Bluecoat Beechdale Academy

RECRUITMENT PACK



WELCOME TO ARCHWAY



Thank you for expressing an interest in working for Archway Learning Trust. This booklet sets out to give you an idea of what it is like to be part of the Archway family as a leader, teacher, support staff, or a member of our central team. Each of our employees has a vital role to play across the organisation, because no matter the role, each colleague makes a direct difference to the experiences and outcomes of our young people.

Our commitment to staff is rooted in my understanding of what it's like to be a member of staff in a school environment. I may be a Chief Executive now, but I started my career as a teacher and so I really do understand what the pressures are like for staff. We hold that at the centre of the decisions we make in looking after our employees on a day-to-day basis.

Our ambition for our staff is very simple, it is that we want them to be the very best they can be because that's what the children in our schools need and deserve. That's about us supporting our colleagues to nurture their potential, inspire a sense of community and help them to deliver excellence.

We do this in a variety of ways, including supporting your career in education, promoting your wellbeing and offering a range of employee benefits to enable you to feel fulfilled in your role. Ultimately, it matters to us that everyone who works for Archway feels a sense of belonging and fulfilment in their role. We hope that you will be inspired to apply for this position and look forward to meeting you soon.



James Higham
Chief Executive Officer

Archway Learning Trust

ABOUT THE ACADEMY

Thank you for your interest in joining Bluecoat Beechdale Academy. As Principal, I am proud to lead a school built on the simple but powerful motto Belong, Believe, Achieve. These three principles underpin everything we do: creating a strong sense of belonging for every member of our community, fostering belief in the potential of every young person and adult, and securing achievement in its fullest sense - academically, personally, and socially.

t BBA, we promote values that we believe secure a positive and purposeful learning environment and support children to grow into well-rounded adults. We actively develop the characteristics of being positive, curious and resilient, and most importantly, kind. We are committed to disruption-free learning and have robust systems in place to ensure this is consistent across the academy. Our approach is grounded in clear routines, well-established classroom expectations, and a layered system of sanctions that balances high standards and discipline with restorative practice. This work is clearly set out in our BBA Playbook, which provides a shared framework and clarity for all staff and students.

We serve a richly diverse community with high levels of deprivation and a significant proportion of pupils with SEND. As such, inclusion sits at the heart of everything we do. We know our work is not only about securing strong academic outcomes, but also about pastoral care and personal development. We are proud of our comprehensive enrichment offer and the wide range of opportunities beyond the classroom, including student leadership pathways and healthy competition through our BBA HEARTS house system. As a School of Sanctuary, we are also deeply committed to welcoming and supporting children and families seeking asylum, ensuring education is a place of safety and opportunity for all.

or our staff, we place a high priority on wellbeing and have taken a proactive and practical approach to supporting it, clearly set out in our Wellbeing Charter. We recognise that investing in professional development is essential. Our professional learning is carefully mapped across the week and year, combining whole-school implementation, department development time, and personalised opportunities through both in-school and external provision.



Above all, we have fostered an open culture, where the senior leadership team works alongside staff, listen carefully, and actively seek feedback through formal and informal routes. We believe that teamwork is the key to success and that by working together we can continue to transform lives.

Rachel Frearson
Principal

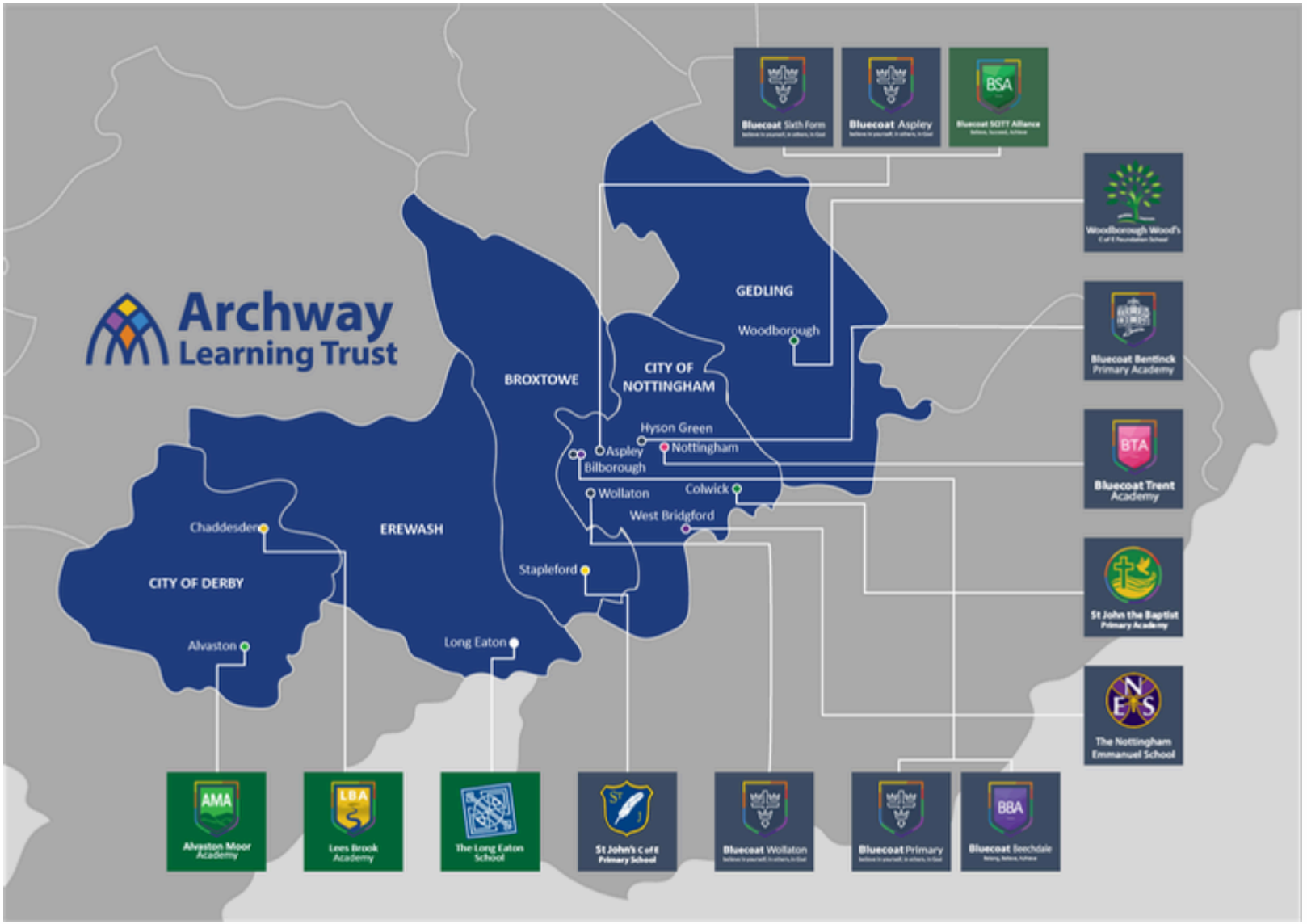
ABOUT ARCHWAY

Archway
Learning Trust

At Archway, we believe that nothing compares to the transformative power of learning and its ability to broaden horizons, deepen perspectives, and extend potential. The very best schooling unlocks the doors of the future and a world of possibilities.

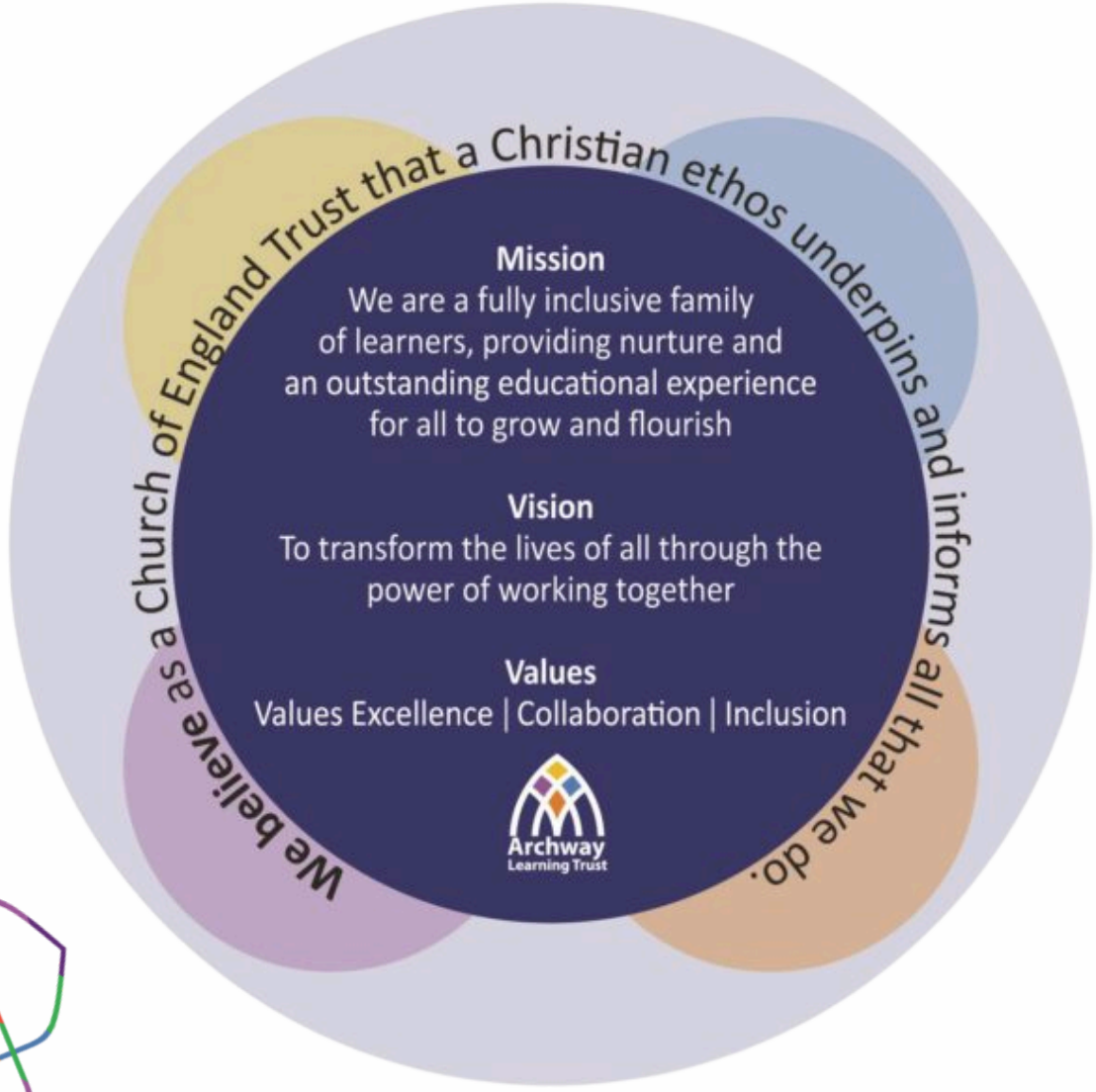
Archway is a place where collaboration and transformation lie at the heart of everything we do.

We are a family of primary and secondary schools, along with our own SCITT, serving communities across Nottinghamshire and Derbyshire.



Across the Archway family of academies, we work closely together to provide the best start in life for every child. We serve a richly diverse range of communities, some of which are among the most deprived areas of Nottinghamshire and Derbyshire. In celebrating our differences, we find what unites us: a deep conviction to give every child the best daily deal, every day, and prepared for a world of possibilities.





This is made possible by the dedication and talent of our staff, who deliver excellence in every corner of our Trust. That is why we are committed to taking the very best care of them, as well as of the children and young people in our academies. When colleagues thrive, so too do our pupils and the communities we serve.

We are proud of our Christian ethos and inclusive culture where those of the Christian faith, a different faith, or none are all equally welcomed, nurtured, and cherished. That's why both faith designated and non-faith academies find a natural home in the Archway family.

ARCHWAY BENEFITS

Archway Learning Trust

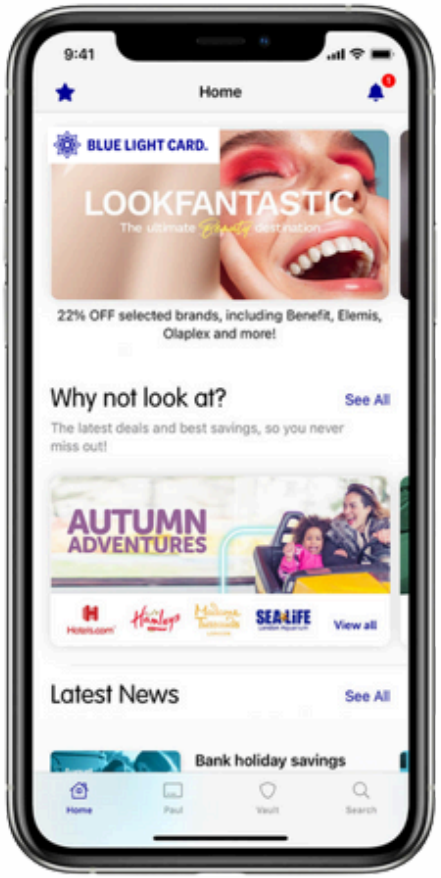
vivup

lgps

your care

Specsavers

BLUE LIGHT CARD



From day one, our employees are entitled to a range of Archway benefits:

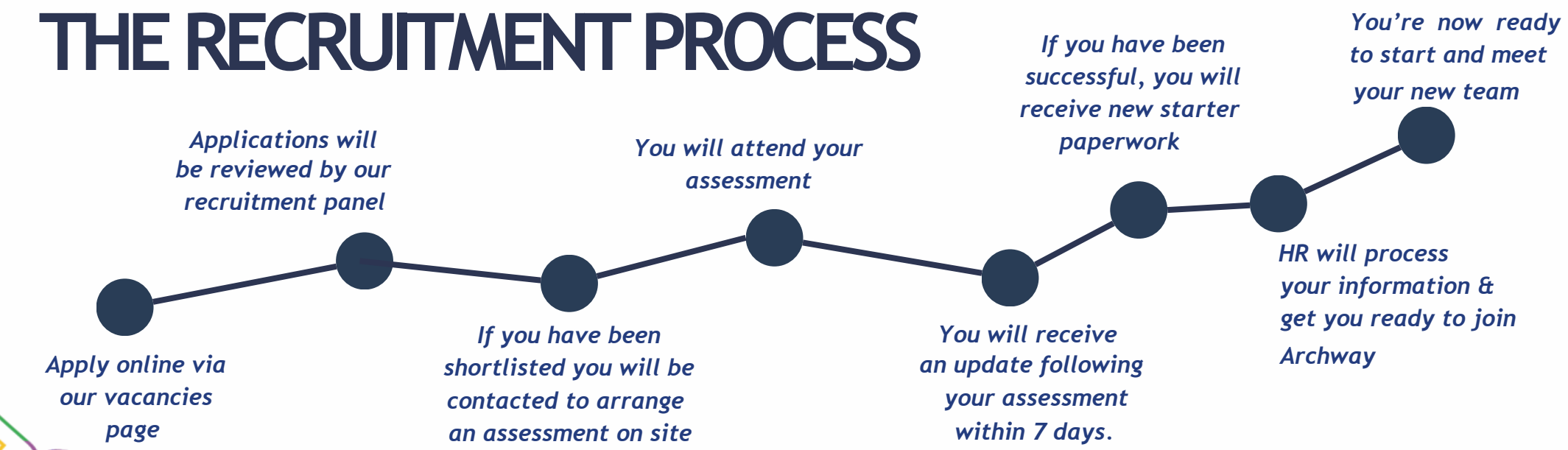
- A free and confidential employee assistance programme offering counselling and advice
- Access to Teachers' / LGPS Pension
- Comprehensive and tailored training, conferences, and ongoing CPD
- Opportunities for further development and progression
- Working with workload conscious leaders and trustees
- Access to discounts across many retailers with the Blue Light Card
- Cycle to work scheme
- Eye care voucher scheme
- Free flu vaccine

HOW TO APPLY

We know that making a job application is a big decision, and we want to help. For an informal, confidential chat about the role, or to arrange a visit, please contact us at hr@archwaytrust.co.uk

Apply via our vacancies page at https://www.archwaytrust.co.uk/join-us/colleagues/our-vacancies/

THE RECRUITMENT PROCESS



SAFER RECRUITMENT

Archway Learning Trust is committed to safeguarding and promoting the welfare of children and young people under the guidance of Keeping Children Safe in Education (KCSiE). In order to meet these responsibilities, all candidates will be subject to a rigorous selection process.

Disclosure

This post is classified as having substantial access to children, and appointment is subject to an enhanced police check of previous criminal convictions (DBS). Applicants are required, before appointment, to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020).

Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar individuals from employment – this will depend upon the nature of the offence(s) and when they occurred.

References

References, including from the current employer, will be taken up for shortlisted candidates before interview/assessment, and where necessary employers may be contacted to gather further information or address any discrepancies, anomalies, or gaps in the reference provided.

Online Checks

KCSiE asks schools to carry out online searches on shortlisted candidates as part of the process of assessing suitability.

Equal Opps.

We are dedicated to providing equal opportunities and will monitor the recruitment process rigorously to ensure fair access and opportunity for all. We are committed to ensuring our workforce is reflective of our diverse Trust population and are therefore committed to increasing representation among staff across all roles and at all levels.