



CANDIDATE RECRUITMENT PACK



THANK YOU
for your interest
in joining HCAT.



Together we will continue to
educate, empower and **inspire**
every child to reach their
full potential.



EDUCATE

High quality teaching
and learning to help
every child **achieve**
their potential.



EMPOWER

Building **confidence,**
character and
opportunities for
every child.



INSPIRE

A love of learning
and ambition to
shape **bright**
futures.



EDUCATE. EMPOWER. INSPIRE.

Welcome

MESSAGE

I am delighted to welcome you to HCAT.

The trust was established to continue and share the philosophy of collaboration developed by Hoyland Common Primary School and Tykes Teaching Alliance.

We firmly believe in schools having their own individuality underpinned by common principles. Member schools benefit from maintaining their own identity with access to shared best practice across a range of schools.

This enables schools to focus on the key priorities of teaching and learning, whilst the Trust leads on financial and resource management and provides high quality support for school improvement.

With the educational landscape changing at such an unprecedented rate, the trust aims to provide support and will work in collaboration to ensure that each school within HCAT continues to thrive, leading to improved educational outcomes for all its members.

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The development of HCAT is rooted in ensuring that children received a world class education. Children get one chance at their school education and we believe that, by schools working effectively in collaboration, we can ensure that one chance unlocks the potential for lifelong learning for all of our children.



Tom Banham
Chief Executive Officer



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An INTRODUCTION



ABOUT HCAT

HCAT was established in 2013 to continue to share the philosophy of collaboration developed by Hoyland Common Primary School and Tykes Teaching School Alliance, supporting school improvement and contributing to the concept of system leadership. Our driver is a firm belief that collaboration is the best way to achieve this aim and we have generated evidence of success in our record to date.



OUR PHILOSOPHY

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Our VISION AND VALUES



Our vision is to **EDUCATE, EMPOWER,**
and **INSPIRE.**



HIGH EXPECTATIONS

Embracing high expectations across our trust fostering a culture of excellence, propelling every student and staff member towards their fullest potential.



COLLABORATION

Optimising resource and expertise, fostering a sense of collective responsibility encouraging and driving our commitment to maintaining high standards.



INNOVATION

Developing a culture of forward-thinking education through digital transformation, preparing students and staff to thrive in a rapidly changing world.



RESILIENCE

Fostering an environment where every member, from students to staff, thrives in the face of challenges, ensuring a foundation for adaptability, lifelong learning and growth.



RESPECT

Creating a positive and inclusive culture where every voice is heard and valued.



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Our EMPLOYEE BENEFITS



We offer enhanced annual leave because we recognise the importance of meaningful time away from work. Taking time to rest, recharge, and focus on the things that matter most enables our people to return refreshed and ready to do their best work.



We support training and development opportunities tailored to every employee's career path. We have a dedicated training centre, Tykes Teaching Alliance delivering national qualifications and CPD.



Wellbeing, Made Simple. As a trust free access is given to Westfield Health, where employees can submit and track claims quickly and easily, have access **24/7** to a virtual GP services and get mental health and wellbeing support anytime. Employees also gain access to exclusive discounts on hundreds of top brands



Our SAS package offers a range of comprehensive physical and mental health support to staff including physiotherapy and counselling.



All employees can opt into pension plans through either the South Yorkshire Pension Scheme or the Teacher Pension Scheme.



Tusker salary sacrifice scheme. Employees can enjoy the ultimate benefit of driving a brand new, fully insured and maintained car for a fixed monthly amount taken from their salary providing saving on National Insurance and income tax.



Access to discounts for teachers, exclusive discount and cashback rewards for all employees so they can make savings. Those that have joined have saved over **£2,000*** on average each year.



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Our EMPLOYEE BENEFITS



All our employees can enjoy access to both **Costco membership** and the **Blue Light Card**, unlocking valuable discounts and savings on everyday essentials and special purchases.

COSTCO
WHOLESALE

**BLUE LIGHT
CARD**



Vivup is funded by the Trust and gives employees an exclusive app that offers savings and discounts across a wide range of brands and stores, as well as an online workout and wellness platform, and an employee assistance programme.

vivup



To support your health and wellbeing, we offer **free annual flu vaccines**. This helps protect our employees and those around them by reducing the risk of catching, spreading, and experiencing severe flu symptoms.



All employees can enjoy **discounted access** to local gyms and health clubs, supporting a healthier and more active lifestyle.



WE ALSO OFFER



We're committed to **supporting our people** through every stage of their wellbeing journey – from absence management to dedicated help with short-term and long-term health conditions, alongside reasonable adjustments that ensure everyone can work safely and comfortably.



A robust suite of **HR policies** that underpins how we work, ensuring our people feel informed, protected, and supported.



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KEEPING CHILDREN SAFE IN EDUCATION (KCSIE)



Safeguarding is **everyone's** responsibility.
Every child. Every day.



KCSIE is statutory safeguarding guidance issued by the Department for Education. It sets out the responsibilities of all school staff to safeguard and promote the welfare of children, ensuring that every pupil in a primary school setting is safe, supported, and able to learn in a secure environment.



WHAT KCSIE MEANS FOR PRIMARY SCHOOLS



EARLY IDENTIFICATION AND RESPONSE

Helps staff recognise signs of abuse, neglect, or safeguarding concerns early and respond appropriately.



A CULTURE OF VIGILANCE AND CARE

Promotes a culture of listening to children, working together with colleagues, families and external agencies to keep pupils safe from harm.



CLEAR ROLES AND RESPONSIBILITIES

Ensures all staff understand their safeguarding role, know how to report concerns and put children's wellbeing first in everything they do.



REVIEWED ANNUALLY

KCSIE is reviewed and updated every September to ensure that our policies reflect the latest legislation, safeguarding risks and best practice.



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Our DEVELOPMENT OFFER



TYKES TEACHING ALLIANCE at HCAT

We support training and development opportunities tailored to every employee's career path. We have a dedicated training centre, Tykes Teaching Alliance delivering national qualifications and CPD.



PROFESSIONAL LEARNING

We have a wide range of development opportunities available to all staff across HCAT, these are shown in our [PROFESSIONAL LEARNING BROCHURE](#), which is available on our [WEBSITE](#).

Our offer reflects our commitment to supporting staff's growth at every stage of their career. It brings together professional development pathways, leadership programmes, and statutory training, all aligned with our shared priorities and the evolving needs of our schools and pupils.



HCAT PROFESSIONAL LEARNING



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Our NETWORK DAY FEEDBACK



ASPIRANT LEADERS FEEDBACK



“ I have learnt more about myself as a leader and have learnt invaluable lessons from various leaders on this course. ”

“ The course strengthened my confidence, deepened my understanding of effective leadership and allowed me to meet and network with colleagues across HCAT. ”



TEACHING ASSISTANT NETWORK DAY FEEDBACK



“ It was an excellent opportunity to share experiences with teaching assistants from across the trust. ”

“ Really great opportunity to meet staff from other schools, and to know that actually we are more than just a teaching assistant”. ”



SEND NETWORK DAY FEEDBACK



“ It was a really good session. Very informative and actually saw it in action with pupils. ”

“ It was excellent training and knowledge given. I feel confident in implementing this into my practice supporting children's targets on EHCPs. ”



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Additional INFORMATION



SAFEGUARDING

HCAT is committed to safeguarding and promoting the welfare of our pupils and all posts are subject to the appropriate safer recruitment checks.



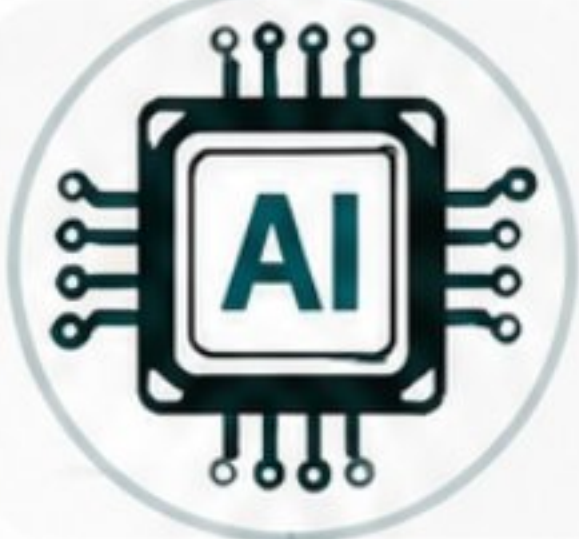
RECRUITMENT CHECKS

All posts are offered subject to enhanced DBS checks. References will be taken up prior to interview. Please note that it is an offence to apply for a role in a school and/or working with children if you are barred from engaging in regulated activity relevant to children.



OVERSEAS CHECKS

If you are currently living overseas or have lived / worked overseas in the last five years please be aware that you will be required to provide an overseas criminal record check from the country/countries you have resided in, if you are the preferred candidate for the post.



ARTIFICIAL INTELLIGENCE

We understand that you might use AI and other resources for your application; however, please ensure all information you provide is factually accurate, truthful, and original and doesn't include ideas or work that isn't your own. This is so that your application is authentically and credibly your own.



SCHOOL VISITS

Visits to the school are warmly invited. To arrange a visit or for further information please contact the school office.



EQUALITY AND INCLUSION

HCAT is committed to equality in both education provision and employment. We aim to ensure that students, parents, governors, employees, contractors, partners, clients and those who may potentially join the Trust community are treated fairly and with dignity and respect. We are positive and proactive about people's differences, and wherever possible, we identify and remove barriers to inclusion and achievement.



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