

FCAT

The best we can be

Fylde Coast Academy Trust are appointing a Deputy CEO

To apply scan the QR code or visit:
<https://www.fcat.org.uk/job-vacancies>



- Welcome to our Trust
- About the FCAT Community
- About this Role
- School Locations
- Our Commitment to your Development
- Benefits and Perks
- Our Work and Wellbeing Charter
- How to Apply and More Information



Fylde Coast Academy Trust (FCAT) was established in 2012. Our trust aims to provide the best learning opportunities for all young people across the Fylde Coast and across Lancashire. The trust is a team of 10 primary, secondary and all through schools who work alongside our central services and school improvement teams.

Staff development is one of our key priorities. We want colleagues to thrive and enjoy their roles, form strong foundations in their expertise and knowledge to support further development in their career.

As a school trust we work in partnership across our schools, local authorities, voluntary agencies, other trusts and schools to foster collaboration and knowledge sharing, which is critical to our culture of learning and development - so that we can best meet the needs of pupils and the families we serve.

Our values of excellence, integrity and resilience guide us to be the best we can be. Learners are at the heart of what we do and their outcomes and successes are what drive us.



Each of our schools has its own distinct identity, though we all share common goals and priorities. This is effective because we operate with high levels of cultural autonomy and mutual accountability.

Our schools encompass a diverse range of communities. For example, Garstang Community Academy serves a semi-rural area with a strong sense of local identity. Situated amidst picturesque countryside, Garstang offers a charming market town atmosphere with excellent local amenities.

In contrast, Hambleton, another school within the trust, provides outstanding education to pupils in a more rural setting. This offers a unique opportunity to experience the beauty of the Lancashire countryside whilst contributing to the education of young people in a different community environment.

This diversity within the trust provides a rich and rewarding experience for colleagues, allowing them to contribute to the success of schools serving different communities and gain valuable insights into the varied needs and aspirations of young people across the region.

More generally, the region itself encompasses a coastal area of Lancashire, including towns and villages along the Irish Sea. Towns within the region include Blackpool, Fleetwood, and Lytham St Annes. Each location serves a diverse population with varying socioeconomic backgrounds and cultural heritages. Blackpool, known for its tourism industry, significantly impacts the local economy and community dynamics.

Blackpool is a vibrant and diverse town, offering a unique blend of urban and coastal living. Our trust operates several schools across the borough, each serving distinct communities. Armfield and Mereside academies, located in the south of the town, cater to a diverse pupil population. Gateway Academy, situated centrally, serves a vibrant and growing community, reflecting the town's diverse cultural tapestry. In the north of Blackpool, Aspire, Westminster, Westcliff, Unity and Montgomery Academies each serve unique communities despite their proximity to each other. Each school offers distinct learning environments in response to pupils' needs. We have high aspirations of young people and have developed bespoke curriculums such as the curiosity approach and compass curriculum to meet need and raise expectations.



FCAT is a successful trust with a strong reputation for innovation and investment in our pupils and the professional development of our teams. We are committed to creating an engaging and inclusive learning environment for all our pupils, where they can thrive academically, socially, and emotionally.

We are seeking a highly motivated and capable leader to join our senior team. This is a pivotal role that will play a key part in shaping the future of our trust and ensuring that our schools continue to develop and improve the life opportunities for our pupils.

The trust aims to deliver a rich, engaging and distinctive learning experience so pupils can develop as young people and citizens. This vision is supported by three guiding principles:

- children come first,
- positive relationships underpin all work, and
- high expectations for everyone.

This includes enabling schools to develop bespoke teaching approaches within a common framework. The trust's strategic objectives focus on self-identified needs, building on existing strengths and expanding community provision. Key areas include:

- developing confidence in pupils by providing safe and secure schools,
- understanding stakeholder needs,
- addressing social and mental health needs,
- implementing trauma-informed practices, and
- designing curriculums that match needs.

Investing in a positive culture by developing leadership and ensuring governance expertise is securing improvements across the organisation, despite the challenging environments we operate in.

We have a clear focus on improving pupil outcomes by setting national benchmarks for progress, attainment and attendance. We are successful in reducing exclusions and enhancing the enrichment and personal development curriculum for pupils.

Underpinning our approach is professional growth through developing partnerships, facilitating collaboration, and prioritising integrity over ambition. The trust recognises that investment in staff is critical for school development. This includes providing staff development on social, emotional, and mental health needs and implementing trauma-informed approaches alongside the traditional leadership and pedagogy development you would expect of a school trust.



The DCEO's main responsibility will be to ensure school leaders deliver high-quality education through investment in staff, collaborative partnerships and outward leadership.

The successful candidate will support the trust's vision and strategy, identify talented colleagues, develop leadership in others and work with school leaders and the school improvement team to implement improvement plans.

You will also promote a culture of accountability and work with external organisations to address socio-economic challenges. You will provide outward leadership, line manage headteachers as appropriate and the school improvement team, evaluate school improvement plans, oversee quality assurance processes, hold development meetings and foster external partnerships.

The DCEO will be responsible for the implementation of the trust's improvement strategy, ensuring accountability of school leaders, enhancing staff development and representing the trust locally and regionally.

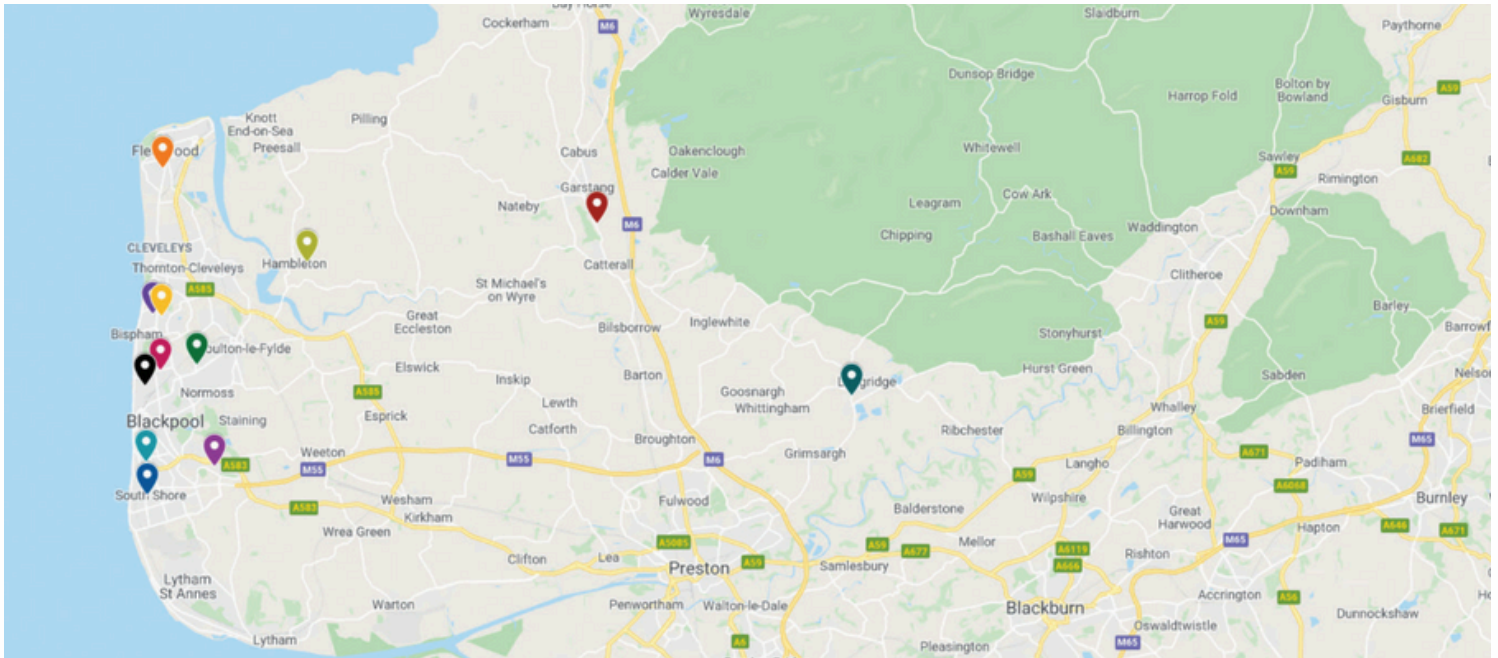
You will also support the trust's financial sustainability and ensure school leaders understand barriers to school improvement and implement systems for pupil improvement. This will likely incorporate collaborative practice and an understanding of regulatory frameworks so that each is used to the best effect in the organisation.

Utilising performance data, risk registers, financial and HR information to inform your decisions you will support policy development and report on progress toward strategic goals.

To be successful in this role you must be able to build relationships with leaders internally and externally to the trust and able to work well under pressure.



The region boasts excellent transport links, with good road and rail connections to major cities such as Manchester and Liverpool. This makes the Fylde Coast an easily accessible and commutable location. Furthermore, the region offers a range of high-quality housing options, from charming coastal villages to modern developments, catering to diverse preferences and budgets.



Development Reviews

In response to feedback from our annual staff survey, this year we have introduced development reviews.

Colleagues identified they would like more opportunities for a professional dialogue with their line manager to support them in their role and for these conversations to lead to practical outcomes that help colleagues resolve challenges and to increase their effectiveness.

Development reviews are ongoing, open, supportive, two-way conversations between a colleague and their line manager held 3-6 times a year. This could be to discuss and help with:

- something you would like to focus on that will help you and others in their work,
- how you would like to support department/phase, school or trust improvement priorities,
- overcoming a day to day challenge you have in work,
- building on specific knowledge, skills or expertise you would like to develop,
- addressing and improving your wellbeing.

The conversations are future focused on next steps and how this will help you, your colleagues, your team or pupils to do things better and how you would like to be helped or supported along the way.

Staff feedback from trials last year said:

“I like the format of the development review and the fact it helps to directly link your development actions with the school priorities”.

“There is a real sense of shared goals and keeping up to date with progress. Not just discussed once or twice a year. Being able to implement something and see it through with the support of my line manager”.



Developing and Implementing an Outward Mindset (DIOM)

Arbinger's outward mindset workshops have been run with many different professions across the world - whether in the private, public or third sector. Here in the UK, Arbinger works with nationally recognised companies and NHS trusts, and more recently with the Royal Navy, RAF, and MoD.

Outward mindset has been implemented in education in a number of countries around the world, with established programmes in Romania, Singapore, and the US. Outward mindset in UK schools has been growing over the past few years, and FCAT is now at the forefront of this innovation.

You will have the opportunity to complete the three Arbinger workshops to learn more about outward mindset and how this can help you in your role, working with colleagues and pupils as well as your personal life.

We are heavily invested in DIOM, employing Arbinger UK's national lead for education and training 12 colleagues to facilitate DIOM across the organisation.

Trauma Informed UK

You will have the opportunity to complete workshops to support you in implementing trauma informed practice. A trauma informed school is one that is able to support children and teenagers who suffer with trauma or mental health problems and whose troubled behaviour acts as a barrier to learning. Our approach in this work is supporting the significant reductions in behaviour incidents, suspensions and exclusions against a national increase in these performance measures.

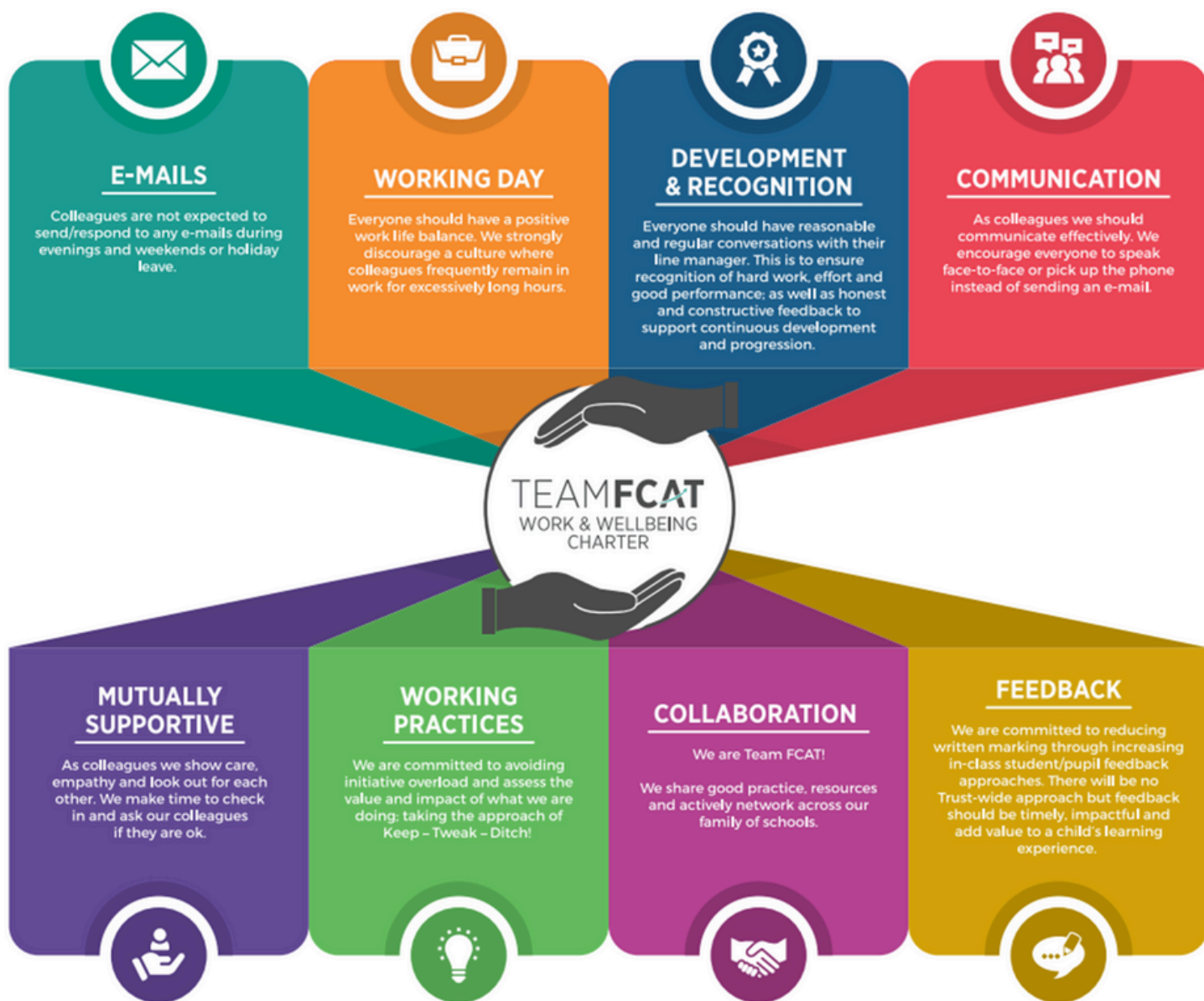


Why choose FCAT?

- ✓ Ongoing CPD including:
New - Developing and Implementing an Outward Mindset
- ✓ **New** - Automatic annual pay progression for all teachers
- ✓ **New** - 25% discount for FCAT in house Breakfast and After School Club provisions
- ✓ 24/7 access to free health support services via Smartclinic including physiotherapy, online GP, counselling, CBT and much more.
- ✓ Cycle to work scheme
- ✓ Free annual flu vaccine
- ✓ Blackpool Council travel discount
- ✓ Childcare voucher scheme
- ✓ Free eye tests
- ✓ Membership of the Teachers' Pension Scheme (TPS)/ Local Government Pension Service (LGPS) with employer contributions above 20%
- ✓ A number of staff perks, clubs and socials happening across our trust that you can sign up for or join in e.g. walking/reading clubs, on site car washes etc. You don't need to work in that school to join in, you are welcome along, from across the trust.



A few years ago, our work and wellbeing staff group created our Team FCAT Work and Wellbeing Charter. This encourages and reminds us all to think about how we can help and support each other every day to improve our working practices, wellbeing and work-life balance.



Scan the QR code to apply or visit
www.fcat.org.uk/job-vacancies




For any questions regarding this vacancy or for an informal conversation with Dean Logan, CEO; please contact Donna Cross at the Fylde Coast Academy Trust

CONTACT US

@ donna.cross@fcat.org.uk

 www.fcat.org.uk

 01253 207709

 [@FCATrust](https://twitter.com/FCATrust)

 [Fylde Coast Academy Trust](https://www.linkedin.com/company/fylde-coast-academy-trust)

The Fylde Coast Academy Trust is committed to equality of opportunity for all. Fylde Coast Academy Trust is fully committed to safeguarding and promoting the welfare of all learners, staff and visitors. All staff will be carefully selected using recruitment and selection procedures designed to emphasise our commitment to safeguarding. All posts, including volunteers, are subject to enhanced DBS clearance.

