



# APPLICATION PACK

**POST REFERENCE:** 2219

**ROLE:** TEACHER OF MODERN FOREIGN LANGUAGES;  
SPANISH WITH FRENCH (SUITABLE FOR ECT'S)

**START DATE:** 1ST SEPTEMBER 2023

**SALARY:** MAIN PAY SCALE (MPS) OR UPPER PAY SCALE  
(UPS). SUITABLE FOR EARLY CAREER TEACHERS (ECT) WITH  
NEGOTIABLE SALARY AND START DATE UPON  
COMPLETION OF QUALIFIED TEACHER STATUS (QTS)

**HOURS:** FULL TIME, (PART TIME HOURS WILL ALSO BE  
CONSIDERED)

**Leeds West Academy**  
Intake Lane,  
Rodley,  
Leeds, LS13 1DQ

Telephone:  
0113 229 5454

Email:  
[recruitment@whiteroseacademies.org](mailto:recruitment@whiteroseacademies.org)





"I think the teaching staff at Leeds West Academy are exceptional. I wouldn't be the person I am today without their outstanding support. They make this school an amazing place to learn."

**Morgan**

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# MESSAGE FROM THE TRUST

Dear applicant,

We are delighted that you are considering applying for a role within the White Rose Academies Trust. Your interest comes at an important and exciting time in the development of the trust and our relentless implementation of our 2025 vision. At the heart of this vision is the aim for more young people and colleagues to benefit from our community-focused philosophy; the belief that the education we deliver regenerates our communities and transforms lives.

In December 2020, we reached our first milestone when our first primary school joined our trust as a sponsored academy. Already, this truly community-focused academy, now named Alder Tree Primary, has enriched our trust and so, our vision is one step closer to becoming reality. Therefore, you could not be joining us at a more exciting point in our ongoing transformation. As we look forward to the prospect of many more schools joining us, the reality is that this could be a pivotal moment in your career. As we grow, the opportunities within our trust and the wider Luminate Education Group are limitless.



The power of a vision is best measured by the number of detractors who claim it cannot be achieved. In our roles as Chief Executive Officer and Executive Principal of the White Rose Academies Trust, it has been a privilege to witness the drive and determination with which our staff have implemented our vision, to ensure that our academies provide:

- world-class levels of teaching and learning,
- bespoke pastoral care that nurtures our students' aspirations,
- inspiring learning environments where our students can make mistakes and overcome their personal fears to become the best version of themselves,

- industry-leading continuous professional development for all staff, as investing in our colleagues is always the right thing to do,
- local centres of community transformation.

The hard work has been recognised, and whilst we know our work is far from complete, we are proud to have reached several milestones:

- 'Good' Ofsted ratings at all three secondary academies in 2019, with an 'Outstanding' rating at Leeds City Academy for Leadership and Management.
- We welcomed our first primary school in late 2020, Alder Tree Primary.
- We began an aspirational journey in 2021 by joining High Performance Learning's 'World Class' school transformation programme.

Our dedicated staff, incredible governors and amazing students are relentless in their shared aim to create truly world-class schools. The trust strives daily to empower its academy Principals to create schools that genuinely represent the communities they serve. We insist that our academies and our trust are externally focused, obsessive in their quest to learn from the very best, never leaving self-improvement to chance. We see vacancies such as this as an opportunity to attract talent, bringing the best practice into our trust. By joining us, you become a crucial part of the team that will deliver our powerful vision. Together, we will transform lives.



## THE WHITE ROSE ACADEMIES TRUST “WE SAID, WE DID”



Yours sincerely,

*Andrew Whitaker*

Mr Andrew Whitaker  
**CEO, White Rose Academies Trust**  
**Deputy CEO Teaching and Learning, Luminate Education Group**



Yours sincerely,

*S. Carrie*

Sarah Carrie  
**Executive Principal**



# MESSAGE FROM THE PRINCIPAL

I am absolutely delighted to share this amazing opportunity at Leeds West Academy, as we seek to recruit another talented and aspirational colleague, committed to professional excellence, to join our team.

Our vision is that Leeds West Academy is an academy renowned for excellence and is a seat of transformation and pride in its community. We are supported on our journey towards that vision by being a part of the White Rose Academies Trust. White Rose has a strong reputation of being a caring, supportive and effective organisation that puts people first.

I am sure that having read about the White Rose Academies Trust, Leeds West Academy, our students, our community, and our continued journey of transformation, you will recognise the opportunity to become an integral part of building something remarkable.



Leeds West Academy is built upon a strong sense of community, underpinned by our core values and at the heart of this academy are the nurturing and supportive relationships that exist amongst our staff and students. These relationships are what makes this academy special and benefit our students each and every day. In my time in education, I have seen nothing that compares to the community we have here at Leeds West Academy: a community where staff and students thrive.

We are a 'Good' and rapidly improving academy and I am delighted that you have taken an interest in joining our community and wanting to work for us. In May 2019, Ofsted judged our academy as 'Good' in all areas and in that same year we secured the best GCSE results in the academy's history. We are proud of these achievements, but I believe that better never stops and we are constantly improving. My vision is for an academy that provides an exceptional, world class education and leads to exceptional futures for all our students and engenders this important sense of pride in the community we serve.

Our success has been down to the high expectations we have of our staff and students in committing and working together to ensure that every student at Leeds West Academy is known, valued and understood. Our broad and ambitious curriculum offers new life experiences and secures strong outcomes, so every student achieves their fullest potential.

All staff at the academy are committed to professional excellence and doing even the most ordinary things extraordinarily well. It is because of this commitment to accepting nothing but the best for our students that Leeds West Academy has become one of the most popular academies in Leeds, something of which our students and staff are rightly proud.

Leeds West Academy is a vibrant, diverse and welcoming school community and we are currently making excellent progress. As part of the White Rose Academies Trust, Leeds West Academy has set its ambition to be rated Ofsted 'Outstanding'. This is a challenge that both staff and pupils alike are determined and excited to meet.

We continue this journey of transformation and are determined to provide an exceptional quality of education and culture for all students at Leeds West Academy, with the ambition that all students excel both academically and as aspirational and inspirational young people. There is no better time to join Leeds West Academy as a colleague.

Leeds West Academy is a unique and very special place to work. Our philosophy is grounded equally in securing the highest professional standards and supporting and caring for all professionals. We will create the environment for you to succeed. As a key member of the White Rose Academies Trust and ground-breaking Luminate Education Group, all professionals benefit from exceptional CPD like no other in the city. Wellbeing underpins our decisions and is embedded within the culture of the White Rose Academies Trust. A broad, varied and highly personalised package of CPD is well-established, driven by the latest educational research, and focused on the development of all professionals in the organisation at each career stage. Colleagues train with us, grow with us and progress with us.

It is a privilege to lead Leeds West Academy on the next phase of our journey to 'Outstanding' and I thank you for the interest you have shown in joining our community and working with us.

## SO, NOW IT'S OVER TO YOU...

- Are you eager to join a forward-thinking organisation committed to securing the highest educational, professional, and personal standards?
- Do you feel you will thrive within a culture that is driven by clear values that permeate everything we do?
- Do you feel passionately about transforming student lives and the opportunities provided to our communities? If so, then we would be delighted to hear from you.



Yours sincerely,



Mr Dan Whieldon  
**Principal**



# JOB DESCRIPTION

**Post Reference:** 2219

**Academy:** Leeds West Academy

**Job Title:** Teacher of Modern Foreign Languages; Spanish with French (Suitable for ECT's)

**Grade:** Main Pay Scale (MPS) or Upper Pay Scale (UPS). Suitable for Early Career Teachers (ECT) with negotiable salary and start date upon completion of Qualified Teacher Status (QTS)

**Hours:** Full Time, with part time also considered

**Accountable to:** Curriculum Leader of Modern Foreign Languages

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## Role:

You will carry out the functions of a teacher at Leeds West Academy according to the ethos and expectations of the academy.

To deliver an inclusive, coherently sequenced, and diverse Modern Foreign Languages curriculum that promotes the accumulation of knowledge, skills and cultural capital through inspirational literature and language lessons.

NB: All post-holders at White Rose Academies Trust are responsible for improving the outcomes for learners and upholding the ethos of the academies. Keeping Children Safe in Education and the guidance for Safer Working Practices directs the work of every adult working at or associated with White Rose Academies Trust.

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## Classroom Teachers – Expectations of all academy staff:

- Strive to deliver a consistently high standard of Quality of Education.
- Take responsibility within own teaching areas and in the execution of general duties for the creation of a positive climate for learning which results in positive, respectful attitudes from students
- Consistently apply the academy behaviour policy to support all colleagues in establishing high standards of behaviour from students, and in order that students have parity of treatment and expectations in all areas of the academy

- Assess, record and report on the development, progress and attainment of students
- In consultation with the Curriculum Leader, contribute to the planning, design and production of high-quality teaching materials and resources
- Be a Form Tutor for a specified group of students, establishing the rapport necessary to support their moral, social, cultural, and emotional development through the delivery of the PSHCE curriculum within Form Tutor time
- To plan and deliver high quality lessons in Modern Foreign languages that explore for the four linguistic abilities: reading, listening, writing and speaking
- Attend meetings, including parents' consultation sessions and Student Enrolment Day, and fulfil duties on rotas as specified in the Staff Handbook
- Implement all academy policies with regard to registration, student absence, student uniform, use of planners and other routines detailed in the Staff Handbook
- Observe academy rules relating to the safeguarding of students, health and safety requirements, and equality policies
- Participate in full staff and curriculum area meetings, actively contributing to academy decision making and consultation procedures
- Participate fully in the academy performance management process, engaging in professional development activities which enhance personal performance, fulfil personal potential and contribute effectively to the implementation of the academy's goal to be an outstanding place of learning
- Uphold the professional standards of dress, behaviour, attitudes and team spirit which will ensure that Leeds West Academy is a pleasant, positive place to learn and work

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## Equal Opportunities

- To promote equal opportunities in education in order that all children and families will gain optimum benefit from the service provided
- To promote and ensure that all students and young people are happy, healthy, safe, successful and achieve economic wellbeing

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## Generic Staff Requirements

- Uphold the professional standards expected of every member of academy staff in all dealings with colleagues, students, parents/carers and the wider community
- Adhere to the principles expressed in the aims of the academy and its mission statement



- Actively contribute to the continued development of the academy by attending training, participating in relevant meetings, and putting forward ideas for improvement
- Be a positive, collaborative team member
- Apply academy policies in all aspects of the role
- Keep up to date with all aspects of the safeguarding children policy as it applies to the post

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Whilst every effort has been made to explain the main duties and responsibilities for the post, each individual task undertaken may not be identified. This job description may be changed by the Principal to reflect or anticipate changes in the job commensurate with the grade and job title.

This job description will be reviewed annually. The post-holder may be required to take on additional responsibilities when necessary to ensure the effective running of the academy.

All postholders are accountable through White Rose Academies Trust Performance Management Policy. The Governors and Principals of White Rose Academies Trust are committed to safeguarding and promoting the welfare of children and young people and ensuring that safer recruiting procedures are in place.

White Rose Academies Trust is committed to safeguarding and promoting the welfare of its students and expects all staff and volunteers to share the commitment. Appointments will be subject to Safer Recruitment Procedures and an enhanced DBS check. Please note this role will involve contact with children and you will be engaging in regulated activity. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

We promote diversity and want a workforce which reflects the population of Leeds. Applications are welcome from all, irrespective of sex, sexuality, race, religion, marital status, age, or disability.



"I have worked at Leeds West Academy for over 10 years and whilst here I have been able to work with an incredible team. The whole school staffing system feels like a tight knit community and through this I feel extremely supported in my role. The encouragement and guidance I have received has enabled me to excel as a year manager.

I feel great pride in seeing the transformation the school has made during my time here and I am proud to support the families who attend Leeds West Academy."

**Andrea Banks, Year Manager**



# PERSONAL SPECIFICATION

**Academy:** Leeds West Academy

**Job Title:** Teacher of Teacher of Modern Foreign Languages

You should be able to demonstrate that you meet the following criteria which are all essential:

E= Essential D=Desirable

**Measured by:**

A=Application Form

T=Test/Exercise

P=Presentation

I=Interview R=References

QUALIFICATIONS		
<b>E</b>	Degree in Teacher of Modern Foreign Languages (Spanish with French) or a closely related relevant subject	<b>A R</b>
<b>E</b>	PGCE or equivalent – the post is suitable for ECT candidates	<b>A R</b>
<b>D</b>	QTS Status (or currently working towards). The post is suitable for Early Career Teachers	<b>A R</b>

EXPERIENCE/KNOWLEDGE		
<b>E</b>	Knowledge, understanding and commitment to equality, diversity and inclusion informed by practical experience and application	<b>A I R</b>
<b>E</b>	Knowledge, understanding and commitment to safeguarding and promoting the welfare of students	<b>A I R</b>
<b>E</b>	Ability to form and maintain appropriate relationships and personal boundaries with students	<b>A I R</b>
<b>E</b>	Very good classroom practitioner	<b>A I R T</b>
<b>E</b>	Detailed knowledge of current developments in education	<b>A I R</b>
<b>E</b>	To show successful contributions to teamwork	<b>A I R</b>

<b>E</b>	Ability to devise high quality resources for learning	<b>A I R T</b>
<b>D</b>	Evidence of leading high quality extra-curricular activities	<b>A I R</b>
<b>D</b>	An ability to teach another subject	<b>A I R</b>
<b>E</b>	Either Successful teacher training placement(s) including teaching Teacher of Modern Foreign Languages at Stage 3 & 4 or Successful record of teaching Teacher of Modern Foreign Languages at Key Stage 3 & 4 (applicants who already have gained QTS)	<b>A I R</b>
<b>D</b>	Significant contribution to the development of Modern Foreign Languages beyond the classroom, inclusive of contribution to our departmental professional development and enrichment offer.	<b>A I R</b>
<b>E</b>	To be respectful towards all students, with total belief in their entitlement to a high-quality education, whatever their circumstances and ability	<b>A I R T</b>
<b>E</b>	A passion for education and making a difference	<b>A I R T</b>
<b>E</b>	To possess resilience, energy and enthusiasm	<b>A I R T</b>
<b>E</b>	To possess personal integrity, warmth, and a willingness to grow and learn	<b>A I R</b>
<b>E</b>	To show commitment to the personal development of students	<b>A I R</b>
<b>D</b>	To contribute to extra-curricular enrichment activities	<b>A I R T</b>
<b>D</b>	To be familiar with the A Modern Foreign Languages GCSE specification	<b>A I T</b>

<b>BEHAVIOURAL AND OTHER CHARACTERISTICS</b>		
<b>E</b>	Be respectful towards all students, with total belief in their entitlement to a high-quality education, whatever their circumstances and ability	<b>A I</b>
<b>E</b>	Committed to raising standards of achievement through high quality classroom practice	<b>I</b>
<b>E</b>	Take a key role in contributing to extra-curricular activities	<b>A I</b>
<b>E</b>	Committed to the principles of the academy	<b>I</b>



<b>E</b>	Possess personal integrity, warmth and a willingness to grow and learn	<b>I</b>
<b>E</b>	Committed to continuous improvement	<b>A I</b>
<b>E</b>	Engagement with academy line management and performance management processes	<b>A I</b>

<b>SKILLS, ATTRIBUTES AND ABILITIES</b>		
<b>E</b>	Good all round ICT skills	<b>A I R T</b>
<b>E</b>	Be able to reach a consistently good standard of teaching	<b>A I R T</b>
<b>E</b>	Be resilient, reliable, in good health, and possess a sense of humour	<b>A I R T</b>
<b>E</b>	Able to use progress data of students to benchmark, track and raise attainment of students for whom responsible	<b>I</b>
<b>E</b>	Good working knowledge of assessment for learning approaches and their classroom application	<b>I</b>
<b>E</b>	Possess strong interpersonal skills and be able to work effectively as part of a team	<b>R I</b>
<b>E</b>	To promote equality, diversity and inclusion and demonstrate this within the role.	<b>A I R</b>
<b>E</b>	To be jointly responsible for promoting and safeguarding the welfare of students	<b>A I</b>
<b>E</b>	Able to form and maintain appropriate relationships and personal boundaries with students	<b>A I</b>
<b>E</b>	Fluent in Spanish with ability to teach GCSE level	<b>A I R T</b>
<b>D</b>	Fluent French with ability to teach GCSE level	<b>A I R T</b>

White Rose Academies Trust is committed to safeguarding and promoting the welfare of its students and expects all staff and volunteers to share the commitment. Appointments will be subject to Safer Recruitment Procedures and an enhanced DBS check.

Please note this role will involve contact with children and you will be engaging in regulated activity. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.

We promote diversity and want a workforce which reflects the population of Leeds. Applications are welcome from all, irrespective of sex, sexuality, race, religion, marital status, age or disability.





"I feel extremely privileged to be working at Leeds West Academy. As an ex-pupil I am proud to be able to now support the young people who are from the same community and have faced similar challenges as myself in their lives.

Leeds West Academy has supported me in numerous ways, from vast amounts of support given during some difficult family times, to enabling me to undertake training to professionally develop myself for progression in my role."

**Jake Kelly, Year Manager**

# THE SELECTION PROCESS

## HOW TO APPLY

Thank you for taking time to read and digest our information. If you wish to apply for this post with the White Rose Academies Trust, then you should;

- **Download and complete the WRAT application form.**
- Complete the application form **fully**, ensuring all details are accurate and all declarations are signed. Please ensure you enclose **two** professional referees, one being your current employer (with name and email addresses if possible).
- Ensure you fully complete the relevant skills and experience section of the form, addressing the key characteristics and experiences outlined in the **person specification**, along with details of the unique contribution that you could make to the future success of the White Rose Academies Trust. If you do not complete the personal statement section of the form, you will not be considered for the role. CVs cannot be accepted.
- **PLEASE NOTE THE REQUIREMENT TO ATTACH YOUR APPLICATION FORM AS A SEPARATE DOCUMENT TO YOUR EQUAL OPPORTUNITIES FORM WHEN EMAILING YOUR APPLICATION TO US.**
- Submit your application by the deadline stated below. Late applications will not be considered.

## TIMETABLE FOR THE SELECTION PROCESS

**Closing date for applications:** Monday 20<sup>th</sup> February 2023, 9am

**Shortlisting:** Monday 20<sup>th</sup> February 2023

**Interview date:** Friday 24<sup>th</sup> February 2023

**Start date:** 1<sup>st</sup> September 2023

For more information, please visit our website at [White Rose Academies Careers](https://www.whiteroseacademies.org/careers).

For details of how to book on for one of our online introduction sessions with the Senior Leadership Team and to find out more the role, please complete this form. Link to form <https://forms.office.com/e/TGfKjH4Qn6> or you may paste this in your browser.

To apply for this role please complete our application form and return to [recruitment@whiteroseacademies.org](mailto:recruitment@whiteroseacademies.org) by the closing date. Please note we are unable to accept CV's.

The White Rose Academies Trust is committed to safeguarding and promoting the welfare of its students and expects all staff and volunteers to share the commitment. Appointments will be subject to Safer Recruitment Procedures and a DBS check. Please note this role will involve contact with children and you will be engaging in regulated activity. It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children. You can view our Child Protection policy [here](#).





"Having joined Leeds West Academy as a recently qualified teacher after completing the Teach First programme, I have been really impressed with the level and quality of support and professional development available to staff.

It is abundantly clear that there will be lots of opportunities for me to develop professionally over the academic year, which will impact positively on the learning of my students and my own wellbeing.

I have received a very warm welcome into the academy community, and I have met some really inspiring, talented staff members who are always happy to help and support their colleagues and students. I feel very proud to be part of such an inclusive community where students are encouraged and supported to realise their potential."

**Anya Billyeald, Teacher of Science**





# BEGINNER TEACHER PROGRAMME

The decision to join the teaching profession is a conscious one and one which defines the kind of person you are.

Welcome to the White Rose Academies Trust – a team of like-minded, ambitious, caring, committed and student-centred colleagues.

No matter your route into teaching or if you have arrived fully qualified, we take great pride in the wrap around care package, which we provide for our beginner teachers embarking on this very special venture – our renowned Beginner Teacher Programme and all it encompasses, we feel not only meets but well exceeds the entitlement outlined in the Early Career Framework. We are committed to delivering the best possible provision aimed to support, nurture and truly ignite the passion within our early career teachers.

All White Rose Academies are proud to offer a supportive and stimulating environment in which you can begin your teaching career. All four White Rose Academies have a lead mentor, who ensures mentoring and support is of the highest standard for each and every beginner teacher. High-quality practitioners are paired with our beginner teachers as subject mentors and provide close guidance around subject knowledge and day-to-day classroom management. In addition to this, a weekly and bespoke CPD offer takes place within each academy, led by exemplary classroom practitioners. These also act as a means of sharing best practice within the Beginner Teacher network, with NQTs and RQTs often leading sessions to share their innovative ideas.

By joining the White Rose Academies Trust, you will have access to the Beginner Teacher trust-wide CPD programme that spans the breadth of our schools and is expertly coordinated and hosted by our Beginner Teacher Lead. We host a programme of quality CPD workshops mapped throughout the course of the academic year to support further professional development alongside a full suite of opportunities to network socially with beginner teachers across the trust. As such, our offer is a unique and invaluable opportunity to not only expand your understanding of pedagogy, and gain understanding of how to further craft skills and enhance your career, but forge lasting connections within our White Rose family.

Our Beginner Teacher Team regularly visit all the academies to offer professional and wellbeing support - our local and trust-wide package for our beginner teachers aims to give you a strong support network and robust foundation of professional development which will continue to be built upon throughout your career within the White Rose Academies Trust.



The beauty of becoming a part of the White Rose Academies Trust, and therefore the Luminate Education Group, is that you also have access to a great wealth of collaborative learning opportunities across not only our complement of schools serving the Leeds area, but across all education age phases and sectors. You are welcome to explore learning opportunities across all Luminate member organisations as you carve your career with us. Furthermore, our fantastic links with the Luminate Partnership for ITT and Teacher Development Centre, afford us the extraordinary opportunity to be able to assist you with your career aspirations from the moment you choose to work and now even train with us, and we cannot wait to meet you.

Let us inspire you, so that you can inspire our young people.



"Whilst working at Leeds West Academy I have had the experience of meeting amazing staff and even better pupils. LWA embodies professional excellence. We, at LWA strive to do the small things, extraordinarily well and I truly feel this makes a difference to our pupils' education, not only academically but in the wider community too. Since working for LWA I have experienced a multitude of outstanding pieces of CPD. The school and its staff are truly inspiring."

**Sam Lawman, Apprentice Teacher of Maths**



# STAFF BENEFITS

## A HAPPY WORKFORCE IS A PRODUCTIVE ONE

We are delighted that you are considering applying for a role with the White Rose Academies Trust. In addition to highlighting this opportunity for you to work for a progressive, highly supportive and visionary trust, we also want to share with you a sample of the amazing benefits available to all staff.



Access to the Nuffield hospital. Staff have access to physiotherapy, counselling and appointments with medical specialists in a range of fields. Nuffield also offer discounted gym memberships and private medical plans to all our staff, as well as a FREE annual health check available in the academies (when possible).



Teaching staff have access to a wide range of excellent CPD opportunities – including a new trust-wide CPD programme, attendance at national and international conferences, visits to 'outstanding' academies/trusts nationally and formal qualifications up to Masters level.



Discounted monthly bus ticket, automated mobile ticket renewals, unlimited bus travel for work or leisure, price frozen for 12 months, tickets sent straight to your mobile, never worry about renewing your bus ticket again. If you lose your phone we can transfer your ticket to a new one.



The trust continues to support a wide number of colleagues in undertaking apprenticeships, undergraduate and post-graduate degrees and professional qualifications (e.g. CIMA).



The Local Government Pensions Scheme (LGPS) is a statutory scheme. This means that the rules of the scheme are issued by Parliament and have the force of law. The legal status of the pension scheme rules gives it a great deal of security.



We are part of the CycleScheme. Save money on a new bike and spread the cost. Visit their website for more information on how to sign up to this fantastic scheme.



Free parking for staff at all of our academy locations.



TechScheme allows you to purchase the latest tech through your employer through salary sacrifice. What this means is that you can now spread the cost of tech products in up to 12 payments from your salary across a year, making a National Insurance saving of between 2 and 12%. There are over 5,000 tech products to choose from, from cameras to phones, tablets or game consoles.

# STAFF WELLBEING

The White Rose Academies Trust is made of outstanding professionals, whose daily commitment is matched only by the pride our students feel for their school and education. The future of our society is exciting, vibrant and safe in the hands of our students and staff.

We are committed to encouraging a positive working environment that promotes the physical and mental wellbeing of our staff. The capability, capacity and wellbeing of our colleagues is a priority for the trust. Therefore, we make every effort to address and meet our employee's health and wellbeing needs.



Several schemes operate across our academies where staff can recognise their colleagues for going above and beyond. We have a great staff recognition system which is built around a system of gratitude/appreciation cards. This initiative encourages staff to submit positive feedback to their peers and allows all staff to be appropriately recognised for their hard work.



Our academies have introduced Wellbeing Wednesday breakfast for all staff. Breakfast is available from 7.45am in the canteen.



This group is made up of colleagues across the trust who are on maternity leave. The aim of the group is to create a provision in which colleagues can receive support from one another, as well as the trust, during this exciting, yet possibly isolating, time.



Access to the Nuffield hospital. Staff have access to physiotherapy, counselling and appointments with medical specialists in a range of fields. Nuffield also offer discounted gym memberships and private medical plans to all our staff, as well as a FREE annual health check available in the academies (where possible).



We have signed up to the Education Staff Wellbeing Charter because the wellbeing of our staff is of paramount importance to us. Visit the DfE website for further details.



Unlike other accreditations or quality standards, the Charter for 'Employers Positive about Mental Health' is about recognising those employers working towards better mental health in the workplace; no matter where they are in their journey. Add to the end 'We are proud to be registered as a Mindful Employer.'



## Staff Recognition Treats

Staff are awarded with sweet treats throughout the year to thank them for their hard work.

# MESSAGE FROM THE BOARD

Welcome to the White Rose Academies Trust.

We are an ambitious trust with very high aspirations for the children and diverse communities which we serve. Our values underpin everything we do and our compassionate approach is reflected in our students and how we all work together as one.

Our Board is made up of incredibly talented and inspiring people. With backgrounds and experience spanning the public and private sector, our members bring both strong business acumen and extensive education skills and knowledge.

We are focused on building the best environment for our academies to flourish and by providing excellent governance we aim to:

- ensure clarity of vision and strategic direction,
- hold executive leaders to account for the educational performance of the organisation, its students and the performance of staff,
- oversee the financial performance of the organisation and make sure its money is well spent.

We are thrilled with the improvements and progress achieved by all our academies so far. Our rating of 'Good' by Ofsted, with Leeds City Academy also achieving 'Outstanding' for Leadership and Management is something we are incredibly proud of. We are also delighted to have welcomed our first primary school, Alder Tree Primary, to the trust. We know we have the right teams of professionals in our academies to take us further as we continue to grow the trust.

## Board of Directors



## OUR SHARED PURPOSE AS THE LUMINATE EDUCATION GROUP IS DEFINED THROUGH THE WORK OF ALL OUR STAFF EVERY DAY.

The White Rose Academies Trust is a member of Luminate Education Group.

Together, the academies (Leeds City Academy, Leeds East Academy, Leeds West Academy and Alder Tree Primary) provide education to almost 4,000 4-16 year olds in Leeds. The trust employs over 500 staff and has an annual turnover of £26 million.

Luminate Education Group also consists of Harrogate College, Keighley College, Leeds City College, Leeds Conservatoire, Leeds Sixth Form College and University Centre. It is one of the largest education providers in the Yorkshire region, with over 30,000 students and 3,000 staff members, offering education from Early Years through to Higher Education. The members work together to provide the best opportunities and experiences for students that are aligned to local needs and inclusive for all. The group has now established itself as 'a leading voice in education, training and community transformation'.

[www.luminate.ac.uk](http://www.luminate.ac.uk)

**HARROGATE  
COLLEGE**

**IC** **Keighley  
College**

**LEEDS CITY  
COLLEGE**

**LEEDS  
CONSERVATOIRE**

**LEEDS SIXTH  
FORM COLLEGE**

**University  
Centre Leeds**

**WHITE ROSE  
ACADEMIES**

**YORKSHIRE CENTRE FOR  
TRAINING &  
DEVELOPMENT**





# WHITE ROSE ACADEMIES

"Our ambition is excellence.  
Every child, every teacher,  
everyone; outstanding."

The White Rose Academies Trust is a  
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