



Together with our community, we achieve extraordinary things.

Application Pack

Appleton Academy
Woodside Road
Wyke
Bradford
BD12 8AL

01274 600550



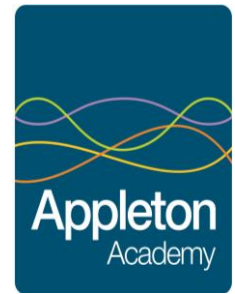
Recruitment Enquiries: Paula Read Hays Education (paula.read@hays.com) / recruitment@appletonacademy.co.uk

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About Appleton Academy

'Leaders, including governors and the school trust's leaders, have taken action that is improving the school. This is clearly evident in the primary phase and increasingly so in the secondary phase and sixth form.'

'Though achievement in the secondary phase and in the sixth form requires improvement, it is improving rapidly as a result of the robust action of leaders to improve teaching and its impact over time.'

(Ofsted March 16)

Appleton Academy provides education for children and young people from the age of 3 to 16 in an innovative and integrated building. There are currently 1318 pupils on roll including a 52 place Nursery, two forms of entry in primary year groups, approximately 850 students in secondary and Resourced Provision for ASD pupils from September 2020 .



State of the art facilities and a commitment to a broad and balanced curriculum mean that Appleton Academy children and young people benefit from a full enrichment programme which includes Performing Arts, STEM, canoeing, sailing, mountain biking, SLAM poetry, caving, textiles amongst a full programme.

Since Appleton Academy opened ten years ago, growth has been rapid with pupil numbers doubling in that period.

The majority of our learners are of White British heritage although the number of pupils from minority ethnic backgrounds is increasing. Despite the misleading, semi-rural, appearance of our location the majority of our pupils come from areas of deprivation with a higher than average proportion of children entitled to free school meals.

Teachers at Appleton Academy are highly skilled professionals with high expectations who constantly strive to improve further. Due to the growing population, the majority of teaching staff at Appleton Academy are young, dynamic and ambitious. A programme of staff development combines the development of new educational approaches alongside action research projects that create a collegiate approach to the development of effective learning. All members of teaching staff are supported to develop their practice and their future careers.

Appleton Academy is part of the Exceed Academies Trust which is a highly successful group of school based largely in Bradford. Exceed Academies Trust also has a SCITT, provides support and training across the region and now has the Bradford Teaching School Hub leading school improvement across the city. Exceed Academies Trust believes that successful schools develop their own identity and individuality whilst working in partnership to develop and share best practice.



Message from the Executive Headteacher

Dear Applicant

Thank you for taking the time to find out more about the opportunity to develop your future career at Appleton Academy.

This is an exciting opportunity for dynamic teachers and those future leaders to develop their career in an inspiring and unique setting. Appleton Academy as an 'all through school' offers excellent experience for candidates who are interested in seeing the development of children from an early age into adulthood. Teachers at Appleton Academy can experience first-hand the development of specialist subjects from early years through to GCSE. By joining Appleton Academy, you will play a key role in shaping a continuum of education and support from the age of 3 to 16.

Strong relationships are the heart of our school. Our committed staff know our children and young people; meeting their needs well. They value and seek to know their dreams and aspirations; **inspiring, nurturing** and **developing** their thirst for knowledge and sense of place. We believe that every child and young person should be greeted and welcomed as part of a community. We don't give up on our pupils; every day is a fresh start and everyone has a chance.

Whilst successful candidates will work within their specialist phase, staff work collaboratively across primary and secondary, in developing best practice through action research and professional learning. We have a high quality, professional and collegiate staff team who are committed to developing approaches to teaching and learning that improve the life chances of our children and young people. Future career development is a priority and opportunities are offered through training, workshops and shadowing of leaders to develop and shape your potential whether you are an NQT or an experienced practitioner.

Our children are well behaved and enthusiastic about learning and are proud of their academy. Appleton Academy is well resourced with learners having access to a climbing wall, outdoor education provision, specialist science labs, and drama and sports facilities.

Successful candidates will be supported to succeed through a range of induction and workshop activities both within the academy and in collaboration with the family of schools that form Exceed Academies Education Trust. Being part of a multi academy trust and a member of Exceed Teaching School Alliance provides a range of varied opportunities for professional development and career progression.

If you would like to discuss the role or have any questions, please contact us via email at recruitment@exceedacademiestrust.co.uk.

Yours sincerely

Ms Helen Jones
Executive Headteacher



Message from the Head of School - Primary

Dear Applicant

May I take this opportunity to thank you for expressing an interest in a position, within the primary phase at Appleton Academy. This is an extremely exciting time to join our team of staff, as we continue to raise standards and enhance the educational experiences within the school.

The primary phase is two form entry with classes from Nursery to Year 6. We have an outstanding early years provision, providing strong foundations for our children to flourish. As a team we are determined to provide the best possible education to our pupils. We are an inclusive school, both in terms of our intake and in terms of the education and support we want to offer to pupils of all backgrounds, to help them reach their true potential.

We have planned a curriculum that is designed to inspire enthusiasm for learning, ensure achievement and to support pupil well-being and happiness. It enables us to build strong relationships, celebrate diversity, encourage respect and build a sense of community. It provides and acknowledges success for all children, in all aspects of their development and it recognises, encourages and celebrates all types of talent.

As a member of primary you will be joining a strong and supportive team of staff who are driven to ensure that our pupils achieve the highest possible standards. As a school, we all work together. The ability to collaborate and be open to development is essential and we aim to maximise potential within each member of staff.

We are looking for someone who is aspirational, has high standards and is excited about making a difference to the education of all children. If you value support and want to be the best teacher that you can be, we would encourage you to apply.

If you would like to see the school, then we would welcome the opportunity to show you around and answer any questions you may have.

Applicants are requested to read the information carefully, particularly the job description and person specification. Please ensure your application satisfies all of the criteria in the person specification and that you display clear evidence of this within your application.

We look forward to meeting you when you visit and to receiving your application.

Yours sincerely

Joanne Clayton
Head of School - Primary

Career Support and Development



Whether you are new to the profession or an experienced teacher, Appleton Academy supports new members of the team with an induction programme, experienced mentors, regular staff training and bespoke professional development.

A dedicated member of Senior Leadership has responsibility for overseeing staff development, the induction programme, workshops and one to one support.

Newly Qualified Teachers are well supported with an experienced mentor, a subject/ age phase mentor and a personalised programme that includes observing a range of teachers, shadowing senior leaders, and career development opportunities. NQTs are also enrolled on the Exceed Academies Trust NQT Programme with workshops and support to develop practice.

This specialist support continues into the second year of teaching with an internal RQT programme and the new Early Career Framework.

Appleton Academy is part of Exceed Academies Trust and staff have access to a range of professional development opportunities both within the Trust and through nationally recognised programmes including NPQML, NPQSL and teaching leaders.

As result of the high quality of professional development at Appleton Academy, we are proud of the many examples of supporting career progression including teachers progressing into leadership and headship positions.

Appleton Academy provides as much support as new staff need to be successful and actively promotes career development for those with the desire and potential.



Current Vacancies

We are now recruiting for the following posts to start in September 2021;

Primary Assistant Headteacher (Key Stage 2)
L4 to L6
(Permanent)

KS1 Teacher
MPS/UPS
(One year maternity cover)

KS2 Teacher
MPS/UPS
(Permanent)

KS2 Teacher
MPS/UPS
(One year maternity cover)

Recruitment Timescales

Closing date: Monday 10th May at 10am
Shortlisting: Tuesday 11th May
Interview: week beginning 17th May.