

# Recruitment Information

## Recruitment During Coronavirus Outbreak

Despite current challenging circumstances, we continue to plan to ensure we have even more excellent colleagues working with us when normal school life returns.

Your wellbeing, and that of all colleagues is our primary concern. Please be reassured that our recruitment process will be conducted in a way that allows you to stay at home. Should you decide to apply, you will receive a phone call from a senior leader to give you the opportunity to ask questions about the role and our school. If you are shortlisted, then interviews will be conducted using technological solutions.

January 2020



CREATING REMARKABLE SCHOOLS  
NO CHILD LEFT BEHIND

[www.beckfoottrust.org](http://www.beckfoottrust.org)



## Welcome to Beckfoot Trust

Thank you for taking an interest in Beckfoot Trust and its schools, we really appreciate it. We are working to create remarkable schools where no child is left behind. We need great people to join us in that endeavour.

We established the Trust in 2013 with two schools and have steadily built up to ten, with four secondary, four primary and two special schools. We created the Trust because we believe that schools are stronger by working together. To join the Beckfoot Trust a school has to be located in Bradford, be genuinely comprehensive in character and critically, to believe in the power of collaborative practice to drive improvement.

We educate over 7,300 learners aged 2 to 19 and have 1100 staff. All of our schools are improving at pace and we have seen some remarkable transformations. There is huge pride across our community in what we stand for and are seeking to achieve.

Please take the time to read our Strategic Vision document: 'Creating Remarkable Schools'. It sets out very simply our core purpose, our key features and our ambitions for young people and our staff. 'No child left behind' is our mantra. Equally, please read our 'Workload and Well Being 10 pledges'. Everything we do is shaped by these two documents.

We use formal collaborative networks and extensive professional development programmes to share best ideas, identify talent and develop it. We work with external partners to accelerate our development.

We believe that Beckfoot Trust is a great place to work. We offer competitive salaries, dedicated INSET days for planning, bespoke professional development including career stage leadership development programmes and much more. In particular, our Early Years Career Strategy ensures that teachers new to the profession are well supported as they transition from trainees to accomplished teachers.

Please read more about us across our website and contact us at [BeckfootTrust@beckfoot.org](mailto:BeckfootTrust@beckfoot.org) if you would like to visit us and talk about our work in more detail. It would be lovely to see you.



**David Horn**  
**CEO Beckfoot Trust**



January 2020



## Other schools in the Beckfoot Trust

Please see below a brief introduction to all our schools. You will also be able to see more about them by visiting their websites.

### **Our Primary Schools:**

#### **Beckfoot Allerton Primary and Nursery School**

Beckfoot Allerton Primary and Nursery is a two form entry primary school. It joined the Trust in September 2016. It was judged as Requires Improvement in 2018 following a number of years of poor results. Outcomes have improved dramatically in 2019 across all key stages. The school is rapidly re-establishing itself as a fantastic school.

#### **Beckfoot Heaton Primary and Nursery School**

Beckfoot Heaton Primary and Nursery is a three form entry primary school. It joined the Trust in September 2016. The school was judged by Ofsted as Requiring Improvement prior to joining the Trust and in December 2019 it was judged as a Good school, a remarkable achievement. The school has developed a reputation locally and nationally for its innovative practice.

#### **Beckfoot Priestthorpe Primary School**

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

#### **Beckfoot Nessfield Primary School**

Beckfoot Nessfield joined the Trust in September 2018 having been through a very difficult period. A change in leadership of the school in 2018 is steadily transforming the culture and the progress of the school.

#### **Beckfoot Phoenix Primary Special School**

Beckfoot Phoenix is a school for students with special educational needs aged 2 – 11 years old. It joined the Trust in September 2017. The school 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 Secondary Schools:**

#### **Beckfoot School**

Beckfoot School formed the Trust in 2013. It is an 11-18 secondary school with 1687 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. It continues to be a very successful school.

#### **Beckfoot Oakbank School**

Beckfoot Oakbank is an 11 -18 secondary school with 1564 pupils. The school joined the Trust in September 2016. It was judged by Ofsted as Requires Improvement in 2019. Under fresh leadership since June 2018, the school has identified a clear strategy to accelerate achievement rapidly. The school moved into new purpose-built accommodation in April 2018



### Beckfoot Thornton School

Beckfoot Thornton is an 11-18 secondary school with 1399 pupils. The school joined the Trust in September 2016. The school was judged by Ofsted as Requires Improvement prior to joining the Trust and this judgement was achieved again in 2019. A change in leadership of the school in April 2017 has transformed its progress demonstrated by a significant improvement in GCSE outcomes in 2019.

### Beckfoot Upper Heaton School

Beckfoot Upper Heaton is an 11-16 secondary school with 595 pupils. The school joined the Trust in September 2015 having been through a very difficult period. The school was judged by Ofsted to be Good when inspected in 2018, a remarkable transformation in a short period of time. The school is now over-subscribed in the lower years and achieving outcomes that are amongst the highest in the country for progress made. The school moved into a new purpose-built accommodation in January 2017.

### Hazelbeck Special School

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.

## Working at Beckfoot Trust

Working at Beckfoot Trust has many benefits, we are an employer that invests in staff wellbeing and welfare, professional development and conditions of service.

### Conditions of Service

Beckfoot Trust employs staff on nationally recognised terms and conditions and then adds more to ensure its staff feel cared for at work and in their home and family lives. We've tried to think of everything an employee might want to know about working at Beckfoot Trust and documented it in our Work and Families policy that you can read on the Trust website.

### Staff Wellbeing

We know that working in schools is a challenging and worthwhile profession and you will make a difference to the lives of young people. We also know that sometimes everyone needs a little support, that's why we publish our workload pledges and that's why there will always be someone to listen to any concerns you may have.

### Professional Development

Professional development is a right when you join Beckfoot Trust. We expect people to want to learn new things and expand their horizons for every one's benefit. That's why Beckfoot Trust has a reputation for great continuing professional development and you can see the offer explained in our Trust CPD offer documentation found on the Trust website.



## 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.

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.





## How we Create Remarkable Schools

## Ambitions for Our Young People

**A Curriculum for a 21st Century Generation**

A Curriculum is relevant and allows the young people to apply their knowledge and skills to the world in which they live. We respond to the specific needs of all learners and inspire creativity, ambition and an enthusiasm for learning.

## About Beckfoot Trust

**Who We Are**

We are a multi-academy family of primary, secondary and special schools, located in the Bradford Local Authority district. It was formed in 2013 and now includes ten schools with a total of over 7,000 young people. Our schools are now part of the Bradford Local Authority and we are proud to represent the people of Bradford so we properly represent the community we serve. We believe that by working in partnership our communities, life chances and strengths can be transformed.

## Our Core Purpose

We are here to create a family of remarkable people that collaborate to be successful, and see where families are involved, where young people are engaged, where there is a great culture that is put in great places to work, where staff develop professionally and strive for excellence. We are here to create a family of remarkable people that collaborate to be successful, and see where families are involved, where young people are engaged, where there is a great culture that is put in great places to work, where staff develop professionally and strive for excellence.

## Key Features of Beckfoot Trust

**Central Improvement Team**

The Central Improvement Team is a streamlined group of highly experienced educational experts that school improvement and commercial expertise assure their effectiveness.

**Trust Governance and Local Stakeholder Voice**

The Trust ensures clarity of vision, ethos and strategy and hold staff to account for the performance of the schools. They know that each school is unique and sits at the heart of its community.

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## Ambitions for Staff

**A Positive Culture and Working Conditions**

The Trust's success is sustained by recruiting and retaining talented people.

Our culture is shaped with four themes we promote under the heading of people and talent:

- Effective Leadership of People
- Investment in Professional Development
- Managing Workload and Well-being
- Respecting National Conditions of Employment

## Family Involvement in Learning

Families give school an expert understanding of their children. By celebrating successes we can ensure our young people enjoy their learning, working together to overcome difficulties, attend self-regulate their behaviour, have an ambition, ensure clarity of vision, ethos and strategy and hold staff to account for the performance of the schools. They know that each school is unique and sits at the heart of its community.

## Seamless Transition from Early Years to Adulthood

The Trust focuses on securing seamless academic and pastoral transition from early years to primary school, primary to secondary, secondary to sixth form, college and the world of work.

## Beckfoot Trust

# Creating Remarkable Schools

## Beckfoot Trust

## Our Curriculum Inspires Learners to be:

- Confident Communicators
- Knowledgeable and Expert Learners
- Committed Community Contributors
- Committed Young People
- Future-ready Young People

## No Child Left Behind

The Trust believes that every learner has the potential to do great things with their lives and also that they all have the potential to be cared for.

## Collaborative Partnership

Our schools are thriving because they enjoy working in partnership to identify the best ideas that unlock the academic and personal potential in every learner.

## Developing Leaders

Leadership training is a key feature of the Trust and we actively nurture new and mature talent.

## Investment in Teachers

Teachers flourish when they can talk about teaching, observe each other, have dedicated time to plan and reflect on their practice.

## Beckfoot Trust

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## How we work and look after each other

# Workload and Well-being and Well-pledges

## Our 10 Pledges

Our staff are our most precious resource. We promise that they will be supported, encouraged, listened to and trusted within a positive and purposeful working environment.

### We commit to 10 pledges:

- #### 1. Alignment to National Pay and Conditions

We reward staff fairly. The Trust honours all national guidelines in relation to pay and working conditions. The Trust works in close partnership with Unions and Professional Associations to ensure that we stay true to this. The Trust aims to ensure that we honour national guidelines, do more than the national guidelines, and to go the extra mile for Trust colleagues.
- #### 2. Beating National Pay and Conditions

We continuously explore what else we can do to provide additional support on top of those agreed nationally to support our staff. Examples of this are:

  - The Trust aims to beat STPCD requirements for planning preparation and assessment time for all teachers.
  - In addition to statutory entitlement for paid or unpaid leave, we work within a culture of professional trust and will where possible support all on event of importance.
  - Requests for flexible working are always carefully considered.
- #### 3. Measuring the Impact of our Workload Pledges

We are committed to seeking, with colleagues, solutions to time consuming tasks, strategies to minimise onerous administrative to plan and importantly 'freeing up' colleagues' time for teaching brilliant lessons. Two key features of our work in this area are:

  - A Trust annual survey takes place to assess the impact of our Workload and Well-being strategy on all colleagues. The findings of the survey are shared and evaluated at school and governance level.
  - The Trust Workload and Well-being Group, made up of teachers across the Trust, meets bi-monthly to review the impact of Trust workload and well-being strategies.
- #### 4. Lesson Planning

To ensure we have the best opportunity to teach and the trust.

  - We ensure every member of staff feels genuine ownership of their lesson, effective planning time each week. This is when we best collaborate, share knowledge and ideas, and improve together, both within individual schools and as a wider Trust activity.
  - IT systems promote shared resources so that the best ideas can be easily accessed.
  - Calendared Trust wide formal and informal meetings facilitate moderation and minimise effort being replicated in individual schools.
  - We do not ask colleagues to submit daily or weekly lesson plans.
  - We celebrate the best ideas across our schools and the trust.
- #### 5. Marking and Feedback

We are committed to minimising marking which does not impact on pupil progress. The Trust has a policy on marking and feedback. Schools are encouraged to state the principles of their marking and feedback practice to these principles. We have aligned their practice to these principles.
- #### 6. Data Collection and Reporting

Schools have a maximum of three data collections for the Trust, staged regularly throughout the year, because time to teach and support assessment is a priority. We have also invested in technology and training to support a more efficient and accurate amount of data that can be used to inform high quality data analysis and acting on high quality data, and information about pupils and their progress.
- #### 7. Emails

We do not expect colleagues to respond to emails outside of normal working hours. We trust the professional judgement of colleagues to make decisions about when they raise their own voice at a working hour and to organise and lead email of balance. Staff choose to send, with no expectation of time that 'works for them', with no expectation of responses outside of the working day.
- #### 8. Trust Reviews/External Inspection

Great colleagues, teaching effectively are always prepared for Trust Review/Inspection. It is the responsibility of the Leadership Team and Middle Leaders to prepare for such events. Trust Reviews are developmental in process.
- #### 9. Meetings

Meetings have clear agendas and purpose. If there is no good reason for a scheduled meeting, then it will be cancelled.
- #### 10. Reviewing Working Practices

All leaders, at all levels in the Trust, have a responsibility to regularly review their working practices. New initiatives and strategies are regularly monitored and welcomed, with best practice encouraged and shared across the Trust. All staff complete an exit survey when leaving the Trust.

### What we Expect in Return

In return for our workload and well-being pledges, expectations of our employees are to:

- Show a Willingness to Collaborate and help**  
Working in schools can be busy and pressurised. It is also challenging and rewarding. Our members of staff will be flexible and adaptable in their approach to work. They will embrace our well-being initiatives whilst developing their own ways of making good lifestyle choices.
- Demonstrate High Levels of Professionalism**  
Our employees show high levels of professionalism. We want our children and young people to want them to be role models to want them to be young people. We want them to be enthusiastic about doing a good job, to embrace professional development opportunities, to get the most out of opportunities available and show a desire to keep learning. To believe in Beckfoot Trust and embrace what we stand for.
- Be Respectful to Others**  
Respect for others is a fundamental condition for the professional and personal development of the Trust. We have high regard for the openness and selflessness as embedded within all our working practices.

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## Application Process

Please visit our website <http://www.beckfoottrust.org/> to see all our current vacancies and to download the recruitment pack and application form.

### How to apply for a vacancy

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

Use the job description and person specification as a guide and give specific examples, where possible, to demonstrate how well 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. It is our policy to take up references for shortlisted candidates.

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 for an interview. 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. If this is the case, we thank you for your interest in this post and wish you the very best for the future.

We would strongly encourage you to browse our websites as it will also give you a good idea of what each 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 schools and take advantage of a tour, do please contact us to register for a visit.

### 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.





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**Beckfoot**  
Trust

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