



OULTON ACADEMY

# 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 nine schools; three secondary, three primary and three special.

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 (Spectrum.Life), 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'.



## HEAD OF SCHOOL

# JOHN HIGGINS

Oulton Academy is an Ofsted rated 'Outstanding' school in a small village in South Leeds and we have been on a journey of rapid transformation over recent years. In March 2024, we were incredibly proud to receive our Outstanding rating from Ofsted - a testament to the dedication of our staff, students, and wider school community, who have worked tirelessly to create an environment where high expectations, ambition, and a belief in success are at the heart of everything we do.

At Oulton, we are more than just a school – we are a community that thrives on respect, resilience, and motivation. These values shape our approach to education and drive the outstanding progress our students continue to make. The past three years have seen the best GCSE results in two decades, and we are determined to build on this success. But academic excellence is just one part of our story; we are equally passionate about developing well-rounded, confident, and responsible young people, equipping them for life beyond the classroom, ensuring that we nurture students who are not only academically accomplished, but also strong in character.

We are focused on continuously improving the quality of education we provide. This includes maintaining consistently high standards of teaching and learning across all subjects, as well as adhering to a robust behaviour policy that ensures a positive and productive learning environment. In doing so, we will continue to elevate the educational experience for our students and ensure that they are well-prepared for the challenges of the future.

What truly sets Oulton apart is our people. Whether you are an experienced teacher, an Early Career Teacher (ECT), support staff, or a leader, you will be joining a school where your development, wellbeing, and success matter. We believe in investing in our staff, providing extensive professional development opportunities, and fostering a culture of collaboration and support. If we empower and inspire our staff to reach their full potential, we know that our students will do the same.

We are excited about the future of Oulton Academy and would love for you to be part of our journey. If you share our passion for excellence in education, high standards, and making a lasting impact on young people's lives, we look forward to welcoming you to our team.

# 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 through our 'Carlton Cares' programme:

## EMPLOYEE BENEFITS

**Health Plan** - Access to Simplyhealth's plan for cashback on everyday healthcare including dental, eye tests, physiotherapy and more.

**GP Services** - Through our partnership with Simplyhealth, staff have access to around the clock GP services.

**Salary Sacrifice Schemes** - Our Cycle and Home & Tech schemes let staff spread the cost of new products through monthly salary deductions.

**Employee Assistance Programme** - Free, confidential advice from Spectrum.Life to support you through any of life's issues or problems.

**Discounts Platform** - Access to discounts and cashback from a huge range of big-name retailers, restaurants and supermarkets.

**Iveridge Hall Health Club** - Access to exclusive Trust discounts at their onsite spa and gym.

**Occupational Health** - Helping us to support you.

### **Favourable term dates and working conditions**

Our Bradford schools enjoy a restructured academic year, with a two-week October half-term, and an early Friday finish in some schools.

### **Pensions**

You will be automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme. Both schemes offer attractive benefits

### **Continuing Professional Development**

CPD is at the heart of everything we do! This includes in-house training, participating in or leading a research project and collaborative learning with colleagues across our partnerships.

### **Increase your network**

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



# HOW TO APPLY:

Completed applications must be submitted online, via the job listing on the Trust website: <https://carltonacademytrust.co.uk/working-for-cat-vacancies-new/vacancies-new/>

Shortlisted candidates will be notified by email 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 school
- Undertake a formal interview with relevant senior staff





# CARLTON

ACADEMY TRUST

EXCELLENCE FOR ALL

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