

Hello and thank you for showing interest in a position at The Albion Academy.

My name is Mathew Rogers, I am Principal here and want to talk with you personally about what working with us would be like for you. We've got pretty high expectations of what you can achieve with us but we don't do things for the sake of show at this Academy. One of the things I'm proudest about is a quote from our recent staff survey where one of our staff said "nothing here is done for show or for the sake of it, only for the sake of the pupils and staff". This gives you a flavour of our culture in that we're always seeking to get better but only for the benefit of the children who attend and the staff who work here.

We've got a very clear mission to be an inclusive school community who value aspirational learners and this applies to you as well. You'll have to be aspirational and ambitious for yourself, your colleagues and the children in a positive way to fit in. We are very big on the value of respect in the Academy from the children and have very clear behaviour lines which are followed through on but I also expect staff to role model it when dealing with children here.

We also don't shy away from candid conversations with staff and neither should you with us as Leaders. We value feedback as a Leadership Group in order to make the school continually improve so you'll have a voice in our direction of travel. I'm really happy to tell you that staff here on the whole are really engaged with the Leadership of The Albion Academy (94% of staff in our last anonymous staff survey in December 2023 said as much, but I'll do my best with the remaining 6%) and 82% now think that their development is really well supported through appraisal, CPD offers and management conversations (we've only been doing a new model of appraisal for a year so please give us more time to get to the other 18%!).

The Academy is part of United Learning and all the brilliant practice and staff wellbeing perks this brings to you as the largest Multi Academy Trust in the country. We are also part of a cluster of four United Learning Academies in Salford. I can honestly tell you that I have not encountered a problem here yet which somebody has not already worked on to solve somewhere else in United Learning. With that spirit of collaboration and openness across the Trust you can't fail to improve and develop as a professional. There is always best practice to lean on and steal from in United Learning. We're committed to staff wellbeing at The Albion Academy, I'm always trying to find ways to say 'thank you' to the staff here and give time back when I can, as I still see the job through the eyes of the class teacher in my decision making around staff, so I do 'get it'.

Finally, Ofsted visited us last Spring and graded us 'Good' in all areas. It was a big moment for the Academy and for the staff who work so hard here for this to be recognised finally. That report surprised a few people and it may seem at odds with what some people in the profession around you say about us - I've heard some less than complimentary things about the Academy historically too when I asked around, but let me tell you it isn't that place any more - if it ever really was.

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The Albion Academy

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To summarise, this is far from the traditional corporate Principal's welcome you were probably expecting to read but surely it goes without saying that we're committed to the very best outcomes for all of our children, committed to rapidly improving across the board and really do want the very best staff - who doesn't?

I look forward to reading your application if this has piqued your interest enough to take a positive risk and move to us from your current role. However, if you're still unsure as to your application please email our HR Manager Mrs. Waters to book a tour around the Academy, see the place for yourself and say 'hello' to us in person. Mrs. Waters is contactable on rebecca.waters@albionacademy.co.uk

Mathew Rogers
Principal

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