

COCKBURN MULTI-ACADEMY TRUST



**COCKBURN
MULTI-ACADEMY TRUST**
TRANSFORMATION TO EXCELLENCE

WELCOME FROM CEO

We believe every child deserves an exceptional education.

Our vision is to create a group of exceptional schools and academies that radically improve students' life chances. We seek to widen their aspirations; to reach destinations that are attainable and fulfilling. We work to raise attainment and provide exceptional teaching and learning for all our students through high expectations of academic success and behaviour

Cockburn Multi-academy Trust comprises of seven schools and academies across secondary and primary provision. The Trust is medium sized and all our schools and academies are located within the south Leeds area.

I know that there is something unique about the schools and academies in our MAT. Whilst they are at different stages of their journey of 'Transformation to Excellence' it is without doubt, the incredible staff teams that make the difference.

As CEO, I am fortunate to work alongside such dedicated teams that are relentless in their determination to secure the very best outcomes for the young people.

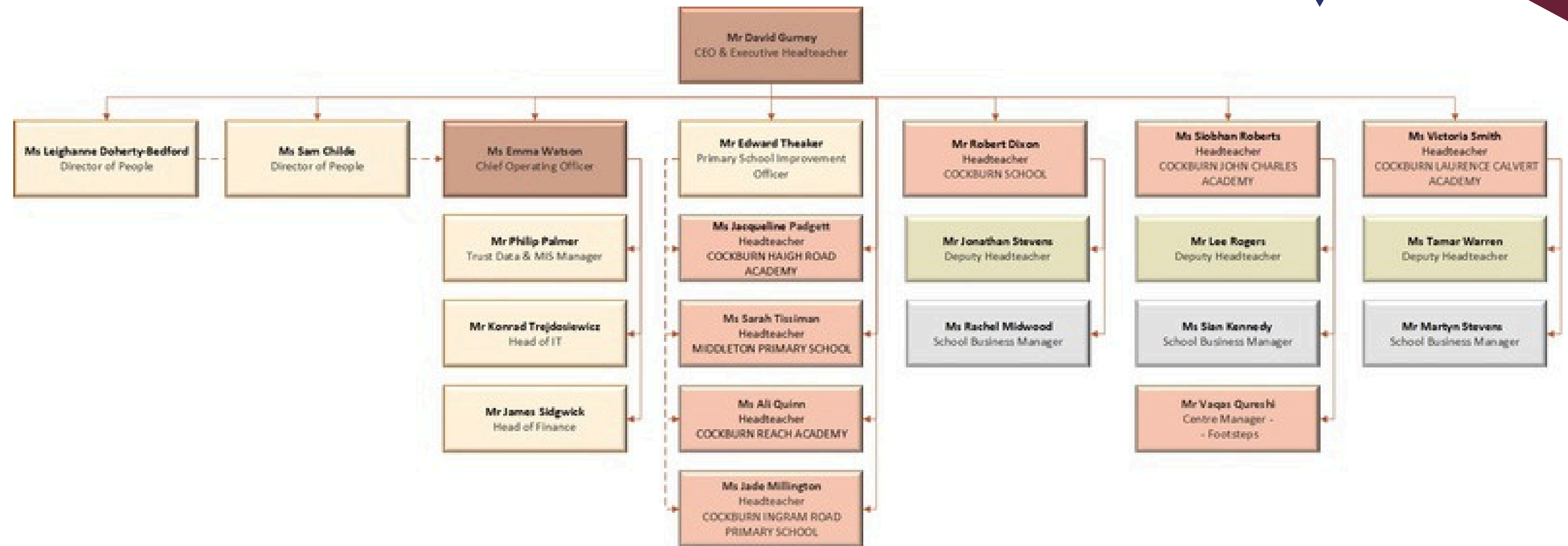
Our ambition is to further grow the Trust in all sectors.

David Gurney MBE
Executive Headteacher / CEO
National Leader of Education
Cockburn Multi Academy Trust



OVERVIEW OF THE TRUST SENIOR MANAGEMENT

We are a thriving and growing Trust in south Leeds with 7 schools and academies, around 3,500 children and nearly 500 staff.



OUR ACADEMIES



COCKBURN SCHOOL

[VISIT SCHOOL WEBSITE](#)

11-16 secondary school

COCKBURN JOHN CHARLES ACADEMY

[VISIT SCHOOL WEBSITE](#)

11-16 secondary academy

COCKBURN LAURENCE CALVERT ACADEMY

[VISIT SCHOOL WEBSITE](#)

11-16 secondary academy

MIDDLETON PRIMARY SCHOOL

[VISIT SCHOOL WEBSITE](#)

4-11 primary school

COCKBURN REACH ACADEMY

[VISIT WEBSITE](#)

A forty place provision for pupils aged between five and eleven years old (Year 1 to Year 6)

FOOTSTEPS

A satellite provision of John Charles Academy

COCKBURN HAIGH ROAD ACADEMY

[VISIT SCHOOL WEBSITE](#)

3-7 infant academy

COCKBURN INGRAM ROAD ACADEMY

[VISIT SCHOOL WEBSITE](#)

An academy serving pupils aged 3 to 11

OUR VISION



Our core purpose is built on high expectations and raising standards. As a Multi-academy Trust, we will not only make our existing collaborations more sustainable, but also secure new collaborations. Our Trust approach is based on an assimilated methodology to drive forward standards in our partner schools and academies and improve the life chances for children by:

- increasing participation and shared provision through partnership
- providing clear qualitative and quantitative data to track performance in key areas
- improving learner achievement through high quality professional development for teaching, learning and enhanced leadership skills
- applying non-negotiables in key aspects of practice to ensure operational consistency
- deploying expertise strategically to provide a seamless education at each key stage

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Cockburn MAT expects all employees, volunteers, governors, trustees, members and visitors to abide by the safer working practice guidance and the Trust social media policy (these documents outline standards of behaviour expected and form Cockburn MAT's code of conduct).

OUR VALUES AND EXPECTATIONS

At Cockburn Multi-academy Trust our students, employees, parents/carers, volunteers, governors, trustees, members and visitors are all focused on modelling and demonstrating our Values and Expectations.

VALUES



Our values

resilient
responsible
aspirational
independent
respectful

EXPECTATIONS



Our expectations

positive
polite
prepared
punctual

Pride

5



WHY JOIN US?



Employee benefits: what do we offer as an employer?

- Competitive rates of pay
- A comprehensive induction, appraisal and continued professional development program
- Auto enrolment to West Yorkshire Pension Scheme/Teachers Pension
- Enhanced occupational benefits such as leave of absence, adoption, maternity & paternity pay
- A range of working patterns dependent on role/ level
- Access to Cover pool/flexible day
- Access to Blue Light Card
- Access to Employee Assistance programme including counselling, CBT, physiotherapy and virtual GP
- Trained Mental Health First Aiders on each Academy site
- Wellbeing and Menopause policy and groups
- Free on-site parking
- Access to gym facilities on some sites
- Regular wellbeing and social activities
- Generous & supportive leave of absence policy
- Access to a range of discounts.

YOUR WELLBEING MATTERS

We have signed up to the Education Staff Wellbeing Charter to:

The image shows a grid of 11 icons, each with a corresponding text description, all contained within a blue rounded rectangle. The icons are arranged in three rows: the first row has four icons, the second row has four icons, and the third row has three icons. Each icon is a simple illustration representing the text below it.

- Prioritise staff mental health** (Icon: group of people)
- Give staff the support they need to take responsibility for their own and others' wellbeing** (Icon: hand holding people)
- Give managers access to the tools and resources they need to support the wellbeing of those they line manage** (Icon: laptop with play button)
- Establish a clear communications policy** (Icon: megaphone)
- Give staff a voice in decision-making** (Icon: speech bubble)
- Drive down unnecessary workload** (Icon: stack of papers with 'X')
- Champion and enable flexible working** (Icon: clock with checkmark)
- Create a good behaviour culture** (Icon: hands clapping)
- Support staff to progress in their careers** (Icon: red staircase with arrow)
- Include a sub-strategy for protecting leader wellbeing and mental health** (Icon: two people sitting)
- Hold ourselves accountable, including by measuring staff wellbeing** (Icon: document with checklist)



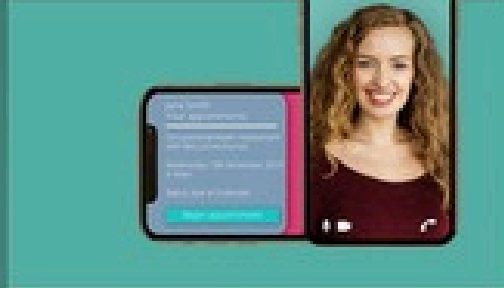


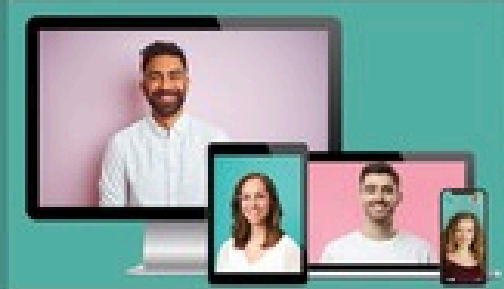
 **MINDFUL EMPLOYER**

[Click here for more information](#)

ENHANCED SUPPORT PACKAGE

You will have access to Smart Clinic's occupational health and wellbeing package, giving you access to the following services:



<h3>24-hour employee assistance line</h3>  <p>Access to 24-hour support from a trained counsellor, legal or financial specialist.</p> <p>Just call 0845 862 2113 or login to your client area.</p>	<h3>Self-support and guidance</h3>  <p>A wealth of support, guidance and self-directed training programmes, supporting you with issues including anxiety, sleep issues, weight loss and stress.</p>	<h3>App and online client areas</h3>  <p>Smart Clinic services available in your pocket, whenever you want us.</p> <p>To get started, login to your client area and download the Smart Clinic app.</p>
<h3>Mental health services</h3>  <p>Structured counselling, CBT, online CBT, anxiety management or stress coaching from the Smart Clinic team. Just login to your client area for access.</p>	<h3>Physiotherapy</h3>  <p>Remote and face-to-face physiotherapy services for support with musculoskeletal issues. Just login to your client area for access.</p>	<h3>Virtual GP</h3>  <p>Speak with a GP using your laptop or smartphone at a time and location that suits you. Login to your client area for more information.</p>

OUTLINE OF THE RECRUITMENT PROCESS

1

Shortlisting the received applications

2

Interview and selection process

3

Job offer and pre-employment checks

4

Recruitment and induction



CONTACT INFORMATION



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www.cockburnmat.org



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