



Beckfoot
Trust

RECRUITMENT PACK

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Welcome

Welcome Message from the CEO of Beckfoot Trust: David Horn

Thank you for taking an interest in Beckfoot Trust

We are a highly successful cross phase multi academy trust established in 2013. Our simple philosophy is that young people are more likely to be successful in school if they enjoy learning. Aligned to that we believe that we can achieve more as schools by working together in partnership. We want to create learning environments that are beautiful, celebratory and transformational. We want to create something remarkable.

We educate over 7000 learners from age 3 to 19 within ten Bradford schools across Primary, Secondary and Special settings all located in close proximity to one another. In reality this means that when one includes parents and other stakeholders, over 20000 people are invested in the success of this organisation. Our schools are genuinely comprehensive in character, fully inclusive and serve their local communities.

Our children come from diverse backgrounds. Many of our children come from disadvantaged homes and attend schools that in the past have never been successful. They have in some areas become the forgotten. We want to do something meaningful to reduce the social divide that exists nationally and locally. To ensure that every child regardless of their class, gender, ethnicity or physical ability can fulfil their academic and social potential. We do not accept excuses or create limits to potential. We therefore aim for academic outcomes that place our schools within the top 20% of similar schools nationally.

The Trust is undoubtedly working by whatever metric one chooses to adopt. We have more outstanding and good schools, we have significantly improved outcomes at Key Stage 2, 4 and 5. We have higher attendance and less persistent absence. More of our children can read and write and are numerate. Gaps between different groups of learners, particularly amongst our most vulnerable learners are beginning to reduce. More of our learners are going onto appropriate career and higher education pathways. However, we also know that we have a lot more to do and it will never be easy!

We will do this by working as a collaborative partnership identifying the best ideas that unlock the academic and personal potential in every learner. We network. We share a common approach to school improvement and commercial effectiveness yet respect a degree of uniqueness within each school. The Trust has in place a group of high quality Headteachers who are invested in the concept of improving together and leading people with integrity. A small and focussed central improvement team provides appropriate support and challenge to all our schools. A single governance model ensures a consistency of approach and we are financially stable.

A key feature of our work relates to staff well being and professional development. The Beckfoot Trust is a great place to work. Our staff are dedicated to seeing children and young people fulfil their potential. It is a challenging brief but one that we are meeting with a skilled workforce who are supported every step of the way. We aim to bring out the best in everyone. We offer competitive salaries, dedicated INSET days for planning, a Trust wide charter related to workload and well-being, bespoke professional development including career stage leadership development programmes and much more. Our Early Years Career Strategy ensures that teachers new to the profession can be well supported as they transition from trainees to accomplished teachers.

To conclude, we know that this model of working is having an impact for Bradford children. It is lovely to be working in partnership with so many outstanding educationalists who share the same moral purpose. The bottom line is we are building a culture of hope and possibility in our communities. Read more about us across our website and please contact us at BeckfootTrust@beckfoot.org if you would like to visit us and talk about our work in the Trust.

David Horn CEO Beckfoot Trust

May 19

About Us

Our Primary Schools:

Beckfoot Allerton Primary and Nursery School

Beckfoot Allerton Primary and Nursery is a two-form entry primary school. They joined the Trust in September 2016. Outcomes have dipped in the last few years however under new leadership the school is rapidly re-establishing itself as a fantastic school.

Beckfoot Heaton Primary and Nursery

Beckfoot Heaton Primary and Nursery is a three- form entry primary school. The school joined the Trust in September 2016. The school was judged by Ofsted as 'requiring improvement' prior to joining the Trust. The school has made remarkable progress in its first year and is developing a reputation locally and nationally for innovative practice.

Beckfoot Priestthorpe Primary School

Beckfoot Priestthorpe is a one form entry primary school. They joined the Trust in September 2017. The schools was judged by Ofsted as 'good' prior to joining the Trust. This is a rapidly improving school with a clear strategy to progress from good to great.

Beckfoot Nessfield

Beckfoot Nessfield joined the Trust in September 2018. A change in leadership of the school from January 2018 has transformed the progress of the school.

Our Secondary Schools:

Beckfoot School

Beckfoot School formed the Trust in 2013. It is an 11-18 secondary school with 1625 pupils. The school secured an outstanding Ofsted judgement in 2014. It established a Teaching School in 2015 and secured a 'World Class Quality mark' in 2016.

Beckfoot Oakbank

Beckfoot Oakbank is an 11 -18 secondary school with 1520 pupils. The school joined the Trust in September 2016. The school moved into a new purpose-built accommodation in April 2018. The school was judged by Ofsted as 'requiring improvement' prior to joining the Trust. Under fresh leadership the school has identified a clear strategy to accelerate achievement rapidly.

Beckfoot Thornton

Beckfoot Thornton is an 11 -18 secondary school with 1446 pupils. The school joined the Trust in September 2016. The school was judged by Ofsted as 'requiring improvement' prior to joining the Trust. A change in leadership of the school from April 17 has transformed the progress of the school.

Beckfoot Upper Heaton

Beckfoot Upper Heaton is an 11 -16 secondary school with 415 pupils. The school joined the Trust in September 2015. The school moved into a new purpose-built accommodation in January 2017. The school was judged by Ofsted as 'special measures' prior to joining the Trust. The school is being transformed, over-subscribed in the lower years and developing outcomes that already place the school in the top 20% of similar schools for progress made in basics.

Our Special Schools:

Hazelbeck

Hazelbeck is a school for students with special educational needs aged 11 – 19. It was the first school to join the Trust in 2013. Within 18 months the school had moved from one requiring improvement to outstanding in 2015 in every category. Following a recent Ofsted inspection (May 2019), Hazelbeck school continues to be outstanding. It is co-located with Beckfoot School. It is a remarkable school.

Beckfoot Phoenix

Beckfoot Phoenix is a school for students with special educational needs aged 2 – 11 years old. They joined the Trust in September 2017. The schools was judged by Ofsted as 'good' prior to joining the Trust. This is a rapidly improving school with a clear strategy to progress from good to great.

Our Remarkable Learning Environment

We are creating schools with a very distinctive culture and ethos. Schools where you sense something magical is happening the moment you enter them. We have sought to describe that in this 'Remarkable Learning Environment' vision document.

BECKFOOT TRUST SCHOOLS REMARKABLE LEARNING ENVIRONMENTS

WHO WE ARE AND WHAT WE STAND FOR

The Beckfoot Trust is a cluster of cross phase Bradford schools, all located within a 20 minute drive of Beckfoot School, all genuinely comprehensive in character and keen to demonstrate that school to school collaborative practice can create exceptionally successful learning communities.

CORE PURPOSE

Beckfoot Trust schools will create remarkable learning environments in which students expect success because of their ambitious attitude to learning, the challenge provided by staff and the support they receive at home.

MEASURING IMPACT

Each school creates outcomes for learners that rank them in the top 20% by comparison with students in similar schools by their first inspection.

BY 2019

We expect all our schools who joined the Trust before 2017 to be rated either 'Good' or 'Outstanding' by Ofsted. If not yet inspected, we expect schools to be judged to be 'Good' or 'Outstanding' by our External Review lead.

COLLABORATIVE PRACTICE

We are equal partners and work collaboratively to establish the 'best idea'. We network. We sow seeds by grouping people together, establishing multiple pockets of collaborative practice across our schools and sharing what we learn.

TRUST SUPPORT

The Trust provides a support structure for each school in relation to the following:

- Understanding and defining the approach to school improvement
- Developing consistency while respecting uniqueness
- Knowing schools well and holding them to account
- Supporting succession planning through the Identification of talent, deploying and developing leaders.
- Developing professional development networks
- Training teachers to join our schools
- Co-ordinating shared events that celebrate achievements
- Securing strong governance and genuine local engagement
- Providing commercial efficiency

enjoylearnsucceed



THE 10 KEY FEATURES OF OUR SCHOOLS

1. **Core Values:** All our schools share the same Trust Value statement: 'Enjoy - Learn - Succeed'. We believe that you have to enjoy learning to be successful.
2. **Learners:** Every one of our learners, regardless of social background, special educational need or academic starting point, is expected to achieve excellence academically and socially. We want our learners to be literate, numerate and possess good communication skills.
3. **Leadership:** Our leaders shape the culture, the strategic direction and the climate of our schools. They inspire colleagues. They are highly visible. They distribute leadership effectively and empower colleagues to innovate. They assess impact accurately and hold colleagues to account in an emotionally mature way. They are learners and seek regular feedback on the effectiveness of their leadership from pupils, staff and parents.
4. **Curriculum:** As a cross phase Trust, our curriculum seamlessly transitions from early years, to primary and then to secondary settings. We prepare our learners to flourish in the adult world by allowing them to learn appropriate knowledge and work related skills, and experience wider learning activities.
5. **Quality Teaching:** Our teachers design learning. They are experts in planning lessons with clear purpose to ensure that every learner can: a) problem solve, b) work independently and in teams, c) demonstrate leadership, d) create things that were not there before, e) show off what they have learnt, and f) reflect on how to do even better.
6. **Climate for Learning:** The school creates the climate that allows learning to flourish. Learners feel safe, they are rewarded for great attendance and positive behaviour. They both respect and contribute positively to the community.
7. **Staff Welfare and Professional Development:** Our staff are cherished. Their work life balance is preserved. Pointless bureaucracy is abandoned. Staff have formally identified time to plan and work collaboratively. Their professional development is paramount and stems from self-reflection and appraisal. We seek to identify talent and promote from within the Trust.
8. **Parents:** Our schools actively involve parents in all aspects of the school's activity. They are key partners in supporting their child's learning. We communicate effectively with them and encourage them to visit the school regularly to discuss their child's learning and to see them exhibit their work.
9. **Data:** Data is used Trust wide to gather appropriate information so as to systematically and accurately inform learning development for both learners and staff.
10. **Commercial Effectiveness:** Every school is cost effective, links in fully to shared service development and is legally compliant in all aspects including safeguarding

Working for the Trust

Enjoy – Learn – Succeed

Our Commitment to you:

As a member of the Beckfoot Trust you will be a part of a very positive, skilled and aspirational community. You will be well led, professionally developed and cherished. We will ensure you are able to maximise the benefits of working within a successful Trust. This includes:

- Working for an organisation that has clear values and vision, highly aspirational, child centred, and passionate advocates for comprehensive education.
- A culture where every student enjoys learning and expects to succeed.
- Working in schools that are well led. Great leaders positively shape culture and climate. They communicate well and lead by example.
- Promoting wellbeing and work life balance.
- Getting the benefit of scale that comes from working within the Trust.
- Benefit from Trust wide collaborative networks where best practice can be shared to avoid duplication. This includes common schemes of learning.
- Providing dedicated Planning time for teachers to work collaboratively to plan great lessons on Monday afternoons. This is in place across all our schools.
- Easing teacher and staff workload. An absolute commitment to fully embracing best practice nationally with regard to reducing teacher workload.
- The Trust supports a wide range of wellbeing initiatives that will promote a work/life balance. Our initiatives including: Balanced Workload, Mental Health initiatives, Welfare Groups, Staff Social events.
- Access to high quality appraisal annually supported by formalised self-reflection. All leaders complete a Trust 360 Self Evaluation annually prior to appraisal.
- Access through our Teaching School to a very wide range of Trust career stage leadership development programmes. These link into our Trust Succession Planning strategy.
- We seek feedback on our effectiveness at regular stages throughout the year. To further improve as an organisation we need to listen to our employees, students and parents to understand their views and to act on feedback.
- We have a positive relationship and formal processes to negotiate and consult with recognised trade unions.
- Provide a generous approach to a range of flexible working patterns and family friendly policies.
- Offer a contributory pension that is competitive with those offered elsewhere.
- Offer additional benefits including a generous Leave of Absence policy and commitment to the Bradford Living Wage that is more attractive than the National Minimum Wage. There is also access to on-site facilities access to a salary sacrifice scheme (childcare vouchers).

Our Expectations of a Trust Employee:

- Embrace the Trust and its values and Vision.
- High levels of professionalism and a desire to keep learning new things.
- Be flexible and adaptable in your approach to team working, collaboration and resilience.
- Embrace performance management initiatives to get the most out of opportunities available.
- Positivity and a willingness to work hard and go the extra mile.

‘Making Beckfoot Trust the employer of choice’

Application Process

Please visit our website www.beckfoottrust.org - Trust vacancies and download the recruitment pack and application form.

How to Apply for our vacancies:

Please complete the enclosed application form providing full details of your education and employment history, including any unpaid or voluntary work. Where there are gaps in your employment, please state the reasons why (e.g. gap year, career break, unemployed etc.). Applications should be completed and received by post or email no later than the deadline on the advert.

Use the job description and person specification as your guide and give specific examples, where possible, to demonstrate how you match the requirements for this post. We require details of three referees, one of which must be your current or most recent employer.

Please provide their names, email addresses and daytime contact numbers.

Please sign the declaration on the final page of the application form. If you are submitting your application electronically, you will be required to sign this page if invited for interview.

CVs are not accepted as part of the application process. Please ensure you fully complete the relevant application form. If you have a disability that prevents you from completing the application form, please contact the school to discuss.

Important Information

Applications will be evaluated against the requirements of the post, with those candidates that best fit the requirements being shortlisted. Details of the interview programme will be confirmed after the closing date. If you have not been contacted within one month of the closing date, please assume you have not been shortlisted. In this case, may we thank you in advance for your interest in this post and wish you the very best for the future.

We would strongly encourage you to browse our website as it will also give you a good idea of what our school is like. However, no website can replace the experience of coming into the school and seeing us first-hand. We would warmly welcome you to visit our school and if you would like to take advantage of a tour, do please contact the school office to register for a visit. If you have any further queries please do not hesitate to contact the school office who will do everything they can to assist.

Safeguarding Children

Beckfoot Trust makes reasonable decisions about the suitability of prospective employees based on checks and evidence including: criminal record checks (DBS checks), barred list checks and prohibition checks, together with references and interview information.

We look forward to meeting you.