The Olive School Manchester – Local Benefit Proposal

Context

This document provides the relevant information to discharge conditions 29b (local labour outcomes), 30a (local benefit proposal end users), and 30b (local benefit outcomes end users) attached to planning permission 135936/FO/2023.

The Olive School, Manchester, is due to open in the new facilities referred to in the planning application (dated 23 January 2023, application number: 135936/FO/2023) after the October half term of the 2024-25 academic year.

The school will have a total of 13 staff in its opening year and this will be built upon as the school continues to recruit a new intake of reception pupils in successive years. The school plans to have 35 full-time equivalent staff working within school by the time it becomes fully operational in September 2030.

The school has developed its Local Benefit Proposal (LBP) in conjunction with the LBP guidance provided by Manchester City Council[1].

Recruiting local people, including apprenticeships

The opening of a new school in the heart of the Cheetham Hill community will bring new employment opportunities for members of the immediate local community and wider Greater Manchester demographic, which in turn, will contribute to strengthening the local economy.

Star has considerable experience of the challenges and opportunities presented by recruiting a new staff team to a newly established free school and building the team as the school grows.

A non-discriminatory approach to local recruitment for staff will follow a thorough and rigorous recruitment and selection process that has equality of opportunity at its heart.
The trust aims to recruit and invest in local community members wherever possible, through recruiting and retaining school staff members and apprentices, Local Accountability Board (LAB) members, and the use of local businesses to provide services to the school where appropriate. Star has made a commitment to ensuring governors are able to use their connection to the local area to support schools, and this has been embedded within our recruitment processes for the LAB.

Through community engagement initiatives, Star strives for strong educational attainment and the promotion of social mobility. Opening the new school brings with it the opportunity to create a first-class education for children in the local area, as well as high quality and sustainable employment opportunities for local people.

As an Apprenticeship Levy payer, we are committed to investing in apprenticeships and currently employ 40 apprentices across a variety of different roles within our schools and central services, such as Senior Leaders in Education, Teaching Assistants, School Business Managers, accountants and classroom technicians. As we continue to increase our staffing footprint, we will seek to develop

[1] https://www.manchester.gov.uk/info/200095/tenders_and_contracts/8142/local_labour_guidance_for_planning_applicants

apprenticeship opportunities for local residents who are unemployed and/or from ethnic minority backgrounds, young people who are not in education, employment or training (NEET) and those who are wishing to retrain or use their industry knowledge in the education field.

We are proud to be an accredited Living Wage Employer. Our commitment to the Living Wage Foundation's principles has been embedded in our procurement practices and extends to employees of contractors working in our schools – such as catering staff – also being paid the Living Wage.

Implementation

The key elements of the recruitment strategy for The Olive School, Manchester focus on:

- **Targeted advertising and recruitment:**

  Evidence-based approaches are used to ensure suitable candidates are attracted to posts at the school, including leadership positions, teaching staff and other support roles. We have advertised all of the school's vacancies on the Greater Jobs website (a dedicated recruitment platform for the Greater Manchester area), as well as other trust frequently utilised platforms such as the school[2] and trust websites and JobTrain.

  Upcoming posts have been promoted to local residents and other stakeholders at engagement events (e.g. statutory consultation, open evenings, and parent inductions), as well as the opportunity to sign up to the Star Talent Pool, which ensures notification when relevant new vacancies are advertised. Interested local residents receive regular updates from the Star recruitment team, as well as access to exclusive recruitment events and career advice, where appropriate.

  We are also working closely with a number of different voluntary and community sector organisations – such as the Khizra Mosque and Community Centre – to raise awareness about the opening of the new school and to ensure vacancy information can be obtained by local residents. When advertising apprenticeship opportunities, we will ensure vacancy information is shared with appropriate local support services and platforms, including Jobcentre Plus and other work and skills services commissioned or supported by Manchester City Council. In addition, the trust promotes an employee referral scheme and shares vacancies across the trust schools (including newly opening schools), encouraging current staff to signpost opportunities to friends, family and members of the wider community.

- **Utilising technology:**

  The trust's use of JobTrain – a market-leading Applicant Tracking System - streamlines the recruitment process, improves the candidate experience and provides metrics to continually to improve our recruitment processes. This includes monitoring local recruitment campaigns, capturing candidate feedback and coordinating the Talent Pool for local people to register their interest in posts at the school.

- **High quality support and staff development:**

  We believe that once we have successfully recruited high quality staff, we must do all we can to retain and develop them. The trust has invested heavily in its training and development arm

[2] https://www.olivemanchester.com/work-for-us/current-vacancies/

– the Star Institute – which is committed to the professional and personal development of the school workforce and to making a significant contribution to a self-improving school system. At Star, we want to play our part in developing the next generation of teachers, managers and leaders in our own schools and throughout the school system.

We also offer our staff a generous package of rewards and benefits, including competitive salaries and pension schemes, generous holiday entitlements and family healthcare plans.

- **Working with contractors and wider school community (Condition 29b):**

  Conlon Construction Ltd are the main contractor for the new building works. They are based in Preston, but have largely selected Greater Manchester based consultants and suppliers within their local supply chain. Their site records show that 272 of the total 443 operatives who attended Olive School site during construction live within a 25 mile radius of the site. This equates to 61.39% of those employed on site during. As the school site develops, we will continue to work with our contractors and the wider school community (including LAB members), to explore initiatives that help to increase opportunities for local people to gain the valuable skills and experiences needed to progress into paid employment and/or roles within the school (e.g. work placements).

Monitoring and reviewing the effectiveness of our strategy (Condition 30b)

The trust vacancy management system will be used to monitor the effectiveness of our recruitment strategy using a set of tangible measures that include the number/percentage of appointments to the school staff community (e.g. senior leadership team, teaching and support staff) who are resident in the Greater Manchester region and the number/percentage of applicants to posts who live within the city-region.

A total of 11 staff have been recruited to the new school to date, all of which reside in the Greater Manchester area. Five staff members reside in the immediate locality of the new school (i.e. Cheetham ward).

Referral information and general candidate feedback will also be captured as part of this process. This will be used to support and inform the future recruitment strategy for the school, ensuring local employment opportunities and commitments are considered and met each year.