

Ready to apply?



Delta Academies Trust
**Recruitment
Prospectus**



Core Values

We will:

- Place children and students at the heart of everything we do
- Place collaboration before competition, working with others for the betterment of all
- Develop and support professionals in our own and other academies and schools to establish practice that improves lives
- Ensure that all children make good progress irrespective of their starting point and those young people facing disadvantage are lifted from educational poverty
- Never do anything to the detriment of learners, staff, or other stakeholders, in a neighbouring community
- Adhere to the 'Seven Principles of Public Life'
- Promote environmental awareness and protection locally, nationally, and globally.

Welcome

Delta Academies Trust is committed to ensuring that pupils and students get the best possible start in life by achieving excellent academic qualifications, gaining confidence through an experiential curriculum and developing a sense of self-worth and aspiration.

We value both teaching and support staff and believe that everyone is part of the same team. Schools work together and meet regularly to share best practice, ideas and practical support. This approach has delivered a huge increase in staff CPD, morale and

student and pupil outcomes have risen dramatically.

Delta is a vibrant and fast paced Trust characterised by strong governance and highly talented leadership across its academies and core team.

Delta employ a number of specialist directors who work with our staff to ensure that every child receives the support and encouragement to give them the best possible start in life.

We welcome all children into our academies, we value our staff and

invest in their development, and we are fortunate to have excellent support from parents.

Our local Academy Advisory Bodies ensure that our communities' aspirations are reflected in the ethos of our academies.

I am privileged to enjoy the support of talented leaders and staff and welcome others who wish to join our family of schools.

Paul Tarn
Chief Executive Officer



Our Strategies

- Ensure that all young people are confident, employable and have the knowledge, confidence and skills to challenge received wisdom through a wide range of experiences and broad curriculum
- Enable all our pupils and students to share in the wealth of information available online, support their autodidactic learning and knowledge acquisition, and actively combat the growing digital divisions in our society.
- Operate a financially sustainable organisation, characterised by high value for money and a minimal environmental impact. To secure a high-quality learning environment using trust level condition information to inform capital investment and use of pooled resources
- Develop the Education Exchange (EdEx) as the vehicle to transform educational outcomes across our region. Delta will fund the physical infrastructure. EdEx will lower barriers to access and collaboration through independent strategic leadership and identity
- To establish Exchange Teaching Hub based on high quality educational practice and leadership; enhancing capacity and driving improvement through highly effective and inclusive CPD
- Support regional recruitment and retention of teachers by establishing our own ITT offer
- Create a generation of young people who are socially and environmentally responsible. Leading by example at a board and organisational level.

About Us

1. Leeds / Wakefield / Bradford

Darton Academy
De Lacy Academy
East Garforth Primary Academy
England Lane Academy
Garforth Academy
Greengates Primary Academy
Green Lane Primary Academy
Hanson Academy
Lower Fields Primary Academy
Manor Croft Academy
Park View Primary Academy
Ryecroft Primary Academy
Simpsons Lane Academy
Southmere Primary Academy
The Elland Academy

The Vale Primary Academy
Willow Green Academy
Whetley Academy

2. Doncaster

Ash Hill Academy
Crookesbroom Primary Academy
De Warrene Academy
Don Valley Academy
Goldthorpe Primary Academy
Grange Lane Infant Academy
Hatfield Woodhouse Primary
Highfields Primary Academy
The Laurel Academy
Montagu Academy
Morley Place Academy

Pheasant Bank Academy
Rossington All Saints Academy
Rowena Academy
St Wilfrid's Academy

3. Grimsby

John Whitgift Academy
Macaulay Primary Academy
Weelsby Primary Academy
Strand Primary Academy
Willows Academy
Wybers Wood Academy

4. Hull

Craven Primary Academy
The Parks Primary Academy
Mersey Primary Academy
Estcourt Primary Academy
Hull Trinity House Academy

5. Lincolnshire / North Lincs

Melior Community Academy
Willoughby Road Primary
Academy
The Vale Academy
Worlaby Academy

6. Nottinghamshire

Kingston Park Academy
Norbridge Academy
Serlby Park Academy

7. Stockton-on-Tees

Ingleby Manor Free School

8. East Riding of Yorkshire

Goole Academy



Our family of schools is made up of 53 academies including 34 primaries, 16 secondaries, 2 alternative provisions and 1 all-through academy.

Predominantly based around Yorkshire and the Humber, we meet regularly, share resources and ideas and employ a large team of specialist primary and secondary experts who work and teach across our schools. This approach has given staff great resources and allowed pupils and students to flourish and achieve.

Our Mission

To improve educational outcomes for communities in the North of England, creating a sustainable organisation that improves our society and the wider environment.

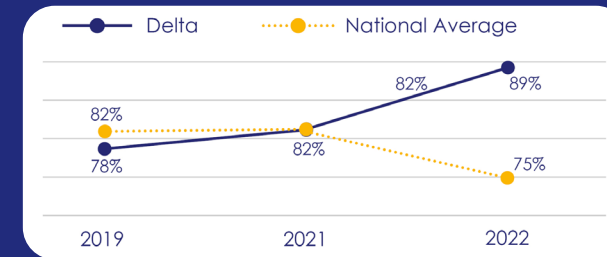
Performance

Primary Data

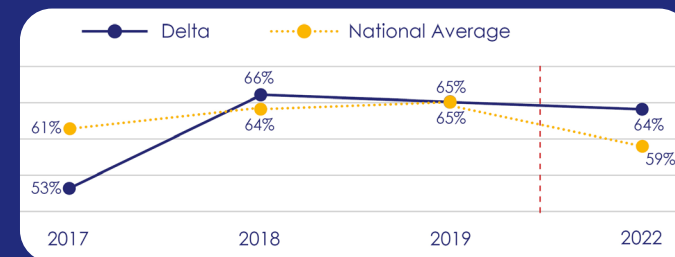
2022 MAT Progress Scores: Reading, Writing & Maths

Reading	Above average +1.2
Writing	Above average +1.7
Maths	Above average +1.6

Pupils meeting the expected standard: Phonics

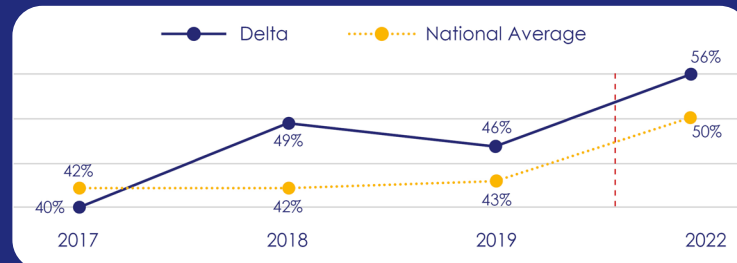


Pupils meeting the expected standard: Reading, Writing & Maths



Secondary Data

Grade 5 or above: English & Maths GCSEs



MAT Progress 8 Score: Overall

Above average 0.33

For more information around
performance, please scan here:



Due to the impact of Covid-19, no primary performance measures were published for 2020, 2021 and 2022. No MAT secondary performance measures were published for 2019/2020 or 2020/2021.





**Collaborative
working**



**Support and
guidance**



**Focus on
teaching & learning**



**Strategic
improvement**



Sustainability



**Cost
Efficiency**



Our Offer

Supporting Academies

Our central team works across three core areas of activity, bringing together expertise centred on Initial Teacher Training and Early Career development, Professional and Leadership development and School-to-School Support.

Initial Teacher Training (ITT)

We currently work with local partners to offer ITT, which starts the journey towards becoming an excellent teacher and future leader.

Early Career Teacher (ECT)

Exchange Teaching Hub actively supports ECT induction for Delta ECTs and those across the Teaching School Hub areas.

Working in partnership with UCL, we support the ECF programme for ECTs. We also provide Appropriate Body Services for ECT induction.

Together, we ensure ECTs are well supported and are able to complete induction in preparation for the next step.

Continuing Professional Development

Professional development is a central priority. We offer a range of high quality CPD programmes delivered by specialists and tailored to individual needs.

Our CPD offer ranges from nationally recognised qualifications including the full suite of NPQs, subject specific development and networking events.

Delta employs over 3000 staff, supporting cross-academy development to ensure that we embed the very best practice.

Each area of the curriculum delivers focused training on the latest developments, including network meetings for middle leaders, and our HR team hosts regular training on all the policies and procedures so there is a clear and consistent approach in our academies.

School-to-School Support and System Leaders

We have a well-established and expansive team of System Leaders. This enables us to share, develop and embed best practice, working with schools in most need.

We quickly match individuals with the appropriate skills and experience to provide the high quality support required.



Your Benefits

The range of employee benefits available is vast, including:

- Discounts at supermarkets, high street stores and fun days out
- Discounts on holidays, cinema tickets and much more
- Car lease, cycle and technology schemes
- Continuous professional development to progress in your career
- Company pension scheme
- Flexible opportunities to work around family life
- A minimum of 34 days holiday (inc. bank holidays) each year for full-time employees.
- Occupational sick, maternity, paternity and adoption pay.

We have an Employee Assistance Programme which provides a market leading comprehensive set of services providing employees with access to the tools to effectively manage their health and wellbeing as well as providing practical information and advice on a wide range of other topics.



Dallowgill

Dallowgill is available for use by all Delta schools, supporting enrichment across the curriculum, giving students access to nature and learning important life skills.

Inside the facility, there is accommodation for up to 36 people in a variety of rooms including a fully accessible en-suite room. Externally, there are extensive grounds, an amphitheatre and a fire pit which can also be used for cooking. With access to local farms and plans for a designated camping area and astronomy facilities, the centre is the jewel in the crown of Delta's outdoor education provision.

Alongside schools being encouraged to use the facility for curriculum benefits, Dallowgill also serves an important purpose for students to learn life skills. Teachers are able to plan weekend and overnight visits so students can learn how to cook basic meals, keep areas clean, share an appreciation for nature and create memorable experiences.

The trip of a lifetime! On our first day it felt like we had been set free. Our journey to Greygarth Monument was mesmerising. We sat around the campfire and sang songs and toasted marshmallows over the flames. Our trip to Dallowgill was incredible, unforgettable and helped us work effectively as a team.

Junior Leadership Team, Wybers Wood Primary

Dallowgill provides visitors with the ability to experience the environment in a truly unique way.

There are few cars, light pollution is low and the centre is surrounded by many different habitats. Through exploring and interacting with the local environment we aim to instil a passion for the natural world. In turn this will arm our young people with knowledge and understanding that helps them to make changes to the way they interact with the world and utilise its resources.

We run the centre with as little environmental impact as possible by:

- using local suppliers whenever possible
- thinking carefully about the environmental impact of the products we use
- working to improve the environment around the centre to support wildlife
- working with local and national partners to ensure that the information and resources used at Dallowgill are up to date and accurate.



Dallowgill is situated in the heart of Nidderdale, an area of “Outstanding Natural Beauty”. Whilst the setting of the centre lends itself to nature and environment-based activities, the area is rich in history and has provided inspiration for artists, poets and writers throughout time. The possibilities for activities that can take place at Dallowgill are endless and each visit is a unique experience for pupils and staff.

www.deltadallowgill.org.uk >



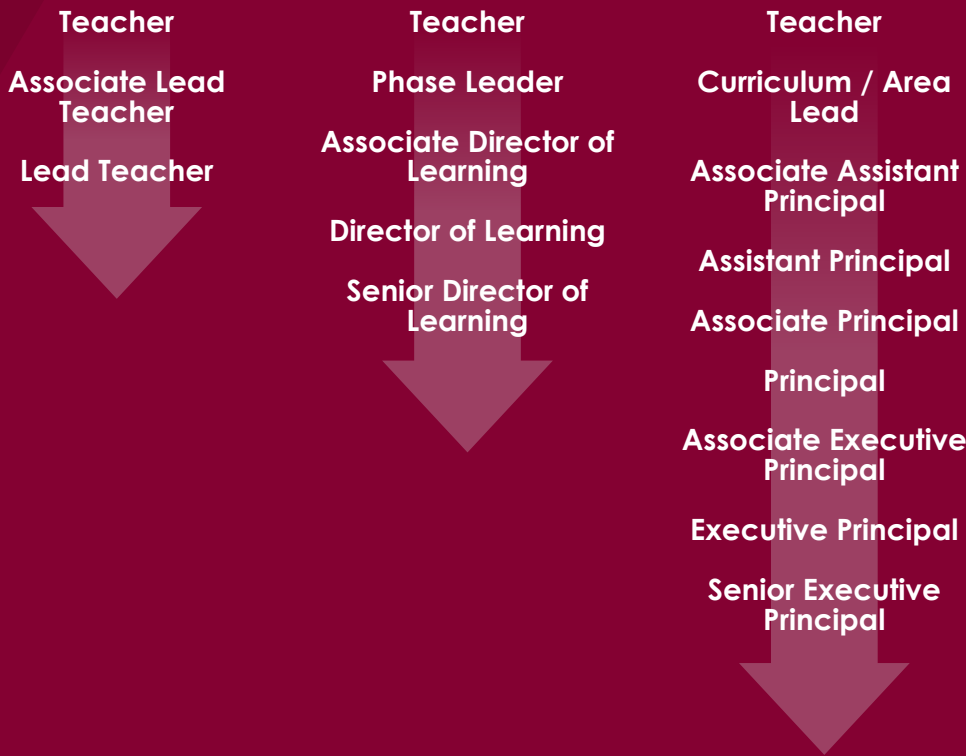
Pathways

We are always looking to work with people who love learning, helping others grow and who care about the children/students we serve. You don't have to be a teacher to work in education. Academies and Trusts benefit from a wide range of different staff who support the learning and welfare of children. However everyone who works with us, regardless of their role, shares one thing in common; we all have a commitment to providing our children with the best possible education.

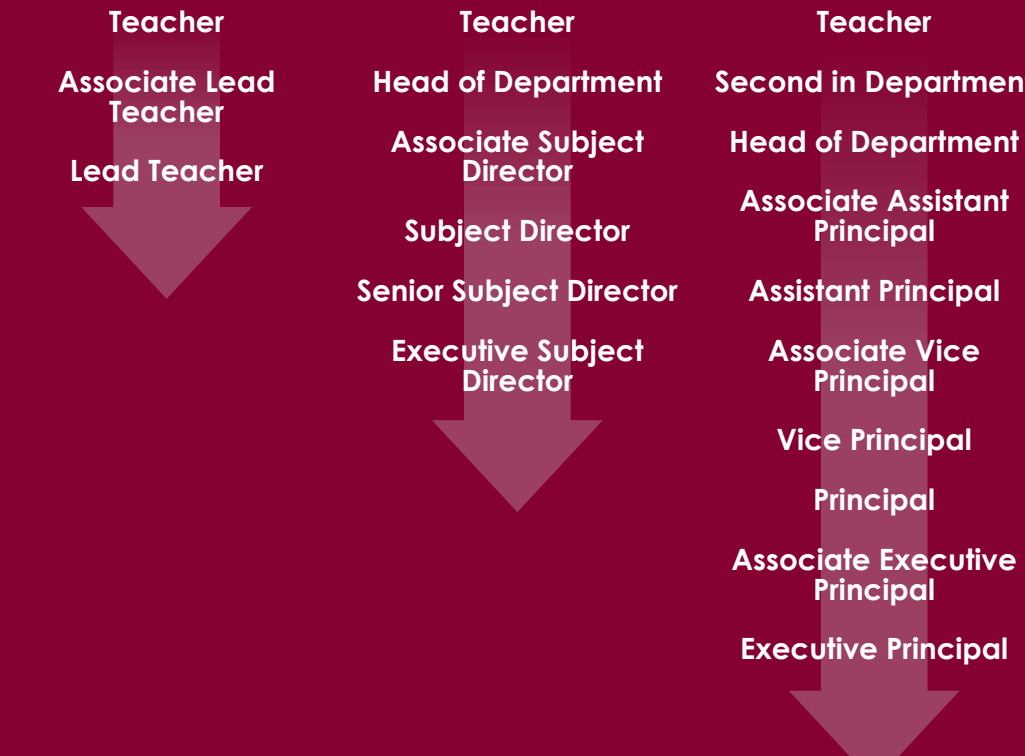
As well as main classroom teachers, middle and senior leaders, there are a variety of other roles inside and outside of the classroom that positively contribute to how a school runs and how students learn. These roles are typically called operational or support roles and make up around 50% of the school's workforce; this excludes operational roles within our central services.

Operational roles will differ depending on the type of school you are working in, and the context of the school and the geographical area.

Primary Teacher Pathways



Secondary Teacher Pathways



Our focus on investing in our people is at the very centre of our culture and practice.

Case Studies

I joined Delta as Vice Principal in September 2018 and it has been my biggest career challenge to date. Being a leader within Delta empowers teams to look at doing things differently in order to accelerate progress and not simply 'do more'. Adopting an ethos to look at each individual student before creating a collective approach to raising standards.

The benefit of a large Trust is that there are many opportunities to increase your portfolio and take you out of your comfort zone. However, this is always done with the confidence that someone within the Trust is likely to be an expert in that field and you can tap into that to develop professionally. I am proud of the part I have played within leadership where a change in culture has improved the progress of pupils and seen a shift in engagement in learning.

I would, without reservation, encourage colleagues to consider career opportunities within Delta Academies Trust but I suggest that the essential ingredients you need to bring are enthusiasm, commitment and professionalism.

Kirsty Holt, Associate Principal

Delta leaders don't lead from above you, they lead alongside you. By choosing Delta to start your teaching career, you are making the best first step you could make. Delta does change lives and it isn't just for our children, it's for the staff as well.

Will Bosanquet, Primary Teacher and Reading & Phonics Lead

My journey started with Delta Academies Trust as a temporary Receptionist. Delta supported my studies which allowed me to complete my course to the end of Level 4. I then applied for Finance Assistant and progressed to Finance Officer as my knowledge, skills and experience had developed.

I gained experience of working in a Secondary and Primary Academy as temporary Finance Managers on secondment basis. After my secondments, I knew I wanted to work in an Academy as a Finance Manager, I enjoyed what the job entailed, the atmosphere, seeing children developing and learning. I started a permanent role in a Secondary Academy, which was an exciting but sad time as I was leaving the Core Team, but was thrilled to not be leaving the Trust completely. As Delta have provided me with so many opportunities, I am grateful to continue my career in the Trust; it has been a pleasure to watch Delta grow.

Nicole Kendell, Finance & Office Manager



I began my career in a Knottingley academy as a Newly Qualified Teacher (NQT). I quickly found my passion for teaching with a strong desire to grow and develop as an educator. I took advantage of every development opportunity, which ultimately led me to my current Head of Academy role in the same academy where I started.

With the combination of mentoring, professional development offered by the Trust, and further education, I was able to develop the necessary skills and knowledge to become a successful Head of Academy. I could not have achieved this alone and am grateful for my fantastic colleagues who helped and challenged me every step of the way. Like they helped me, I aim to do the same for my staff, and am committed to creating a positive and supportive learning environment for staff and pupils alike where everyone can thrive in being the best version of themselves.

Lee Colley, Head of Academy



deltatrust.org.uk/careers-with-delta

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 @DeltaTrustJobs

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