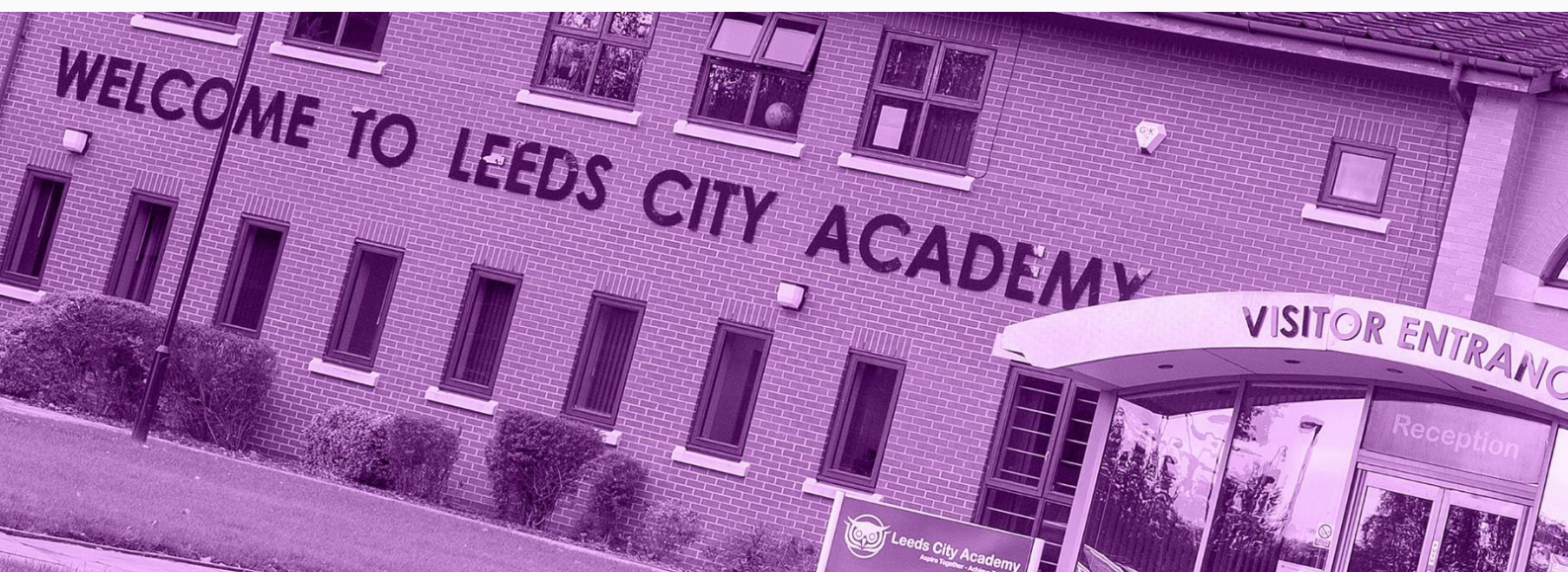




Leeds City Academy

Aspire Together - Achieve Together



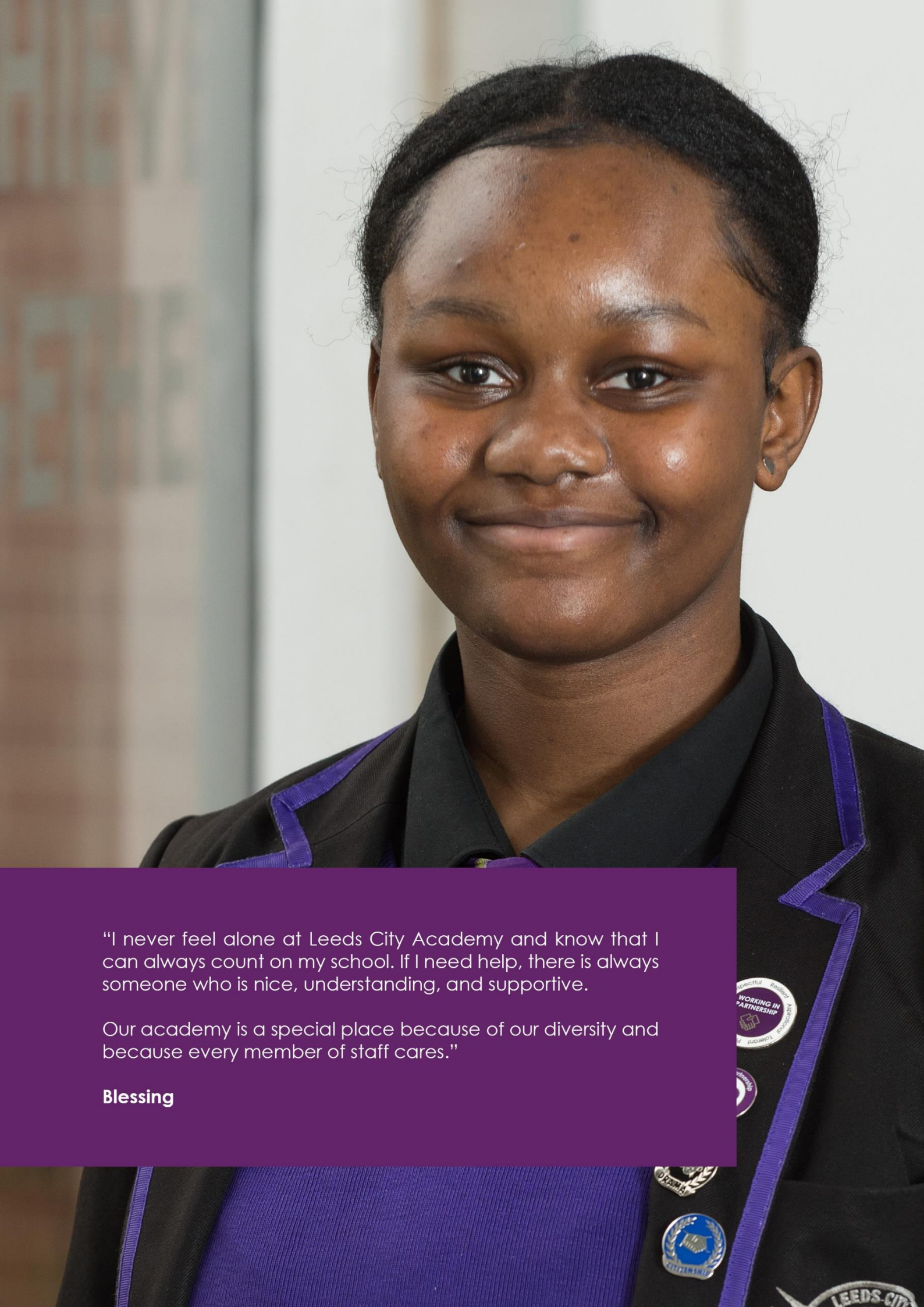
APPLICATION PACK

ROLE: TEACHER OF SPANISH
START DATE: SEPTEMBER 2021
SALARY: MPS/ UPS
HOURS: 0.6 FTE

Leeds City Academy
Bedford Field,
Woodhouse Cliff,
Leeds, LS6 2LG

Telephone:
0113 284 4260
Email:

recruitment@whiteroseacademies.org



"I never feel alone at Leeds City Academy and know that I can always count on my school. If I need help, there is always someone who is nice, understanding, and supportive.

Our academy is a special place because of our diversity and because every member of staff cares."

Blessing

CONTENTS

PAGE	ITEM
4	Message from the Trust
6	Message from the Principal
8	Job Description
12	Person Specification
15	The Selection Process
17	Meet the Team
19	'In Partnership'
21	Staff Benefits
23	Staff Wellbeing
24	Message from the Board
26	Luminate Education Group

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 Mill Field Primary School joined our Trust as a sponsored academy. Already, this truly community-focused Primary Academy 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 Luminare 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 Mill Field Primary Academy in late 2020, our first primary school to join our Trust.
- 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 truly 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,



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



Yours
sincerely,



Mr Christian Wilcocks
Executive Principal
White Rose Academies Trust

MESSAGE FROM THE PRINCIPAL

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

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

We have established a unique, positive and transformative 'In Partnership' culture at Leeds City Academy which truly sets our school apart from others. This culture is founded and built upon six key values that each drive and permeate everything we do, how we behave, our relationships and all strategic decisions. Our 'In Partnership' values are affectionately referred to as the DNA of Leeds City Academy and this is something our wonderful students, staff, parents and community are immensely proud of. We strongly believe that our vision and strong culture will help us not only transform the lives of our young people but transform the local communities which we so passionately serve.



The academy has enjoyed an impressive period of transformation across the last four years and was judged as 'Good' overall by OFSTED in April 2019, securing an 'Outstanding' judgement for the quality of Leadership and Management. The quality of education and teaching is very strong, student behaviour is extremely impressive, and the support provided for students is unrivalled. Results continue to rapidly improve and this year saw our students secure the best results in the school's history.

We continue this journey of transformation and are determined to provide an exceptional quality of education and culture for all students at Leeds City 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 City Academy, as a colleague, a leader or as a student.

Leeds City 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. 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. A broad, varied and highly personalised package is well-established, driven by the latest educational research, 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.

Our academy is an extremely unique and amazing inner-city school, situated in the Woodhouse area of Leeds. The student body has nearly doubled in size over the last three years and now boasts just over 800 students in attendance. There is a vibrant, rich and amazing culture in the academy, characterised by the over forty different countries and first languages represented by our inspirational student body. Students and staff are incredibly proud of their academy and determined to work 'In Partnership' to secure further improvements and achievements.

We benefit from increasingly impressive facilities. The last twelve months have seen significant investment in a comprehensive building and refurbishment programme, resulting in a range of new specialist classrooms, learning and office spaces, new dining facilities, updated sports accommodation and changing rooms. This improvement programme will continue over the next twelve months, leading to improved specialist teaching spaces and the transformation of our outside space so that students can enjoy physical activity, relax and socialise with their friends in an amazing and inspirational environment.

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?
- Are you keen to learn, develop and work 'In Partnership' with colleagues, students, parents and the community?
- 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 Richard Chattoe
Principal

JOB DESCRIPTION

Academy: Leeds City Academy

Job Title: Teacher of Spanish

Grade: MPS / UPS

Hours: 0.6 FTE

Accountable to: Subject Leader for MFL

Role:

To carry out the functions of a teacher at Leeds City Academy according to the ethos and expectations of the academy, in order to achieve our key aim of raising outcomes for all students.

Please note that this job description should be read in conjunction with the National Core Standards for Teachers for main-scale post holders, and the post-threshold standards where applicable.

NB: All post-holders at The White Rose Academies Trust are responsible for improving the outcomes for learners and upholding the ethos of the Academies.

Classroom Teachers – Expectations of all Academy staff:

- Ensure outstanding progress for all students within groups taught through the planning and preparation of high quality lessons which engage, motivate and support learners and adhere to the Academy Teaching and Learning Standards
- Strive to deliver a consistently high standard of teaching and learning
- 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 Positive 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 within the subject
- In consultation with the Subject Leader, contribute to the planning, design and production of high quality teaching materials and resources, appropriate to age and ability, in accordance with the Subject Strategic Action Plan

- Be a form tutor for a specified groups of students, establishing the rapport necessary to support the development of 'In Partnership' characters and moral, social, cultural and emotional development through the delivery of the PHSCE curriculum within form time sessions
- Make a strong contribution to agreed Student Culture and DNA areas as designated to the subject area through 'immersion' curriculum experiences
- Contribute to the wider life of the academy by participating in the provision of extension, enrichment and enhancement activities through a planned weekly programme
- Attend meetings, including parents' consultation sessions and Meet Your Form Tutor Day, and fulfil duties or 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 as specified 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 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, values and team spirit which will ensure that Leeds City Academy is a pleasant positive place to learn and work.

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

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
-

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.

All postholders are accountable through The White Rose Academies Trust Performance Management Policy. The Governors and Principals of The 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.

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

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.

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.



"Teaching at Leeds City Academy has been an outstanding experience, as I have been able to work with exceptional teachers who have supported me from day one.

The most fulfilling part of my role is to work with students who consistently go above and beyond in their learning journey whilst inspiring others.

The student's practice reflects the values embedded in our academy culture, which they embrace both inside and outside the classroom."

Youcef Boudjabeur, Beginner Teacher

PERSONAL SPECIFICATION

Academy: Leeds City Academy

Job Title: Teacher of Spanish

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		
E	Good degree in relevant subject	A
E	PGCE or equivalent	A
E	QTS – NQT candidates are also encouraged to apply	A

KNOWLEDGE AND EXPERIENCE		
E	Recent experience as an effective and successful classroom teacher	A T I R
E	A good understanding of the key stage three and four curriculum and recent relevant changes in Spanish and/or Modern Foreign Languages	A T I R
E	A good understanding of examination specification and profile of securing of strong student outcomes	A T I R
E	Experience of improving the literacy skills of disadvantaged students	A I
E	Evidence of working with young people effectively	A I R

E	Successful contributions to teamwork including contribution and commitment to improving standards of teaching, learning and assessment in own and other's practice	A	I
E	Teach to a high standard across all key stages, using professional links to the industry and careers to enhance and enrich the curriculum as applicable	A	I
E	Knowledge, understanding and commitment to equality, diversity and inclusion informed by practical experience and application	A T	I
E	Knowledge, understanding and commitment to safeguarding and promoting the welfare of students	A	I

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

TRAINING			
E	•Evidence of commitment to personal CPD	A	I

E	• Ability to lead/support the development of others	A	I R
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GENERAL			
E	Respectful towards all students, with total belief in their entitlement to a high-quality education, whatever their circumstances and ability	A	I
E	Committed to raising standards of achievement through high quality classroom practice	A	
E	Take a key role in contributing to extra-curricular activities within the department and/or wider school events	A	I
E	Committed to the principles of the Academy programme	I	
E	Possess personal integrity, warmth and a willingness to grow and learn	I	
E	Commitment to the education of the 'whole child,' i.e. social, emotional and citizenship development	I	
E	Enhanced DBS Check	A	

WRA Trust is committed to safeguarding and promoting the welfare of children and young people and ensuring that safer recruiting procedures are in place. **All appointments are subject to an enhanced DBS Disclosure.**



"I am humbled that LCA and the Trust have invested in my professional development from the very beginning.

The support has never stopped and I find it incredible that I get to collaborate with other middle leaders, SLT and my lovely department daily. I continue to be challenged in the role and the support from all levels enables me to grow in the comfort of a supportive network.

Having the autonomy to run my department, develop my team with a research-based approach, and create an engaging and challenging curriculum as experts in history, is my favourite part of the role."

Carys Woods, Subject Leader History

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: 19th April 2021 9.00 am

Shortlisting: 19th April 2021

Interview date: 21st April 2021

Start date: 1st September 2021

If you have not been contacted within the timescales outlined above, we regret that you have not been offered an interview on this occasion. Due to the large amount of applications received for each advertised post, it is not possible for feedback to be provided at this stage.

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 an enhanced DBS check.



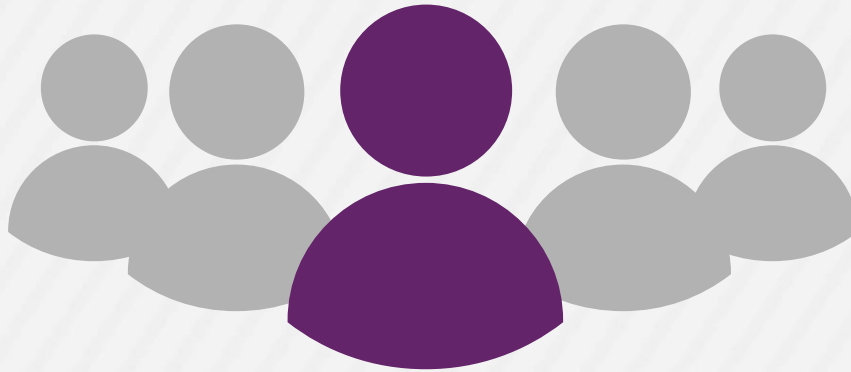
"It is clear when visiting the academy that there is an engrained focus to secure the aspirations of all students. Our talented staff embody these values, supporting our inspirational young people and their families at every step of their journey.

In the knowledge that all our students have an exceptional learning experience, in addition to the development of their character, we are confident that they are fully equipped to achieve their ambitions.

Our community thrives around our six 'In Partnership' values, which nurture our students to become successful, happy, and contribute positively to their communities and wider society."

Simon Ford, Vice Principal Student Culture

MEET THE TEAM



SENIOR LEADERSHIP

Our Senior Leadership Team is a rare blend of positive, solutions-focused professionals who are relentless in their pursuit of a better future for our students.

The culture of the academy is truly special. Students and staff live and breathe our approach to work In Partnership, and as a result you will find a community with mutual respect, tolerance, aspiration and perseverance in action every single day.

If you are excited by innovative practice and desire to make our academy a beacon of light for our whole community then submit your application. We look forward to welcoming you to Leeds City Academy.



"While working at Leeds City Academy I have been able to gain valuable knowledge and experience which has led me to becoming Academic Achievement Leader.

I have been able to continue with CPD within school but also my own professional development, which is encouraged to ensure we are all outstanding professionals. I believe it is one of the fundamentals of working within an establishment, as we need to develop and evolve using educational research to keep up to date with new ideas and techniques.

I feel like I have had the opportunity to grow, not just as a teacher but as a person."

Frankie Sharpe, Academic Achievement

IN PARTNERSHIP



Working 'In Partnership' to secure the aspirations and ambitions of all young people.

The phrase working 'In Partnership' is a central reference point for everything we do at Leeds City Academy and has become affectionately referred to as Leeds City Academy's DNA.

It is our absolute belief that the forging of an incredibly strong partnership and a shared focus on a set of core values between staff, students, parents and the local community will secure and sustain not only the very highest academic standards for all young people, but will also support, nurture and guide our students to become simply amazing young people who are able to shape their own lives, the lives of their families and help the transformation of their local communities.

Our six core values are promoted, celebrated, and used as a constant reference point throughout the academy, ensuring all staff and students understand their value and influence on their day to day lives, decisions and behaviours. Each value aligns to our Positive Behaviour system ensuring students receive appropriate rewards, restorative practice and sanctions.

All visitors comment about the exceptional culture that can be seen, heard, and felt when they visit Leeds City Academy. They note the impressive, positive, and respectful working relationship existing between students, staff and visitors.

If you would like to find out more about our 'In Partnership' culture, you can call or visit the academy to arrange a meeting and enjoy a tour with a member of our Senior Leadership Team and Student Ambassadors.



Caring



Resilient



Aspirational



Professional



Respectful



Tolerant



"Since joining LCA as a Year Manager I have never suffered that Monday morning feeling. I feel extremely valued by students, colleagues, the trust and the community as a whole.

Nothing fills me with more pride than when I see students outside of lessons with their friends and continuing to live the values of our academy. The care and pride that our students take in both themselves and their school community is clearly visible. Our students are very special young people who share a positive outlook and 'can do' attitude towards all aspects of their learning and academy life."

Emma Clegg, Year Manager



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 three 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 secondary 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.



"It is in this academy's DNA to inspire all to reach their potential. I have been involved in a wide variety of CPD programmes, training and other opportunities, which have all been encouraged by senior leaders.

This encouragement towards continual professional development is one that inspires me and has allowed me to improve each year. Our alignment as a group of teachers has been inspired by a collaborative approach where we recognise that every staff member has a key part to play.

It is these high standards that have allowed for the positive change in student culture and achievement over my time at this academy."

Elliot Wade-Booth, Subject Leader 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.



Staff are entitled to discounted meals at over 6,000 restaurants worldwide including 50% off and 2-4-1 deals, home hub discounts including up to 27% off movie rentals, discounted cinema, days out and attractions, theatre tickets, and hotels and resorts worldwide, as well as retail discounts off gym memberships, retail and online stores, all with the Tastecard+ membership.



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.



"Our academy is a wonderful place to work and I genuinely look forward to coming to work every day.

I've been offered invaluable opportunities to develop myself in my role as a science teacher and in my role supporting my colleagues. This has included being asked to develop teaching and learning strategies, deliver CPD and support colleagues in their teaching journey.

I have had the chance to fulfil one of my passions and oversee numerous aspects of the academy's Staff Wellbeing Programme as Staff WellBeing Representative. My motivation is to continually improve staff morale which is at the heart of one of our crucial academy values: caring."

Lucy Bisset, Science Teacher & Staff WellBeing Representative

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.



COLLEAGUE
RECOGNITION SCHEME

Several schemes operate across our academies where staff can recognise their colleagues for going above and beyond. Leeds City Academy 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.



WELLBEING WEDNESDAY

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



MATERNITY
SUPPORT GROUP

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.



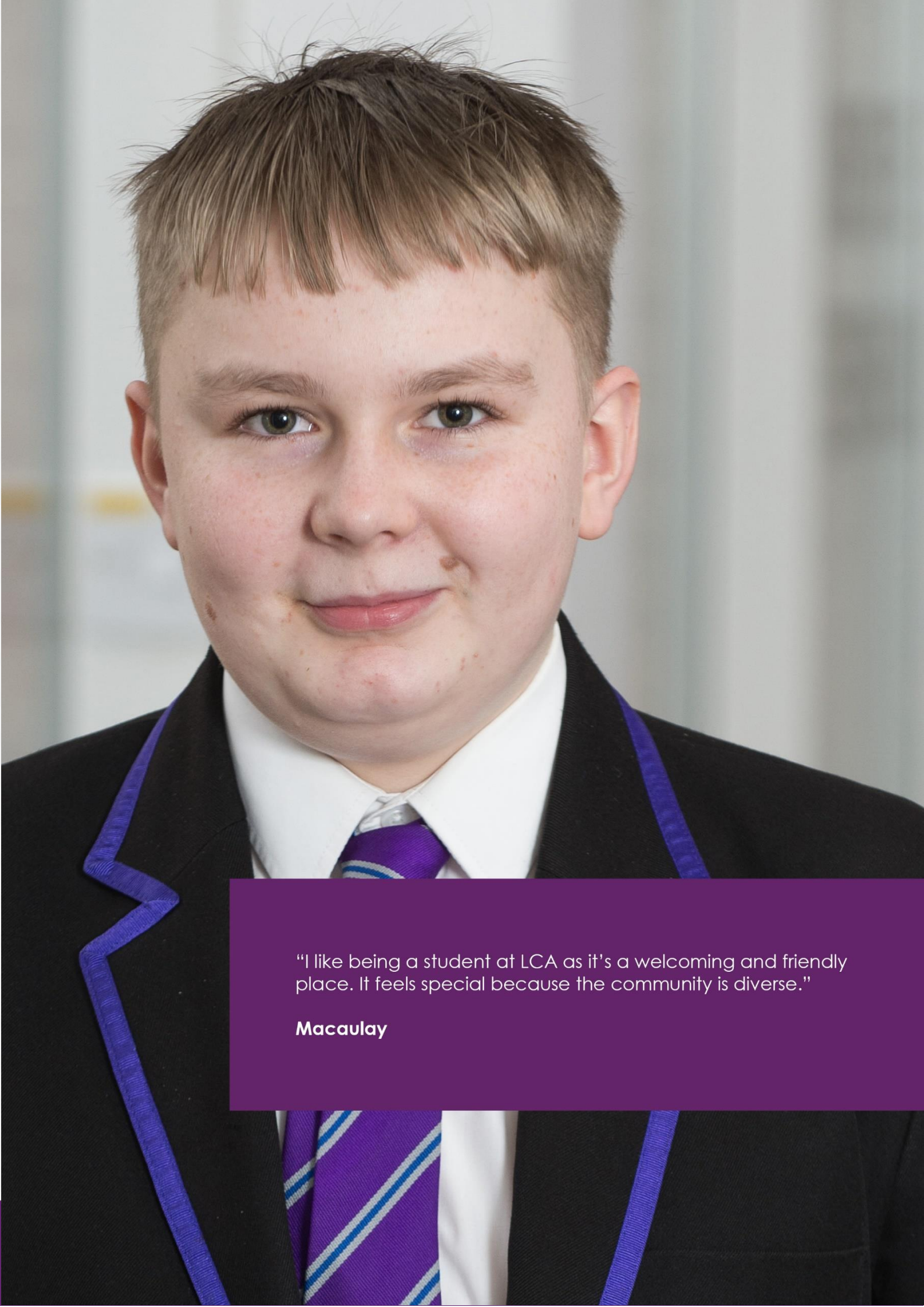
All staff have access to an exercise programme with the Yorkshire Fitness Coach, this includes three virtual body weight fitness classes a week. These classes take place on Zoom and are also recorded for those staff who cannot make the live sessions.



All staff have access to a virtual gentle Yoga class every Tuesday evening.



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).



"I like being a student at LCA as it's a welcoming and friendly place. It feels special because the community is diverse."

Macaulay

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, Mill Field Primary Academy, 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 part of Luminate Education Group. Together, the academies (Leeds City Academy, Leeds East Academy, Leeds West Academy and Mill Field Primary Academy) provide education to almost 4,000 4-16 year olds in Leeds, have over 550 staff and an annual turnover of £23 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 2,000 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.



WHITE ROSE ACADEMIES

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



**LEEDS CITY
COLLEGE**

Sponsored by

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

luminate
EDUCATION GROUP