



MARSHFIELD PRIMARY SCHOOL

# 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.



## HEAD OF SCHOOL

# ZARA KEARNS

Welcome to Marshfield Primary, a proud member of the Carlton Academy Trust, where excellence, ambition and innovation are not just ideals - they are the heartbeat of everything we do. As Headteacher, I am deeply honoured to lead a school that fosters not only the growth of our pupils but also creates a dynamic, empowering environment for every member of our team. Our vision of 'Excellence for All' is far more than a motto; it's a living, breathing commitment that shapes every decision, every interaction and every success we celebrate.

Our recent Ofsted inspection confirmed what we already know - Marshfield Primary is Outstanding in all areas. Inspectors highlighted our relentless pursuit of excellence, the remarkable progress our pupils achieve and the extraordinary culture we have cultivated. What stood out most profoundly was the collective pride our staff take in being part of Marshfield. This is a school where every member of our community is valued, supported and given the tools to achieve greatness.

At Marshfield Primary, we offer more than just a job - we offer a chance to be part of something truly exceptional. We are committed to your growth, your impact and your personal journey within a forward-thinking, progressive school environment.

Our pupils are remarkable - resilient, respectful and driven. Their determination to succeed inspires every lesson and fuels the passion of those who work with them. We provide world-class professional development, from bespoke CPD programmes to leadership training, ensuring that every step of your career is enriched. When our staff thrive, so do our pupils and together, we reach new heights.

We pride ourselves on creating an innovative, supportive and balanced culture. Our 'Carlton Cares' programme is designed to ensure a healthy work-life balance, offering minimal meetings, Friday afternoon PPA time and a focus on keeping workload manageable. We know that when our team is motivated and content, the entire school thrives and that includes everyone - whether you're in the classroom, the office, or supporting in other vital roles.

Marshfield Primary is a beacon of excellence, consistently ranking in the top 2% of UK schools for Key Stage 2 results, proudly holding the prestigious World Class Schools accreditation and recently being awarded the National Nurturing Schools Award. Here, high standards are the foundation, but they are never achieved at the expense of care, support, or recognition.

Marshfield is a place where your contributions will be recognised, your ambitions nurtured and your career will flourish. Your next chapter starts here.

Welcome to Marshfield Primary - where excellence isn't just a goal, but a way of life.



# 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 Spectrum.Life 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.

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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ACADEMY TRUST

EXCELLENCE FOR ALL

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