

Recruitment Information

Executive Headteacher

December 2021



creating remarkable schools
where no child is left behind

Welcome to Beckfoot Trust

Are you ready to influence the life choices of over 8000 children and young people?

Are you a values-driven leader who will do whatever it takes to ensure all staff and students can enjoy, learn, succeed and feel a strong sense of belonging?

Are you a ready to join us on our exciting journey to meet our mission of creating remarkable schools where no child is left behind?

Are you an ambitious leader with the aspiration to one day be a CEO yourself?

If so, we want to hear from you.



Who are we?

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 10 schools with over 8000 young people. We believe that by working in partnership our schools can transform life chances and strengthen communities.

We understand that all healthy organisations have absolute clarity of purpose and answering 6 critical questions has helped us. Precision of language supports the avoidance of unhealthy politics, and we are liberated to work together in an efficient and agile way. Clarity is essential for effective collective efficacy.

Six Critical Questions

Why do we exist (our core purpose)?

- Our mission is: To create remarkable schools where no child is left behind.

How do we behave (our values)?

- We **enjoy** belonging to Beckfoot Trust and we are optimistic about our future.
- We **learn** together in our vibrant, creative and diverse family of schools.
- We are highly ambitious for our staff and students and believe through hard work, all can **succeed**.

What do we do?

- Establish purposeful, celebratory, and inclusive learning cultures.
- Lead with integrity, humility, and professionalism.
- Create compelling school cultures where all are motivated to achieve.

How will we succeed?

- By demanding clarity, rigour, and simplicity in all that we do.
- Ensuring all our strategy is evidence informed.
- Putting exceptional pedagogy at the heart of all that we do.

What is most important right now?

- A relentless focus on driving up the attainment of all our young people by aligning to our principles for remarkable schools through collective efficacy.

Who must do what?

- We must communicate efficiently and effectively at all levels and understand the need for clarity of structure yet agility to work with collective efficacy to achieve our mission.

10 Unique Features of Our Trust

1. **Our core purpose is ‘to create remarkable schools where no child is left behind’.** We have clearly set out what we believe makes a school remarkable in our Trust Contract
2. **We share the same values.**
 - We enjoy belonging to Team Beckfoot Trust and we are optimistic about our future.
 - We learn together in our vibrant, creative and diverse family of schools
 - We are highly ambitious for our staff and students and believe that through hard work, all can succeed.
3. **We understand the power of belonging.** We know that a deep sense of belonging is an irreducible need for all people. We genuinely celebrate all aspects of diversity and we believe that where staff and students feel an authentic sense of belonging, they will flourish. The recruitment and retention of mission-aligned people is absolutely key to our continuing success. Please read our Workload and Wellbeing Pledge to learn more about how we value our employees.
4. **Beckfoot Trust is founded on the deep-seated principles of equity and inclusion.** We understand that people (staff and students) have different needs. If we are to meet our mission, we must acknowledge and dismantle the structural barriers that some groups may experience. We will know we are truly inclusive when our equitable processes mean that there are no patterns of differential outcomes or progression for students and staff.
5. **We achieve alignment through collective efficacy.** We genuinely collaborate as equal partners across special, primary and secondary settings. As leaders we are all signed up to the same principles set out in our Trust Contract. We fundamentally believe we are only as strong as our weakest.
6. **We are clear about our principles of alignment.** We believe that ‘some things work everywhere’ and we are evidence-informed. We value the economies of scale and benefits of scale that working together brings. Through developing clarity on alignment we are able to support each other on our continuous journey to remarkable.
7. **We respect and celebrate the diversity of all our schools.** Although we are One Trust Where All Belong, each of our schools has a distinctive character and we value authenticity of culture. Leadership and personal accountability are founded on ownership and self-determination therefore we do not strive for uniformity. The rich diversity of our Trust means that we can learn from one another and thereby accelerate innovation and improvement for the benefit of the communities we serve.
8. **Leadership Matters.** All our leaders are mission-aligned and values-driven and are proud to belong to our one Trust. They are signed up to our principles of alignment however, we want our leaders to have the power to lead their own unique setting and to create compelling school cultures where all are motivated to achieve. Beckfoot Trust leaders all demonstrate integrity, humility and professionalism.
9. **Context is understood yet is never used as an excuse.** Many of our schools are located in areas where there is a high level of deprivation. In some instances our schools joined the Trust

with a legacy of sustained underperformance and community mistrust. Breaking that cycle of deprivation is what drives us forward. We will never use context as an excuse, yet we understand that communities are different, and we work positively with those we serve.

10. A relentless focus on driving up attainment. The culture and opportunities afforded to the young people that are in our care are hugely important to us, we are celebratory and inclusive schools with a strong emphasis on personal development and team. Ultimately we know that to truly transform lives and meet our mission, we must have relentlessly high expectations. Our aim is for our schools to be in the top 10% of all schools nationally for achievement. To find out more about our ambitions, see our Mission Document.



Welcome from the Chief Executive Officer

Thank you for your interest in the role of Executive Headteacher at Beckfoot Trust. This is an exciting time to join our Multi-Academy Trust. This is a key role for the right person and one that will involve working closely with me to meet our ambition of being in the top 10% of all MATs in the next 5 years. We know that this is an ambitious target, however, we fervently believe that our students and staff deserve nothing less. The successful applicant will be line-managed by me and will be developed in all aspects of leading and managing a highly successful MAT. The role will demand flexibility and the willingness to line-manage operational and educational senior leaders and work on fast-paced sprints where necessary, to drive forward organisational improvement.

Our Trust is on a journey and this role will be both challenging and rewarding. We have a clear vision of what remarkable schools look like and we are explicit about what we align on and what makes us one trust. This clarity will allow us to grow in the future. I am personally obsessed with the 'front line' and also ensuring that everyone has the power to lead because of the clarity that we have around our principles of alignment. The successful candidate will have the humility to defer to the brilliance of others, yet enough resilience to make the most difficult decisions when necessary. Through exposure to all aspects of leading a MAT, the successful candidate will be best placed to make further career progression and formal training will also be available to support this.

I believe this is a unique opportunity for an experienced leader who has a passion for transforming organisations for the benefit of all. All our colleagues play a key part in making our mission a reality and this role is no different, it is though one that carries the privilege of responsibility.

If you are a passionate and genuinely values-driven leader, aligned to our mission, I would urge you to read the candidate pack carefully and if you are excited by this post, I look forward to hearing from you. Please contact Jill Vinnicombe for an informal conversation and to find out more.

I look forward to hearing from you.



Shirley Watson

Chief Executive Officer

Beckfoot Trust Schools

Please see below a brief introduction to all our schools. You will also be able to see more about them by visiting their websites.

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.

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.

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.

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.

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 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.

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.



enjoylearnsucceed

Beckfoot
Trust

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