Arbor Academy Trust – Traineeships

Our Traineeship is a work placement designed to prepare participants for the world of work and give them a leg up towards an apprenticeship or starting role. Our Traineeships are available to motivated teenagers and young adults between 16 and 24, who are struggling to enter the world of work. Our Traineeships will last up to six months and gives trainees the skills needed to be considered work-ready with a career within the education setting.

Our Traineeships are a window of opportunity for people struggling to enter the world of work with their existing credentials and qualifications. Through practical experience our traineeships teach you the ins and outs of working within a School setting and provide you with an insight into the typical tasks you will be expected to undertake in full-time employment.

The positions we have vary and are within the following roles:

* Administration
* Catering
* Teaching assistant
* Premise
* Early years

Our Equal Opportunities promise

At Arbor Academy Trust, we work to eliminate discrimination, to advance equality of opportunity and to foster good relations.

According to The Equality Act 2010, we recognise that it is unlawful to discriminate, directly or indirectly, because of any of the nine protected characteristics [1] . We will publish information about our school population; to explain how we have due regard for equality and to publish equality objectives.

Our Aims

1.  We do not discriminate by association[2]  or perception[3]  against anyone, be they staff or pupil, on the grounds of a protected characteristic.

2. We ensure that pupils and staff are not harassed [4] or victimized [5]  because of a protected characteristic.

3. We promote the principles of fairness and justice for all through the education that we provide in our school.

4. We ensure that all pupils have equal access to the full range of educational opportunities provided by the school and our extended services.

5. We promote equality and ensure that systems are fair to all, and provide opportunities for everyone to achieve.

6.  We foster good relations by challenging stereotyping and prejudice whenever it occurs. Through our curriculum, we celebrate the diversity of our community and aim to promote positive social attitudes and respect for all.

Our Objectives

• To use information gathered on the pupil population to identify and close gaps between groups of pupils[6] within the school’s community by ensuring that pupils’ needs are fully met so they are able to achieve their full potential.

• To use Pupil Premium money to target specific groups of pupils in order to improve pupil outcomes

• To record and monitor prejudice-related bullying and incidents.

• To promote spiritual, moral, social and cultural development, with particular reference to issues of equality and diversity, in line with the school mission statement.