



RECRUITMENT FAIR

21 JANUARY 2023

Schedule

Arrival

9:30am - 10:00am

Including registration and refreshments.

Welcome

10:00am - 10:45am

Andy Goulty, Chief Executive of the Rodillian Multi Academy Trust.

Explore

10:45am onwards

Your opportunity to look around the Rodillian Academy and speak to staff and students.

Visit the Academy stalls:

- Meet the teams
- Discuss job vacancies with Principals and colleagues
- Browse the information about our Academies
- Learn more about our principles and our Positive Discipline policy.

Close

12:15pm

About the Rodillian Multi Academy Trust



95%

of staff agree or strongly agree that they enjoy working at the Trust.

92%

of staff would recommend working at the Trust to a friend.

We are a Trust of four Academies and an alternative provision independent school based in West and North Yorkshire.

With a strong focus on resilience, growth mindset and Positive Discipline, the Rodillian ethos has helped to transform schools – from their culture to their Ofsted ratings – as well as the lives of students and teachers.

We are committed to doing things differently – creating schools that students want to attend, and where teachers want to work.

We raise aspiration levels for staff, students and schools by encouraging creativity in the classroom, and by giving our staff freedom to experiment with their teaching.

We strive to develop a growth mindset in each of our young people and our staff – a belief that intelligence is not fixed or inherited but can be improved if we learn from our mistakes and continually work hard.

All of this is guided by our Positive Discipline policy – a traditional approach to behaviour management, innovative curriculum design and excellence in teaching that delivers the best possible outcomes.

Our Academies are all clustered within 30 minutes travelling distance of one another, allowing us the ability to provide high quality networks and support.

Positive Discipline

Traditional values of discipline and respect are an essential part of our ethos at the 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 suspension, in order to build a better community in each Academy – and across the Trust as a whole.

Curriculum

We aim to help every single student who comes through the Rodillian Multi Academy Trust to develop the skills they need to transition into the wider world as confident, capable and resilient young adults.

In addition to fantastic academic learning and support available as part of the Trust's curriculum, they will also be helped to develop skills such as self-reflection, problem solving, risk-taking, perseverance, facing competition, and coping with failure. This is all delivered as part of our **Resilience Curriculum**.

These essential life skills ensure that, wherever students go after they leave the Trust, they have the resilience, growth mindset and confidence required to pursue all of their goals.

Aspiration is an essential part of what we do, every child who attends one of the Academies in the Trust has their life chances transformed. Our **Aspire Curriculum** places a great emphasis on encouraging our students to raise their aspirations and equipping them to achieve their goals.

We enable our students to compete with their privately schooled counterparts with confidence and composure, equipping them to hold their own in any setting, among any group of people of any background. Wherever our students want to go when they leave us, our goal is to help them get there and to excel when they do.

We also raise the aspiration levels for the staff that work with us, helping them achieve their career goals and learn new skills.

In Year 8 our students study history, geography, religious studies and media studies through the vehicle of **Contextual Curriculum**. Every year we identify the current, domestic and global issues and we study them through the lens of these subjects.

This helps to give our students a vital and relevant insight into the underlying causes of current issues and to help them understand the links between history, geopolitics, geography, the role of religion and how these are represented by both main stream media and increasingly, social media.

Senior leadership team-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.



SCAN ME AND WATCH
OUR ETHOS IN ACTION

Andy Goulty
Chief Executive



Denise Kriens
Director of HR,
Safeguarding and
H&S



About our Academies: BBG



BBG Academy, Bradford Road,
Birkenshaw, BD19 4BE

1024

Number on roll

79%

**Standard pass incl. English
and maths (4+)**

64%

**Strong pass incl. English and
maths (5+)**

BBG Academy joined the Trust in July 2015 after a period of school-to-school support following an 'Inadequate' Ofsted rating in October 2014. After only three monitoring visits the Academy was removed from special measures in March 2016 and rated 'Good' in all Ofsted categories.

BBG has enjoyed successful academic outcomes since and regularly appears in the top 20% of schools nationally, and within the top three schools in Kirklees based on both progress and attainment.

True to form, students continued to work hard throughout the pandemic, which resulted in excellent results in 2022, with almost 80% of students achieving Grade 4 and above in both English and maths, and 64% achieving Grade 5 and above. Progress 8, including Year 10 early entry GCSE results for 2021/22 are 0.45.

Ofsted's 2021 inspection saw BBG Academy rated 'Good' in all areas - a fantastic achievement for all involved with the BBG community. The report indicates that "Staff and pupils are proud to be part of the school. One pupil described the school as a big family."

BBG is 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, British Sign Language, and in debate (amongst other things) at school - and in physical pursuits and independence found at our 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
Principal**



About our Academies: Brayton



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

782 Number on roll

74% Standard pass incl. English
and maths (4+)

55% Strong pass incl. English and
maths (5+)

Brayton Academy opened in September 2016 and serves the communities of Brayton, Selby Town and the surrounding villages. The Academy is continuing to grow and become the school of choice in the area. The school has grown from 360 students in 2016 to over 900 for September 2023.

Rated as 'Outstanding' by Ofsted in 2019, the Academy's 2021/22 Progress 8 figure is far above national average at 0.77 (including Year 10 early entry GCSEs), with 74% of students achieving a Grade 4 in English and maths and 55% of students achieving Grade 5.

Investment in the fabric of the building is continuing to take place. In the summer of 2021, over £200,000 was invested in new ICT facilities. A programme of refurbishment of classrooms continues as well as a £200,000 refurbishment of science labs.

I have been the Principal here since the opening of the Academy. 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
Principal



About our Academies: Featherstone



The
Featherstone Academy

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

488

Number on roll

63%

**Standard pass incl. English
and maths (4+)**

40%

**Strong pass incl. English
and maths (5+)**

The Featherstone Academy was the first Academy to join the Trust in the summer of 2014. The Academy was in special measures and attendance was poor at 92.7%, with a high level of persistence absences.

After a leadership restructure, curriculum review and the implementation of the Trust's ethos such as Positive Discipline, the Resilience Curriculum and the coaching model, outcomes for the students started to rise. The impact of the Trust's ethos led to an Ofsted inspection in 2017, concluding that the Academy was no longer in special measures and graded leadership as 'Outstanding' and behaviour as 'Good'.

Ofsted revisited the Academy in 2022 and it continues to be rated as a 'Good' school. In 2021/22, 63% of GCSE students achieved a Grade 4 or above in English and maths, with no gap between disadvantaged and non-disadvantaged students. As a result of its good local reputation, the school is now oversubscribed and growing.

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. We are an inclusive secondary school, and 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.

With a strong focus on resilience, growth mindset and Positive Discipline, the Rodillian ethos has helped to transform The Academy, as well as the lives of students and teachers. These values have created a learning environment in which all students can succeed, and the Academy thrives on the positive relationships with parents and carers which helps support our students' learning.

We have big ambitions to be a beacon of learning, aspiration and success for our local community. Our Academy staff are committed to ensuring students are able to achieve their goals, through hard work, recognition of their individual success and a relentless drive to ensure student achievement.

We look forward to welcoming new additions to our team.



**Diana Townshend
Principal**



About our Academies: Rodillian



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

1644

Number on roll

71%

**Standard pass incl. English
and maths (4+)**

50%

**Strong pass incl. English
and maths (5+)**

The Rodillian Academy is where the Trust's journey began.

The Academy is housed in a £30 million building, which is as pristine today as it was when we moved in, in 2018. 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 Academy has risen significantly since our journey began, and our highly successful Sixth Form provision sits within the top 25% nationally too.

The Academy's 2021/22 Progress 8 figure is above national average at 0.12 (including Year 10 early entry GCSEs), with 71% of students achieving Grade 4 and above in English and maths, alongside 50% of students achieving Grade 5 and above also. The Academy has been rated as 'Good' by Ofsted since 2012, with its most recent inspection in 2019, alongside leadership and behaviour being rated as 'Outstanding'.

Behaviour in the Academy is exceptional, and something which we are very proud of. Our 2019 inspection saw Ofsted note that "Leaders ensure that pupils learn in a calm and supportive environment. Teachers do not accept disruptions to learning. Pupils behave well, and know who to go to if they need help. Leaders take bullying seriously, and pupils agree. Staff create an orderly environment based on clear routines. Staff encourage pupils to share their views in class, and relationships between pupils and staff are positive and respectful".

At Rodillian we believe that traditional values of discipline and respect are sacrosanct. We do not tolerate bullying, defiance or rudeness, and this has made for a harmonious and safe learning environment for our young people. We are proud of the supportive environment we provide for staff, where they can concentrate their efforts on teaching, and their own continuing professional development. Our school is also committed to safeguarding and promoting the welfare of children.

Rodillian is a happy Academy 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.



Lorraine Bradley
Principal



About our Schools: Southway



Southway, KS3/4 Extended Educational
Provision, South Leeds Hub, Middleton
Road, Leeds, LS10 3JA

88

Number on roll

83%

**Overall pass in English and
maths**

43%

**Securing five qualifications
(9:1)**

7

**Consecutive years with zero
NEET**

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 KS3 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.

Southway accepts students throughout the year based on the needs of the referring schools. The 2021/22 Year 11 cohort consisted of 36 students and half of the cohort joined Southway in the first few weeks of Year 11, having had a very limited educational experience during the pandemic. From this cohort, all students have successfully moved onto further education, employment or training and Southway have reported no NEETs for the seventh year running.

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; everyone works together to raise aspirations and create positive futures. Southway 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
Principal**



Our vacancies

BBG Academy



Role	Start Date
Teacher of Geography	ASAP
Head of Modern Foreign Languages/ Teacher of French (TLR 2c)	Easter 2023
Head of Design Technology (TLR 2c)	Easter 2023
Teacher of Geography + Coach (TLR 1a)	September 2023

Brayton Academy



Role	Start Date
Teacher of English	June or September 2023
Teacher of Maths	June or September 2023
Teacher of Science	June or September 2023
Teacher of PE (female)	June or September 2023
Teacher of Religious Education	June or September 2023
Head of History (TLR 2a)	June or September 2023
IT Apprentice (temporary)	ASAP

The Featherstone Academy



Role	Start Date
Teacher of Drama and English (temporary)	Easter 2023
Teacher of Maths	Easter 2023
Teacher of English	June or September 2023

Our vacancies

Rodillian Academy



Role	Start Date
Teacher of Maths	September 2023
Teacher of Design Technology	September 2023
Teacher of PE (female)	June 2023
Teacher of Computer Science	June 2023
Teacher of History (maternity cover)	June 2023
Cover Supervisor	ASAP
IT Apprentice (temporary)	ASAP

Southway



Role	Start Date
Teacher/Tutor of Food Technology	ASAP

Trust-wide roles (Academy base TBC)



Role	Start Date
Senior Leadership Positions	Various
Teacher of Maths	June or September 2023
Teacher of English	June or September 2023
Teacher of Science	June or September 2023
Infrastructure Engineer	ASAP
Digital Co-ordinator	ASAP

Starting your teaching career



Early career teachers

As an early career teacher (ECT), you will be encouraged to develop your skills and find your own style and methods of teaching.

All our ECTs take part in the Early Career Teacher Programme, a statutory two-year induction introduced by the Department for Education in September 2021. We follow the UCL Institute of Education Programme working with their delivery partner - Exchange Teaching Hub for Barnsley, Doncaster, Selby and Wakefield.

ECTs receive formal support from colleagues across the Trust including a designated ECT mentor who will work alongside them through the critical first years of their career. Through the UCL programme, ECTs benefit from weekly mentor sessions, training with expert facilitators, access to online learning communities and access to self-study materials; all based on the best available research.

In addition to the national programme we also run our own internal ECT programme which is designed to support and develop our new teachers on their journey of employment through the Trust. Start your career in the safest of hands with the Rodillian Multi Academy Trust.

Teacher training

The Trust's Training Alliance are delighted to offer the opportunity to train through the School Direct Initiative across a variety of secondary schools in Leeds, Wakefield and Selby. We believe in growing our own talented teaching leaders of the future, and investing in our staff through quality accredited programmes and coaching.

Working in partnership with Leeds Trinity University and Leeds Beckett University, we have developed an exciting one-year programme which will give you the opportunity to experience schools in a range of contexts, gaining a PGCE at the end of the year.

During the year you will benefit from expert mentor support in school and through university. You will complete two placements in different schools, ensuring that you gain experience in delivering lessons across all Key Stages. You will be treated as a full member of staff in all schools whilst being supported by expert mentors and professional development.

Find out more on our website: <https://bit.ly/3USIApt>

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