

EXCELLENCE FOR ALL



CARLTON
BOLLING

CARLTON BOLLING

RECRUITMENT INFORMATION



CARLTON
ACADEMY TRUST



CEO – FOREWORD –

MR ADRIAN KNEESHAW

CAT is a Bradford-based Trust formed in 2019 out of the success of its founding school Carlton Bolling. Since then, the Trust has experienced rapid growth, currently comprising six schools (two secondary, three primary one special), with another joining in the coming months.

Our growth plan is different to most other Trusts, in that we don't have ambitions to develop a huge size and scale. We plan to limit growth to around 10 schools, after which we will concentrate our resources solely on improving quality of outcomes across the Trust, in line with our mission of 'Excellence for All'.

Being 'Good' is not sufficient for us, and we aspire to make all our schools 'Outstanding', despite the numerous challenges many of our schools and students face. This commitment to high standards can be seen through the Trust and five of our schools being accredited as 'World Class', and the huge array of awards at local, regional, and national level.

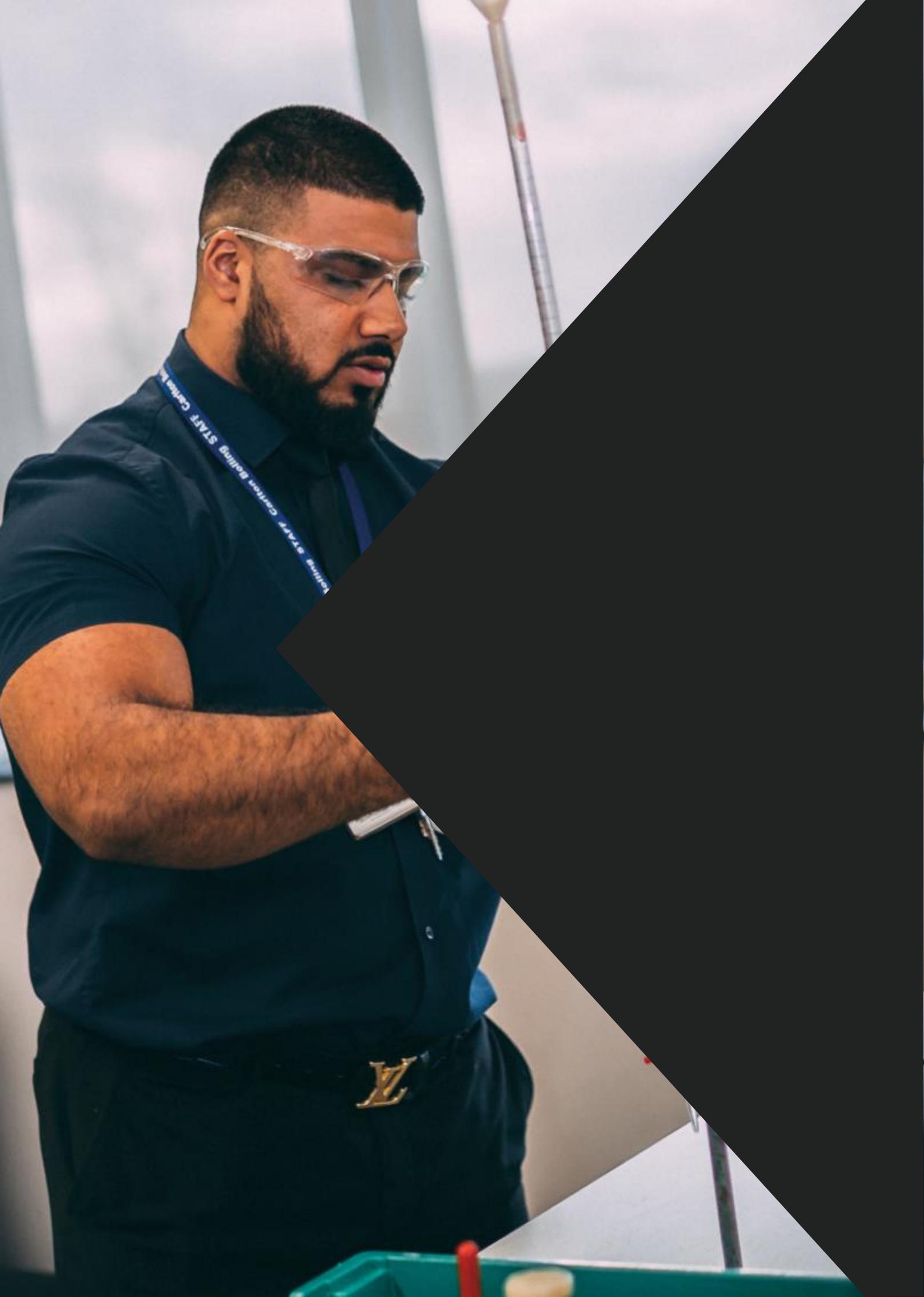
We recognise the crucial importance of staff to our success, so do all we can to protect their wellbeing and enable them to reach their full potential. This includes stripping away unnecessary meetings and administrative tasks so that they can maximise their time concentrating on what they are trained to do. This both enables the 'outstanding' outcomes we aspire to whilst maintaining a healthy work-life balance.

The Trust also offers a comprehensive package of employee benefits through its 'Carlton Cares' programme, which are similar to those found in many large private sector employers. These include fully funded private health insurance (Simply Health) and Employee Assistance Programme (Health Assured), in addition to salary sacrifice and employee discount schemes. Some schools also have early Friday finishing times, which are also popular amongst staff.

We have very high expectations of student behaviour and conduct, which makes schools a calm, welcoming and pleasant environment. This is evidenced in our OFSTED inspection reports, which clearly reference the high standards in this area.

I hope you can see that Carlton Academy Trust is a great place to work with an exciting future ahead. If you like what you hear and share our ambitions, we would very much like to hear from you and join us on our vision of 'Excellence for All'.







CARLTON

BOLLING

HEAD OF SCHOOL

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Carlton Bolling is an oversubscribed Outstanding school, first gaining an Ofsted outstanding rating in 2017, and recently again in 2023. We achieved the World Class School Quality Mark in 2017 and 2021 and have been voted Pearson Secondary School of the year: Making a Difference. These awards demonstrate our continuing commitment to moving the school forward to the very highest levels, with a focus on initiative and innovation.

Our collective Trust vision of 'Excellence for All' runs through all aspects of students' school life. The foundations for this vision, Ambition, Respect and Resilience, underpin everything that we do at Carlton Bolling. Our staff lead by example, demonstrating integrity, inclusivity, and a commitment to lifelong learning.

We are proud of our track record of enabling young people to achieve success. Student outcomes are in line with the top 10% of schools nationally and the school provides a breadth of curriculum and enrichment opportunities which add value to every child, preparing them for modern British life. The recent Ofsted 2023 highlighted how 'Excellence for all is woven through every aspect of life at Carlton Bolling' and that 'Behaviour in the school is exemplary'.

Our strongest assets are our dedicated staff, and we strongly believe satisfied happy staff members will remain committed members of the school community. We are proud to have created a supportive work environment where staff work towards the shared vision and values of the organisation. Being a member of staff is not a finite process, and that is why we place a huge emphasis on high quality, research driven CPD (continuous professional development). CPD takes place both on a whole school and faculty level, so that our teachers/support staff have the best tools to ensure strong outcomes for students.

Our vision is to create leaders organically from within the organisation, giving staff the opportunity to lead on whole school projects that develop their practice and contribute to school improvement. This approach has afforded many staff members the opportunity to gain valuable leadership skills and move on to more senior roles both within the school and within Carlton Academy Trust.



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WHY WORK FOR OUR TRUST

Carlton Academy Trust is based in West Yorkshire, with all of our Academies in close proximity to one another and in easy reach of main motorways and the cities and towns of Leeds, Wakefield, Huddersfield and Bradford. The proximity of our Academies is such that it lends itself to close and collaborative working partnerships between all of our schools.

The Carlton Academy Trust is a dynamic, innovative trust which genuinely aspires to our mission of 'Excellence for All'. We believe that our staff are pivotal in ensuring this happens and always look for people that have the right character to bring our vision and values to life.

We have well established high-quality professional development programmes in all of our schools and across the academy trust. We are proud that a significant number of our staff trained within our schools and that the vast majority of promotion opportunities are usually filled by internal candidates due to outstanding training that we provide via our CPD programme.

We aim to create an environment that is happy, ambitious and inspires others which will in turn allows all members of our teams to flourish and grow.

Carlton Academy Trust is fully committed to supporting and enhancing the well being of all its stake holders and as an employer, we are able to provide the following benefits to all members of staff:

FAVOURABLE TERM DATES AND WORKING CONDITIONS

Our restructuring of the academic year and day means favourable holiday dates based on maximising staff well being and early Friday finish to allow staff to plan on their terms.

PAY AND PENSIONS

You will be paid monthly into your nominated bank account and you will be able to access your payslips on line. You will be automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme through our admitted body status. Both schemes offer an attractive range of benefits.

HELP & SUPPORT IN THE WORKPLACE

We are looking for staff who want to make a real commitment to the partnership and what it stands for, but we also know that there will be time when you need a little extra support. Therefore, we have a range of family friendly policies and services in place like employee assistance programmes and occupational health to give you the help you need when you need it.

CONTINUING PROFESSIONAL DEVELOPMENT

CPD is at the heart of everything we do! By attending one of our in-house training programmes, participating or leading a research project or having the time to plan and learn with colleagues from across the partnership.

EMPLOYEE ASSISTANCE PROGRAMME

24/7 Confidential helpline run by Health Assured to support you through any of life's issues or problems.

INCREASE YOUR NETWORK

Regular opportunities to collaborate with colleagues across academies and within the trust central teams.

FREE ACCESS TO HEALTH AND FITNESS

Access to a wide range of Trust Health and fitness equipment based across the trust.

HOW TO APPLY:

Completed applications may be submitted online to recruitment@catrust.uk

Shortlisted candidates will be notified by letter or telephone call with details of the interview and selection process.

INTERVIEW AND SELECTION PROCESS

On the day of interview candidates may be required to:

Teach a full lesson on a specified topic (teaching posts only)

Undertake other relevant activities, i.e. presentation, data exercise

Participate in a formal interview with students of the college

Undertake a formal interview with relevant senior staff and/or Governors





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