



Recruitment Fair

29 January 2022



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Welcome

Thank you for your interest in the Rodillian Multi Academy Trust. We are delighted that you are considering a future career with us, and that we have the opportunity to show you more about our truly unique place of work. Our staff are our most valuable resource in making a difference to children's lives, so we are throwing open our doors to welcome our future colleagues.

*Teacher
freedom in the
classroom*

*We develop staff
using our dynamic
coaching model*

This pack, alongside our recruitment event, will provide you with valuable information about the Trust and our Academies, our innovative curriculum and our guiding ethos; we hope to give you a true flavour of what it's like to work for us. Colleagues from across the Trust are looking forward to meeting you to discuss first-hand the benefits of working in a place that is proud to do things differently.

Student behaviour managed by senior leaders

We hope you enjoy your visit and we look forward to the opportunity of working together in the near future.



Andy Goulty

Chief Executive



Denise Kriens

Director of HR, Safeguarding and H&S

Schedule

9.30 am – 10.00 am	Arrival, registration and refreshments
10.00 am – 10.45 am	Welcome from Andy Goulty, Chief Executive of the Rodillian Multi Academy Trust
10.45 am onwards	Your opportunity to look around the Rodillian Academy Visit the Academy stands <ul style="list-style-type: none">• Meet the teams• Discuss job vacancies with Principals and colleagues• Browse the information about our Academies• Learn more about our Positive Discipline Policy
12.15 pm	Close



Vacancies

Our current vacancies are listed below. Unless stated, they are due to start in June or September 2022. If you are interested in a career with us but a relevant vacancy isn't listed, we would still be very keen to meet with you.



BBG Academy, Bradford Road,
Birkenshaw, BD19 4BE

- Teacher of English (To start April 2022)
- Teacher of English
- Teacher of Science
- Teacher of Maths
- Teacher of Technology/Art



Brayton Academy, Doncaster Road,
Selby, North Yorkshire, YO8 9QS

- Teacher of English
- Teacher of Maths
- Teacher of Science
- Head of DT + TLR 2A
- Teacher of IT / Computer Science



Featherstone Academy, Pontefract Road,
Featherstone, West Yorkshire, WF7 5AJ

- Teacher of English
- Teacher of Maths
- Teacher of Humanities
- IT Technician (To start ASAP)



Rodillian Academy, Longthorpe Lane,
Lofthouse, Wakefield, WF3 3PS

- Teacher of Maths + TLR 2B
- Teacher of Maths
- Teacher of English
- Teacher of Science
- Teacher of Humanities
- Teacher of Health & Social Care



BBG Academy officially joined the Trust in July 2015 after a period of school-to-school support following an inadequate Ofsted Judgement in October 2014, after which it was placed in Special Measures. Through this support, behaviour and the quality of teaching and learning improved rapidly and after only 3 monitoring visits BBG Academy was removed from special measures in March 2016 and rated Good in all Ofsted categories. The first set of GCSE results in 2016 placed BBG nationally above average for progress and attainment with a Progress 8 residual of +0.34 placing it 1st in Kirklees for non-selective secondary schools. Both attainment and progress has remained high with a consistent pacing of the top 20% nationally each year.

As described in our recent Ofsted inspection report, one of our students recently said that being a part of our school community is like 'being a part of a family' - and it is my great pleasure, as Principal, firstly, to agree, and secondly to welcome you to BBG Academy.

We are an inclusive 11-16 school in the heart of Birkenshaw. As part of the Rodillian Multi Academy Trust, we hold the highest standards for behaviour and discipline; for aspirations within and beyond the classroom; for support within and around the school. We believe that every single child can achieve their personal best with resilience and grit - and this tenet is at the heart of everything we do.

From Year 7, our students are taught to be resilient in a dynamic, innovative curriculum that responds to educational research and the needs of our pupils. Students have opportunities to learn how to be resilient in the face of difficulties and failure - in chess, in British Sign Language, and in debate (amongst other things) at school - and in physical pursuits and independence found at our English and French Resilience camps. We teach them that with determination, improvement is not only likely - it is inevitable.

We are rightly proud of our students and their achievements - but it is our colleagues and the support from the wider Rodillian Multi Academy Trust that makes us truly unique. We ensure that our colleagues have the opportunity to teach without disruption, to continue their own professional development in a bespoke programme, and to ensure they have every tool they need to be successful in their career. In short, BBG Academy is an amazing place to learn, to teach and to thrive.



Saira Luffman

Saira Luffman
Principal

Current number on roll

1021

***Standards Pass inc. English and Maths (4+)**

82%

***Strong Pass inc. English and Maths (5+)**

60%





Brayton



Thank you for your interest in Brayton Academy and The Rodillian Multi Academy Trust. I have been the Principal here since the opening of the academy in September 2016. It is a great privilege to serve the communities of Brayton, Selby Town and the villages directly south of the academy. In this time Brayton Academy has become the school of choice in the area whereby the number of students joining us in Year 7 in September 2021 was 192 compared to 74 Year 11 students leaving last summer. I consider this to be recognition by the community and I attach more importance to this than the 'well above national average' GCSE exam results and the Outstanding OFSTED judgement.

Brayton Academy is a more popular and expanding academy and we are looking for colleagues to join a team that is committed to delivering excellence in the classroom. As with the other academies we hold the traditional values of good discipline and respect. With this in mind we expect our students to excel in their day to day studies as well as their exams. These expectations are robustly and rigorously upheld through our Positive Discipline system, which creates a calm, purposeful and harmonious environment where staff and students have positive relationships. Moreover, students have a safe learning environment where they can thrive and staff can focus on the craft of teaching and their own professional development. We uphold the principles of teacher freedom and we want to promote innovative practice within the classroom.

We have exceptionally high expectations of all of our students and staff but with that comes a high level of support and encouragement. If you are interested in pursuing your career and making a difference to young people's lives in an excellent, innovative and contemporary school please don't hesitate to contact us for further information.



Al Moon

Current number on roll

701

***Standards Pass inc. Eng and Maths (4+)**

69%

***Strong Pass inc. Eng and Maths (5+)**

49%





Featherstone

It is a privilege to serve the community of Featherstone, and to assist our young people as they make their journey towards becoming successful adults. At Featherstone Academy we teach the core personal values of respect, aspiration, and pride.

The Featherstone Academy is an inclusive secondary school comprising of 444 students. We also have a Wakefield Education Authority specialist provision on site for a number of autistic children who join some of our curriculum with peers of their own age.

The Featherstone Academy is working to build upon February 2017 OFSTED grading of Outstanding for personal development, behaviour and welfare, and Good overall, to ensuring it continues to increase the life chances of the students of this local community. With a strong focus on resilience, growth mindset and positive discipline, the Rodillian Ethos has helped to transform The Featherstone Academy, as well as the lives of students and teachers. These values have created a learning environment in which all students can succeed.

The Featherstone Academy is a lively, community academy which thrives on the positive relationships with parents and carers that support us and their child's learning.

We are a small school with an inclusive culture and warm ethos which is recognised by all who visit. Yet we have big ambitions to be a beacon of learning, aspirations and success for our local community. The staff of The Featherstone Academy are committed to ensuring the students who attend the academy are successful and able to achieve their goals, through hard work, recognition of their individual success and a relentless drive to ensure student achievement and we look forward to welcoming new additions to our team.



D. Townshend

Diana Townshend
Principal

Current number on roll	*Standards Pass inc. Eng and Maths (4+)	*Strong Pass inc. Eng and Maths (5+)
444	64%	40%





Rodillian

I have the privilege of being the Principal of The Rodillian Academy. Built on the site of the old Rothwell Grammar School, we moved into this purpose-built school in 2008. Since then, we have had an incredibly exciting and successful journey, giving the young people of our community a great education full of great experiences which in turn lead to great life chances.

The Rodillian Academy is housed in a £30 million building, which is as pristine today as it was when we moved in. It has large, light and well-resourced spaces; over 1,000 computers; interactive Smartboards in every classroom; a dance studio; a recording studio; two gyms and Astro turf pitches. Achievement in the school has risen significantly since our journey began, and our highly successful Sixth Form provision sits within the top 25% nationally.

We are very proud of our academy, of our staff and of our students and all they continue to achieve. We instil resilience in all of our students, both academic resilience and resilience for life. We expect and we believe in the highest standards of behaviour and respect, and motivate all of our students to achieve their full potential both academically and in the wider curriculum.

Rodillian is a happy school where students and staff show respect, consideration, and kindness. This is a great place to work, and we look forward to welcoming our future colleagues into the academy.

We were born of Rothwell Grammar School and their motto, “Nec Sperno, Nec Timeo”, still rings true: “Neither Do I Spurn, Nor Do I Fear”. We are an inclusive organisation where we want the very best for all: students and staff.



Lorraine Bradley
Principal

Current number on roll	*Standards Pass inc. Eng and Maths (4+)	*Strong Pass inc. Eng and Maths (5+)
1618	79%	57%





I feel very privileged to be the Principal of Southway and every day that I walk around our school I feel extremely proud of the way staff and students work together. The relationships at Southway between colleagues and between staff and students, is extremely unique. It is the strength of these relationships that make Southway the amazing provision that it is. There is a very strong feeling of trust throughout all stakeholders; everyone works together to raise aspirations and create positive futures.

Southway is an Independent School, a subsidiary company of The Rodillian Multi Academy Trust which provides alternative provision and education for students at KS3 and KS4. Students who struggle with conventional education or, due to particular challenging and often traumatic events in their lives sometimes need a period of time in an alternate setting. Many of the students who join Southway have been excluded from mainstream school and perceive that they have failed. The staff at Southway are committed to building positive relationships and promoting resilience in all students so that they have the opportunity to re-engage with education, take ownership of their lives and the choices that they make and ultimately succeed.

Southway is testament to the fact that even the most challenging and complex students can reach their full potential, and achieve academic success. A significant majority of our Key Stage 3 students successfully re-engage with mainstream schools which is a credit to the way our staff work with students and their families. We have extremely high aspirations for our young people and we strive to give them the education and life skills that they will need to move on to the next stage of their life.

All staff at Southway are fully committed to raising the aspirations of every pupil and students work towards achieving meaningful qualifications that will lead to relevant next steps and Post-16 pathways. Over the last six years Southway is very proud to report that we have had no NEETs.

Southway is a very unique school, an amazing alternative provision which allows students to reset, rebuild and succeed. If you are interested in being part of this exciting and innovative educational setting, then please contact me directly and I will be more than happy to facilitate a visit.



Andy Percival

Andy Percival
Principal

Current number on roll	*Standard Pass English (4+)	*Standard Pass Maths (4+)	Securing 5 quals (9:1)	Consecutive years with zero NEET
62	30%	48%	26%	6





Curriculum

As a Trust, we constantly seek new and engaging innovations for our curriculum and with this our staffing needs change. Since 2015, the curriculum has included our high impact Resilience program, where we challenge our students to be the most resilient learners they can be. In addition, we will have an Arts Option for Year 7 and 8 to immerse students in their favourite Arts subject and promote deep learning, alongside our Rugby and Netball Academies where we foster a competitive and high achieving sports environment, underpinned by the values of resilience.

In Year 8 and 9, our Applied Resilience curriculum offer includes skiing, water sports, horse riding, cake decoration and computer games production, amongst others; all subjects are delivered in school time and offered by our dedicated teaching staff, who have a passion for something beyond the normal curriculum. Year 9 students have the opportunity to study pre-options with the aim of engaging, inspiring and up-skilling students so that they are enthusiastic about their option choices and prepared for success. In Year 10 and 11, students focus on the core, but choose from the widest range of options subjects that we can give them, thus giving them a broad base of experiences on which to make informed choices for post-16.

We are also continuously developing our Sixth Form curriculum at The Rodillian Academy to include tangible pathways into both academic and vocational degree subjects, the world of work or higher level apprenticeships. Our vocational pathways will include relevant work related learning opportunities such as sports leadership, engineering and child care, whilst our more academic pathways will benefit from our developing Career Academy and links with high quality Russell Group Universities.

Our curriculum is highly innovative and aspires to meet the demands of learners in the 21st Century; as such we need engaging, inspirational, motivated individuals to meet the demands of our curriculum.

*Academy results data provided throughout the booklet is taken from 2021 TAGs



Aspire Curriculum

Aspiration. Awareness. Ambition.

The Rodillian Multi Academy Trust has never been afraid to innovate within our curriculum to best serve the needs of our children.

Following the worst of the pandemic and the Institute for Fiscal Studies' report 'COVID-19 and Inequalities' which contains stark warnings for schools about the impact of the pandemic on the education and opportunities for young people, we felt it was important to review our curriculum. The report argues that the pandemic has served to widen the attainment gap between students from affluent and humble backgrounds, and suggests that 'unless there is a concerted effort to help these children once schools reopen, these wider gaps may well become permanent'. Consequently, and after looking at other research about the impact of Covid19 on education we developed the Aspire curriculum which we launched with Year 7 in 2021 and plan to extend in Year 9 in 2022.

Aspiration is the ability to dream and set goals for the future while being inspired in the present to reach those dreams.

The aim of the course is to offer our students a sensitive and inspirational curriculum that supports and challenges them to broaden their life experiences, increase their awareness of social injustice, encouraging them to challenge themselves and giving them the self-belief to explore the many possibilities offered by life both in the world of work and beyond.



Positive Discipline

Traditional values of discipline and respect are an essential part of our ethos at the Rodillian Multi Academy Trust, as we believe these are essential for creating a safe, harmonious and nurturing environment for both staff and students alike. In particular, we take a no-tolerance attitude towards bullying.

However, discipline is not the same thing as punishment, and we make sure our methods of discipline are always fair, considered, caring and positive. Where possible, we prefer to focus on encouragements and rewards, rather than punishment and exclusion, in order to build a better community in each school – and across the Trust as a whole. Our positive praise culture ensures that all students, regardless of ability, age and gender are involved in the process of praise, recognition and reward in all aspects of academy life.

Our approach to discipline has seen us turn around a number of struggling schools, including a number that were on Special Measures before joining the Rodillian family, with exceptional improvements in behaviour, attendance and academic performance coming as results of the Rodillian Ethos.

The Positive Discipline (PD) system is an easily applied system that is consistently applied by both support and teaching colleagues across the academies. The black and white system doesn't allow for inconsistency and demands high standards of behaviour both in the classroom and beyond. The policy removes any ambiguity of behaviour expectation and enables students who get it right to receive praise in every lesson. This ensures that teachers can get on with teaching children who want to learn and who behave in a satisfactory manner. Furthermore, teachers should not have to suffer constant disruption. Behaviour sanctions are removed from teachers and led by senior colleagues, this includes moved rooms, detention and isolations. The only requirement of teachers is to apply the in-class and around academy policy and concentrate on supporting students to achieve.

SLT Led Duties

In our academies, duties at lunch time and after school are led by senior members of staff, giving time for colleagues to develop their practice and offer enrichment opportunities to our students.



Teacher Training

We're looking for smart, ambitious, free-thinking trainee teachers with interesting things to say about important issues in education.

The Rodillian Multi Academy Trust is delighted to be able to offer places to train to teach in 2022-23. As we build on our success in our growing community of schools, we have been awarded places to train future teachers in conjunction with our partners Leeds Trinity University and Leeds Beckett University.

We have training places in the following subjects:

- Maths
- English
- Physics
- Biology
- Chemistry
- History
- Geography
- PE
- Art and Design

As a trainee with The Rodillian Multi Academy Trust, you can expect to develop your skills with your specialist mentors and have the freedom to teach without having to spend time dealing with behavioural issues. Furthermore, you can look forward to excellent support and professional development across the Trust, with staff in schools who know you well and will develop your individual teaching profiles.

Our training offers:

- A top-quality training and mentoring programme developed in partnership with Leeds Trinity University and Leeds Beckett University
- Experience across two of our secondary schools, working with all abilities and all secondary key stages
- A PGCE on successful completion of our one-year programme.

Please see our website : [Teacher Training | The Rodillian Multi Academy Trust \(rodillianacademytrust.co.uk\)](https://www.rodillianacademytrust.co.uk/teacher-training)

