

F CAT

The best we can be

The Fylde Coast Academy Trust are recruiting for: Secondary Teachers

- **All subjects**
- **Salary:** MPR/UPR
- **Contract:** Permanent, full time
- **Start date:** 1st September 2025 or sooner
- **Closing date:** Monday 18th November 2024 at 9am

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



- Welcome to our trust
- Our community and school locations
- Our secondary schools
- Our commitment to your development
- What we are looking for
- 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 ensure first class learning opportunities for all young people across the Fylde Coast and across Lancashire. The trust has grown and we are a team of 10 academies with primary, secondary and all through as well as our Central Services and School Improvement team.

Staff development is a significant priority for our trust. We want you to thrive and enjoy your role, as well as form strong foundations for development in your career in education.

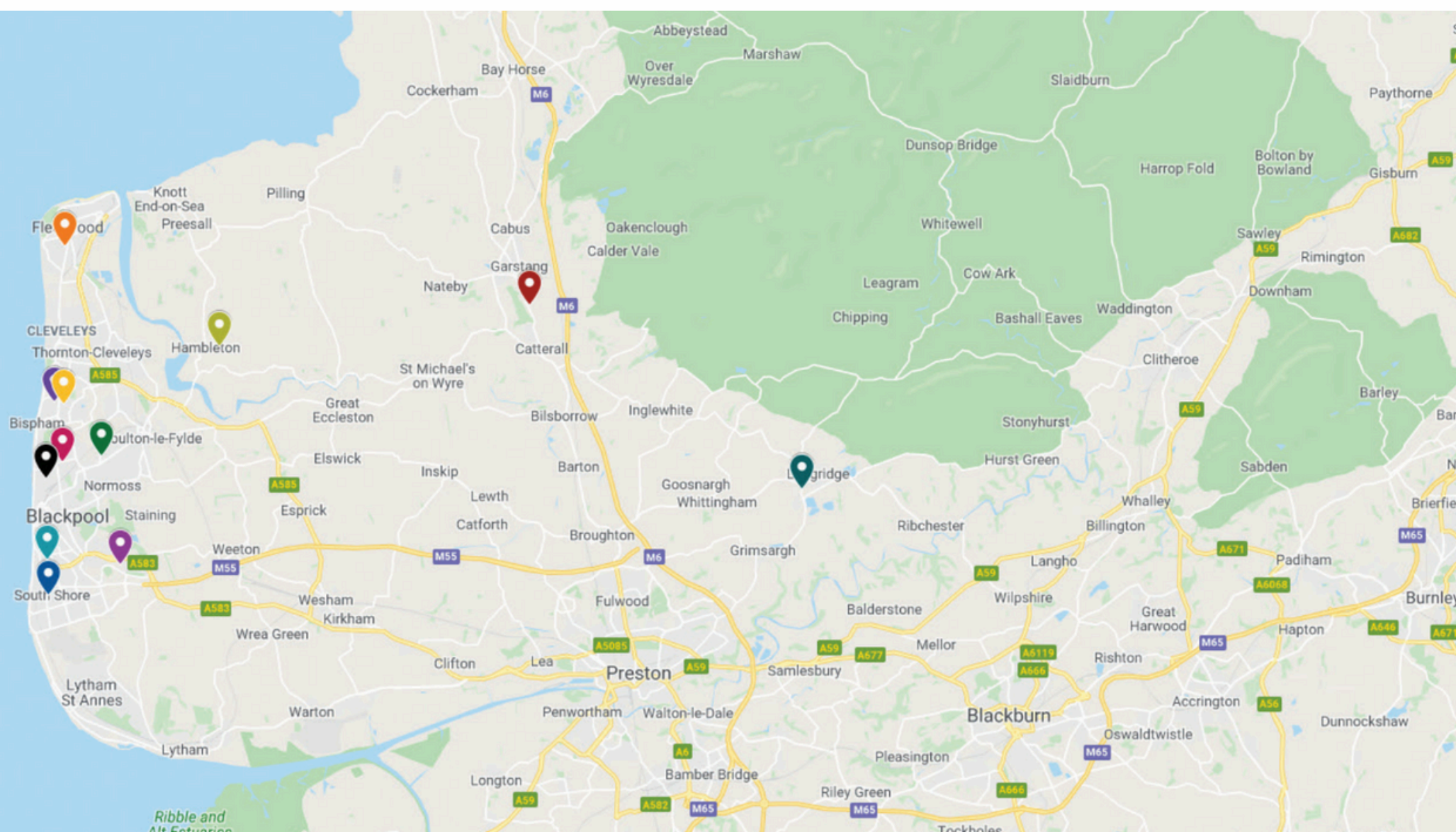
As a Multi-Academy Trust we work in partnership across our family of schools and with educational institutions locally to foster collaboration and knowledge sharing, which is critical to our culture of continuous improvement.

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.



Our secondary schools are based within Blackpool and Garstang. There is a good motorway link to our schools via the M55.

We have many staff who live in Blackpool, Garstang and Hambleton and across the Fylde coast, as well as many colleagues who travel from Preston, Lancaster, Chorley, Ribble Valley, Bolton and surrounding areas; many of which are within a 30-60 minutes commute.





Armfield Academy

Headteacher: Mark Kilmurray

Armfield Academy an all-through academy from ages 3-16 which opened as a new school in 2018 based in south shore. Our vision comes to life in our clearly articulated values, which are pride in our Academy; 'An Academy to be Proud of'.

If you would like to arrange a visit, please contact Karen Ashton on 01253 207702



Blackpool Aspire Academy

Headteacher: John Woods

Aspire is an 11-16 academy which opened in 2014 after Bispham High School and Collegiate High School merged together. The school moved into its current new building in 2015. Aspire has the motto: "Success, nothing less!" It hopes that all pupils aspire to achieve their potential in a stimulating learning environment. ***If you would like to arrange a visit, please contact Emma Wallace on 01253 353155***

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Garstang Community Academy

Headteacher: Satinder Singh

Garstang is a vibrant, inclusive 11-16 school with around 800 pupils dedicated to fostering a supportive and stimulating learning environment for our students through through a mission of Grow, Care, Achieve. ***If you would like to arrange a visit, please contact Liz Macpherson on 01995 603226***

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Montgomery Academy

Headteacher: Stephen Careless

Montgomery is an 11-16 academy with almost 1,100 students. In our Montgomery Family of students, parents and our superb team of staff we all work hard to 'Inspire Excellence Together'. ***If you would like to arrange a visit, please contact Faye Burrows on 01253 356271***

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Unity Academy

Headteacher: Stephen Cooke

Unity Academy is an all through school for children aged 2-16 serving a large part of central Blackpool. The academy motto is 'In Unity, we Succeed'. This is more than words, this is how we operate as an academy - we work together and when we work together we are successful. ***If you would like to arrange a visit, please contact Karen Linney on 01253 355493***

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Development Reviews

In response to feedback from our annual staff survey, new for this year, we have introduced Development Reviews.

Staff said that they would like more opportunities to catch up with their manager to support them in their job role and for these conversations to lead to practical outcomes that help colleagues resolve problems and do their best in their job role.

Development Reviews are ongoing, open, supportive, two-way conversations between a colleague and their 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 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 certain knowledge, skills or abilities you would like to develop;
- an area of your job description you would like to focus on;
- addressing and improving your wellbeing.

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

Staff feedback from trials this 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

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 CPD to learn more about outward mindset and how this can help you in your teaching role, working with colleagues and students as well as your personal life.

Trauma Informed UK

You will have the opportunity to complete CPD 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.

We are looking to appoint excellent secondary teachers across all subjects to start 1st September 2025 or sooner if possible.

We are recruiting to additional posts across all secondary subjects to enable the best for our students and staff. This is part of our commitment to ensuring first class learning opportunities for our students and a supportive place of work for colleagues.

We are seeking:

- teachers with energy and enthusiasm to inspire and develop students and colleagues alike;
- colleagues who work with an outward mindset; thinking about how you can have a positive impact and help others in their role to support continuous school improvement.

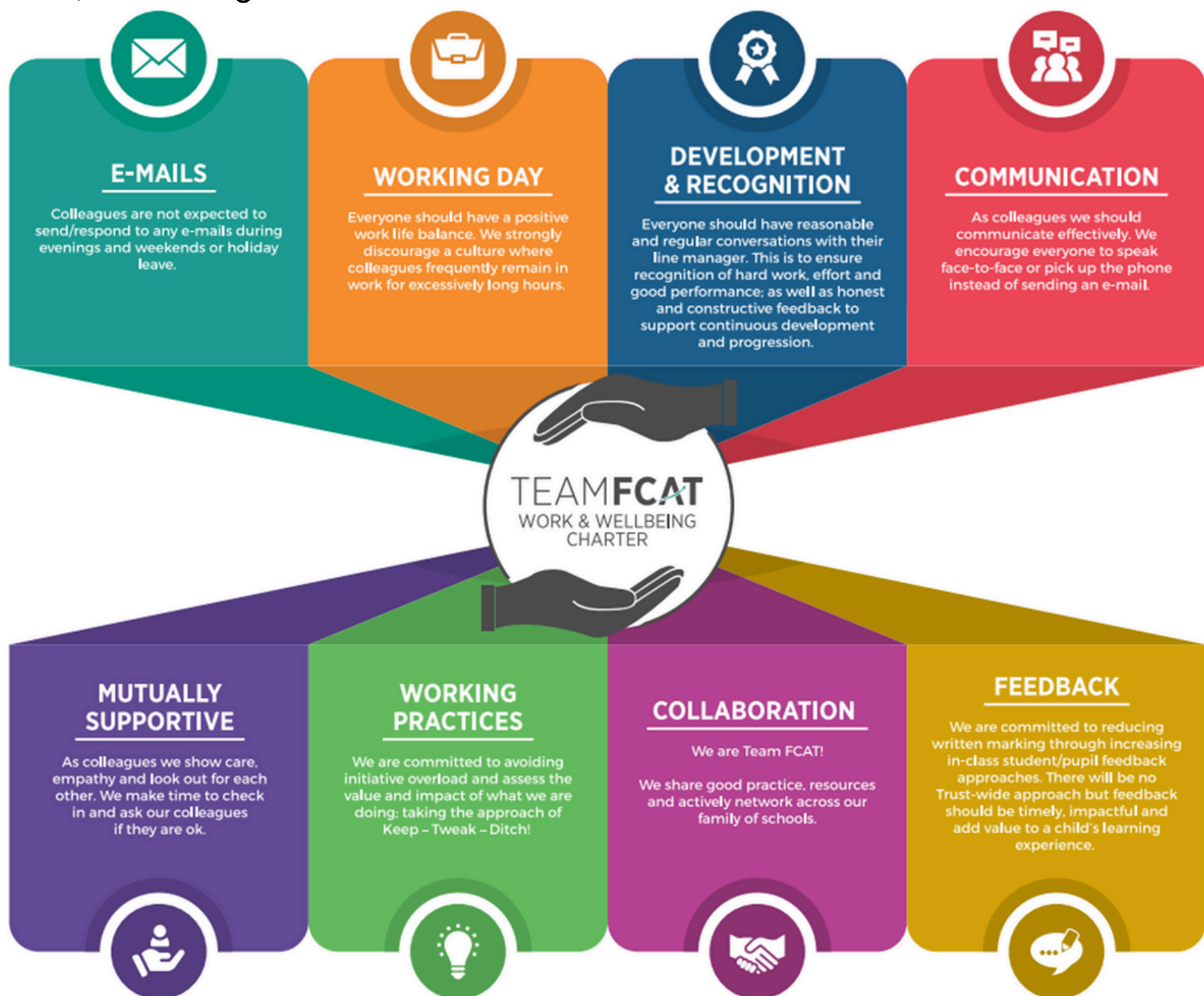
The successful candidates will be excellent teachers with good outcomes for students and who provide a high-quality education for all children in a caring, inclusive environment.



Why choose FCAT?

- ✓ **New** CPD opportunities including - Developing and Implementing an Outward Mindset and Trauma Informed Schools UK.
- ✓ **New** - Automatic annual pay progression for all teachers
- ✓ 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) 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 please
contact Donna Cross (FCAT Administrator)

CONTACT US



www.fcat.org.uk



01253 207709



donna.cross@fcat.org.uk



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



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

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.

How will it be determined which secondary school I am appointed to, if I am successful in the recruitment process?

This will be determined based on subject need and your expertise.

How can I visit/tour school in advance to find out more about them to support the application process?

Please take a look at page 5 which provides the contact details for the Headteacher's PA within each school to arrange a visit/tour.

Will I be able to share my preference about which school I would like to work in as part of the recruitment process?

Yes, this will be discussed as part of the interview process.

If I am successful in the recruitment process, will I be able to tour a school and spend some time there before committing to a particular role?

We would advise arranging visits/tours at the application stage of the process but you will be able to arrange a further visit at any time during the recruitment process.