

EXCELLENCE FOR ALL



**CARLTON**  
KEIGHLEY

**CARLTON KEIGHLEY**

# 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'.



# CARLTON

KEIGHLEY

## HEAD OF SCHOOL

# MARK TURVEY

Thank you for considering a role at Carlton Keighley. We are a caring, inclusive school, proudly committed to delivering high-quality education for all young people. Despite the challenges our community faces, we believe every young person can achieve great outcomes and become respectful citizens.

The school has been on a rapid journey of improvement since it began working with the outstanding Carlton Academy Trust in September 2019. In January 2020 the school achieved a 'Good' judgement from Ofsted, with further improvements made since this inspection recognised in a further ungraded inspection in February 2025.

We believe that character and culture matter. Our core values of ambition, resilience and respect shape everything we do, and both our staff and pupils live out these values every day through their actions in school.

We maintain high standards of behaviour and high academic expectations for all learners, fostering a calm, purposeful and safe learning environment where pupils are respectful of themselves, each other, and the school community. Our recent Ofsted report described behaviour in school as excellent. Our curriculum is ambitious for the achievement of all pupils, where literacy is a prioritised, ensuring a strong curriculum understanding, and to foster a love of reading and writing.

We understand education extends beyond the classroom. Our Carlton Edge programme enriches personal development, and our commitment to creativity and careers education has earned us the National Arts Mark and Careers Mark.

We place teaching and learning at the heart of everything we do, whilst also prioritise staff well-being with a focus on work-life balance as we believe that if colleagues are happy and supported, they can thrive. We aim to remove unnecessary distractions, so staff can focus on the things that really impact on young people's lives, both inside and outside the classroom. We understand that, like all elite professionals, practice is the key to continuous improvement and so we invest time in research-driven CPD to support staff development. Staff are very proud to work at the school; they feel valued.

Having been part of Carlton Keighley for over a decade, I take great pride in our journey and the vibrant community we've built. We welcome students, families, and colleagues who share our vision for excellence.

# 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 SpectrumLife 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 may 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 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**





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ACADEMY TRUST

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