



Victorious Academies Trust Recruitment Pack

Our Schools

Buckton Vale Primary School, Stalybridge
Discovery Academy, Hattersley
Gamesley Primary School, Glossop
Greenside Primary School, Droylsden
Inspire Academy, Ashton under Lyne
Poplar Street Primary School, Audenshaw
Wild Bank Community School, Stalybridge
Yew Tree Primary School, Dukinfield





Letter from Karen Burns our CEO

Dear Applicant,

As the Chief Executive of Victorious Academies Trust I would like to thank you for your interest in our Trust.

We aim to recruit outstanding people. We would rather make no appointment than appoint someone who is not suited to our ethos. For this reason we clearly articulate our vision, values and expectations when putting together information for applicants and we always give a lot of attention to appointing the right person.



We aim to recruit staff who:

- Are excited by their role and by the prospect of working with young people;
- Love the processes of learning and teaching and are keen to continually develop their own skills;
- Recognise that teaching can be a demanding job and react positively to those demands;
- Will subscribe to the ethos of the Trust and 'go the extra mile' in terms of time and commitment to get the very best from our young people;
- Are quick to praise and slow to criticise; and
- See themselves as potential leaders of the future.

If this is your first contact with our Trust I hope what you read, along with anything else you discover about us, inspires you to apply for one of our posts. We are excited by the continued opportunity to grow the Trust and our academies in Tameside and hope that you would like to come on this journey with us.

Karen Burns
Chief Executive Officer



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Our Vision

We have a vision for education that builds pathways for all, focusing on personal strengths, academic progress, character development and progress to employment. This is linked to lifelong learning, professional development and community involvement. We want to remove barriers to achievement and to inspire individuals by setting their learning in the context of their future aspirations.

Our Mission

- Growth – to create a sustainable multi academy trust, based initially in the north-west from Tameside.
- To create a cluster of academies – growing to 10+ primary schools and up to 5,000 pupils.
- Creating a cluster where school to school collaboration is championed – less than an hour's travel between academies.
- To attract 'Good' schools first to establish a beacon of excellence and then proposing to support to other schools to improve outcomes and opportunities for a greater number of pupils.
- To develop an additional cluster of academies as and when opportunities are appropriate.

Our Values

- Inspiring – Encouraging all to be as creative and motivating as possible.
- Discovering – Seeking opportunities to expand knowledge and experience.
- Caring – Providing support and guidance for the whole Trust community.
- Improving – Striving to better ourselves at all times.
- Achieving – Teaching to attain aspirational targets.



What our Staff say...

"Having worked for a local authority school for several years, I was extremely apprehensive about moving over to an Academy. However, I can honestly say the transition was seamless. I felt as though I was suddenly part of a big caring family, we all help and support each other, and nothing is too much trouble. I have built strong bonds and lifelong friends along the way. I believe my role is more rewarding; the Trust does a fantastic job of making you feel valued and appreciated and if you do want to progress in your role this is very much encouraged. I love seeing our happy pupils and families thrive and I feel really proud to work at Gamesley School and it's a pleasure to be part of the Victorious Academies Trust."

"Discovering, improving, achieving, inspiring, caring – these Trust values really are a part of my journey as a teacher at Discovery Academy. I have discovered new ways to teach and also discovered more about the type of teacher I am. I know I have improved as a teacher thanks to the support and care from staff and a wide range CPD opportunities. I am incredibly grateful for the huge amount of opportunities I have had since starting at Discovery, from the opportunity to try out new ways of teaching, to leading clubs, workshops, having subject responsibilities, having the opportunity to complete my NPQML and most recently becoming Assistant SENCO. I can hardly believe all that I have achieved thanks to the support and care that comes from being part of the Discovery Academy family."

"For me, being part of Victorious Trust means my school and I benefit from valuable collaboration with other colleagues from a diverse range of settings. All schools have a shared passion to develop the five key values of the Trust and hold these at the heart of everything they do."

"After working as a Teaching Assistant Level 2 at another school for six years, where there was no opportunity to progress, I had lost my confidence a bit. So when a position came up at Inspire Academy, I knew that I had to apply. The SLT really boosted my confidence, they made me feel that I was worthy of my new role and more! I was asked about my goals on many occasions and encouraged to reach for them. Soon after arriving at Inspire I progressed to a HLTA role and during this time, I completed by Foundation Degree in Early Years Education.

When an opportunity came up to cover the Nursery Teacher, due to a maternity leave, I was asked if it would be something that I would be interested in. My professional development had been fully supported and I did not want to let this opportunity pass me by, so grabbed it with both hands. I am currently the Nursery teacher and could not be happier. The staff at Inspire Academy believed in me and helped me to achieve all that I had set out to do and more."

"My first experience of Discovery Academy was as a parent. I was truly blown away by the support my child received and this encouraged me to become a volunteer and complete my Level 3 Teaching Assistant diploma. I have since then been employed in the After School Club, as a TA and am now working as a full time TA3. Being part of a team where you feel valued and supported has really motivated me to achieve and complete my own personal goals and qualifications. I have been given opportunities to develop and progress and being part of the Discovery family means I want to go that extra mile for the children, the school and the Trust."



Collaboration across our Trust

Collaboration is at the heart of all that we do. Our schools collaborate strongly which has improved teacher expertise and pupil outcomes. Over the last three years, specific groups of staff have worked together to develop their own expertise and confidence and therefore improved the quality of our provision for all pupils.

This starts at the beginning of every academic year with our annual staff Inset Day where all staff from our family of Trust schools come together to hear from our Chair of Trustees, our CEO and other key staff or external speakers. This year we focused on embedding our Trust vision, living our values and key to this was wellbeing. Staff had the opportunity to talk to our CEO about how their school vision relates to the whole Trust vision and how the actions staff and pupils take at their school relate to our Trust values, and how we can ensure that this vision and values are understood by all key stakeholders.

Across the academic year regular meetings take place within all areas of school operations and across all roles and experience levels of staff. Cluster meetings are scheduled for staff groups such as finance, admin, facilities management, subject leaders, senior leaders and Headteachers. Our Trust also has a thriving wellbeing committee who are continually improving practice across our Trust and regularly source training/initiatives to support all Victorious staff. We have formal and informal platforms for communications and staff report a real benefit from liaising with other professionals with the same/similar role to themselves, particularly where a school may have only one or two people in the role. These two levels of support and collaboration offer our Trust staff increased wellbeing and emotional support as well as gaining professional knowledge and expertise.

Beyond our Trust family in our schools' local areas, we meet with local primary and secondary schools to build relationships and understand need. We develop strong relationships with the admissions teams and wider local authority officers, including the safeguarding and health and safety teams. Our school leaders are active contributors to the local school system, including training opportunities, peer-to-peer support, network / cluster partnership working and sharing good practice.

Some of our Trust Collaboration groups who meet half-termly, include:

- Headteachers
- Office Managers
- Deputies and Assistant Headteachers
- Facilities Management
- Curriculum Subject Groups
- Wellbeing Champions
- EYFS Leads
- SENDCo Leads
- Assessment Leads
- Writing Moderation

Some of our Collaboration Events that take place over the school year, include:

- Victorious Voices, our Trust Choir.
- Cross Trust Sports events, including, Dodgeball, Athletics, Football, Netball, Rugby.
- Maths Time Tables Rockstars Competition.



Working for our Trust

Our Trust is passionately committed to providing the best outcomes for all our pupils. We value all qualities in the young people we serve and celebrate their diverse achievements, including those relating to personal development, extra-curricular activity and academic attainment.

We highly value all the incredible work of all the staff who work for Victorious Academies and their unrelenting aspiration for our children proves inspirational and enabling, resulting in some amazing personal gains for our pupils. Professional development is at the heart of our Trust and all staff, whatever role they undertake, are encouraged to develop their expertise and abilities at all times.

We have a proven track record of promotion and progression of staff within the Trust and this is something of which we are particularly proud. We also ensure that all staff are trained in Safeguarding, Mental Health, Radicalisation Prevention, Female Genital Mutilation and Child Sex Exploitation. This ensures our pupils are kept safe at all times.

The academies in our Trust are all different. We embrace their individual characters and uniqueness. Our CEO is keen to accept and encourage autonomy in the settings within the Trust with the obvious caveat that standards must be as high as possible as a result of their varying approaches.

Our Members and Trustees are highly committed to the success of the Trust. They are skilled individuals who challenge and support appropriately, always with the needs of our pupils uppermost in their minds.

At Victorious Academies Trust we are a group of genuine, passionate and dedicated people who work harmoniously and professionally together securing fantastic results for our young people. I firmly believe that our practice provides the pathway to a bright future for all the children, families and staff within our Trust community.

We hope you found this document informative, if you would like to request further information, arrange a visit to one of our schools, or to discuss a vacancy in more detail, please don't hesitate to contact the school you are applying to or our Central Trust Team on 0161 830 6964 or e-mail at info@victoriusacademies.org.

Wishing you the best of luck with your application.

Our Safeguarding Statement

Victorious Academies Trust has a commitment to safeguard and promote the welfare of children and/or young people. We have robust processes and procedures to reduce risk and continuously promote a positive culture of safeguarding amongst our workforce. The role described involves working with children and/or young people and is subject to Victorious Academies Trust's Safer Recruitment Process.

All posts require an enhanced disclosure from the Disclosure and Barring Service (DBS).