



**WORK
WITH US**

**BECKFOOT
TRUST**



Beckfoot Hazelbeck Special School
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

Thank you for your interest in our school; we hope that you can visit us to find out more about what we are doing to make our school truly remarkable.

Beckfoot Hazelbeck is a vibrant and active community with a focus on supporting young people to be as confident and independent as possible, ensuring they are prepared for their future. We teach young people with multiple learning disabilities, severe learning disabilities and those on the autism spectrum. We also teach young people who are deaf-blind, have hearing or visual impairments and those with social, emotional and mental health difficulties. We are immensely proud of our students and take every opportunity to learn from them and about them. Our aim is to provide an environment where young people are happy, safe, and supported so that they can reach their full potential.

We are proud to be part of the Beckfoot Trust and to share the one trust mission of 'creating remarkable schools where no child is left behind'.

Our individual school sentence reflects the mission and is how we want to be remembered:

'Beckfoot Hazelbeck empowers young people to overcome barriers to learning, connect with others and flourish in their future.'

We strive every day as a community to create this legacy and to live our 3 values of 'connection, empathy and consistency'.

As a result, our curriculum is ambitious with carefully selected and well sequenced content which supports young people to overcome individual barriers and gain meaningful and relevant knowledge needed for their future. We take every opportunity throughout the day to transfer and generalise knowledge and skills. Every opportunity is taken to ensure students gain relevant certification and accreditation.

Personal development of students is integral to our daily school life. We make sure that our students have as many opportunities as possible beyond the classroom with regular access to outdoor areas, enhanced provision and our local community. Students take part in performing arts and sports events. Many of our students take part in Duke of Edinburgh and we have several residential, locally, nationally and internationally. During all these activities our students shine and remind us that anything is possible.

Having a dedicated and committed team of staff who are determined to make a difference to the life of young people and who have a desire to see each young person succeed is essential to work at Beckfoot Hazelbeck. As a Trust, we are committed to being a People-First organisation and our recognition and value of staff at Beckfoot Hazelbeck reflects this. We are committed to the professional growth of all staff; we understand the importance of staff wellbeing and being listened to, and we are always looking for ways to reduce unnecessary workload. We create a positive environment for our staff to work in as we firmly believe that a valued and positive staff team means better outcomes for our young people.

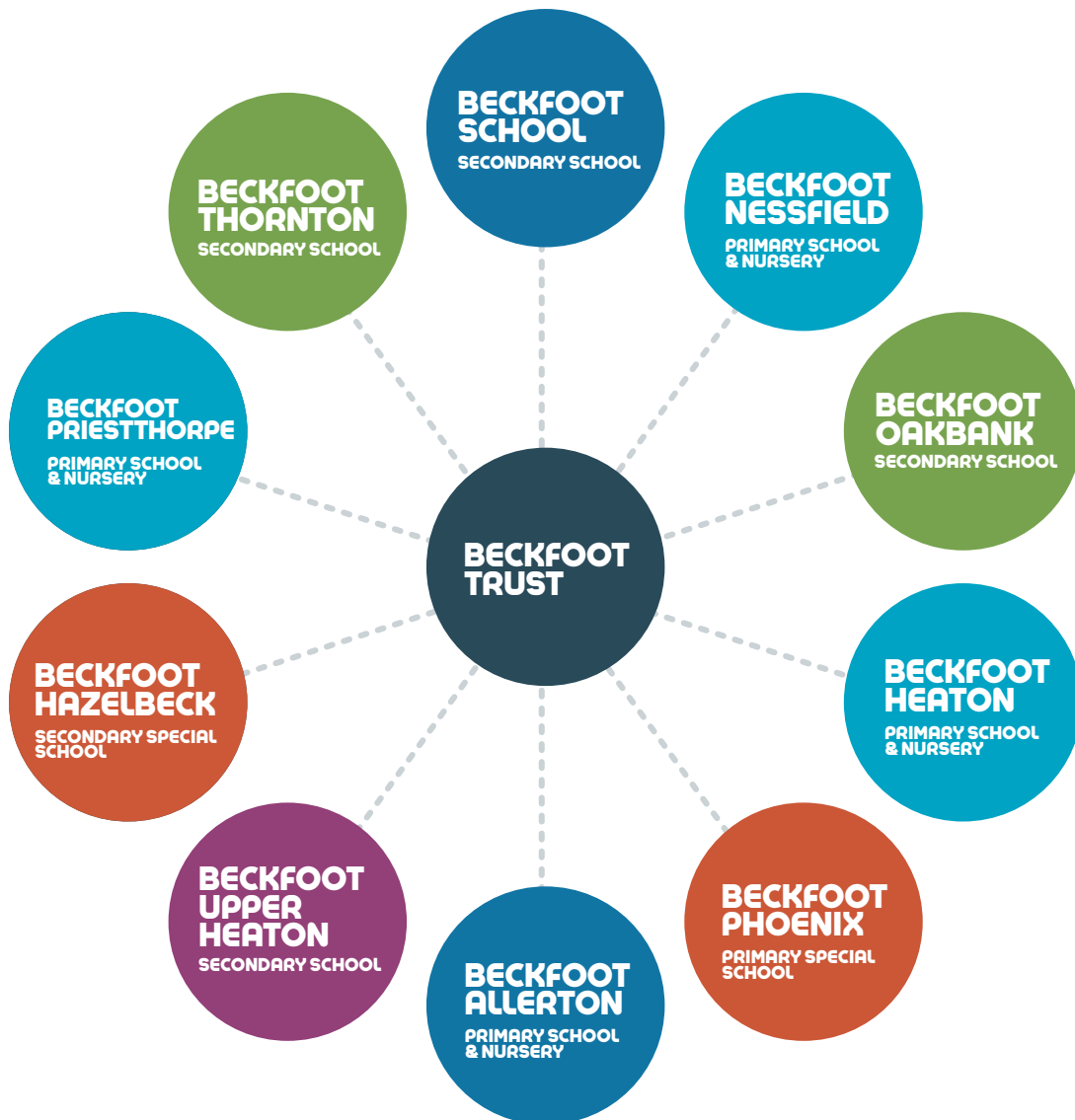
If you feel excited by our ambition and you are looking to join our team in the next phase of our journey, we would love to hear from you.

Lisa Little

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. 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. Our overarching people first strategic aim is to be one trust where all belong.

Professional Growth

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

- Organise at least one high-profile Trust-wide 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)
- Provide all colleagues with a positive appraisal experience
- Facilitate research and an outward focus, fostering a remarkable mindset
- Work with training providers with a reputation for excellence (e.g. Ambition Institute)
- Support the development of a feedback culture; we can all be better tomorrow than we are today
- Give dedicated time to collective efficacy, within schools and across our Trust

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
- Ensuring all contracted employees are automatically enrolled into a pension scheme with either Teacher Pensions Service or the Local Government Pension Scheme
- Working positively with unions, with an emphasis on fairness and equity
- Consulting on any changes to policy
- Meeting flexible working requests wherever business needs make this possible
- Providing access to wellbeing advice, lifestyle benefits and free expert and confidential counseling
- Being 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 responding 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 thinking carefully about the purpose of all communication
- 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: We are all Team Beckfoot Trust and Team School
- Value integrity, honesty and what makes individuals and organisations unique
- 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 and Diversity 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
- Provide or support the introduction of reverse mentoring for leaders who are from majority groups
- 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.



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), 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 satisfactory written references, 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)
- Essential qualifications
- Identity including any 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