



Beckfoot
Trust

Recruitment information

January 2020



Welcome to Beckfoot Trust

Thank you for taking an interest in Beckfoot Trust and its schools, we really appreciate it. We are working to create remarkable schools in Bradford and we need great people to join us in that endeavour. We hope that working at a Beckfoot Trust school excites you and that it aligns with your career ambitions and educational principles.

We were established in 2013 with two schools and have steadily built up to ten, with four secondary, four primary and two special schools. To join the Trust a school has to be located in Bradford, be genuinely comprehensive in character and critically, to believe in the power of collaborative practice to drive improvement.

We educate over 7,300 learners aged 2 to 19 and have 1100 staff. Our schools are improving at pace and we have been seen some remarkable transformations. All our schools are well led, with a strong tranche of leaders, teachers and support staff running through the organisation.

We share a common approach to school improvement and commercial effectiveness. We use formal collaborative networks and professional development strategies to help colleagues learn from each another. We celebrate the breadth of our curriculum experience with Trust-wide events covering arts, sports and academic achievement. We work with external partners to accelerate our development including other Trusts, and organisations like Voice 21 who are helping us to develop oracy in all our schools.

Please take the time to read our Strategic Vision document: 'Creating Remarkable Schools'. It sets out very simply our core purpose, our key features and our ambitions for young people and our staff. Equally, please read our 'Workload and Well Being 10 pledges'. Everything we do is shaped by these two documents.

We believe that Beckfoot Trust is a great place to work. We offer competitive salaries, dedicated INSET days for planning, bespoke professional development including career stage leadership development programmes and much more. In particular, our Early Years Career Strategy ensures that teachers new to the profession are well supported as they transition from trainees to accomplished teachers.

Please read more about us across our website and contact us at BeckfootTrust@beckfoot.org if you would like to visit us and talk about our work in more detail. It would be lovely to see you.



David Horn
CEO Beckfoot Trust

January 2020

Our school.

Beckfoot Oakbank

Thank you for your interest in our school. Beckfoot Oakbank is an 11 -18 secondary school with 1570 pupils. Our students always 'say it how it is' and genuinely want to learn. They have enquiring minds. We joined the Trust in September 2016. We were judged by Ofsted as 'requiring improvement' in May 2019 with 'good' for sixth form. Under fresh leadership since June 2018, our school has identified a clear strategy to accelerate achievement rapidly. The school has a community feel about it. We were lucky enough to move into new purpose-built accommodation in April 2018 where most teachers have their own classroom within faculty hub areas. We have a history of strong Sports, Arts and Technology provision and subsequent outcomes. Our PSHCE provision 'Open Minds', makes us unique. We are thrilled that we are not a stand alone school but one that is part of the wider Beckfoot Trust. We collaborate and support one another at all levels to improve the life chances of the young people in Keighley and surrounding area. If you would like to come and visit our school then our students would love to show you around.

Tina Smith
Headteacher

Other schools in the Beckfoot Trust

Please see below a brief introduction to all our schools. You will also be able to see more about them on their websites and by reading their Annual Report. If you are applying for a specific role, you will receive a copy of the Annual Report for that school with your application pack.

Our Primary Schools:

Beckfoot Allerton Primary and Nursery School

Beckfoot Allerton Primary and Nursery is a two form entry primary school. It joined the Trust in September 2016. It was judged as Requires Improvement in 2018 following a number of years of poor results. Outcomes have improved dramatically in 2019 across all key stages. The school is rapidly re-establishing itself as a fantastic school.

Beckfoot Heaton Primary and Nursery School

Beckfoot Heaton Primary and Nursery is a three form entry primary school. It joined the Trust in September 2016. The school was judged by Ofsted as Requiring Improvement prior to joining the Trust and in December 2019 it was judged as a Good school, a remarkable achievement. The school has developed a reputation locally and nationally for its 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. It is a rapidly improving school with a clear strategy to progress from good to great.

Beckfoot Nessfield Primary School

Beckfoot Nessfield joined the Trust in September 2018 having been through a very difficult period. A change in leadership of the school in 2018 is steadily transforming the culture and the progress of the school.

Beckfoot Phoenix Primary Special School

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 Secondary Schools:

Beckfoot School

Beckfoot School formed the Trust in 2013. It is an 11-18 secondary school with 1687 pupils. The school secured an Outstanding Ofsted judgement in 2014. It established a Teaching School in 2015 and secured a 'World Class Quality mark' in 2016. It continues to be a very successful school.

Beckfoot Oakbank School

Beckfoot Oakbank is an 11 -18 secondary school with 1564 pupils. The school joined the Trust in September 2016. It was judged by Ofsted as Requires Improvement in 2019. Under fresh leadership since June 2018, the school has identified a clear strategy to accelerate achievement rapidly. The school moved into new purpose-built accommodation in April 2018

Beckfoot Thornton School

Beckfoot Thornton is an 11-18 secondary school with 1399 pupils. The school joined the Trust in September 2016. The school was judged by Ofsted as Requires Improvement prior to joining the Trust and this judgement was achieved again in 2019. A change in leadership of the school in April 2017 has transformed its progress demonstrated by a significant improvement in GCSE outcomes in 2019.

Beckfoot Upper Heaton School

Beckfoot Upper Heaton is an 11-16 secondary school with 595 pupils. The school joined the Trust in September 2015 having been through a very difficult period. The school was judged by Ofsted to be Good when inspected in 2018, a remarkable transformation in a short period of time. The school is now over-subscribed in the lower years and achieving outcomes that are amongst the highest in the country for progress made. The school moved into a new purpose-built accommodation in January 2017.

Hazelbeck Special School

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 in 2015 in every category. Following a recent Ofsted inspection (May 2019), Hazelbeck school continues to be outstanding. It is co-located with Beckfoot School. It is a remarkable school.

Working at Beckfoot Trust

Working at Beckfoot Trust has many benefits, we are an employer that invests in staff wellbeing and welfare, professional development and conditions of service.

Staff Wellbeing

We know that working in schools is a challenging and worthwhile profession and you will make a difference to the lives of young people. We also know that sometimes everyone needs a little support, that's why we publish our workload pledges and that's why there will always be someone to listen to any concerns you may have.

Professional Development

Professional development is a right when you join Beckfoot Trust. We expect people to want to learn new things and expand their horizons for every one's benefit. That's why Beckfoot Trust has a reputation for great continuing professional development and you can see the offer explained in our Trust CPD offer documentation found on the Trust website.

Conditions of Service

Beckfoot Trust employs staff on nationally recognised terms and conditions and then adds more to ensure its staff feel cared for at work and in their home and family lives. We've tried to think of everything an employee might want to know about working at Beckfoot Trust and documented it in our Work and Families policy that you can read on the Trust website.

Working and living in Bradford

Five Reasons to Teach in Bradford from BradfordTeaching.org

<https://www.bradfordteaching.org/>

1. Demand for good quality teachers is high. We are the youngest city in England – almost a third of people living in Bradford are under 20 – so education is key to our future.
2. You'll get experience of working with different people and cultures in one of the most diverse cities in the UK. About half of our school students are from black, Asian or minority ethnic communities.
3. You'll find school leaders on a mission to deliver the best education possible to create life chances for young people. We have one of the first research schools in the country and strong multi-academy trusts, offering exciting career opportunities.
4. You will change lives here. About a quarter of our children are classified as living in poverty. If you believe that opportunity should never be limited by a child's family income, then we need your passion and your skills in Bradford.
5. We're a growing, ambitious city with an entrepreneurial spirit and a trend of educational improvement. Be part of our success story.

A Wonderful City to Live in

<https://www.visitbradford.com/visitor-information.aspx>

An award winning, cultural destination and one of the youngest, most vibrant places in the country. Combine a UNESCO City of Film and World Heritage Site with wild and beautiful moorlands, throw in world class artists such as David Hockney, and literary greats, The Brontës, couple that with a vibrant city, packed with heritage and fun things to do, and you have Bradford! With attractions such as Brontë Country, Keighley and Worth Valley Railway, the Cow and Calf rocks, Ilkley Lido, Salts Mill, the National Science and Media Museum, and the Alhambra Theatre, all just a short train journey apart; it's no wonder Bradford has been awarded the title 'Emerging Destination 2018' by the Luxury Travel Guide.

It is a cultural city with many attractions and an impressive history, which is reflected in the striking architecture found throughout. Take in the high profile exhibitions and interactive galleries at the National Science and Media Museum, which overlooks the multi award winning City Park, a beautiful water feature and an arena for a spectacular events programme throughout the year. Bradford city centre is home to the Alhambra Theatre and newly reopened St George's Hall. Both over one hundred years old, they offer a complementary mix of comedy and west end shows. Proud to have been one of the richest cities in the country due to its international recognition for wool, the Wool Exchange, built in the 19th Century, still shows the wealth and importance wool brought to Bradford through its architecture. Nowhere is this more evident than in Little Germany, a unique collection of 19th Century buildings, 55 of which are listed.

Travel and Transport Links to get you Around

Getting to Bradford district couldn't be easier whether you choose to drive or use public transport. Once here you can travel around the district with a great range of public transport available connecting you to all the must see places.

How we Create Remarkable Schools



Ambitions for Staff

The Trust's success is sustained by recruiting and retaining talented people.

Our culture is shaped with four themes we promote under the heading of people and talent:

- Effective Leadership of People
- Investment in Professional Development
- Managing Workload and Well-being
- Respecting National Conditions of Employment





Beckfoot Trust

Creating Remarkable Schools

Ambitions for Our Young People

A Curriculum for a 21st Century Generation

Our curriculum is relevant and allows to the world in which they live. We respond to the specific needs of all learners and inspire creativity, ambition and an enthusiasm for learning.

Our curriculum inspires learners to be:

- Confident Communicators
- Knowledgeable and Expert Learners
- Committed Community Contributors
- Future-ready Young People

No Child Left Behind

The Trust believes that every learner has the potential to do great things with their lives and also that that needs to be cared for.

Family Involvement in Learning

Families give school an expert of their children. By celebrating working together to overcome ensure our young people enjoy self-regulate their behaviour regularly and work independently.

Seamless Transition from Early

The Trust focuses on securing pastoral transition from early primary to secondary, secondary and the world of work.

About Beckfoot Trust

Who We Are

Beckfoot Trust is a multi-academy family of primary, secondary and special schools closely located in the Bradford district. It was formed in 2013 and now includes ten schools with over 7,000 young people. Bradford Local Authority represents the community our schools can transform working in partnership our schools can transform life chances and strengthen communities.

Our Core Purpose

We are here to create a family of remarkable schools that collaborate to ensure all their young people enjoy learning and thrive, where you feel and see where families are involved, where you feel and see a learning culture that is purposeful, celebratory and inclusive. Schools that are great places to work, where staff develop professionally and strive for outcomes to rank them in the top 20% by comparison with young people in similar schools. With sustained success, lives change, communities thrive and we all benefit.

Key Features of Beckfoot Trust

Collaborative Partnership

Our schools are thriving because they enjoy working in partnership to identify the best ideas that unlock the academic and personal potential in every learner.

Developing Leaders

Leadership training is a key feature of the Trust and we actively nurture new and mature talent.

Investment in Teachers

Teachers flourish when they can talk about teaching, observe each other, have dedicated time to plan and reflect on their practice.

Central Improvement Team

The Central Improvement Team is a streamlined group of highly experienced educationalists with school improvement and commercial expertise that systemically support schools and quality assure their effectiveness.

Trust Governance and Local Stakeholder Voice

The trustees ensure clarity of vision, ethos and strategy and hold staff to account for the performance of the schools. They know that each school is unique and sits at the heart of its community.

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How we work and look after each other





Workload and Well-being

Our 10 Pledges

Our staff are our most precious resource, listened to and trusted within a positive and purposeful working environment.











What we Expect in Return

In return for our workload and well-being pledges, expectations of our employees are to:

- **Show a Willingness to Collaborate and Help**
Working in schools can be busy and pressurised. It is also challenging and rewarding. Our members of staff will be flexible and adaptable in their approach to collaboration, partnership and resilience. They will embrace our well-being initiatives whilst developing their own ways of making good lifestyle choices.
- **Demonstrate High Levels of Professionalism**
Our employees show high levels of professionalism. We want our employees to be role models to our children and young people. We want them to be ambitious about doing a good job. To embrace professional development opportunities available and show a desire to keep learning. To believe in Beckfoot Trust and embrace what we stand for.
- **Be Respectful to Others**
Respect for others is a fundamental condition for the professional and personal development of our employees. We have high regard for the Nolan principles such as integrity, openness and selflessness and embed them within all our working practices.

We commit to 10 pledges:

1. **Alignment to National Pay and Conditions**
We reward staff fairly. The Trust honours all national guidelines in relation to pay and working conditions. The Trust works in close partnership with Trades Unions and Professional Associations to ensure that we stay true to this. The Trust aims to do more than honour national guidelines. We want to go the extra mile for Trust colleagues.
2. **Beating National Pay and Conditions**
We continuously explore what else we can do to provide additional support on top of those agreed nationally to support our staff. Examples of this are:
 - The Trust aims to beat STPCD requirements for planning preparation and assessment time for all teachers.
 - In addition to statutory entitlement for paid or unpaid leave, we work within a culture of professional trust and will where possible support all colleague if they need to be out of school for an event of importance.
 - Requests for flexible working are always carefully considered.
3. **Measuring the Impact of our Workload Pledges**
We are committed to seeking, with colleagues, solutions to time consuming tasks, strategies to minimise onerous administration and, most importantly, 'reeling up' colleagues to plan and teach brilliant lessons. Two key features of our work in this area are:
 - A Trust annual survey takes place to assess the impact of our Workload and Well-being strategy on all colleagues. The findings of the survey are shared and evaluated at school and governance level.
 - The Trust Workload and Well-being Group, made up of teacher and support staff representatives from across the Trust meets regularly to review the impact of Trust workload and well-being strategies.
4. **Lesson Planning**
To ensure we have the best opportunity to teach well, lesson planning must be effective:
 - All our schools have dedicated collaborative planning time each week. This is when we best collaborate, share knowledge and ideas, and innovate together, both within individual schools and as a wider Trust activity.
 - IT systems promote shared resources so that the best ideas can be easily accessed.
 - Calendered Trust wide formal network meetings facilitate moderation and minimise effort being replicated in individual schools.
 - We do not ask colleagues to submit daily or weekly lesson plans.
 - We celebrate the best ideas across our schools and the Trust.
5. **Marking and Feedback**
We are committed to minimising marking which does not impact on pupil progress. The Trust Feedback principles state that feedback must be meaningful, manageable and motivating. Schools have to align their practice to these principles.
 - We do not ask colleagues to submit data collections for the Trust, staged regularly throughout the year, because teachers need time to teach children and need time to learn. We have also invested in technology and training to support assessment and data management. Teachers, middle and senior leaders spend a proportionate amount of time analysing and acting on high quality data and information about pupils and their progress.
6. **Data Collection and Reporting**
Schools have a maximum of three data collections per year. Staged regularly throughout the year, because teachers need time to teach children and need time to learn. We have also invested in technology and training to support assessment and data management. Teachers, middle and senior leaders spend a proportionate amount of time analysing and acting on high quality data and information about pupils and their progress.
7. **Emails**
We do not expect colleagues to respond to emails outside of normal working hours. We trust the professional judgement of colleagues to make decisions about when they work outside of normal working hours and to organise their own work-life balance. Staff choose to send and read emails at a time that works for them, with no expectation of responses outside of the working day.
8. **Trust Reviews/External Inspection**
Great colleagues, teaching effectively are always prepared for a Trust Review/Inspection. It is the responsibility of the Leadership Team and Middle Leaders to prepare for such events. Trust Reviews are developmental in process.
9. **Meetings**
Meetings have clear agendas and purpose. If there is no good reason for a calendarised meeting, then it will be cancelled.
10. **Reviewing Working Practices**
All leaders, at all levels in the Trust, have a responsibility to regularly review working practices. New initiatives and staff workload 'workload assessed'. New ideas and strategies regularly monitored. New ideas and best practice encouraged and welcomed, with shared across the Trust. All staff complete an exit survey when leaving the Trust.

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Application Process

Please visit our website <http://www.beckfoottrust.org/> to see all our current vacancies and to download the recruitment pack and application form.

How to apply for a vacancy:

Please complete the application form providing full details of your education and employment history, including any unpaid or voluntary work. Where there are gaps in your employment history, please explain why (e.g. gap year, career break). Applications must be returned by post or email no later than the deadline on the advert.

Use the job description and person specification as a guide and give specific examples, where possible, to demonstrate how well 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. It is our policy to take up references for shortlisted candidates.

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 for an interview. 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. If this is the case, we thank you for your interest in this post and wish you the very best for the future.

We would strongly encourage you to browse our websites as it will also give you a good idea of what each 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 schools and take advantage of a tour, do please contact us to register for a visit.

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.