

Diversity Achievement





**As Chief Executive
of the Dixons
Academies Trust,
I am delighted
to welcome you.**

Founded by Dixons City Academy, the former City Technology College, we have over twenty-five years' experience of running our own affairs. Although our original sponsors, the Dixons Stores Group, still take a keen interest in us, our charitable trust is now self-sponsoring and independent. We remain true to our original aims, however: it is our ambition to transform education in our city.

In recent years our family of schools has grown markedly, and now includes both primaries and secondaries, both new start-ups and sponsored academies. Our diversity is a real strength of our model, balancing strong collaboration with the individual freedom to innovate. However, whilst each of our eight schools is unique, we share a common belief that regardless of background, every child has the right to a first-class education.

We are proud of the Dixons Difference, which we define as our relentless focus on student achievement, led by highly committed and caring staff. By creating a can-do, independent culture with an emphasis on self-discipline, we prepare our learners for future success in an ever-changing world. Our Academies put students at their heart and work in close partnership with parents. We value diversity and cultivate happy schools, based on strong relationships, mutual respect, integrity and honesty.

Our philosophy requires passionate, resilient staff and I am hugely proud of the team at Dixons. If you share such qualities, your unique experience and skills could prove equally invaluable to a team with unparalleled dedication and professionalism. The importance of our staff cannot be overstated. In an ever-changing and increasingly challenging educational landscape, our success is built on quality-first teaching: predominantly on those who deliver and lead it directly, but also on those who support it, both inside and outside the classroom.

We have a solid platform from which we continue to build, as the country's first outstanding provider of secondary Free Schools, for example. Our Trust will continue to expand, from 6000 students now to beyond 8,000 by 2018. Staff numbers will continue to grow to meet the demand, as will opportunities for promotion and further career development as our current schools grow and as others join us.

I hope that the information in this pack provides an insight into our family of schools as well as the potential of our Trust. We have achieved a great deal in a relatively short time, but such is the culture of expectation here that we know our greatest impact is yet to come. If the opportunity to be part of our next stage resonates with you, then I encourage you to contact us and I look forward to meeting you.

Sir Nick Weller
Chief Executive CEO
Dixons Academies Trust



**Dixons Academies are
high performing and
strongly improving schools,
highly inclusive with
a relentless focus on
achievement. We are driven
by the Dixons Mission
and shared principles.**



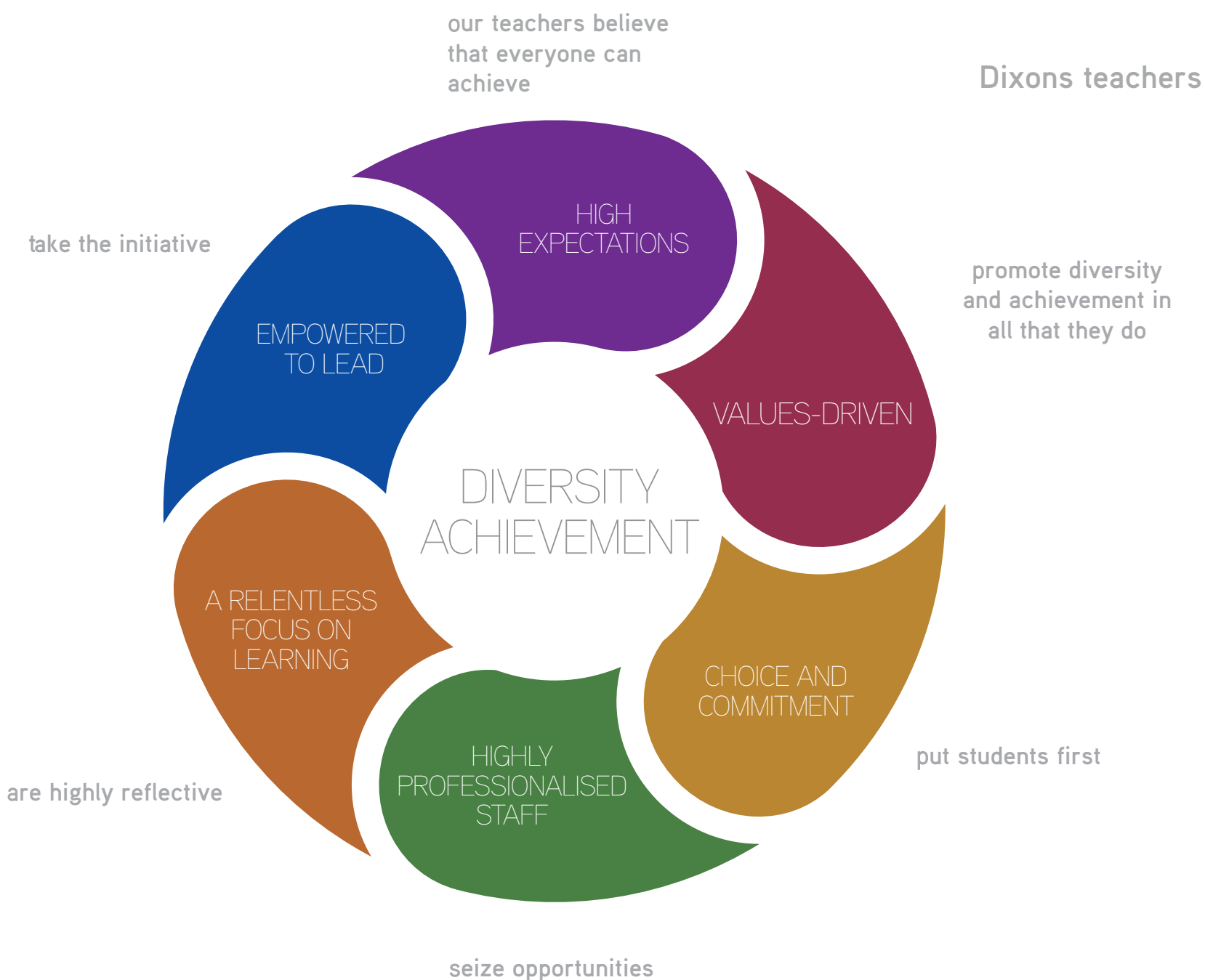
Dixons Mission

Our mission is to challenge educational and social disadvantage in the Bradford and Leeds region. We establish high-performing non-faith academies which maximise attainment, value diversity, develop character and build cultural capital. By the age of 18 we want every student to have the choice of university or a high quality apprenticeship.

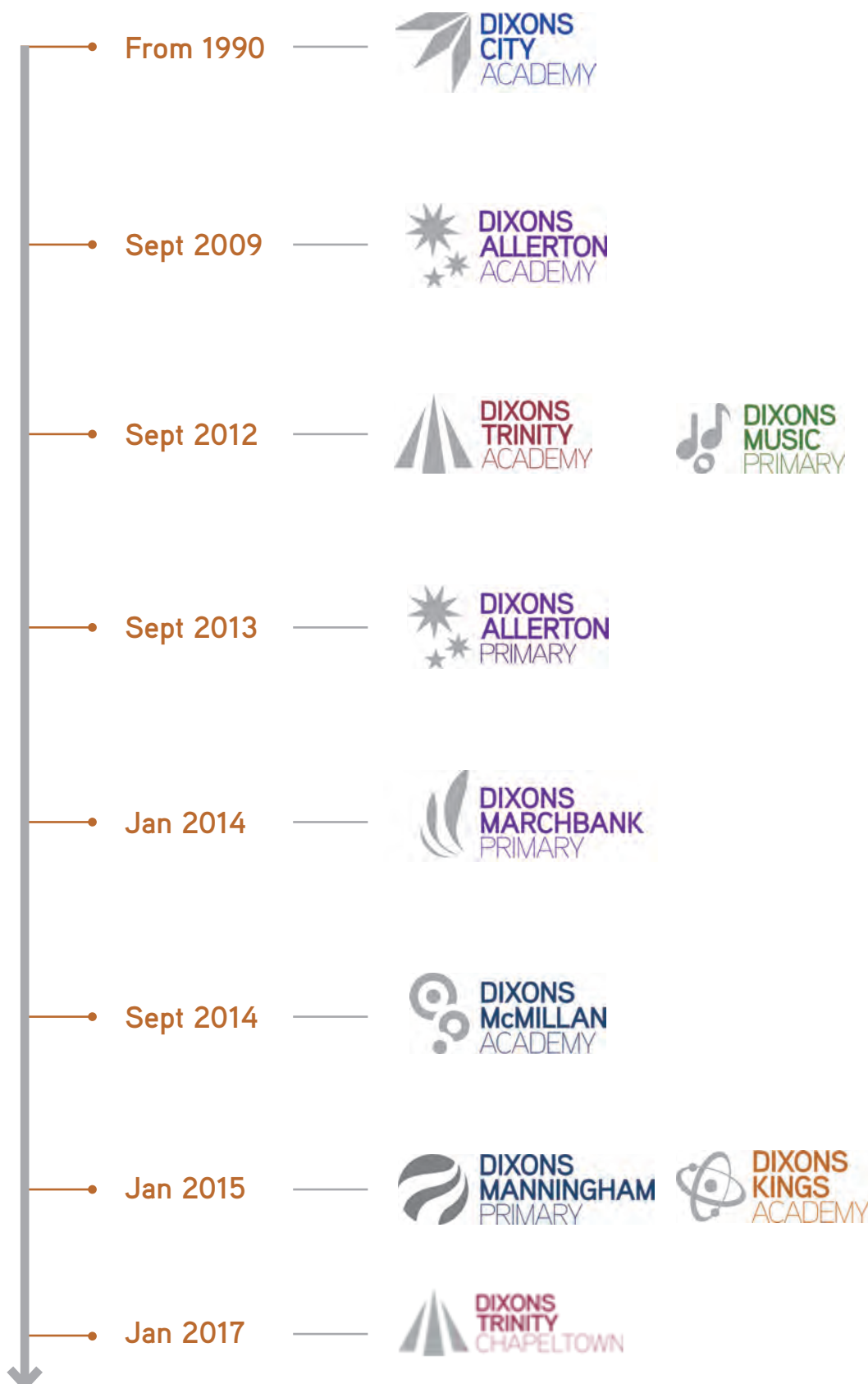


**DIXONS
ACADEMIES**
BRADFORD

Dixons Core Principles



Our family of schools





A group of schools with shared values

- A strong sense of moral purpose
- Leading educational change for the benefit of local children
- Commitment to a broad curriculum, and experience in and out of the classroom, to develop the whole child
- Valuing the diverse communities in our city
- Schools with autonomy to innovate

Dynamic learning cultures with students at the heart

- Successful and reflective working environments
- Dedicated weekly time for personalised CPD, coaching and practice
- 25 years as a leading provider of ITT with highly skilled mentors
- Access to Dixons CPD programmes, led by Dixons staff

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“It is the high aspiration for both academic achievement and personal development that creates the forward thinking culture in which I enjoy working.”

Stuart Hill, leader Dixons Allerton.

“The Dixons Group has generously supported me to lead a new school at an early stage in my career but given the autonomy to do it with my own vision.”

Luke Sparkes, Executive Principal, Dixons Trinity Bradford, Dixons Music Primary, Dixons Trinity Chapeltown.

“All staff here are focused on doing the best for students, and we support each other in making sure lessons and teaching are the best they can be.”

Mark Dixon, Head of Year, Dixons Trinity.



Adding capacity and opportunity through collaboration

- Shared planning of new curricula
- Common aspirational Dixons KS3 Standards as preparation for high standard GCSE
- Common framework for assessment without levels
- Dixons NQT, RQT, HOD and Leadership networks
- Internal opportunities for promotion

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“I feel that being part of Dixons really benefits the children and teachers. There are lots of opportunities to share expertise and resources. Our children really enjoy being able to work with the older children and the older children love sharing stories with the younger ones in the primary classrooms.”

Nicola Parry,
Dixons Music Primary.

“Having people who are in the same role or position as you is really valuable in the climate of change in education. Comparing our approaches leads us to evaluate and refine our own practice, and collaboration brings a great additional dimension to my work.”

Jo Orton, Senior Vice Principal,
Dixons City.

Dixons CPD

We have high expectations of our teachers but we value them highly. We offer you tailored support and opportunities for development - at every stage of your career.

Starting Out

- *Dixons School Direct PGCE
- *QTS Assessment for unqualified teachers
- *Access to PGCE modules for QTS only

Excellent Teacher

- *Coach, mentor and facilitator
- *The Dixons Masters
- *Dixons Learning Trios
- *T&L ambassador

NQT

- *NQT programme and mentor
- *Reduced timetable
- *Dixons NQT Network
- *Peer observation

Senior Leader

- *Dixons leadership coaching and placements
- * Specialist Leaders of Education
- *Middle Leader Coaching / Facilitator
- *Access to FL, TL, NPQSL, NPQH

Middle Leader

- *Dixons Middle Leader Programme
- *Leadership Coaching
- *Evaluating learning teams
- *ITT mentor
- *Local networks
- *IfT programmes

RQT

- *Personalised CPD
- *Dixons RQT Network
- *T&L ambassadors
- *New staff mentors
- *IfT programmes

At all career stages

- *Bespoke CPD
- *Coaching and Practice for all staff
- *Mentoring and facilitation training
- *Peer Observation
- *Teacher-led CPD
- *Teachmeets
- *Curriculum Collaboration
- *Internal opportunities for promotion including several growing schools

Make a Dixons Difference

Make a lasting difference for the young people of Bradford

Work in highly successful and rapidly improving schools

Teach students who learn and behave exceptionally well

Gain inspiration of what works from our 9 dynamic academies and national partners

Be coached to improve at every step of your career

Progress as a teacher and leader of learning with Dixons, including our growing free schools in Bradford and Leeds



"Like all successful organisations, colleagues at Dixons work hard but enjoy high levels of job satisfaction. Everyone at Dixons feels and knows that they are making a special contribution."

Wesley Davies, Principal, Dixons McMillan.

"I feel privileged to have begun my career with unparalleled training, in a job I love, and an organisation I respect."

Caroline, former ITT trainee now teacher of English at Dixons McMillan.

We are always interested in hearing from people who would like to work with us.
For further information, please contact: *Judith Kidd, J.kidd@dixonsca.com.*