

destroyed
gloomy

Journey
Colourful

Join us

Recruitment Information

Ambition • Respect • Resilience



**Are you looking for
your next professional
challenge?**

Welcome to our family

Dear Applicant,

Welcome to the Alpha Academies Trust family of schools and thank you for your interest in joining our team. Our Trust is an exciting group of schools that work together with a shared purpose.

We are an **Ambitious** Trust established to create a network of primary & secondary academies in North Staffordshire. Our purpose is to deliver a first-class education for every child and overcome inequality. We recruit outstanding staff and make their professional development a number one priority. We are committed to working with other stakeholders to create a joined-up momentum, with the Ambition of bringing about transformational change in Stoke-on-Trent.

We care about our people and feel that we can achieve the greatest impact through a research led culture. We believe that mutual **Respect** should serve as the foundations of our organisation. This supports collaboration and as a result our people are creative, confident and work as one. Our staff identify the approaches that have the greatest impact on children and support the well-being and workload of all our staff.

We believe in the importance of **Resilience** embedded in a firm sense of belonging. Our teams support each other in becoming the best that they can be; they model this for our students and help our young people in overcoming difficulty. We serve vibrant communities, and as with any community, young people can face challenges. We help them to develop tools to overcome this. We know that this develops our culture of learning and, ultimately, our purpose.

Parents and stakeholders are at the heart of our learning partnerships. Governors are supportive and committed to providing a first-class education for all. Are you ambitious, value respect and do you demonstrate resilience? Are you looking for your next professional challenge? We are looking for a dedicated and enthusiastic professional to join us.

I look forward to receiving your application and meeting you soon.

Simon French
Chief Executive Officer

About Alpha

Our Purpose

To deliver a first-class Education that overcomes inequality.

Our Strategic Aims



High Performing Academies

To use Trust resources, to ensure we deliver a first-class education for every child.



Collaborative

To grow more effective partnerships within and beyond the Trust, that impact on children and are mutually supportive.



Investors in People

To attract, develop and retain excellent people who are valued, supported and encouraged to innovate.



Effective Finance & Infrastructure

To have strong and sustainable finances with a highly effective infrastructure.



Expert Leadership & Governance

To develop expert leaders and governors with a range of skills, that make a difference to children's life chances.

Our People

Continued Professional Development

We believe in you; our priority is that we support you in being the best you can be. Your professional and leadership development is at the heart of our development strategy. We will ensure that you have access to a wide range of opportunities that allows you to thrive in a community that has belonging.

Leadership Development

- National Professional Qualification programmes
- Special Educational Needs Co-ordinator Award
- Our own cross trust leadership development programme
- Individual leadership coaching
- Fast track programme for lead practitioners supporting progression to senior leadership
- Supported Masters qualifications
- Business management courses
- Support with bespoke professional development requests

Professional Development Programmes

- School Centred Initial Teacher Training lead school with Teach First
- Early Career Teacher programmes in partnership with Golden Thread Partnership
- Teaching Assistant / Higher Level Teaching Assistant qualifications
- National Vocational Qualification support and development for professional qualifications
- Apprenticeships

Other Opportunities

- Full Trust and Academy CPD programme
- Best practice networks and other trust networks
- Trust mentors and coaching
- Support through the Chartered College of Teachers
- Secondment opportunities



Joining us

How to apply

To join the team, you will need to apply through the vacancy page on the [Alpha Academies Trust website](#) (or relevant academy site) and follow the instructions on how to complete an application form.

Please feel free to include in your application and supporting statement: why the post attracts you; how your experiences and achievements match the job and personal specification.

Safer Recruitment

The Alpha Academies Trust is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. We comply with the Disclosure & Barring Service (DBS) code of practice, and if successfully shortlisted, you will be required to declare any relevant convictions, adult cautions or other matters which may affect your suitability to work with children. As a result of amendments to the Rehabilitation of Offenders Act 1974 (exceptions order 1975) in 2013 and 2020, some minor offences are now protected (filtered). You will also need to complete and return a DBS self-disclosure declaration prior to interview.

In addition, you will need to bring to your interview, your passport and/or original birth certificate along with a document giving your permanent National Insurance number and name i.e. a P45, P60, NI card or a letter from a government agency as proof of identification. If, unfortunately, you are not offered the post, please be assured that the details taken regarding your personal documentation will be destroyed. Please note, references will be sought for all shortlisted candidates prior to interview.

Equality, Diversity and Inclusion

Alpha Academies Trust is committed to promoting equality and diversity opportunities among our community of staff and students. Ensuring best practice in our recruitment processes is essential to this commitment. We will seek to ensure that all job applicants and staff are treated fairly, with respect and without bias. No applicant or member of staff will be treated less favourably than another because of their age, disability, ethnic origin, gender, gender identity, sexual orientation, marital status, caring or parental responsibilities, racial group, religious or philosophical beliefs.

Disability Confident

Alpha Academies Trust is a Disability Confident Employer which means that it has made commitments to the recruitment and continued employment of people with disabilities.

As a Disability Confident Committed Employer we have committed to:

- ensure our recruitment process is inclusive and accessible
- communicating and promoting vacancies
- offering an interview to disabled people who meet the minimum criteria for the job
- anticipating and providing reasonable adjustments as required
- supporting any existing employee who acquires a disability or long term health condition, enabling them to stay in work
- at least one activity that will make a difference for disabled people

Should you require any reasonable adjustments during any point of the application process, please contact The HR/Recruitment Team at recruitment@alphaacademiustrust.co.uk to discuss. Find out more about Disability Confident at: www.gov.uk/disability-confident



Our Wellbeing

We want you to be the best that you can be and we will support you in every way that we can.

Wellbeing

- Our employee assistance programme through Carefirst will ensure that you are looked after and supported
- Our healthcare package through Optima Health & Phoenix Health will provide you with occupational support
- Cyclescheme will support your access to physical wellbeing and active transport
- Onsite gym access will provide further health support
- Inclusive staff social and sporting events will ensure you are part of our family
- Our culture celebrates the difference that you make
- Regular consultation (TES Pulse), allowing us to act on your feedback

Supporting You

- Investment in digital infrastructure across the Trust so that you can be supported to be a leading practitioner
- Competitive Local Government / Teachers Pension schemes
- Supported access to work-based meals
- Flexible approach to family leave

The Discovery Academy

Welcome to The Discovery Academy and thank you for your interest in joining our team. We have one goal and that is to ensure that every student is supported to achieve their full potential. At the heart of everything we do is an unremitting desire for our students to become successful and responsible young people who make a positive contribution to our school and the wider community.

In order to do this, we need the very best people, who we will support to be outstanding practitioners. Do you want to be a part of this success? If you do, we would love to receive your application. I look forward to meeting you soon.

Jayne Schofield
Principal

Alpha
Academies Trust



Our Purpose

We are committed to...

“Delivering ambitious, high quality teaching and learning every lesson, every day that overcomes inequality and allows every student to achieve success.”

Our Values

Pride • Respect • Commitment



Our Academy

The Discovery Academy is one of the largest Academies in Stoke-on-Trent. It boasts a £21 million building with world class facilities, including extensive sport and recreation areas. The building design has a faculty-based organisation in which subject areas are co-located to foster collaboration and project-based learning opportunities. There are an extensive range of vocational and academic facilities across the Academy.

Why Discovery?

Our academy prides itself on the relationships that we foster between the academy and home. Our emphasis is on students having a sense of belonging and being proud to be part of the Discovery Family.

Our Curriculum

We achieve the academy purpose through an unwavering focus on our students' results and progress within their learning, and by offering the absolute best teaching and support. Our curriculum is exciting, broad and diverse. We expect our teachers to be creative in order to create inspiration across the curriculum. The curriculum builds on prior learning, consolidating knowledge and then stimulates learners to be inquisitive in their next stage of development. Our academy follows a three-year Key Stage three programme which supports our learners as they progress into subject choices in Year 9. Whilst we do not offer post-sixteen programmes of study, we have very strong links with local providers and support our staff in making links with these organisations in order to support professional development and our pre-sixteen curriculums. Where possible, there may be opportunities for short training secondments in post-sixteen study.



Thank you

We want outstanding strong professionals to join our team.

We want people who are prepared to make a difference to a child's life and inspire others.

We want a community that thrives on **Ambition, Respect and Resilience in a culture of belonging.**

If you have these qualities and want to be part of our team, please come and join us.





Contact us

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ST2 0GA

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01782 882100



SCAN OR CLICK TO
VISIT WEBSITE