

Recruitment Pack





Message from the Trust

We are thrilled that you are considering applying for a role within the White Rose Academies Trust, an organisation committed to excellence in the UK educational landscape. Your interest is both timely and significant as we stand at the forefront of a dynamic phase in our trust's journey.

Our Trust is a cross-phase family of three secondary schools and one primary school, serving almost 4,000 children and young people across the City of Leeds. Each of our schools is a warm and welcoming place to learn, with a strong commitment to inclusion and high aspirations for every student. At the heart of our work is a simple but powerful principle: to create a framework in which every child can flourish.

Since our formation in 2016, we have been proud of the progress our schools have made. All of our academies have been inspected by Ofsted in recent years, with outcomes that reflect the dedication and expertise of our staff, the ambition of our students, and the support of our communities.

Our vision is to provide an exceptional educational experience for all our young people, built on:

- Strong, supportive relationships that help students to thrive.
- An ambitious and inclusive curriculum that inspires curiosity, achievement and personal growth.
- Personalised pastoral care that meets the needs of every child.

Our schools are deeply rooted in the communities they serve, each with its own unique identity reflecting the vibrancy and diversity of our student population. While we celebrate these differences, we are united by a shared commitment to excellence. Being geographically close allows us to work collaboratively and share best practice, delivering highly effective school-to-school support.

We are also committed to investing in our staff. Every colleague has access to a carefully designed programme of professional development, alongside a comprehensive package of wellbeing support and benefits. We believe that great education starts with great people – and we strive to ensure that our staff feel valued, supported, and proud to work here.

Thank you for your interest in the White Rose Academies Trust. We look forward to the possibility of welcoming you to our team and continuing our journey together.



White Rose Academies Trust Mission Statement

The White Rose Academies Trust is grounded in diverse communities, and we seek to serve them by providing an excellent, inclusive, education. We will constantly and consistently strive for the best possible outcomes for every young person in our care.

The education sector always faces challenges – and our Trust is no different. But we will not use those challenges as an excuse or explanation. Instead, we will re-double our efforts to ensure that we are having impact, day after day.

Today will not be repeated – if we do not use every today to the best effect, in the interests of our young people, then it is a lost opportunity. A young person has a maximum of 2000 'todays' with us – and every one of them has to add value.

Set out here are our priorities for 2024 to 2026, crafted by the Executive Team following feedback from the Trust Board, and approved by the latter. These are the priorities on which we should all be focused.

We have four aims for the Trust.

1. To deliver an exceptional, inclusive educational experience
2. To optimise and embed strong systems to secure improvements at scale
3. To invest in our teams
4. To deliver educational, financial and operational sustainability

Each aim is accompanied by a small number of priorities, and we have been clear how we will measure these. So clear aims, focused priorities, and a direct measurement.



Why work with the White Rose Academies Trust?

At the White Rose Academies Trust in Leeds, we are committed to fostering a dynamic and innovative learning environment that inspires both our students and staff to excel. Choosing a role with us means joining a diverse and forward-thinking community dedicated to educational excellence. Our Trust is built on a foundation of inclusion and equality, and we are proud of the incredible progress we have made in delivering an outstanding education to the young people in our care. When you join us, you become a part of something much larger than yourself – you become part of a team that is dedicated to making a positive impact on the lives of our students and the wider communities that we serve.

The benefits of working for our organisation are structured under four clear areas as detailed below:

Leadership Culture: We are committed to securing a 'JUST CULTURE' within the organisation through adherence to the ethical leadership framework where challenge and accountability is embraced through candid and supportive dialogue. The mechanisms through which this is achieved is highly effective Line Management, Coaching and Professional Development through which leaders are empowered to collaborate to determine the priorities that will lead to successful outcomes over time.

Continuing Professional Development: Our school improvement entitlement is a targeted programme which offers professional development opportunities for all professionals across the organisation irrespective of role. As an employee of the White Rose Academies Trust you will benefit from a professional development offer which incorporates statutory, technical and behavioural training, ranging from facilitating the Early Career Framework and NPQs for teachers and leaders, to our own in-house CPD programme.

Behaviour Policy: We have clear and well understood systems and processes for managing behaviour underpinned by our strong commitment to emotion coaching and relational practice which ensures that positive relationships are pivotal to every aspect of our practice.

Welfare, Wellbeing and Workload: We are steadfast in our commitment to effectively managing welfare, fostering wellbeing and exploring ways to mitigate workload pressures. We have dedicated wellbeing representatives at each of our academies who work to ensure our colleagues thrive in a supportive environment. Through regular employee engagement we are committed to tailored interventions that allow our colleagues to reach their full potential.



Staff Benefits and Wellbeing



Terms and Conditions

All of our employees benefit from nationally negotiated terms and conditions including STPCD (teachers) or NJC Green book (support staff). This includes our commitment to the Real Living Wage Foundation.



Long service recognition

After 5 years continuous service, support staff will receive 5 additional days of annual leave entitlement (pro rata).



Flexible Working

We offer flexible working arrangements from term time only, part-time, job share opportunities, as well as hybrid working where possible. Flexible working can also be requested for colleagues undergoing fertility treatment.



Wellbeing

Wellbeing champions and Mental Health First Aiders are available in each of our academies, demonstrating our commitment to, and support for staff wellbeing.



Family Friendly Policies

At the heart of our policies we strive to be family orientated to support work/life balance. This includes a policy to support emergency and special leave where required.



Employee Assistance Programme (EAP)

All colleagues and their families have access to Health Assured, a confidential service to support our colleagues with their wellbeing. This includes access to a Health Assured app.



Generous pensions schemes

All employees benefit from either Teachers Pension Scheme or LGPS.



Eye test vouchers

Employees using Display Screen Equipment (DSE) are provided with a free eye test and up to £69 towards selected glasses*, funded by the trust. If glasses are needed solely for DSE use, the trust will pay. (*Subject to terms and conditions).

Staff Benefits and Wellbeing



Colleague Recognition Schemes

We have a variety of schemes across our schools that allows our staff to be recognised and thanked for their hard work.



Our Commitment to Wellbeing

Through our commitment to wellbeing we have committed to the staff wellbeing charter. This is in addition to being accredited as a Mindful Employer.



Car Parking

We ensure all colleagues will benefit from free parking at all of our academy sites.



Headspace

We are delighted to offer access to Headspace which is available for free, for all of our colleagues. Headspace helps you create life-changing habits to support your mental health and find a healthier, happier you through science-backed meditation and mindfulness tools.



Salary Sacrifice Schemes

All colleagues have access to both the Tech Scheme and the Cycle to work scheme, which allows colleagues to spread the cost of these purchases, making NI savings of up to 12%.

