Beckfoot Trust

RECRUITMENT PACK

V1 01/02/18

Contents

Welcome 2

About Us 3

- Our Primary Schools: 3
- Our Secondary Schools: 3
- Our Special Schools: 3

Our Remarkable Learning Environment 4

Beckfoot Trust Schools 4

Remarkable Learning Enviroment 4

Working for the Trust 5

Advert Template 6

Job Description Template 7

Person Specification Template 9

Application Process 11

Welcome

Welcome Message from the CEO of Beckfoot Trust: David Horn

Thank you for expressing an interest in joining the Beckfoot Trust. We are a cross phase Multi Academy Trust established in 2013. We have steadily built up our Trust to nine Bradford schools crossing secondary, primary and special sectors. We educate close to 7000 young people and have over 1000 staff.

Our aim is to create a group of remarkable Bradford schools delivering outcomes for learners that will place each school within the top 20% of similar schools nationally for progress made. We expect all of our schools to be 'good' in Ofsted terms by the time of their first inspection following conversion. We believe that to achieve that level of success, our students have to enjoy learning, feel safe and expect success. Equally importantly, staff have to feel valued and workload has to be managed. Critically, our schools have to be very well led so as to create a culture of trust. We have sought to describe that in the 'Remarkable Learning Environment' vision document, enclosed in this pack.

We believe that comprehensive education is unparalleled if done well. Our schools reflect the community they serve. We have no interest in shaping admissions. All of our schools are co-educational and are not faith based. We believe that all our students, regardless of starting point, can achieve great things. We never give up on any child.

There is a momentum developing across the Trust. Our recent Trust Conference (January 2018) was attended by over 700 delegates from our teaching and associate staff. We all shared practice and learnt from one another. There is a genuine belief amongst our colleagues that we are creating something very special here.

We have our own Teaching School overseeing extensive collaboration and networking opportunities across our schools; a School Direct Teacher Training programme in place to identify the next generation of great teachers plus outstanding leadership training programmes for all teaching and associate staff. We have a developing view about teacher workload and we want a workforce that reflects the community we serve and is diverse and genuinely inclusive.

Our Trust is well organised commercially and has very effective governance. Our governance model is rooted in an understanding that a MAT is one legal entity accountable for one group of children. It has a secure infrastructure. It is a mature model.

We are excited about what we are trying to create here. The Trust has genuine moral purpose. We know why we are doing what we are doing. For too long generations of learners have not fulfilled their potential in many of our schools. The community we serve is entitled to something better. We are trying to tackle social inequality and demonstrate that schools are strengthened by working in partnership rather than in isolation.

We are looking to appoint people with the same values and absolute determination to make our Trust successful long term. If you have any questions or would like to visit our schools please email: trustjobs@beckfoot.org

Once again, a sincere thank you for expressing an interest in joining us.

David Horn

February 2018

About Us

Our Primary Schools:

Beckfoot Allerton Primary School and Nursery

Beckfoot Allerton Primary and Nursery is a two-form entry primary school. They joined the Trust in September 2016. The school was judged 'outstanding' by Ofsted prior to joining the Trust. Outcomes have dipped in the last few years however under new leadership the school is rapidly re-establishing itself as a fantastic school.

Beckfoot Heaton Primary School and Nursery

Beckfoot Heaton Primary and Nursery is a three-form entry primary school. The school joined the Trust in September 2016. The school was judged by Ofsted as 'requiring improvement' prior to joining the Trust. The school has made remarkable progress in its first year and is developing a reputation locally and nationally for innovative practice.

Beckfoot Priestthorpe Primary School

Beckfoot Priestthorpe is a one form entry primary school. It joined the Trust in September 2017. The school was judged by Ofsted as 'good' prior to joining the Trust. This is a rapidly improving school with a clear strategy to progress from good to great.

Our Secondary Schools:

Beckfoot School

Beckfoot School formed the Trust in 2013. It is an 11-18 secondary school with 1625 pupils. The school secured an 'outstanding' Ofsted judgement in 2014. It established a Teaching School in 2015 and secured a 'World Class Quality' in 2016.

Beckfoot Oakbank

Beckfoot Oakbank is an 11 -18 secondary school with 1520 pupils. The school joined the Trust in September 2016. The school moves into new, purpose built accommodation in April 2018. The school was judged by Ofsted as 'requiring improvement' prior to joining the Trust. Under fresh leadership, the school has identified a clear strategy to accelerate achievement rapidly.

Beckfoot Thornton

Beckfoot Thornton is an 11 -18 secondary school with 1446 pupils. The school joined the Trust in September 2016. The school was judged by Ofsted as 'requiring improvement' prior to joining the Trust. A change in leadership of the school from April 2017 has transformed the progress of the school.

Beckfoot Upper Heaton

Beckfoot Upper Heaton is an 11 -16 secondary school with 415 pupils. The school joined the Trust in September 2015. The school moved into new, purpose built accommodation in January 2017. The school was judged by Ofsted as being in 'special measures' prior to joining the Trust. The school is being transformed, over subscribed in the lower years and developing outcomes that already place the school in the top 20% of similar schools for progress made in basics.

Our Special Schools:

Hazelbeck

Hazelbeck is a school for students with special educational needs aged 11 – 19. It was the first school to join the Trust in 2013. Within 18 months the school had moved from one 'requiring improvement' to 'outstanding' (2015) in every category. It is co-located with Beckfoot School. It is a remarkable school.

Beckfoot Phoenix

Beckfoot Phoenix is a school for students with special educational needs aged 2 – 11 years old. It joined the Trust in September 2017. The school was judged by Ofsted as 'good' prior to joining the Trust. This is a rapidly improving school with a clear strategy to progress from good to great.

Our Remarkable Learning Environment

We are creating schools with a very distinctive culture and ethos. Schools where you sense something magical is happening the moment you enter them We have sought to describe that in this 'Remarkable Learning Environment' vision document.

BECKFOOT TRUST SCHOOLS

REMARKABLE LEARNING ENVIRONMENTS

WHO WE ARE AND WHAT WE STAND FOR

The Beckfoot Trust is a cluster of cross-phase Bradford schools, all located within a 20 minute drive of Beckfoot School, all genuinely comprehensive in character and keen to demonstrate that school to school collaborative practice can create exceptionally successful learning communities.

CORE PURPOSE

Beckfoot Trust schools will create remarkable learning environments in which students expect success because of their ambitious attitude to learning, the challenge provided by staff and the support they receive at home.

MEASURING IMPACT

Each school creates outcomes for learners that rank them in the top 20% by comparison with students in similar schools by their first inspection.

BY 2019

We expect all our schools who joined the Trust before 2017 to be rated either 'Good' or 'Outstanding' by Ofsted. If not yet inspected, we expect schools to be judged to be 'Good' or 'Outstanding' by our External Review lead.

COLLABORATIVE PRACTICE

We are equal partners and work collaboratively to establish the 'best idea'. We network. We sow seeds by grouping people together, establishing multiple pockets of collaborative practice across our schools and sharing what we learn.

TRUST SUPPORT

The Trust provides a support structure for each school in relation to the following:

- **Understanding and defining the approach to school improvement**
- **Developing consistency while respecting uniqueness**
- **Knowing schools well and holding them to account**
- **Supporting succession planning through the Identification of talent, deploying and developing leaders**
- **Developing professional development networks**
- **Training teachers to join our schools**
- **Co-ordinating shared events that celebrate achievements**
- **Securing strong governance and genuine local engagement**
- **Providing commercial efficiency**

THE 10 KEY FEATURES OF OUR SCHOOLS

1. **Core Values:** **All our schools share the same Trust Value Statement: 'Enjoy - Learn - Succeed'. We believe that you have to enjoy learning to be successful.**
2. **Learners:** **Every one of our learners, regardless of social background, special educational need or academic starting point, is expected to achieve excellence academically and socially. We want our learners to be literate, numerate and possess good communication skills.**
3. **Leadership:** **Our leaders shape the culture, the strategic direction and the climate of our schools. They inspire colleagues. They are highly visible. They distribute leadership effectively and empower colleagues to innovate. They assess impact accurately and hold colleagues to account in an emotionally mature way. They are learners and seek regular feedback on the effectiveness of their leadership from pupils, staff and parents.**
4. **Curriculum:** **As a cross-phase Trust, our curriculum seamlessly transitions from early years, to primary and then to secondary settings. We prepare our learners to flourish in the adult world by allowing them to learn appropriate knowledge and work related skills, and experience wider learning activities.**
5. **Quality Teaching:** **Our teachers design learning. They are experts in planning lessons with clear purpose to ensure that every learner can:** a) problem solve, b) work independently and in teams, c) demonstrate leadership, d) create things that were not there before, e) show off what they have learnt, and f) reflect on how to do even better.
6. **Climate for Learning:** **The school creates the climate that allows learning to flourish. Learners feel safe, they are rewarded for great attendance and positive behaviour. They both respect and contribute positively to the community.**
7. **Staff Welfare and Professional Development:** **Our staff are cherished. Their work-life balance is preserved. Pointless bureaucracy is abandoned. Staff have formally identified time to plan and work collaboratively. Their professional development is paramount and stems from self-reflection and appraisal. We seek to identify talent and promote from within the Trust.**
8. **Parents:** **Our schools actively involve parents in all aspects of the school's activity. They are key partners in supporting their child's learning. We communicate effectively with them and encourage them to visit the school regularly to discuss their child's learning and to see them exhibit their work.**
9. **Data:** **Data is used Trust wide to gather appropriate information so as to systematically and accurately inform learning development for both learners and staff.**
10. **Commercial Effectiveness:** **Every school is cost effective, links in fully to shared service development and is legally compliant in all aspects including safeguarding.**

Beckfoot Allerton Primary School & Nursery

Beckfoot Oakbank

Beckfoot Phoenix Primary Special School

Beckfoot Thornton

Beckfoot Heaton Primary School & Nursery

Hazelbeck School

Beckfoot

Beckfoot Upper Heaton

Beckfoot Priestthorpe Primary School & Nursery

enjoylearnsucceed

Working for the Trust

'Creating an environment that values its people'

Our Commitment to you:

We will:

- Seek to attract and retain talent through our recruitment practices to ensure we are an Employer of Choice.
- Offer an ambitious, motivating and vibrant place to work.
- Provide excellent performance management and professional development opportunities.
- Support collaborative working and share best practice.
- Provide a model of senior leadership that is committed to supporting and developing others.
- Reduce unnecessary workload and free teachers up to teach.
- Reward our staff, adhering to national pay and conditions.
- Promote wellbeing and provide regular and effective clear communication.
- Make it a priority to listen to our employees to seek and understand their views and to act on feedback, engaging with employees directly and through negotiation and consultation with recognised trade unions.
- Provide absolute clarity about our values and our collectively owned vision.
- Provide clear and consistently applied management systems and policies.
- Provide a generous approach to a range of flexible working patterns and family friendly policies.
- Offer a contributory pension that is competitive with those offered elsewhere.
- Offer additional benefits including access to on-site facilities, paid DBS, a free flu jab (tbc), free eye test and access to a salary sacrifice scheme (childcare vouchers).

Our Expectations of you:

- Embrace the Remarkable Learning Environment of the Trust.
- High levels of professionalism and a desire to keep learning new things.
- Be flexible and adaptable in your approach to team working, collaboration and resilience.
- Embrace performance management initiatives to get the most out of opportunities available.
- Positivity and a willingness to work hard and go the extra mile

'Making Beckfoot Trust the employer of choice'

Beckfoot
Enjoy • Learn • Succeed

Beckfoot Trust

Wagon Lane, Bingley, BD16 1EE
Tel 01274 771444
CEO: David Horn
Headteacher: Gill Halls

Teachers of PE

1 x permanent, full time
1 x maternity cover full time
MPS/UPS – required for September 2018
NQTs are welcome to apply

Beckfoot Trust is seeking to appoint an outstanding Teachers of PE to work at Beckfoot School. Applicants will have a proven track record of working in a secondary setting. The successful candidate will work closely with Trust colleagues to oversee the performance of the schools and brokerage of appropriate support.

Beckfoot Trust schools work in partnership with a shared ambition to provide outstanding education for our students. We want our students to love learning and be well placed to do something great with their lives. We aim to create remarkable learning environments in which students expect success because of their ambitious attitude to learning, the challenge provided by staff and the support they receive at home. High quality professional development and leadership training for staff are central features of our Trust.

We aim to attract, develop and retain the very best people and to be the 'Employer of Choice'.

Please return completed applications to Louise Wade-Rayne at recruitment@beckfoot.org

Closing date for applications: Tuesday, 22 May 2018 (noon)
It is anticipated interviews will take place on Thursday, 24 May 2018

We are committed to safeguarding and promoting the welfare of children.

Beckfoot Heaton Primary School & Nursery
Hazelbeck School
Beckfoot Thornton
Beckfoot Oakbank
Beckfoot Phoenix Primary Special School
Beckfoot
Beckfoot Allerton Primary School & Nursery
Beckfoot Priestthorpe Primary School & Nursery
Beckfoot Upper Heaton
enjoylearnsucceed

Job Description – Teacher

School: Beckfoot School

Salary/ grade: Main/UPS

Reporting to: Senior Leadership Team /Headteacher

Core Purpose of the Post:

As a teacher, you will be an outstanding classroom practitioner who consistently demonstrates the highest standards of delivery, is fully committed to raising attainment across specify key stages and acutely aware of the strategies required to achieve the highest standards within your subject area

May from time to time be required to undertake other duties commensurate with the grade and level of responsibility defined in this job description.

- Will contribute to the overall ethos/work/aims of the school
- Will appreciate and support the role of other professionals
- Be vigilant and sensitive to any child protection/safeguarding concerns that arise, reporting any concerns to the designated officer in line with school policy and procedure
- Will deal with any issues, immediate problems or emergencies that arise in line with school policies and procedures liaising with colleagues where necessary e.g. dealing with a sick, injured or distressed child

Main Duties and Responsibilities

- To teach students according to their educational needs, including the appropriate setting and marking of work to be carried out by the students
- Identifying effective intervention and mentoring strategies for students
- To mark and grade students work in a way which enables you to give written/verbal and diagnostic feedback and maintain records of pupils' progress and development
- Prepare pupils for qualifications and external examinations
- To use a variety of delivery methods, which will stimulate learning appropriate to student needs and demands of the syllabus, for example, podcasts, interactive whiteboards etc

Communication/ Working with Others

- To communicate with parents and carers over pupils' progress and participate in departmental meetings, parents' evenings and whole school training events
- To undertake pastoral duties, such as taking on the role of form tutor, and supporting pupils on an individual basis through academic or personal difficulties
- To liaise with other professionals, such as learning mentors, careers advisers, educational psychologists, education welfare officers etc
- To supervise and support the work of classroom support, teaching assistants, trainee teachers and newly qualified teachers (NQTs)

Professional Development

- To participate in and organise extracurricular activities, such as outings, social activities and sporting events; including a willingness to participate in occasional overnight visits

- To under-go regular observations and participating in regular in-service training (INSET) as part of continuing professional development (CPD)

Safeguarding

No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance (An enhanced DBS check is required)

Fluency Duty

In line with the Immigration Act 2016; the Government has created a duty to ensure that all Public Authority staff working in customer facing roles can speak fluent English to an appropriate standard

For this role the post holder is required to meet the Advanced Threshold Level

The post holder should demonstrate they can:

- Express themselves fluently and spontaneously at length effortlessly
- Explain difficult concepts simply without hindering the natural smooth flow of language
- Take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English in School

Other Considerations

- To be aware of and comply with policies and procedures relating to child protection; being vigilant for signs that children may be being abused and to report any such suspicions to the school's nominated Child Protection Co-ordinator or the Headteacher

- To act in accordance with the Data Protection Act and maintain confidentiality at all times e.g. access to staff/student/parent and carers files

- Accept and commit to the principles underlying the Schools Equal Rights policies and practices

- Be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act

- Must be legally entitled to work in the UK

Note: This is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade and is not a comprehensive list of all the duties and responsibilities of the post. Successful postholders should not refuse to undertake work, which is not specified on this form and the job description may be amended at any time in consultation with the postholder.
Beckfoot Trust is an Equal Opportunities Employer and requires its employees to comply with all current equality policies both in terms of equal opportunity for employment.
The Trust is committed to making any necessary reasonable adjustments to the job role and the working environment that would enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition

Last review date: 02/02/2018

Next review date: 02.02.2019

Person Specification: Teacher of Science: Beckfoot School

	ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
1.	**QUALIFICATIONS**	A good honours degree in related subject Qualified Teacher Status		*Form*
2.	**EXPERIENCE**	Experience in teaching across the ability range Stage 3 and Key Stage 4	Experience in teaching Key Stage 5	*Form* *References* *Interview*
3.	**TRAINING**	Completion of PGCE or equivalent teacher training	Relevant INSET Awareness of Multi Academy Trusts and Teaching Schools	*Form* *Letter* *Interview*
4.	**SPECIAL KNOWLEDGE**	An outstanding teacher An excellent understanding of how to use data to monitor performance and intervene when necessary A clear vision for school improvement An understanding of the Ofsted framework An understanding of what makes an outstanding secondary school An understanding of how to develop collaborative model of practice		*Letter* *Interview*
5.	**PERSONAL CIRCUMSTANCES**	Must have the ability to be flexible and work to the requirements of a busy school	Interest in the school's wider role in the community	*Letter* *Interview*
6.	**DISPOSITION AND ATTITUDE**	A passion for education and a deep felt desire to make a difference for young people To like young people and be liked by them To possess educational vision underpinned by values Humility: a recognition that the more you know, the less you know! Not being afraid to say 'I don't know' Be emotionally intelligent: know when to direct, when to challenge and when not to; be able to inspire, present a positive perspective at all times; be able to listen and show awareness of others sensitivities; to have personal pride and lead by example Be happy to get your hands dirty. Don't ask people to do things you wouldn't do yourself Understand the importance of work/ life balance Enthusiastic, flexible, team player. Enjoy hard work and take constructive criticism Desire for significant professional development		*Letter* *References* *Interview*
7.	**PRACTICAL AND INTELLECTUAL SKILLS**	Imaginative. Visionary. Risk Taker, good oral and written communicator. Look smart and professional	Skills and enthusiasms beyond work that can be used to fire the imagination of young people and colleagues.	*Letter* *References* *Interview*

		In line with the Immigration Act 2016; you should be able to demonstrate fluency of the English Language at an Advanced Threshold Level.		
8.	**PHYSICAL**	Excellent attendance and punctuality. Resilient		*References/ Int'view*
9.	**EQUALITY**	A commitment to, and evidence of, promoting diversity and equal opportunities within the Trust, the curriculum and employment practice.		*Letter Interview*

Application Process

Please visit our website *www.beckfoottrust.org* - Trust vacancies and download the recruitment pack and application form.

How to Apply for our Vacancies:
Please complete the enclosed application form providing full details of your education and employment history, including any unpaid or voluntary work. Where there are gaps in your employment, please state the reasons why (e.g. gap year, career break, unemployed etc.).
Applications should be completed and received by post or email no later than the deadline on the advert.

Use the job description and person specification as your guide and give specific examples, where possible, to demonstrate how you match the requirements for this post. We require details of three referees, one of which must be your current or most recent employer.
Please provide their names, email addresses and daytime contact numbers.
Please sign the declaration on the final page of the application form. If you are submitting your application electronically, you will be required to sign this page if invited for interview.
CVs are not accepted as part of the application process. Please ensure you fully complete the relevant application form. If you have a disability that prevents you from completing the application form, please contact the school to discuss.

Important Information
Applications will be evaluated against the requirements of the post, with those candidates that best fit the requirements being shortlisted. Details of the interview programme will be confirmed after the closing date. If you have not been contacted within one month of the closing date, please assume you have not been shortlisted. In this case, may we thank you in advance for your interest in this post and wish you the very best for the future.
We would strongly encourage you to browse our website as it will also give you a good idea of what our school is like. However, no website can replace the experience of coming into the school and seeing us first-hand. We would warmly welcome you to visit our school and if you would like to take advantage of a tour, do please contact the school office to register for a visit. If you have any further queries please do not hesitate to contact the school office who will do everything they can to assist.

Safeguarding Children
Beckfoot Trust makes reasonable decisions about the suitability of prospective employees based on checks and evidence including: criminal record checks (DBS checks), barred list checks and prohibition checks, together with references and interview information.
We look forward to meeting you.