



Alpha

Academies Trust

Recruitment Pack Teacher

Closing Date: Monday 6th February 2023 at 9:00am
Interviews: Wednesday 15th February 2023

JOB REFERENCE NUMBER: 000069

A Message from the Chief Executive Alpha Academies Trust

Dear Applicant,

Thank you for downloading this application pack and for your interest in becoming a Teacher for Maple Court Academy, part of The Alpha Academies Trust in Stoke-on-Trent.

Our Trust currently consists of five academies:

The Discovery Academy - Age 11 -16

The Excel Academy - Age 11 -16

Eaton Park Academy-Age 3- 11

Maple Court Academy - Age 4 – 11

Sneyd Academy – Age 4 – 11

Alpha Academies Trust has a clear purpose to deliver a first-class education for every child and overcome inequality. We intend to achieve this purpose by investing heavily in staff development and developing a quality all through curriculum from birth to post 16. We are committed to work with other stakeholders and Trusts to create a joined-up momentum, that will bring about transformational change in Stoke-on-Trent. We have a rigorous approach to evaluate impact through a research and development culture. This ensures we identify those approaches that have the greatest impact on children and supports the well-being and workload of our staff. We take seriously our responsibilities to the community and future agendas such as environmental sustainability and digital transformation are very much in our line of sight.

Parents and stakeholders are at the heart of our learning partnerships. Our Governors are challenging and supportive and all our staff are committed and dedicated to providing first class education for all children and young people in our academies.

We are looking for dedicated and enthusiastic professionals to join our highly skilled staff and help deliver outstanding educational experiences for the young people of Stoke-on-Trent.

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

Yours faithfully,

Mr S French
Chief Executive Officer

The Context

The City of Stoke-on-Trent is in the West Midlands and has a population, of 249,000, which is predominately white British but with a significant minority ethnic community. Ambitious plans are underway to transform and renew the City through major investment in health, housing, economic development, and education. The 'Potteries' as Stoke-on-Trent is affectionately called is renowned for its world class ceramics industry and industrial heritage.

The City is benefitting from recent investment which is driving economic growth and renewed prosperity. It is well connected with transport links to the capital and is within one hour of travel to Birmingham or Manchester. The City is one of the fastest for economic growth in the country.

Our Trust Purpose

“Delivering a first class education that
overcomes inequality”

Our Trust Strategy & Aims

- α Adding capacity- to eradicate inequalities by supporting the solutions that will unlock personal and academic potential for every child
- α High performing- to use Trust resources, ensuring we deliver first class education for every child
- α Collaborative- to grow more effective partnerships within and beyond the Trust, that impact on children and are mutually supportive
- α People- to attract, develop and retain excellent people who are valued, supported and encouraged to innovate
- α Finance and Infrastructure- to have strong and sustainable finances with a highly effective infrastructure
- α Leadership- to develop expert leaders and governors with a range of skills, that make a difference to children's life chances

In an Alpha Academy

- Children and young people develop strong literacy, numeracy and employability skills
- Children and young people enjoy innovative learning experiences, including sport and the arts which lead to high levels of success
- Children and young people's progress is always tracked and monitored and no one falls behind
- Children and young people understand the pathways open to them. Through our Academies the gates to next steps and phases are opened
- Children and young people, parents and staff feel valued, safe, supported and have a voice
- Children and young people have the best staff and Academy leaders as their role models
- Children and young people enjoy inspirational learning environments which are safe, well maintained and constantly improved
- Children and young people enjoy the best catering and nutrition
- Staff have an entitlement to first class training, coaching and support
- Staff have opportunities to progress from the start of their career onwards
- Employer partners contribute to curriculum design
- Governance is strong, challenging and supportive
- Parents are partners in their children's education
- Children develop skills for the modern workplace
- Children receive extensive information, advice, and guidance to become well rounded adults, who contribute to society as highly employable responsible citizens.

Our Academies

Academy Name	Ofsted Rating	Number On Roll
THE DISCOVERY ACADEMY Expect Excellence	Ofsted: Good	1341
The excel academy STAKE-ON-TROE	Ofsted: Good	1114
Eaton Park ACADEMY Enjoy Progress Achieve	Ofsted: Good	489
MAPLE COURT ACADEMY LEARNING FOR THE FUTURE	Ofsted: Requires improvement	440
Sneyd Academy LEARN ACHIEVE BELIEVE	Ofsted: Good	550

Supporting 4000 Children

Our Academies

The Discovery Academy

The Discovery Academy is one of the most improved and fastest growing academies in the area, boasting a £21 million building world class facilities and belonging to a forward looking Trust who have a number of successful local schools.

The Discovery Academy help students develop ASPIRE skills, values and behaviours, ASPIRE is central to our curriculum vision and our highly motivated staff see learning as a skill for life, opening the door to a world of opportunities and success.



The Discovery Academy Purpose

“Achieve outstanding academic success for every child whilst developing skills, values and behaviours to lead fulfilling lives”



Comments from Ofsted Report of 2019 include;

“Leaders know the school well. They identify weaknesses by carefully analysing the available evidence. Consequently, their strategies to address weaknesses are thoughtful, considered and effective.”

“All staff are very committed to seeing the school improve further. They form a united and hard-working team.”

“A strong culture of care and support exists throughout the school. Consequently, pupils feel safe and are safe in school.”

Teacher
Maple Court Academy

The Excel Academy

The Excel Academy has consistently been one of the highest performing academies in Stoke-on-Trent. Student numbers have increased rapidly due to the success of the Academy and it is now oversubscribed in all years. It is the school of choice in the north of the city and is housed in new build and refurbished buildings.

The Academy was inspected by Ofsted in November 2021 and maintained a 'Good' judgement and is now focused on becoming an outstanding provision.



The Excel Academy Purpose

"To provide first class education to equip every one of our students regardless of background or circumstance, with the skills, knowledge and attributes to excel in all aspects of their lives."



Comments from Ofsted Report of 2021 include;

"Leaders, including governors and trustees, are ambitious for all pupils.... there is a strong sense of community within this school....Staff and pupils talk positively about the 'Excel way'"

"Relationships between pupils and teachers are very strong and based on mutual respect.....Pupils are proud of their school.... They are happy and safe.... pupils behave in a calm and mature manner....they study a wide range of subjects and achieve well"

Teacher
Maple Court Academy

Eaton Park Academy

Eaton Park has consistently been one of the highest performing academies in Stoke-on-Trent for the last few years.

In 2018/19 Eaton Park were the highest performing primary school in Stoke on Trent and for the last two years Eaton Park have been in the top 3% of schools nationally for pupil progress. Student numbers are consistently increasing due to the successes of the Academy and its popularity locally. Eaton Park Academy has around 500 pupils and is one of the larger primaries in Stoke-on-Trent, offering places from Nursery through to Year 6.



The Academy was inspected by Ofsted in March 2019 and maintained a 'Good' judgement, we are now focused on becoming an outstanding provision.

Eaton Park Academy Purpose

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



Comments from Ofsted Report of 2019 include;

"The leadership team has maintained the good quality of education in the school since the last inspection. You and your team of committed senior leaders have created a motivating and inspiring learning environment in which pupils thrive."

"Pupils are proud to attend Eaton Park. They enjoy school and are enthusiastic about their learning. In lessons, pupils work hard and cooperate well with their peers."

Maple Court Academy

Maple Court is a large primary academy with almost 500 pupils located in the Bentilee area of Stoke-on-Trent.

Every member of staff in the Academy is fully committed to ensuring that all children work hard, are well supported and make good progress across the curriculum.

Maple Court offers enrichment opportunities through its extra-curricular programme and the many academy visits that it offers. Life skills and confidence continue to grow through its student character development, raising aspiration and ambition by opening up the world to its students.



Maple Court Academy Purpose

“To develop motivated, inspired, independent children who have a love of learning and are curious to know more.”



Comments from Ofsted Report of 2021 include;

“The quality of learning is on the up and standards are beginning to rise. Lessons are purposeful, classrooms are calm places in which to learn and staff treat pupils fairly”

“Ambitious leadership from trust and school leaders is making its mark. Since the previous inspection, leaders have made expectations clear and lifted everyone’s aspirations. They have injected new purpose to the school through a mix of challenge and support.”

Sneyd Academy

Housing almost 600 pupils, Sneyd Academy is one of the largest primary academies in Stoke-on-Trent. It is located in the centre of the city with good access to local facilities such as Central Forest Park and Festival Park. The Academy serves a diverse population from the Sneyd Green, Cobridge and Burslem areas and is very much a school at the heart of its community.



Sneyd Academy Purpose

"Sneyd Academy is a happy, caring school where all successes are celebrated."



Comments from Ofsted Report of 2015 include;

"Governance is strong. Governors share the headteacher's drive to ensure the best results for pupils."

"The quality of teaching across the school is consistently good, with some that is outstanding."

"Pupils show positive attitudes to learning and make good progress."

"Pupils say that staff and fellow pupils are kind and considerate. As a result, they feel safe and well cared for."

In total, over 4,000 students aged 3-16 years are currently on roll and supported in our Academies. In addition, we employ approximately 525 staff across the Trust.

Job Description

Purpose of the Post

Main Purpose of the Post
<ul style="list-style-type: none">• To teach a class of children, ensuring that planning, preparation, recording, assessment and reporting meet their diverse learning and social needs.• To be committed to raising standards particularly in the core subjects, English maths and science but also all other curricular areas.• To maintain the positive ethos and core values of the Academy both in and outside the classroom.• Establish and maintain effective working relationships within the team and also other colleagues and clients/partners of the Academy.• Ensure that national conditions of employment for teachers are met.• Implement agreed Academy policies and guidelines. Support Academy initiatives• Plan appropriately to meet the needs of all students through differentiation of tasks.• Set clear targets based on prior attainment for students to make age expected progress.• Create a stimulating classroom environment where resources can be accessed appropriately by all students.• To keep appropriate efficient records integrating formative and summative assessment into weekly and termly planning.• To maintain good order in the classroom in accordance with the Behaviour Policy.• To participate as required in meetings with colleagues in respect of their post, duties and responsibilities.• To work with specialists and outside agencies and to lead and organise support in class for the benefit of the students.• Be responsible for own professional development and proactive in their own appraisal process.
Core Responsibilities, Tasks and Duties

I.	Health and Safety	<ul style="list-style-type: none">• Ensure a work environment that protects people's health and safety and that promotes welfare and which is in accordance with the Trust Health and Safety policy.
II.	Professional Accountability	<ul style="list-style-type: none">• The post holder is required to be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person. In addition, they are to contribute to the achievement of the school's objectives.
III.	Safeguarding	<ul style="list-style-type: none">• Promote and safeguard the welfare of children and young persons you are responsible for or come into contact with.
IV.	Equalities	<ul style="list-style-type: none">• Ensure that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Declaration

The Alpha Academies Trust is committed to safeguarding and promoting the welfare of children and young people.

Signed _____ Dated _____

Print name _____

PERSON SPECIFICATION

APPOINTMENT OF: KS1/KS2 TEACHER

DEPARTMENT: PRINCIPAL

Minimum Requirements	Measured by: A) Application B) Test/Exercise C) Interview
QUALIFICATIONS/TRAINING: It is essential that the post holder has: <ul style="list-style-type: none"> Qualified Teacher Status It is desirable that the post holder has: <ul style="list-style-type: none"> Evidence of continuous INSET and commitment to further professional development Lead in a foundation curriculum subject 	A
EXPERIENCE/KNOWLEDGE: It is essential that the post holder has: <ul style="list-style-type: none"> Be an outstanding teacher and be able to model good practice for others Have teaching experience or practice in Key Stage One Have experience teaching the Primary curriculum Have theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies) Have knowledge of Statutory National Curriculum requirements at the appropriate key stage Has experience of monitoring, assessment, recording and reporting of students' progress Is aware of the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection Is aware of the positive links necessary within the Academy and with all its stakeholders Has effective teaching and learning styles 	A & C
SKILLS AND ABILITIES: It is essential that the post holder has/is: <ul style="list-style-type: none"> Ability to promote the Academy's aims positively and use effective strategies to monitor motivation and morale Ability to model good practice for others Ability to develop good personal relationships within a team Ability to establish and develop close relationships with parents, governors and the community Ability to communicate effectively both orally and in writing to a variety of audiences Ability to create a safe, happy, healthy challenging and effective learning environment. 	C

ADDITIONAL FACTORS: It is essential that the post holder is/has/can: <ul style="list-style-type: none">• Is organised, resourceful, reliable an excellent timekeeper, approachable, committed, empathetic and enthusiastic.• Has a good sense of humour and the ability to make learning fun.• A willingness to undertake appropriate training.• Awareness and sensitivity with regard to equal opportunities and race equality.• An ability to fulfil all spoken aspects of the role with confidence through the medium of English.	C
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How to Apply

The Alpha Academies Trust requires an application form to be completed, please note CV's alone will not be accepted. Should you wish to apply, completed application forms should be sent to apply@alphaacademiestrust.co.uk quoting the job reference number detailed on the front page of this document. Your formal letter of application (supporting statement) should be no longer than 2 sides of A4 and should address:

- Why the post attracts you
- How your experiences and achievements match the job and person specification

Closing Date for this Post: Monday 6th February 2023 at 9.00am

Interviews: Wednesday 15th February 2023

If Successfully Shortlisted

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 and an online social media check completed for all shortlisted candidates prior to interview.

Please note, it is the policy of The Alpha Academies Trust to contact shortlisted candidates only.

Academy Location

Discovery Academy: Discovery Drive, Stoke-on-Trent, ST2 0GA

Excel Academy: Milton Road, Sneyd Green, Stoke-on-Trent, ST1 6LG

Teacher

Maple Court Academy

Eaton Park Academy: Arbourfield Drive, Bucknall, Stoke on Trent ST2 9PF.

Maple Court: Beverley Drive, Bentilee, Stoke-on-Trent, ST2 0QD

Sneyd Academy: Sneyd Street, Burslem, Stoke-on-Trent, ST6 2NS

Additional Information

Individuals undergoing Pre-Employment Screening are treated impartially and consistently irrespective of any disability they may have, or of their gender, marital status, age, ethnicity, religious affiliation or sexual orientation.

Please note it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. All employees of the Alpha Academies Trust will be required to undertake an enhanced DBS disclosure check if successfully appointed (unless already registered with the DBS update service) and every 5 years following this.

The suitability for employment of a person with a positive DBS disclosure will vary, depending on the nature of the job and the details and circumstances of the cautions/convictions/binders. If a positive DBS is received then the Trust will decide whether the individual can be cleared for appointment or whether further investigations are needed.

Ofsted Reports: www.ofsted.gov.uk

Information about Stoke City council: www.stoke.gov.uk

A copy of the most recent inspection report and copies of the Safeguarding Policy can be found on the Academy website.