



TEESSIDE
LEARNING TRUST

Thornaby Academy

Recruitment Pack

Information and guidance for applicants



T: 01642 536136

E: info@tltrust.org

W: www.tltrust.org

Company registration no: 07185357



Dear Applicant,

Thank you for your interest in applying for a position at Thornaby Academy.

The Academy is part of Teesside Learning Trust, a Multi Academy Trust which was established on 01 September 2016 and is comprised of two Primary Academies, Whitecliffe Academy and Badger Hill Academy in Redcar and Cleveland, and two Secondary Academies, Thornaby Academy in Stockton and Freebrough Academy in Redcar and Cleveland. The Multi Academy Trust is ambitious for all of our students and is keen to establish itself as a centre of excellence in the North East region. Students benefit from the resources and expertise across all four schools and we are in a great position to develop a smooth and seamless transition between primary and secondary schools for our students. Being part of a much bigger entity also brings opportunities for the development of staff and succession planning opportunities.



The Teesside Learning Trust is led by a strong and effective Board of Trustees who collectively support and challenge schools within the Trust to achieve excellence. The Board is chaired by John Baker, a former Director at SSI UK and trustee of the Middlesbrough Football Club Foundation.

My name is Linda Halbert and I have been the Principal at schools in North Tyneside and Redcar and Cleveland for the last fifteen years. My role is as CEO of the Teesside Learning Trust and as the statutory Headteacher at Thornaby Academy. I bring experience and a proven track record of success to Thornaby, as well as the highest expectations of staff and students and a strong belief that this school has the power, and the responsibility, to improve the future life chances of all of our students.

I am clear that our core purpose at Thornaby Academy is to have the highest ambitions and aspirations for our staff and students, to ensure that we deliver quality first teaching and effective support to enable our students to achieve the highest outcomes.

Our ambition is for Thornaby Academy to be an outstanding school. Through working in partnership with parents and the local and wider community we will achieve this. This is important to us as it will ensure that everything we do is outstanding for our students. We are on a journey towards that goal at Thornaby Academy. There is lots of very good and outstanding practice within Thornaby; we will use this as the foundations to build on.

We hope you will take the opportunity to visit us to find out more about Thornaby Academy and what we have to offer.

Yours Sincerely



Linda Halbert
Chief Executive Officer

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Dear Applicant,

Thank you for your interest in applying for a position at Thornaby Academy.

I am delighted to have been appointed as the Principal of Thornaby Academy. Thornaby Academy is a vibrant learning community made up of inspirational and impressive students and staff; I am privileged to be leading that team.



My name is Donna Butcher and I have held a senior position at a secondary school in Redcar & Cleveland for the past seven years. Prior to that, I worked for the Local Authority to provide guidance and support for all of its secondary schools in raising standards. In the role as Principal of Thornaby Academy, I will be working closely with Linda Halbert, the CEO of Teesside Learning Trust to continue to raise standards and improve outcomes as we continue our journey to outstanding. Mrs Halbert remains the substantive Head at Thornaby Academy.

Our core purpose at Thornaby Academy is to provide the highest standards of education through the delivery of quality first teaching and targeted support so that every student can make outstanding progress. We have the highest expectations and aspirations for our students by providing them with the opportunities to be the best they can be to secure their success both now and into the future.

It is our aspiration for Thornaby Academy to be an outstanding school. Through working in partnership with parents and the local and wider community we will achieve this so that everything we do is outstanding for our students. Since becoming part of the Teesside Learning Trust, we have achieved a great deal; I am looking forward to leading the school to even greater success as we continue on our journey to outstanding.

If you would like to visit our Academy or learn more about it, please do not hesitate to get in touch.

Mrs Donna Butcher

Principal

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About the Academy

Here at Thornaby Academy we aim to provide an exciting and inspirational environment for young people to learn and succeed. The staff at the Academy work closely as a team to support and guide our young people as they experience a diverse and challenging curriculum which will provide them with every opportunity to achieve their personal best.

Students at Thornaby Academy are at the centre of a community which is supported by our sponsor, Teesside Learning Trust.

Together the sponsors and the Academy maintain five core values:

- To seek excellence and the achievement of the highest educational standards for all students.
- To provide opportunity and raise students' aspirations.
- To gain respect and achieve inclusivity for all members of the Academy community.
- To empower students as learners and teachers as professionals.
- To work in partnership with local schools and organisations.

The specialism of the Academy, Business & Enterprise with a focus on Digital Media, is an integral aspect of the academic, vocational and enrichment curriculum. Our students learn, in an ICT rich learning environment, to develop their core skills of literacy, numeracy and ICT. This ensures that all students are fully prepared for 21st Century professional environments. The development of the enterprise skills of communication, teamwork, self-responsibility, reliability and punctuality are valued within everything we do at the Academy. Students will be challenged in their daily life at the academy to excel as confident learners, now and in the future.

Thornaby Academy ensures that students are fully prepared for the future. They learn to be resilient and positive in their approach to everything they set out to achieve. This 'can do' attitude is an essential part of our ethos and will ensure that the Academy provides our young people with a positive learning experience in which they can thrive.

I hope that you will feel inspired to become a part of Thornaby Academy.

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Local area information

Thornaby-on-Tees is situated in the north-east of England, nestled between Stockton on Tees and Middlesbrough.



The town of Thornaby was once home to a Royal Air Force Station. In 1997 a memorial was erected at Thornaby and in 2007 a full-size replica Spitfire aircraft was erected on the roundabout at the junction of Thornaby Road, Bader Avenue and Trenchard Avenue. The residents of Thornaby take great pride in their history and celebrate the lives of those who served there.

The Tees Barrage is a barrage across the River Tees in the borough of Stockton-on-Tees and is used to control the flow of the river, preventing flooding and the effects of tidal change. The

Tees Barrage comprises a river barrage, road bridge, footbridge, barge lock, fish pass and white water course. The waters above the barrage are permanently held at the level of an average high tide and are used for watersports such as canoeing, jet skiing, dragon boat racing and incorporates a 1 km rowing course. The barrage is accessible by road only from Thornaby-on-Tees as there is very limited road access to the north bank of the Tees.



The Tees Barrage is also home to the UK's BIGGEST Sky Trail™ high ropes adventure course, with an exciting assortment of wobbly rope bridges, troublesome tight ropes, crazy cargo nets and

swinging stepping stones, all floating high above the River Tees.



Teesside Shopping Park is situated in Stockton, previously a racecourse, and now home to large retailers such as Next, M&S, Argos, Clarks and a variety of others. Here you will also find a number of restaurants, a Showcase cinema complex and the Hollywood Bowl where you will find 26 state-of-the-art bowling lanes, fantastic food and drink and a family friendly environment for all ages.

The area is served by excellent transport links including national train lines, an airport and some of the least congested motorways in the country.



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HOW TO APPLY

To apply for the role please complete the application form in full and return with a covering letter explaining how your skills, experience and aspirations meet the requirements of the specific vacancy. Please state clearly which position you are applying for on your letter.

Please note: The equal opportunities information will not be treated as part of your application and the information you provide will be treated as confidential and used for statistical purposes only.

Application advice

Your application will be assessed against the criteria listed on the person specification.

We do not accept CV's, the application form must be completed in full. Only details within the official application form will be considered by the recruitment panel.

The shortlisting process follows a measured point scoring system. Please refer to the job description and person specification when completing your application form to ensure that you achieve the maximum score.

You are permitted to use additional pages, these pages must be referred to in your application. You must answer the specific questions, referring to an attached CV is not accepted.

Applications received after the closing date will not be accepted.

If you are unable to complete the application form due to a disability, or need these details in a different format, please contact the Academy.

Current legislation means that you will be required to provide documentary evidence showing that you are entitled to work in the United Kingdom. If you are shortlisted you will be asked to provide this at your interview. If you do not provide this documentation, your interview may be cancelled.

Personal Details

Your personal details are important, please ensure that this is completed accurately.

If you have a friend or relative who is employed by Teesside Learning Trust, it is important that you declare it. Your relationship with this person is not relevant in terms of the application or selection process, the information is used to ensure that you are neither disadvantaged nor favoured in your application.

References

You will need to provide the names of two referees. One reference must be your current or most recent employer. The second reference should be a previous employer or someone that can give information about you that is relevant to the job. Where possible, your references should cover a 5 year period.

Your referees must be able to comment on your suitability for this position. If you have never been employed, you may provide a suitable referee within a school, college, or university, or you may provide a referee from a workplace in which you volunteered. Character references provided by friends or relatives are not acceptable.

It is good practice to contact your referees prior to applying for a post to let them know that you wish to give their names & ensure that they are willing to act as a referee.

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Contact may be made with the referees at any point once your application is received. If your referee has not been contacted, it is not an indicator as to whether you have been shortlisted or not. As soon as the shortlisting process has taken place, all applicants will be informed regardless of the decision.

Any offer of employment made by the Trust is conditional until references, that are satisfactory to the Trust, are received.

Career History

You are required to provide your current or most recent employers contact details and briefly outline the requirements of the post. Please ensure that dates of employment are accurate and make it clear if there have been any breaks in employment. If this is your current employer, you can indicate this by marking the end date as 'present' or 'still employed'.

Your previous jobs section must account for all the time since you left school, college or university. You should list your jobs, with the most recent first, stating month & year and include voluntary work. Any gaps in employment should be included and reasons for the gaps clearly noted.

Your application form should show a clear history of school, college, university, paid or unpaid work. Any gaps in employment must be clear.

Education, qualifications and training

Please list any qualifications or certified training you have obtained showing the grade, score or level that you were awarded. Where your qualifications are a mandatory requirement of the post, you will be asked to provide your certificates.

Other CPD or training is equally important and demonstrates how you keep your professional practice up to date. This should be listed as thoroughly as possible and the organiser, organisation or awarding body should be listed clearly.

Personal Statement

This is a crucial part of your application, this is the main area that is referred to during the shortlisting process. No assumptions will be made, ensure that you refer to the job description & person specification and use this space to clearly describe what skills and experiences that you have that demonstrate that you are the most suitable applicant.

Your completed application form will be used to decide whether or not you progress to the next stage of the selection process.

All applications must be signed. Electronic signatures or typed signatures are acceptable providing that you submit your application by email, under these circumstances you will be asked to counter sign your application form at interview.

More information

All potential applicants are welcome to arrange a visit to the Academy, this will usually include a tour of the building and an opportunity to meet with staff and students. You will have the opportunity to meet with a member of staff with responsibility for the department who will be able to answer any questions or queries that you have.

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If you have any specific queries or would like to arrange a visit to the Academy, please email them to recruitment@thornabyacademy.org.uk or contact the Academy on 01642 763244 and ask to speak to a member of the HR Department.

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