



CARLTON MILLS
PRIMARY SCHOOL

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RECRUITMENT INFORMATION

CARLTON
ACADEMY TRUST



CEO – FOREWORD

MR ADRIAN KNEESHAW

CAT is a Bradford-based Trust formed in 2019 out of the success of its founding school Carlton Bolling. Since then, the Trust has experienced rapid growth, currently comprising six schools; three secondary, three primary and three special),

Our growth plan is different to most other Trusts, in that we don't have ambitions to develop a huge size and scale. We plan to limit growth to around 10 schools, after which we will concentrate our resources solely on improving quality of outcomes across the Trust, in line with our mission of 'Excellence for All'.

Being 'Good' is not sufficient for us, and we aspire to make all our schools 'Outstanding', despite the numerous challenges many of our schools and students face. This commitment to high standards can be seen through the Trust and five of our schools being accredited as 'World Class', and the huge array of awards at local, regional, and national level.

We recognise the crucial importance of staff to our success, so do all we can to protect their wellbeing and enable them to reach their full potential. This includes stripping away unnecessary meetings and administrative tasks so that they can maximise their time concentrating on what they are trained to do. This both enables the 'outstanding' outcomes we aspire to whilst maintaining a healthy work-life balance.

The Trust also offers a comprehensive package of employee benefits through its 'Carlton Cares' programme, which are similar to those found in many large private sector employers. These include fully funded private health insurance (Simplyhealth) and Employee Assistance Programme (Spectrum.Life), in addition to salary sacrifice and employee discount schemes. Some schools also have early Friday finishing times, which are also popular amongst staff.

We have very high expectations of student behaviour and conduct, which makes schools a calm, welcoming and pleasant environment. This is evidenced in our Ofsted inspection reports, which clearly reference the high standards in this area.

I hope you can see that Carlton Academy Trust is a great place to work with an exciting future ahead. If you like what you hear and share our ambitions, we would very much like to hear from you and join us on our vision of 'Excellence for All'.



DIRECTOR OF PRIMARY

VICTORIA HARTFORD

I have had the absolute privilege of being the Director of Primary at Carlton Academy Trust since 2020, a role I embraced following the integration of Marshfield Primary School into the Trust. Without a doubt, this has been the most fulfilling decision of my career. Leading and supporting three world-class, multiple award-winning primary schools, including Thorpe Primary School and Carlton Mills Primary School has provided some of the most rewarding and memorable experiences to date.

At Carlton Academy Trust, we recruit individuals who share our passion for education and our commitment to making a positive impact on the lives of our children and their families. We recognise that our success hinges on having a motivated and dedicated team and we take great pride in ensuring our staff feel valued, supported, rewarded and celebrated. Our schools are places where teachers want to teach, where they can develop their skills, find their own teaching styles and grow alongside their children.

If you are searching for an innovative, forward-thinking, caring employer who will match and exceed your ambition to enact positive change in the lives of children and communities, Carlton Academy Trust could be the perfect fit for you. I encourage you to explore our websites and social media feeds to learn more about what we offer.

Each of our schools retains its unique identity while benefiting from the collective knowledge, experience and outstanding practices shared across the Trust. We understand that our staff are key to our success. Whether you are a newly qualified teacher, returning to the workplace, a member of support staff or an aspiring school leader, Carlton Academy Trust is utterly committed to supporting and developing your career.

Our schools are integral to our local communities, working together to ensure our staff feel valued, supported and able to maintain a healthy work-life balance. We are proud to be the kind of place where people want to work and where educators can thrive.

Welcome to Carlton Academy Trust, where your journey to 'Excellence for All' begins.



CARLTON MILLS
PRIMARY SCHOOL

HEAD OF SCHOOL RISHI SEEDHER

Thank you for your interest in joining our vibrant and thriving school community. Located in the heart of Bradford, Carlton Mills Primary School is a place where excellence, inclusivity, and innovation come together to create an exceptional learning environment for both pupils and staff.

We are extremely proud of our recent achievements. In 2023, Ofsted rated us 'Good', with our Early Years Foundation Stage (EYFS) provision recognised as 'Outstanding'. In 2024, we were honoured to win EYFS Setting of the Year at the Tes School Awards, earn Silver at the Pearson Teaching Awards, and be named Primary School of the Year at the telegraph and Argus Education Awards.

At Carlton Mills, we firmly believe in the power of community and collaboration. Our Carlton Edge programme offers enriching experiences for both pupils and parents/carers, fostering a love of learning beyond the classroom. We value strong relationships with our families and actively involve them through Tea and Talk sessions, parent/carer classes, and Fabulous Finish events.

Our ambitious curriculum is designed to inspire, challenge, and prepare pupils for a bright future. We embrace diversity and celebrate our Carlton 5 values - Compassion, Courtesy, Creativity, Collaboration, and Confidence - which underpin everything we do. These values create a supportive, respectful, and aspirational culture where both pupils and staff can thrive.

We are deeply invested in staff wellbeing and professional development. Our Continuing Professional Development (CPD) programme provides access to tailored workshops, collaborative learning communities, mentorship, and leadership opportunities. Early Career Teachers (ECTs) benefit from structured induction, a dedicated mentor, reduced timetables, and a strong peer support network.

We are a happy, ambitious, and supportive school that believes in giving every child the best possible start in life. We warmly invite you to visit us and experience firsthand the welcoming and dynamic culture at Carlton Mills Primary School.

We look forward to meeting you soon!

WHY WORK FOR OUR TRUST

Carlton Academy Trust is based in West Yorkshire, with all of our Academies in close proximity to one another and in easy reach of main motorways and the cities and towns of Leeds, Wakefield, Huddersfield and Bradford. The proximity of our Academies is such that it lends itself to close and collaborative working partnerships between all of our schools.

The Carlton Academy Trust is a dynamic, innovative trust which genuinely aspires to our mission of 'Excellence for All'. We believe that our staff are pivotal in ensuring this happens and always look for people that have the right character to bring our vision and values to life.

We have well established high-quality professional development programmes in all of our schools and across the academy trust. We are proud that a significant number of our staff trained within our schools and that the vast majority of promotion opportunities are usually filled by internal candidates due to outstanding training that we provide via our CPD programme.

We aim to create an environment that is happy, ambitious and inspires others which will in turn allows all members of our teams to flourish and grow.

Carlton Academy Trust is fully committed to supporting and enhancing the well being of all its stake holders and as an employer, we are able to provide the following benefits to all members of staff through our 'Carlton Cares' Programme:

EMPLOYEE BENEFITS

Health Plan - Access to Simplyhealth's plan for cashback on everyday healthcare including dental, eye tests, physiotherapy and more.

GP Services - Through our partnership with Simplyhealth, staff have access to around the clock GP services.

Salary Sacrifice Schemes - Our Cycle and Home & Tech schemes let staff spread the cost of new products through monthly salary deductions.

Employee Assistance Programme - Free, confidential advice from SpectrumLife to support you through any of life's issues or problems.

Discounts Platform - Access to discounts and cashback from a huge range of big-name retailers, restaurants and supermarkets.

Iveridge Hall Health Club - Access to exclusive Trust discounts at the onsite spa and gym.

Occupational Health - Helping us to support you.

Favourable term dates and working conditions
Our Bradford schools enjoy a restructured academic year, with a two-week October half-term, and an early Friday finish in some schools.

Pensions
You will be automatically enrolled into either the Teachers' Pension Scheme or the Local Government Pension Scheme. Both schemes offer attractive benefits.

Continuing Professional Development
CPD is at the heart of everything we do! This includes in-house training, participating in or leading a research project and collaborative learning with colleagues across our partnerships.

Increase your network
Regular opportunities to collaborate with colleagues across academies and within the trust central teams.

HOW TO APPLY:

Completed applications may be submitted online via the job listing on the Trust website: <https://carltonacademytrust.co.uk/working-for-cat-vacancies-new/vacancies-new/>

Shortlisted candidates will be notified by email or telephone call with details of the interview and selection process.

INTERVIEW AND SELECTION PROCESS

On the day of interview candidates may be required to:

- Teach a full lesson on a specified topic (teaching posts only)
- Undertake other relevant activities, i.e. presentation, data exercise
- Participate in a formal interview with students of the school
- Undertake a formal interview with relevant senior staff





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EXCELLENCE FOR ALL

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