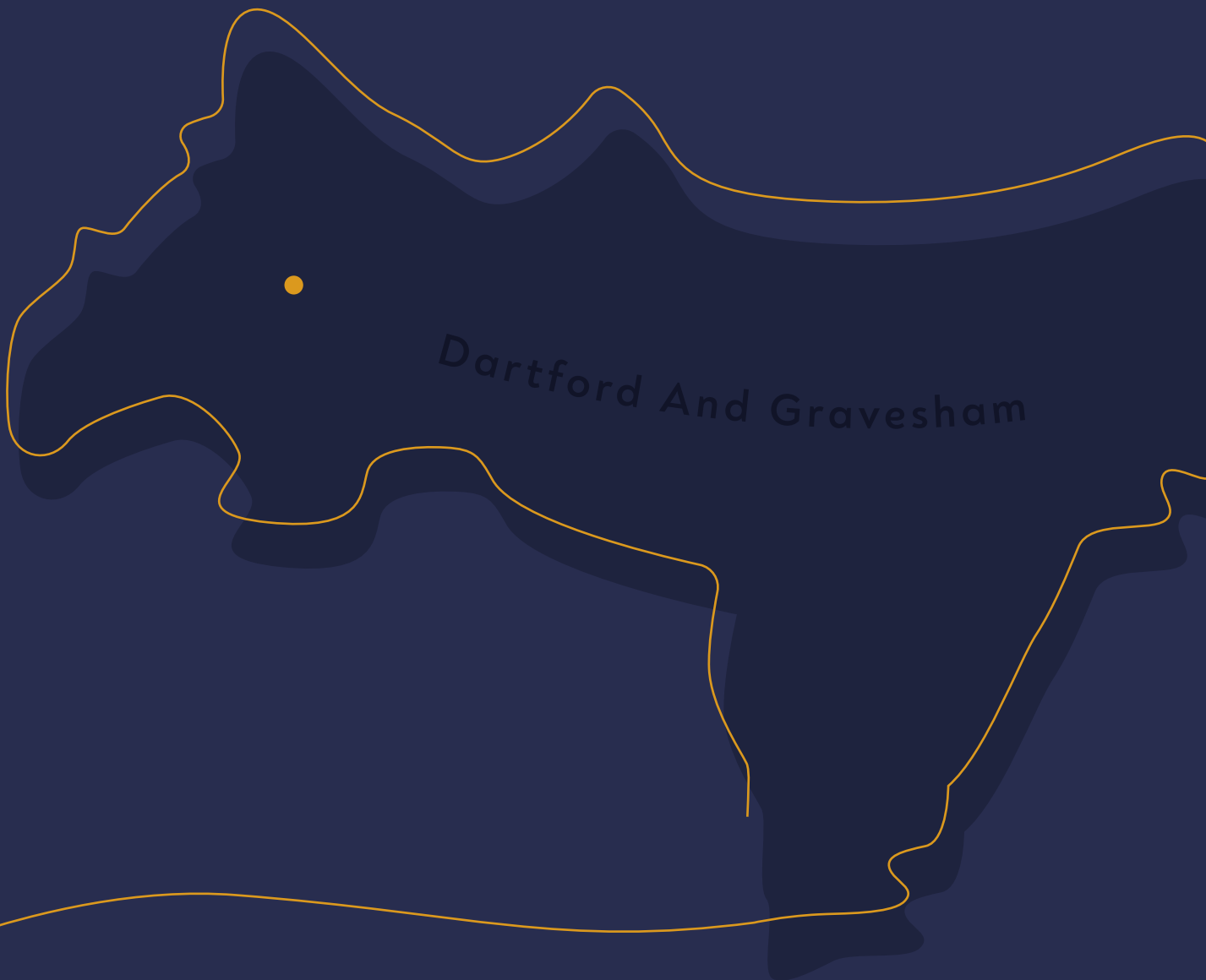


# Get to Know Our Community: Dartford and Gravesham

Many villages, woodland and downland make up the distinctive heritage landscape of North West Kent, and thanks to its proximity to London and other sprawling urban areas, the Dartford and Gravesham area is a great destination for professionals. You will benefit from excellent transport and road links, this location has something for everyone's taste – especially for lovers of the outdoors.

The Dartford and Gravesham districts are home to over 12 miles of Thames waterfront, blending built-up areas with wild marshes, making for a fascinating and unique landscape to discover.

Joining our Trust will introduce you to our main office in Dartford as well as nine primaries across different Dartford neighbourhoods and quaint villages like Meopham.



# Staff Benefits

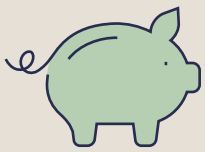
In the same way we pledge to assist and inspire our pupils and families, our Trust is committed to supporting each member of our staff to realise their full potential and grow into their role with confidence, no matter what obstacles they may be facing.



- Trust-wide commitment to your ongoing Continued Professional Development (CPD)



- Two family days



- Access to Local Government Pension scheme/Teachers' Pensions



- Eyecare vouchers through Specsavers



- Half-day Christmas Shopping Leave




- Annual Flu Jab offer for all staff



- Employee Assistance Programme to support your mental health and wellbeing



---

 West Hill Primary Academy  
Dartford Road  
Dartford, Kent  
DA1 3DZ

 01322 296140

 [www.golden-thread.org](http://www.golden-thread.org)

