

Candidate Information Pack



W: www.dalesmat.org **E:** admin@dalesmat.org **T:** 03301 242618.

Dales Academies Trust | Blair Avenue | Ingleby Barwick | Stockton-on-Tees | TS17 5BL

Dales Academies Trust is an exempt charity regulated by the Secretary of State for Education. It is a company limited by guarantee registered in England and Wales, company number 08372064, whose registered office is at All Saints Academy, Blair Avenue, Ingleby Barwick, Stockton On Tees, TS17 5BL.



Welcome from the CEO and Trust Chair

Dales Academies Trust is a successful and growing Church of England Multi-Academy Trust which provides a home for both Church schools and Community schools. Dales currently comprises fourteen Primary schools ranging from very small rural to two form entry urban settings, as well as one 11-16 Secondary. In September 2024 the Trust will open Oakbridge CofE Primary School, a Free School in North Northallerton and is currently in discussions with a number of other schools interested in joining our family of settings.

Our schools are located across the northern part of North Yorkshire and Stockton.

We aim to live out our tag line of 'Together for Excellence' in practice and at all times and are committed to the principles of appropriate accountability seen as a framework in which to achieve excellence for all. Our Vision as a group of schools is that:

"Working together for excellence, and rooted in quality, collaboration and care, we deliver exceptional learning experiences through inspirational teaching and nurturing a love of life-long learning. We dare greatly, travel hopefully and enable each other to flourish".

For our church schools, this Vision is biblically underpinned by our Trust wide commitment to:

Quality	Collaboration	Care
<p>Colossians 3:23 "Whatever you do, work at it with all your heart, as working for the Lord."</p>	<p>Galatians 6:10a "So then, whenever we have an opportunity, let us work for the good of all."</p>	<p>John 13:34 "A new commandment I give to you, that you love one another: just as I have loved you."</p>

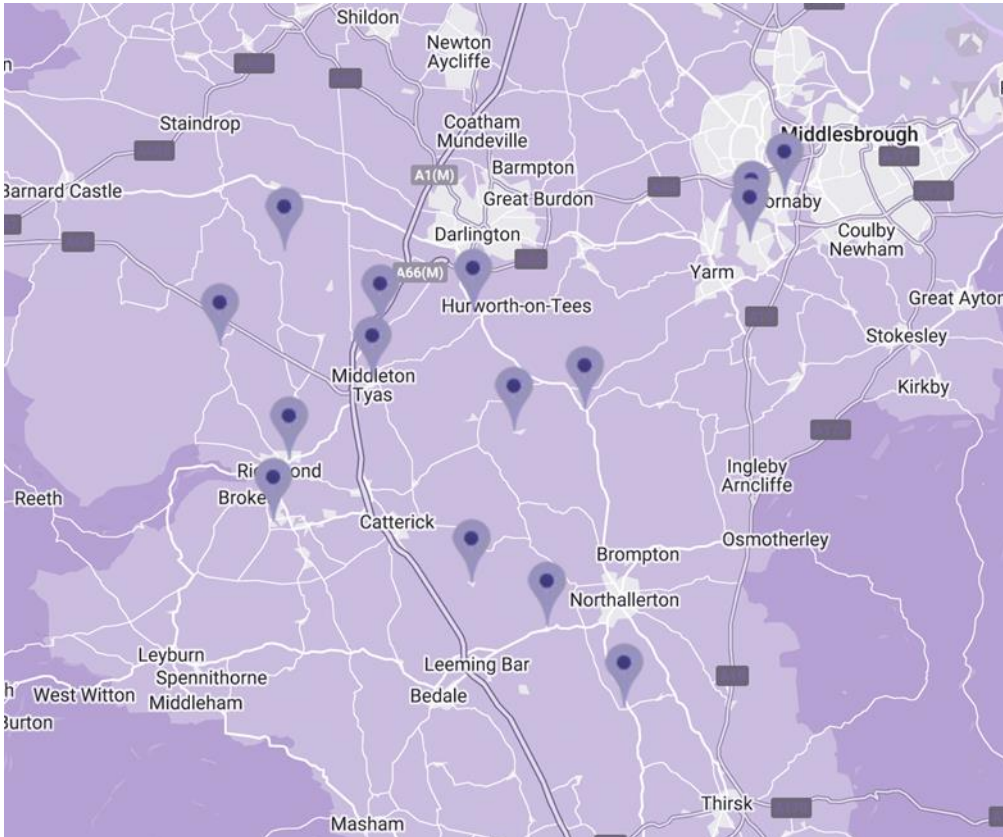
Thank you for showing an interest in working with our Trust. Completed applications should be sent to recruitment@dalesmat.org We look forward to hearing from you.

Yours sincerely,

Damian Chubb
CEO

The Rt Revd Paul Ferguson
Chair of the Dales Trust Board

Where our schools are located



For more details, please visit: www.dalesmat.org

Dales Academies Trust is committed to safeguarding and promoting the welfare of our pupils and young people. We have a robust Child Protection Policy and all staff will receive training relevant to their role at induction and throughout employment with the Trust. We expect all staff and volunteers to share this commitment. This post is subject to a satisfactory enhanced Disclosure and Barring Service criminal records check for work with children.



About Dales Academies Trust

'Together for Excellence'

Dales Academies Trust (Dales) was established in 2017 as a Multi Academy Trust (MAT), with sponsor status, for the northern church schools of the Church of England dioceses of Leeds and York.

As with the other church MATs across both dioceses, the Trust is open to church and non-church schools with a core purpose of providing an inclusive education for children of any ability, culture, gender, sexuality, faith or no faith. The ethos is derived from, and informed by, the Church of England's commitment to education and schooling over more than 200 years.

Dales welcomed its first community school into the Trust in 2020 when Carnagill Community Primary School became the fourteenth setting to join our family of schools. To date Dales consists of the following schools:

School	Date of joining the Trust
All Saints CE Academy (Secondary)	September 2017
Trinity Academy Eppleby Forcett	November 2017
Trinity Academy Middleton Tyas	November 2017
Trinity Academy Richmond	November 2017
East Cowton CofE Primary School	November 2017
Kirkby Fleetham CofE Primary School	November 2017
Barton CofE Primary School	December 2017
Ravensworth CofE Primary School	December 2017
South Otterington CofE Primary School	January 2018
Croft CofE Primary School	January 2018
Ainderby Steeple CofE Primary School	January 2019
Thornaby CofE Primary School	July 2019
St Francis CofE Primary School	August 2019
Carnagill Community Primary School	April 2020
Great Smeaton Primary School	March 2024

In 2021 our Trust applied for and was successful in being named as the sponsor for a new Primary Free School to be built in North Northallerton. It is due to open in September 2024, and will be named Oakbridge CofE Primary School. Everything we do is informed by our Vision.

In practice, for example, we have established a range of networks within the Trust, including the Primary Headteacher Partnership, which has at its heart a focus on self-supporting school improvement, as well as Safeguarding, Early Years, SENDCo,

Wellbeing and Mental Health and a Chair of Governors' Forum. In addition to this, all schools continue to play an active role in partnerships beyond the Trust, being part of their local networks, and with senior MAT leaders linking with Teaching School Hubs and the CEO sitting on the Hambleton & Richmond Locality Board. We are committed to working in partnership to ensure the best possible outcomes for all pupils in Trust schools.

The Trust 5-Year Strategic Plan was recently published; it focuses on three key areas, namely:

1. Ensure the best possible outcomes for all pupils	2. Recruit and retain the best staff	3. Grow appropriately, becoming a sustainable, viable organisation
through timely, intelligence led, research informed school improvement activities utilising high quality support and effective collaboration within a supportive accountability framework.	through establishing Dales as an employer of choice, committed to the ongoing development of its staff through rigorous, personalised, evidence based CPD and effective talent management at all levels of the organisation.	through optimisation of financial efficiencies, infrastructure and processes, to ensure fitness for purpose, and further informed by relationships with networks and organisations beyond the Trust.

All Trust Headteachers are actively involved in the delivery of the strategy, and have within their Performance Management a Trust objective, focused in the first instance on an area of particular interest to them that will benefit all.

Our successes to date have been due to the focused teamwork of leaders and staff in all schools operating within an organisation that has worked hard to establish its accountability framework as a driver for excellence. Dales is at an exciting stage in its development with the establishment of even closer working between the practitioners in its schools and ongoing conversations with a number of schools interested in joining. We are very keen to maintain this momentum and are actively looking for creative and driven team players who will work with us on delivering the next phase of our growth.

Further details about the Trust can be obtained by visiting our website www.dalesmat.org and the Safeguarding & Child Protection Policy can be viewed via this [link](#).



Selection Process Guidance

Our aim is to ensure that we recruit the right person for the job. We will ensure that the selection process is fair and without discrimination for or against any candidate based on age, ethnicity, sex, marital status, or sexual orientation. The person specification sets out the criteria used to assess candidates through the selection process.

We are committed to safeguarding our pupils and will assess the candidate's suitability for working with pupils as part of the selection process. We will check the accuracy of all information and investigate any perceived anomalies. We take up references prior to interview and use these to verify the information you have given us. Firm offers of employment are never made without satisfactory references. All potential employees are subject to an enhanced disclosure from the Disclosure and Barring Service.

Visits to Trust Schools

A school visit is warmly welcomed by prior arrangement. You will not be disadvantaged if you are unable to visit. Please contact us on 0330 124 2618 to arrange an appointment.

Applications

Please ensure that all parts of the application are completed. We do not accept CVs as part of the selection process. Please ensure that you demonstrate how your experience and skills make you suitable for the position. Applications can be submitted online, via email or via paper copy.

Shortlisting

We assess all applications against the person specification criteria using the evidence you provide in your application. This is done by a panel of senior staff and Trustees. We carefully check all applications for anomalies. Candidates who best meet the person specification will be invited to an interview. We will notify you by telephone with e-mail confirmation to follow. If you have not heard from us within 3 days of the shortlisting date, you have not been successful at this stage.

References

We request references for all candidates who are invited to interview. Where possible requests will be made at the same time that candidates are invited to interview, unless otherwise notified. Your first referee should be your current or last employer.

Interview Process

The interview process will consist of several tasks and activities including a formal interview.

Final Selection

Following the tasks and formal interview, we will use the person specification as a guide to select the most suitable candidate for this post. We will then telephone each candidate to inform them of the outcome. We will give brief feedback if requested, during this telephone conversation.

Offer of Employment

We will make a verbal offer of employment by telephone, and this will be confirmed in writing. The offer of employment is conditional on receiving satisfactory pre-employment clearances and further details will be provided to the successful candidate.