



THINKING SCHOOLS  
ACADEMY TRUST

INVESTORS IN PEOPLE®  
We invest in people Standard

# Are you ready to Transform Life Chances?



# 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 other schools in Medway, sponsoring Holcombe Grammar School (HGS) and The Gordon Children's Academy (GCA). Together, we embarked on a journey with the surrounding community by creating our first free school, New Horizons Children's Academy (NHCA).

The footprint of the Thinking Schools Academy Trust steadily expanded across Portsmouth with The Portsmouth Academy (TPA). In 2021, Plymouth High School for Girls (PHSG) 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 (LA), 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.

# Mission & Values

**At The Thinking Schools Academy Trust, we 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 our students 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 independence and prowess.

*“TSAT provides a forward-thinking, innovative environment that not only benefits students but also supports educators in their professional development.”*

Colin Rudgely - Portsmouth

BEST  
N YOU

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

# Who are TSAT ?

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

**We are a workload respecting organisation 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**



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# Our Benefits

See the full list of our benefits on our website.



Join an organisation that is **accredited 'Investors in Wellbeing' by Investors in People** for our commitment to staff wellbeing.



Our **Salary Bands pay above national rates**, and recognise and reward our staff for their hard work.



Culture of appreciation exemplified by our **TSTARS colleague recognition scheme**, which includes seasonal rewards.



Health and wellbeing benefits including **access to Thinking You - Our 24/7 employee assistance programme** for legal, financial, emergency health or lifestyle support.



**Discounted gym memberships** including **our onsite fitness suites** in Medway, Plympton and Brixham.



You will have access to our **Staff Benefits Portal, My Lifestyle**. You can also **join the Blue Light community** and **gain access to more than 15,000 discounts** from large national retailers.



Enjoy a pro-rata **annual leave entitlement of 27 days plus bank holidays, increasing to 31 after 5 years of service** for non term-time only roles.



Benefit from an **internationally accredited pedagogy approach to thinking and learning**, which has been proven to enhance classroom practice.











Our **in-house CPD provision, Thinking Horizons**, offers clear pathways and goals to guide your aspirations.






# 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

*"TSAT have been supportive, inspiring, and challenging. Working for the trust has not only transformed my professional life but also enriched my personal experiences, leading to a deeper sense of community and fulfilment."*

Carol Durant - Paignton



# Ready to join our team?

## Contact Us

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