

Recruitment Information

January 2020



CREATING REMARKABLE SCHOOLS
NO CHILD LEFT BEHIND

www.beckfoottrust.org

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 where no child is left behind. We need great people to join us in that endeavour.

We established the Trust in 2013 with two schools and have steadily built up to ten, with four secondary, four primary and two special schools. We created the Trust because we believe that schools are stronger by working together. To join the Beckfoot 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. All of our schools are improving at pace and we have seen some remarkable transformations. There is huge pride across our community in what we stand for and are seeking to achieve.

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. 'No child left behind' is our mantra. Equally, please read our 'Workload and Well Being 10 pledges'. Everything we do is shaped by these two documents.

We use formal collaborative networks and extensive professional development programmes to share best ideas, identify talent and develop it. We work with external partners to accelerate our development.

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

Beckfoot Thornton

We are very proud of our school community at Beckfoot Thornton School. Our students enjoy coming to school.

It is calm and friendly and students feel safe and cared for in an environment where they can learn. They know that our school is improving and because of this they are achieving more.

Our students are supported whatever their need may be with focused activities that help to improve pupils' understanding of mental health issues and the world of work. Staff care about our students and are motivated and respected. We have a good sixth form with dedicated students that aspire to make the most of the opportunities on offer in school and with Beckfoot Trust Sixth form.

To complement our challenging and engaging curriculum, students have had the opportunity to partake in a wide range of personal development opportunities, enjoying an abundance of exciting trips including visiting Old Trafford, Wembley Arena, Worcester College, York Railway Museum, St George's Hall, Bradford Winter Games at Hanson Academy, Cartwright Hall, Leeds City College, Buckden House, Leeds Trinity University, York Railway Museum, The Rose Theatre, York, Duke of Edinburgh expeditions to Blackhills.

A diverse range of providers have come to work with students in school, including Newcastle University Science, Technology, Engineering & Maths Project (STEM), First Give, NYBEP careers interviews, Barclays Life Skills, Talk the Talk Oracy workshops, Junior Engineering Engagement Project (JEEP) The Transformation Trust, Oxford University and The Brilliant Club.

Students have enjoyed participating in a range of opportunities to support charities including raising money through bake sales for First Give and Children in Need and by collecting food items for the Bradford Metropolitan Food Bank.

In May we launched our Beckfoot Thornton Radio station. Students have really taken ownership, learning how to operate the equipment, creating jingles, deciding what to broadcast and of course performing on the radio themselves.

Please get in touch if you would like to find out more about our Beckfoot Thornton School community, we'd be delighted to hear from you.

J Richardson

Jeremy Richardson
Headteacher



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 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.



How we Create Remarkable Schools

Ambitions for Our Young People

A Curriculum for a 21st Century Generation

Our curriculum is relevant and allows the children to apply their knowledge and skills 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.

Ambitions for Staff

A Positive Culture and Working Conditions

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

About Beckfoot Trust

Who We Are

Beckfoot Trust is a multi-academy family of primary, secondary and special schools, formed in 2013 and covering the Bradford district. It was with over 7,000 pupils that we became the first multi-academy trust in the Bradford Local Authority area. We now include ten schools which represent a mix of primary, secondary and special schools. We believe that by 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 expect to where you feel and see where families are involved, successful, celebratory and inclusive. Schools that are great places to learn and develop. Schools that are great places to work, where staff develop professionally and strive for excellence. Schools where learners thrive, valued and cared for. Schools where the top 20% of our children with success, lives change, communities thrive and we all benefit.

Creating Remarkable Schools

Beckfoot Trust

Family Involvement in Learning

Families give school an expert understanding of their children. By celebrating difficulties we can ensure our young people, have ambition, attend regularly and work independently at home.

Seamless Transition from Early Years to Adulthood

The Trust focuses on securing years to primary school, pastoral to secondary, secondary to sixth form, college and the world of work.

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 they all have some element of vulnerability that needs to be cared for.

Key Features of Beckfoot Trust

- Central Improvement Team**
The Central Improvement Team is a streamlined group of highly experienced educationalists with school improvement and commercial expertise that systematically support schools and quality assure their effectiveness.
- Trust Governance and Local Stakeholder Voice**
The Trustees ensure clarity of vision, ethos and of the school's performance and hold staff to account for each school's unique and its schools. They know that each school is unique and sits at the heart of its community.
- 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.

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How we work and look after each other

Beckfoot Trust 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.

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 Professions. The Trust aims to ensure that we honour national guidelines. We want to move 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 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, and most importantly, feeding up colleagues as 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 our 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 impact of Trust workload termly 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 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.
 - Calibrated, 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.
- 6. Data Collection and Reporting**

Schools have a maximum of three data collections for the Trust, staggered regularly throughout the year, because teachers need time to teach and children need time to learn. We have also assessment in children's learning and training to support in 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 work-life balance. Staff choose to send with no expectation of time that works for them, with no daily responses outside of the working day.
- 8. Trust Reviews/External Inspection**

Great colleagues, teaching effectively are always prepared for a Trust Review/Inspection. There should be no need for additional work. Middle Leaders 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 calendared 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 strategies are regularly monitored. New ideas and strategies encouraged and welcomed being shared across the Trust. All staff complete an exit survey when leaving the Trust.

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 pressured. 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 while developing their own ways of making good lifestyle choices.
- **Demonstrate High Levels of Professionalism**

Our employees show high levels of professionalism. We want our children and young people to want them to be to role models to want them to be young people. We want a good job, to embrace professional development opportunities, to get the most of out of 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.

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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.



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