



**WORK  
WITH US**

**BECKFOOT  
TRUST**



**BECKFOOT HEATON  
PRIMARY SCHOOL AND NURSERY**  
Candidate Pack

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# WELCOME FROM OUR CEO

**“Thank you for your interest in Beckfoot Trust.**

Established in 2013, we are a family of 10 (primary, secondary and special) schools located in the Bradford District and we need great mission-aligned people to join us and live and breathe our values. We work together as one Trust both operationally and educationally to create remarkable schools where no child is left behind. To explain our trust in a page, please review our 4 critical questions on page 4 of this pack.

Across our Trust we educate over 7,300 learners aged 2 to 19 and employ 1100 staff. All of our schools are improving at pace, and we have seen some remarkable transformations. There is great pride across our community in what we stand for, and we are ambitious for our whole Trust (see our five year plan in page 6 of this pack). We genuinely believe that with ‘applied hope’ and determination, all can succeed. We have the humility to know that we can all be better tomorrow than we are today, and we encourage self-reflection and a commitment to feedback.

As one Trust where all belong, we have clarity over our principles of alignment and what must happen in every Beckfoot Trust School. Whilst community and context are never used as an excuse for low standards or dis-alignment from our principles, we respect and value diversity and recognise that there may be differences in the implementation of some strategies in some settings. Headteachers must have the power to lead.

We believe that Beckfoot Trust is a great place to work. We offer competitive salaries, dedicated CPD time for planning, bespoke professional development including career stage leadership development programmes and much more. In particular, our Early Career Strategy ensures that teachers new to the profession are well supported as they transition from trainees to expert practitioners. Investing in our employees’ professional growth and psychological wellbeing are priorities for us. It is our people on the ‘front line’ in our schools who make a difference to the lives of our young people on a daily basis (see our People First Charter on page 8 of this pack).

**Please take the time to read more about our Trust on our website. If possible, visit or contact us to find out more. I am incredibly proud to lead our Trust and I am sure that if you visit, you will find that our moral purpose is quite simply palpable.”**



Shirley Watson

Chief Executive Officer

# FOUR CRITICAL QUESTIONS

Beckfoot Trust was formed as a multi-academy trust in 2013. We are a family of 10 schools; 2 special, 4 mainstream primary and 4 mainstream secondary and we educate over 7000 young people and employ over 1000 staff. We are currently closely located in the Bradford District.

At Beckfoot Trust we understand that all healthy organisations have absolute clarity of purpose. Through precision of language, we are liberated to work together in an efficient and agile way as high performing teams. This is how we transform lives and create remarkable schools. To aid our clarity, we have answered four critical questions:



## CREATING REMARKABLE SCHOOLS

1

### Why do we exist?

To create remarkable schools where no child is left behind.

2

### How do we behave?

We enjoy belonging to Beckfoot Trust.  
We are all here to learn.  
We are determined to succeed.

3

### What do we do?

Craft purposeful, inclusive and motivational cultures with exceptional pedagogy at the heart.

4

### How will we succeed?

Invest in people.  
Implement strategy with rigour and clarity.  
Demand remarkably high standards.





# FIVE YEAR PLAN



## CREATING REMARKABLE SCHOOLS

Embed an operating model that accelerates everyone's journey to remarkable.

Ensure alignment to our Trust principles, holding everyone to account with kindness and candour.

Become a nationally recognised 'people first organisation' where all belong.

Put the research-informed inclusive (Beckfoot Trust) classroom at the heart of all we do.

All underpinned by plans and KPIs.

Top 10% of MATs nationally (5 years).



# HEADTEACHER MESSAGE

**“Beckfoot Heaton Primary School & Nursery is a great place to be a pupil.”**

We couldn't have asked for a better opening line for our most recent Ofsted report (November 2019). Great is an important word to us as we teach children that: “Great Learners + Great People = Great Life”.

We are very proud of the culture we have created in school to help make this a reality – you have to come and visit to feel it for yourself.

Relationships are key and staff, pupil and parent survey information indicate that they are really happy to be part of our community. We love that!

Our learning environment is wonderful, both inside and out. Internally, well equipped learning spaces support innovative curriculum design.

Outside facilities have recently been enhanced to include two purposeful playgrounds and access to substantial woodland at the rear of the building which has been developed into Beckfoot Heaton Forest School.

All children have access to a lively, interesting and relevant curriculum. Whilst we work around the framework of the National Curriculum, we ensure that opportunities are broad and balanced and all children are entitled to a wealth of experiences including visitors into school and visits to many places in the local area and beyond.

Our school is becoming renowned for our work around Aspiration – critical in helping to ensure that all children, regardless of the external challenges many of our children face, achieve that great life. We help the children, and staff, understand that, at Beckfoot Heaton, a great life means succeeding in an ambitious career and making a positive difference to the world and these are achievable through our values of growth, commitment and integrity.

In our school, children, members of staff, members of the Local School Committee, parents and members of the wider community are supported and challenged to be the best that they can be. As a member of staff here, we want you to be able to do all you can to help children know how to be great learners and great people so that they can have a great life. The first step is to love learning too and we are very proud of the continuous professional development we offer to all staff.

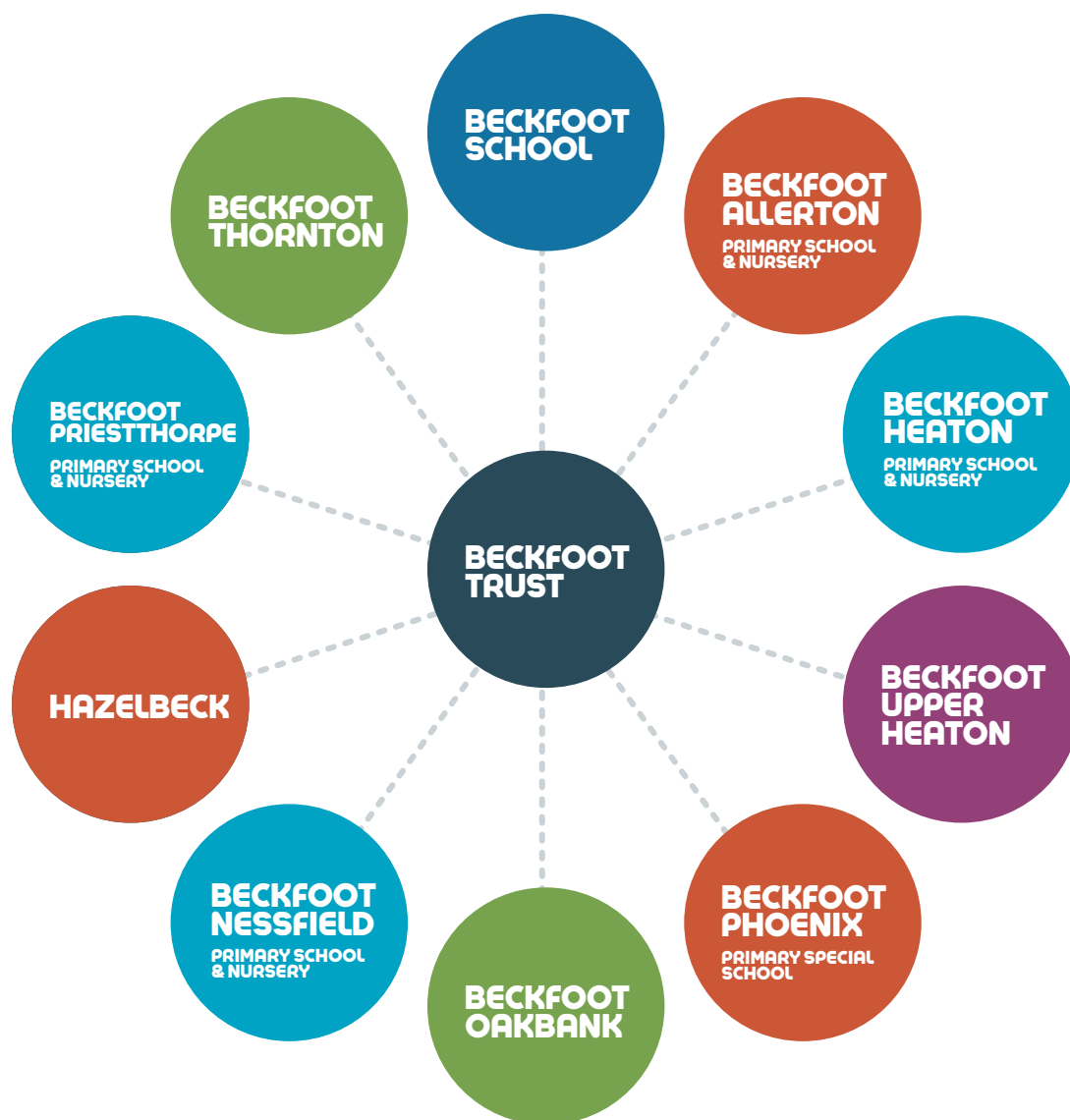
**We have a very special school here and we hope that you think so too and decide to apply for this post.**

Zoe Mawson

Headteacher

# BECKFOOT TRUST SCHOOLS

Here is an introduction to all our schools. You can find out more about them individually by visiting their websites.





# PEOPLE FIRST CHARTER

Our People First Charter is unique to us having been crafted with a wide range of staff over a full year. It is what differentiates Beckfoot Trust as an employer. We aim to attract and retain mission-aligned people; enhance employee engagement and maximise performance. This charter makes clear what we are striving to achieve as a People First organisation and is underpinned by our 3 strategic anchors; invest in people, implement with rigour and clarity and demand remarkably high standards.

## Professional Growth

In all our schools and across our Trust we will always strive to:

- Organise at least one high-profile annual CPD event
- Publish at school level an annual CPD programme (recognising the needs of part-time staff)
- Provide regular coaching and feedback opportunities (always being kind and candid)
- Track the progression of staff as individuals and as groups so that we can challenge unconscious bias
- Provide or support the introduction of reverse mentoring for leaders who are from majority groups
- Regularly train on equity and diversity
- Facilitate research and an outward focus
- Support the development of a growth mindset; we can all be better tomorrow than we are today
- Give dedicated time to collective efficacy

## Benefits

In all our schools and across our Trust we commit to:

- As a minimum, meet national pay and conditions; the Burgundy Book (for teachers) and the Green Book (for support staff)
- Ensure all contracted employees are automatically enrolled into a pension scheme with either Teacher Pensions Service or the Local Government Pension Scheme
- Work positively with unions, with an emphasis on fairness and equity
- Meeting flexible working requests wherever business needs make this possible
- Provide access to wellbeing advice, lifestyle benefits and free expert and confidential counselling
- Be compassionate when staff face obstacles

## Wellbeing

In all our schools and across our Trust we will always place great importance on:

- Reviewing any work practices that stand in the way of staff being able to plan and deliver great learning
- Finding ways of reducing unnecessary workload
- Collecting staff voice and respond to it; formally (a minimum of annually) and informally as much as possible
- Making no excuses for staff suffering a loss of dignity
- Promoting wellbeing and a healthy and safe work environment
- Minimising meetings and emails and think carefully about the purpose of all communication
- Managing change using a research-informed approach with the emphasis on clarity, rigour and staff consultation
- Signing up to the Department for Education Wellbeing Charter

## Culture

In all our schools and across our Trust we will always strive to:

- Authentically express value of staff through specific praise, recognising what they do to make a difference to the lives of young people
- Craft purposeful, motivational and inclusive cultures where leaders lead, teachers teach and young people learn
- Nurture team spirit: Team Beckfoot Trust and Team [home] school
- Value authenticity, honesty and what makes individuals and organisations unique
- Listen to people, never being defensive or dismissing genuine concerns
- Have clarity of expectations, always precisely modelling what we want so that there is no ambiguity
- Put strong highly professional relationships at the heart of all that we do
- Lead with humility, integrity, and high professionalism

## Equity, Diversity & Inclusion

In all our schools and across our Trust we commit to:

- Train on our Equality Policy annually and ensure all staff know where to go if they suffer any form of discrimination
- Identify diverse talent and offer additional mentoring where it might support progression
- Listen carefully to staff who feel they have been subjected to discrimination, always feeding back next steps
- Understand the barriers to all belonging and constantly review policy and practice to remove them
- Investigate and make improvements to practices where staff have felt discriminated
- Value diversity and emphasise commonality
- Train staff on correct terminology, including an understanding of privilege
- Our Beckfoot Trust recruitment standard that mitigates the impact of unconscious bias







# WORKING AT BECKFOOT TRUST

**Working at Beckfoot Trust has many benefits, we are an employer that is committed to staff belonging and this means: a strong focus on investing in colleagues' professional development, valuing staff voice, offering additional wellbeing support when necessary and constantly reviewing our conditions of service.**

## **Professional Development**

Professional development is a right for all colleagues in all positions. One of our four priorities is to 'become a nationally recognised people-first organisation'. We are all here to learn and in our trust we craft cultures where all are determined to succeed.

## **Staff Wellbeing**

We know that clarity is vital for staff wellbeing and all of our schools are striving to make this a priority so that the cognitive load of colleagues is reduced. Additionally, we are working even harder to listen to the authentic voice of staff (and students). Working in education to transform lives is a privilege and we know that this can at times present challenges. We also know that there are times when individuals may need more support and that is why we offer our employees and their immediate families access to an Employee Assistance Programme (EAP). The EAP is a confidential employee benefit designed to help you deal with personal and professional problems that could be affecting your home or work life, your health or your general wellbeing. The EAP is available 24/7/365 to all colleagues and their immediate family and covers a wide range of subjects. Details can be found on our website. On joining Beckfoot Trust you will learn more about our People First Charter.

## **Conditions of Service**

Beckfoot Trust employs staff on nationally recognised terms and conditions. We work positively with trade unions. It is important to us that all our staff feel that they belong and are supported at work.





#### Sit like a Beckfooter

- Feet under, sat up
- Faced forward
- Equipment out
- Ready to respond



#### Speak like a Beckfooter

- Clear so all can hear
- Full sentences
- Use correct vocabulary
- Ready to build



#### Pride like a Beckfooter

- Take pride in your work every lesson
- Use the right equipment
- Single line through mistakes
- Ready to share

Elements of Act  
↓  
Tone.

# WORKING AND LIVING IN BRADFORD

## Five Reasons to Teach in Bradford from BradfordTeaching.org

<https://www.bradfordteaching.org/>

1. Demand for good quality teachers is high. We are the youngest city in England – almost a third of people living in Bradford are under 20 – so education is key to our future.
2. You'll get experience of working with different people and cultures in one of the most diverse cities in the UK. About half of our school students are from black, Asian or minority ethnic communities.
3. You'll find school leaders on a mission to deliver the best education possible to create life chances for young people. We have one of the first research schools in the country and strong multi-academy trusts, offering exciting career opportunities.
4. You will change lives here. About a quarter of our children are classified as living in poverty. If you believe that opportunity should never be limited by a child's family income, then we need your passion and your skills in Bradford.
5. We're a growing, ambitious city with an entrepreneurial spirit and a trend of educational improvement. Be part of our success story.

## A Wonderful City to Live In

<https://www.visitbradford.com/visitor-information.aspx>

An award winning, cultural destination and one of the youngest, most vibrant places in the country. Combine a UNESCO City of Film and World Heritage Site with wild and beautiful moorlands, throw in world class artists such as David Hockney, and literary greats, The Brontës, couple that with a vibrant city, packed with heritage and fun things to do, and you have Bradford! With attractions such as Brontë Country, Keighley and Worth Valley Railway, the Cow and Calf rocks, Ilkley Lido, Salts Mill, the National Science and Media Museum, and the Alhambra Theatre, all just a short train journey apart; it's no wonder Bradford has been awarded the title 'Emerging Destination 2018' by the Luxury Travel Guide and voted City Of Culture 2025.

It is a cultural city with many attractions and an impressive history, which is reflected in the striking architecture found throughout. Take in the high profile exhibitions and interactive galleries at the National Science and Media Museum, which overlooks the multi award winning City Park, a beautiful water feature and an arena for a spectacular events programme throughout the year. Bradford city centre is home to the Alhambra Theatre and newly reopened St George's Hall. Both over one hundred years old, they offer a complementary mix of comedy and west end shows. Proud to have been one of the richest cities in the country due to its international recognition for wool, the Wool Exchange, built in the 19th Century, still shows the wealth and importance wool brought to Bradford through its architecture. Nowhere is this more evident than in Little Germany, a unique collection of 19th Century buildings, 55 of which are listed.

## Travel and Transport Links to Get You Around

Getting to Bradford district couldn't be easier whether you choose to drive or use public transport. Once here you can travel around the district with a great range of public transport available connecting you to all the must see places.



# APPLICATION AND SELECTION GUIDANCE

## Safeguarding

Beckfoot Trust is committed to safeguarding and promoting the welfare of young people and we expect all staff to share this commitment. All posts are subject to the safer recruitment process including an enhanced Disclosure and Barring Service Check.

We ensure our recruitment process is fair to all candidates. We ask all applicants to complete the Equal Opportunities monitor section of the application form so that we can continue to monitor and improve our recruitment process.

## How to Apply

Vacancies with Beckfoot Trust are advertised on our website Beckfoot Trust - Current Vacancies.

Please complete the application form in full, ensuring you have provided full and accurate information including your education and employment history and any unpaid or voluntary work. Where there are gaps in your employment history, please explain why (e.g. gap year, career break).

Use the job description and person specification as a guide and give specific examples to demonstrate how well you match the requirements for this post. For example, if the advert asks for an impact statement, please include full details in your application.

Please note CV's are not accepted. Only fully completed application forms are to be submitted for shortlisting.

## Shortlisting

Once the vacancy has closed, a shortlisting panel will assess all applications against the agreed criteria. All applicants will be notified of the outcome.

In line with Keeping Children Safe in Education (KCSIE) 2022 we will be carrying out online checks and therefore we will be asking all shortlisted candidates to provide us with your social media handle(s).

## Interviews

Shortlisted candidates will be invited to interview with details of the interview selection process.

References will be requested prior to interview. You must provide at least two references covering a minimum of a 5-year period, one of which must be your current or most recent employer.

Candidates will be asked to bring the following documents to interview:

- Proof of Right to Work in the UK (details will be provided in the invite letter)
- Qualifications
- Change of name documentation, e.g. marriage certificate, adoption certificate (if adopted after the age of 10 years)

## Appointment and Pre-employment Checks

Successful candidates will receive a conditional offer of appointment and will be subject to satisfactory pre-employment checks.





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**[beckfoottrust.org](https://beckfoottrust.org)**