Join the team

Orchard Hill College Academy Trust

Working together to transform lives

Work for us

Are you looking for more than just a job?

Do you want to make a real and lasting difference to the lives of children and young people with Special Educational Needs and Disabilities (SEND)?

About us

At Orchard Hill College Academy Trust (the Trust), transforming lives isn't just what we do, it's who we are.

Every day our staff work together with passion, expertise and purpose to ensure pupils and students with SEND receive the opportunities, support and belief they need to achieve their full potential.

Across our schools and central services, you'll find a community of dedicated professionals who advocate tirelessly for inclusion, ambition and positive outcomes. As one of the UK's largest specialist education providers, we are proud to employ over 1,500 colleagues, each playing a vital role in shaping brighter futures.

We offer a wide range of rewarding career pathways, including:

- Senior Leadership roles
- Teachers, Teaching Assistants and Learning Support Workers
- Therapy and Nursing professionals
- Business and Central Support roles

This is an exciting time to join the Trust. As we continue to grow and evolve, we are looking for talented, committed people who share our values and want to make a meaningful impact. In return, we offer strong training and development opportunities, competitive pay and benefits, and a positive, inclusive working environment where people are supported to thrive.

We'd love you to join us on our journey. If you believe a career with the Trust could be right for you, scan the QR code to explore our current vacancies and take the next step in making a difference.

The Trust Family

Orchard Hill College Academy Trust (the Trust) is a family of specialist education providers from pre-school through to further education across London, Surrey, Sussex and Berkshire and fully represents all designations of special educational needs and disabilities (SEND).

North West London and Slough

- Arbour Vale School
- The PRIDE Academy
- The Skills Hub

South West London

- Bedelsford School
- Dysart School
- Nightingale Community Academy
- St Philip's School

Surrey and Sussex

- Brantridge School
- St Dominic's School
- Unified Academy

Sutton and Croydon

- Addington Valley Academy
- The Link School
- Carew Academy

Across the whole organisation we have experts and practitioners who advocate for children and young people with SEND to ensure they receive the best possible opportunities to achieve their full potential.

The Trust was established in 2013 by Orchard Hill College to share its expertise and provide services and support to specialist schools. The Trust is now home to 13 special schools.

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Staff testimonials

To give you an insight into the numerous valued jobs and careers at the Trust, we've asked some of our team to tell us what makes working here so special and what they get out of working for us.

"I came here as a Learning Support Professional for a year. I'd never worked in a school, never wanted to be a teacher, never tried teaching or being a Teaching Assistant.

The first time I read out loud in front of a class, they said, "What is wrong with her?"

Then I explained, "I'm dyslexic." They were in shock, "So you stutter sometimes when you read?" And that built a relationship, because then they started reading in class - because they thought, "If she can do it, I can do it."

I've got my Diploma (teaching), and now the school is putting me through a QTS course.

Nightingale believes in you before you believe in yourself. They see the potential and run with it while you walk and are ready to take the next step. They will be with you every step of the way."

Delowerine, Year 7 tutor, Nightingale Community Academy

"I joined Brantridge School on a temporary basis as a Teaching Assistant; I didn't know what to expect but I just loved it - five years on and I still do! You build a rapport with the pupils and get their trust. They all have different needs and once they are comfortable with you, you can really make a difference. They trust you and have faith in you and you can genuinely see the impact you're having."

Helen, Teaching Assistant, Brantridge School

"I qualified as a dramatherapist in 2020 after training as a music and drama teacher at the school many moons ago. Throughout my journey, the Trust has supported my growth, first helping me become a teacher and later a dramatherapist.

I've been encouraged to embrace creative challenges, from working with individuals and families to leading Carew's therapeutic journey toward becoming trauma informed and attachment-aware. Carew has also provided invaluable professional development opportunities, including training in safeguarding and mental health first aid, as well as opportunities to work systemically by building partnerships with families and collaborating with both the wider team and external stakeholders.

I feel privileged to work in such a vibrant, supportive community where I am trusted, valued, and able to continue growing in a meaningful and rewarding role."

Emily, Dramatherapist, Carew Academy

What our students say

"I like it at Carew. I have made friends and I have been very supported here."

Carew Academy

"Thank you for making school so much fun for me. I am learning more and more each day."

Dysart School

"Don't ever take me out of Nightingale. It's the only place I am part of the world."

Nightingale Community Academy

"Thank you for giving me the tools and confidence to go on and succeed. The Skills Hub is more than a school, it is a community where we can find hope and belief."

The Skills Hub

What our parents say

"Your dedication and hard work do not go unnoticed. Thank you for creating a nurturing and inspiring environment for my son and all the other children. Your efforts truly make a difference in their lives. You are appreciated more than words can express!"

Dysart School

"My son feels a huge sense of belonging to the school and is thriving on being part of such a lively, buzzy community. His reading is coming on and so is his writing. He has lots of friends, adores his teachers and is excited about moving up to the bigger part of the school next year. Carew Academy means the world to him."

Carew Academy

"The work you do is not easy, it takes strength, empathy and an unwavering belief in the potential of every child. Please know that your impact goes far beyond the classroom. You change lives. You changed our son's life."

Addington Valley Academy

"Great school, lovely staff that give so much support and understanding, it has been a life saver not just for my son but for us as parents too."

The Link School

"The school is outstanding the teachers really know my child and make him feel safe."

St Philip's School

Staff benefits

The Trust is an exciting, forward-thinking organisation and there are many benefits to embarking on your career with us. There are plenty of reasons to join the Trust, here are just a few:

- Comprehensive training and development
- In-service teacher training delivered in partnership with Canterbury Christ Church University
- Opportunities to engage with internal professional networks
- Access to counselling advice and support via Health Assured (our employee assistance programme)
- Commitment to wellbeing supported by our occupational health service and mental-health first aiders
- Scope for career progression across 13 academy schools, 10 college centre and central teams
- Generous annual leave and flexible working schemes in addition to bank and public holidays and a Christmas closure period
- As part of your contract of employment you will be enrolled into a pension scheme, the Local Government Pension Scheme (LGPS) or Teachers' Pension Scheme (TPS) both of which have life cover and financial protection for your family.
- Employee car lease scheme
- Enhanced parental leave schemes
- Cycle to work scheme
- Season ticket loans
- Employee referral scheme
- Discounted gym membership subscription including digital fitness
- Home electronics scheme
- Virtual GP appointments
- Various discount schemes, including Blue Light Card, Discounts for Teachers and Costco

BLUE LIGHT CARD. Discounts for Teachers wisdom wellbeing

View current vacancies at OHCAT

www.ohcat.org/vacancies/

Find out more about OHCAT

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