

EXCELLENCE FOR ALL



CARLTON
KEIGHLEY

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RECRUITMENT INFORMATION



CARLTON
ACADEMY TRUST



CARLTON

ACADEMY TRUST

CEO – FOREWORD – **MR ADRIAN KNEESHAW**

CAT is a Bradford-based Trust formed in 2019 out of the successes of its founding school Carlton Bolling. Our schools serve some of the most disadvantaged communities within the city and country and has rapidly grown to become five schools (two secondary and three primary). We plan to maintain this growth and become an established MAT of scale in the next few years, with further expansion thereafter.

We are a dynamic, innovative Trust which genuinely aspires to our mission 'Excellence for All'. Being 'Good' is not enough and we aspire to make all our schools 'Outstanding'. It would be easy to compromise considering the challenges many of our students face, but we refuse to make excuses and have the highest of aspirations for all our children. Our commitment to high standards can be seen through two of our schools awarded World Class Quality Mark Status, and Carlton Bolling voted 'Secondary School of the Year' at the 2019 National Teaching Awards.

Our staff are crucial to the success of the Trust, and so do all we can to look after them and allow them to reach their full potential. This includes stripping away unnecessary meetings and paperwork so that they can maximise their time doing what they are trained to do and do best – doing the job/planning and delivering high-quality lessons. This creates the time for them to be 'outstanding' whilst maintaining a healthy work-life balance.

We have very high expectations of student behaviour and conduct, which makes schools a calm, welcoming and pleasant environment. Staff welfare is further promoted through free membership of an Employee Assistance Programme, free use of school fitness and conditioning facilities and early Friday finishes in most schools.

Carlton Academy Trust is a great place to work and undoubtedly has an exciting future ahead. If you share our ambitions, we would very much like to hear from you and join us on our ambition to make 'outstanding'.







CARLTON
ACADEMY TRUST

EXECUTIVE HEADTEACHER

MR JON SKURR

Firstly, can I take the opportunity to thank you for showing interest in a position at one of our Carlton Academy Trust schools.

We are one of the fastest growing academy trusts in Yorkshire and have built our reputation on having high standards and ensuring excellence for all of our students.

As an academy trust, we ensure a relentless focus on performance so that all of our children can fulfil their potential and be happy, healthy and safe in our schools. We place a high premium on developing the whole child and ensuring that they have access to a broad and balanced curriculum that will enrich their lives.

We are proud to place teaching and learning at the core of everything we do. Our teaching and learning strategy is driven by research; this ensures that we have the best practitioners who prioritise their continued professional development to ensure that we optimise the progress and achievement of all our students. Our high standards around behaviour and the fantastic pastoral support that we offer creates an environment for every child to succeed and reach their potential.

As an academy trust, we pride ourselves on improving young people's life chances by ensuring that we have high expectations throughout a young person's time with us. We prioritise ambition, respect and resilience as three important values we want all young people to develop so that they can become outstanding members of the community.

We look forward to you joining us on our quest for **'Excellence for all'**.

**WE PLACE TEACHING
AND LEARNING AT
THE HEART OF
EVERYTHING WE DO.**





CARLTON

KEIGHLEY

HEAD OF SCHOOL

MARK TURVEY

Thank you for taking the time to consider a position at Carlton Keighley. You find the school at an exciting point in its growth towards excellence. 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 for the first time in the school's history, having previously been considered a 'stuck' school by the Department for Education. We now aim to continue our rapid trajectory to ensure we are delivering an outstanding education for the community we serve.

At Carlton Keighley, we believe that character and culture matter. Our core values are ambition, resilience, and respect. We serve a community which faces significant disadvantages, but do not believe this should be a barrier to the young people in our community achieving incredible outcomes. We have high standards of behaviour and high academic expectations for all learners. We believe in educating the whole child and want all of our students to become the best version of themselves.

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

We look forward to welcoming colleagues who share our values and ambition to grow with the school as we continue to deliver excellence for the young people of Keighley.

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:

FAVOURABLE TERM DATES AND WORKING CONDITIONS

Our restructuring of the academic year and day means favourable holiday dates based on maximising staff well being and early Friday finish to allow staff to plan on their terms.

PAY AND PENSIONS

You will be paid monthly into your nominated bank account and you will be able to access your payslips on line. You will be automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme through our admitted body status. Both schemes offer an attractive range of benefits.

HELP & SUPPORT IN THE WORKPLACE

We are looking for staff who want to make a real commitment to the partnership and what it stands for, but we also know that there will be time when you need a little extra support. Therefore, we have a range of family friendly policies and services in place like employee assistance programmes and occupational health to give you the help you need when you need it.

CONTINUING PROFESSIONAL DEVELOPMENT

CPD is at the heart of everything we do! By attending one of our in-house training programmes, participating or leading a research project or having the time to plan and learn with colleagues from across the partnership.

EMPLOYEE ASSISTANCE PROGRAMME

24/7 Confidential helpline run by Health Assured to support you through any of life's issues or problems.

INCREASE YOUR NETWORK

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

FREE ACCESS TO HEALTH AND FITNESS

Access to a wide range of Trust Health and fitness equipment based across the trust.

HOW TO APPLY:

Completed applications may be submitted online to **recruitment@catrust.uk**

Shortlisted candidates will be notified by letter 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 college

Undertake a formal interview with relevant senior staff and/or Governors





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