



# Join us

## Recruitment Information

**Ambition • Respect • Resilience**

A young woman with dark hair tied back in a ponytail with a purple scrunchie is looking through a microscope. She is wearing a dark green school blazer over a white collared shirt and a blue and white striped sweater. The background is a blurred laboratory or classroom setting with overhead lights. The text "Are you looking for your next professional challenge?" is overlaid in white on a dark blue background at the bottom of the image.

**Are you looking for  
your next professional  
challenge?**



# Welcome to our family

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Dear Applicant,

Welcome to the Alpha Academies Trust family of academies and thank you for your interest in joining our team. Our Trust is an exciting group of academies that work together with a shared purpose.

We are an **Ambitious** Trust established to create a network of primary & secondary academies in North Staffordshire. Our purpose is to deliver a first-class education for every child and overcome inequality. We recruit outstanding staff and make their professional development a number one priority. We are committed to working with other stakeholders to create a joined-up momentum, with the Ambition of bringing about transformational change in Stoke-on-Trent.

We care about our people and feel that we can achieve the greatest impact through a research led culture. We believe that mutual **Respect** should serve as the foundation of our organisation. This supports collaboration and as a result our people are creative, confident and work as one. Our staff identify the approaches that have the greatest impact on children and support the well-being and workload of all our staff.

We believe in the importance of **Resilience** embedded in a firm sense of belonging. Our teams support each other in becoming the best that they can be; they model this for our students and help our young people in overcoming difficulty. We serve vibrant communities, and as with any community, young people can face challenges. We help them to develop tools to overcome this. We know that this develops our culture of learning and, ultimately, our purpose.

Parents and stakeholders are at the heart of our learning partnerships. Governors are supportive and committed to providing a first-class education for all. Are you ambitious, value respect and do you demonstrate resilience? Are you looking for your next professional challenge? We are looking for a dedicated and enthusiastic professional to join us.

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

**Simon French**  
Chief Executive Officer

# About Alpha

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## Our Purpose

To deliver a first-class Education that overcomes inequality.

## Our Strategic Aims



### High Performing Academies

To use Trust resources, to ensure we deliver a first-class education for every child.



### Collaborative

To grow more effective partnerships within and beyond the Trust, that impact on children and are mutually supportive.



### Investors in People

To attract, develop and retain excellent people who are valued, supported and encouraged to innovate.



### Effective Finance & Infrastructure

To have strong and sustainable finances with a highly effective infrastructure.



### Expert Leadership & Governance

To develop expert leaders and governors with a range of skills, that make a difference to children's life chances.

# Our People

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## Continued Professional Development

We believe in you; our priority is that we support you in being the best you can be. Your professional and leadership development is at the heart of our development strategy. We will ensure that you have access to a wide range of opportunities that allows you to thrive in a community that has belonging.

### Leadership Development

- National Professional Qualification programmes
- Special Educational Needs Co-ordinator Award
- Our own cross trust leadership development programme
- Individual leadership coaching
- Fast track programme for lead practitioners supporting progression to senior leadership
- Supported Masters qualifications
- Business management courses
- Support with bespoke professional development requests

### Professional Development Programmes

- Academy Centred Initial Teacher Training lead academy with Teach First
- Early Career Teacher programmes in partnership with Golden Thread Partnership
- Teaching Assistant / Higher Level Teaching Assistant qualifications
- National Vocational Qualification support and development for professional qualifications
- Apprenticeships

### Other Opportunities

- Full Trust and Academy CPD programme
- Best practice networks and other trust networks
- Trust mentors and coaching
- Support through the Chartered College of Teachers
- Secondment opportunities



# Joining us

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## How to apply

To join the team, you will need to apply through the vacancy page on the [Alpha Academies Trust website](#) (or relevant academy site) and follow the instructions on how to complete an application form.

Please feel free to include in your application and supporting statement: why the post attracts you; how your experiences and achievements match the job and personal specification.

## Safer Recruitment

The Alpha Academies Trust is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. We comply with the Disclosure & Barring Service (DBS) code of practice, and if successfully shortlisted, you will be required to declare any relevant convictions, adult cautions or other matters which may affect your suitability to work with children. As a result of amendments to the Rehabilitation of Offenders Act 1974 (exceptions order 1975) in 2013 and 2020, some minor offences are now protected (filtered). You will also need to complete and return a DBS self-disclosure declaration prior to interview.

In addition, you will need to bring to your interview, your passport and/or original birth certificate along with a document giving your permanent National Insurance number and name i.e. a P45, P60, NI card or a letter from a government agency as proof of identification. If, unfortunately, you are not offered the post, please be assured that the details taken regarding your personal documentation will be destroyed. Please note, references will be sought for all shortlisted candidates prior to interview.

## Equality, Diversity and Inclusion

Alpha Academies Trust is committed to promoting equality and diversity opportunities among our community of staff and students. Ensuring best practice in our recruitment processes is essential to this commitment. We will seek to ensure that all job applicants and staff are treated fairly, with respect and without bias. No applicant or member of staff will be treated less favourably than another because of their age, disability, ethnic origin, gender, gender identity, sexual orientation, marital status, caring or parental responsibilities, racial group, religious or philosophical beliefs.

## Disability Confident

Alpha Academies Trust is a Disability Confident Employer which means that it has made commitments to the recruitment and continued employment of people with disabilities.

As a Disability Confident Committed Employer we have committed to:

- ensure our recruitment process is inclusive and accessible
- communicating and promoting vacancies
- offering an interview to disabled people who meet the minimum criteria for the job
- anticipating and providing reasonable adjustments as required
- supporting any existing employee who acquires a disability or long term health condition, enabling them to stay in work
- at least one activity that will make a difference for disabled people

Should you require any reasonable adjustments during any point of the application process, please contact the HR/Recruitment Team at [recruitment@alphaacademiestrust.co.uk](mailto:recruitment@alphaacademiestrust.co.uk) to discuss. Find out more about Disability Confident at: [www.gov.uk/disability-confident](http://www.gov.uk/disability-confident)



# Our Wellbeing

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We want you to be the best that you can be and we will support you in every way that we can.

## Wellbeing

- Our employee assistance programme through Carefirst will ensure that you are looked after and supported
- Our healthcare package through Optima Health & Phoenix Health will provide you with occupational support
- Cyclescheme will support your access to physical wellbeing and active transport
- Onsite gym access will provide further health support
- Inclusive staff social and sporting events will ensure you are part of our family
- Our culture celebrates the difference that you make
- Regular consultation (TES Pulse), allowing us to act on your feedback

## Supporting You

- Investment in digital infrastructure across the Trust so that you can be supported to be a leading practitioner
- Competitive Local Government / Teachers Pension schemes
- Supported access to work-based meals
- Flexible approach to family leave

# Our Trust - The Central Team

Welcome to the Alpha Trust Central Team and thank you for your interest in joining an organisation with a vision for change in education. Our Trust has an amazing family of academies and each has its own ethos and values that contribute to the wider Trust's purpose. We are committed to delivering a first-class education to overcome inequality and as a member of the Trust Central Team, you will play a key part in helping us to achieve that. We are a local trust with all academies in close proximity, this allows us to focus our strategic direction on learning from each other to ensure that we can deliver the very best in experiences and standards for the communities that we serve. We aim to create a joined-up momentum, that will bring about transformational change in Stoke-on-Trent.

Our main priority is to develop people and our staff in the organisation are no exception to this. The Trust Central Team facilitates the very best in collaboration, staff development and wellbeing. In order to continue this, we need exceptional people, who we will support to be outstanding professionals.

Do you want to be a part of this? If you do, we would love to receive your application.

## Central Services



IT Infrastructure &  
Digital Transformation



Financial  
Management



Human  
Resources



Health &  
Safety



Contracts  
Management



Estates  
Management



Policies



Business  
Management



Legal



School  
Improvement

## Our Purpose

“Delivering a first-class education for every child to overcome inequality.”

## Our Values

Ambition • Respect • Resilience



## Our Family of Academies



**Eaton Park Academy**  
Bucknall

*"A happy and positive community"*

480 Pupils  
Ofsted: Good in all categories



**Holden Lane Academy**  
Sneyd Green

*"A small academy with a big heart"*

250 Pupils  
Ofsted: Good in all categories



**Maple Court Academy**  
Bentilee

*"Where pupils thrive and learn"*

440 Pupils  
Ofsted: Good in all categories



**Sneyd Academy**  
Burslem

*"Enjoyment of learning and spending time together"*

550 Pupils  
Ofsted: Good in all categories



**The Discovery Academy**  
Stoke-on-Trent

*"A happy and positive community"*

1500 Pupils  
Ofsted: Good in most categories



**Excel Academy**  
Sneyd Green

*"Strong sense of community"*

1200 Pupils  
Ofsted: Good in all categories

## Why join the Alpha Team?

We help over 4000 pupils develop and grow into very special individuals. Our staff thrive in doing this and as a result, fulfil their own immense sense of purpose. Joining us, will in turn mean that you can support those pupils as well as our staff in being the best that they can be. You will be a part of their success.





# Thank you

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We want outstanding strong professionals to join our team.

We want people who are prepared to make a difference to a child's life and inspire others.

We want a community that thrives on **Ambition, Respect and Resilience in a culture of belonging.**

If you have these qualities and want to be part of our team, please come and join us.





## Contact us

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

info@alphaacademiestrust.co.uk  
01782 882100



SCAN OR CLICK TO  
VISIT WEBSITE

**Alpha**  
Academies Trust

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