



**Join us**  
Recruitment Information

**Ambition • Respect • Resilience**



BOOKS we have read



Are you looking for  
your next professional  
challenge?

# Welcome to our family

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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

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## 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

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## 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

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## 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@alphaacademiestrust.co.uk](mailto:recruitment@alphaacademiestrust.co.uk) to discuss. Find out more about Disability Confident at: [www.gov.uk/disability-confident](http://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



# Eaton Park Academy

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Welcome to Eaton Park Academy and thank you for your interest in joining our team. Our academy is a happy and exciting place to be with lots of opportunities. Relationships between staff and pupils are of the utmost importance to us and we pride ourselves on these. The children are at the heart of everything that we do and our core purpose reflects this. The academy environment is attractive and stimulating for our children and as such supports their learning. Our young people thrive and achieve amazing things.

**Alpha**  
Academies Trust



In order to create this environment, 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. We look forward to meeting you soon.

**Jessica Bell**  
Head of Academy

**Louise Brammer**  
Executive Principal

## Our Purpose

We are committed to...

“Carving pathways to success for all regardless of social and academic background.”

## Our Values

- M Moral** We behave well / We know the difference between right and wrong
- A Adaptable** We overcome challenges / We are flexible and change willingly
- S Successful** We work hard / We set targets and goals to achieve
- T Thoughtful** We care / We think about others and ourselves
- E Enthusiastic** We are positive / We love to learn and grow
- R Respectful** We consider people’s thoughts, feelings and opinions / We treat people how they want to be treated

Our six academy values underpin our academy ethos and principles and guide our work and learning in the academy. They are interwoven into all aspects of academy life including our curriculum.





## Our Academy

Eaton Park is an inclusive primary school in the Bucknall area of Stoke-on-Trent. It is one of the largest primary schools in the area and has pupils from nursery to year six. The school is in a purpose built primary building and has benefited from a significant investment in digital infrastructure. We have significant green space and have recently developed wonderful outdoor facilities for our pupils.

## Why Eaton Park?

Our expectations are exceptionally high and we pride ourselves on this. Our universal aim is that all of our pupils are happy and successful learners, and that their experiences at Eaton Park have a positive impact on the rest of their lives. It is our passion to give our children the very best opportunity to be successful and to recognise and nurture the talents of everyone.

## Our Curriculum

Underpinned by the objectives of the Early Years Curriculum and the National Curriculum, all pupils are provided with a broad and ambitious curriculum in each subject that will enable them to know more, remember more and do more whilst developing a life-long love of learning and preparing them for life now and in the future. Objectives are mapped out in a progressive manner to ensure that knowledge and skills are developed and built upon as pupils move through the school, ensuring they are equipped and ready for the next stages in their learning journey. The needs of our curriculum are supported by key drivers that are specific to the needs of our pupils and the community we serve.







# Thank you

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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

Alpha Academies Trust  
Discovery Drive  
Stoke-on-Trent  
ST2 0GA

info@alphaacademiestrust.co.uk  
01782 882100



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VISIT WEBSITE

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[www.alphaacademiestrust.co.uk](http://www.alphaacademiestrust.co.uk)