



**Victorious**  
Academies Trust

*Success in education*

Inspiring · Discovering · Caring · Improving · Achieving

# Victorious Academies Trust Recruitment Pack

## Our Schools

Aldwyn Primary, Audenshaw  
Buckton Vale Primary, Stalybridge  
Discovery Academy, Hattersley  
Gamesley Primary, Glossop  
Greenside Primary, Droylsden  
Holden Clough Primary, Ashton under Lyne  
Inspire Academy, Ashton under Lyne  
Lyndhurst Community Primary, Dukinfield  
Poplar Street Primary, Audenshaw  
Wild Bank Primary, Stalybridge  
Yew Tree Primary, Dukinfield



[www.victoriousacademies.org](http://www.victoriousacademies.org)



# Letter from Karen Burns our CEO

Dear Applicant,

As the Chief Executive of Victorious Academies Trust I would like to thank you for your interest in our Trust.

We aim to recruit outstanding people. We would rather make no appointment than appoint someone who is not suited to our ethos. For this reason we clearly articulate our vision, values and expectations when putting together information for applicants and we always give a lot of attention to appointing the right person.



We aim to recruit staff who:

- Are excited by their role and by the prospect of working with young people;
- Love the processes of learning and teaching and are keen to continually develop their own skills;
- Recognise that teaching can be a demanding job and react positively to those demands;
- Will subscribe to the ethos of our Trust and 'go the extra mile' in terms of time and commitment to get the very best from our young people;
- Are quick to praise and slow to criticise; and
- See themselves as potential leaders of the future.

If this is your first contact with our Trust I hope what you read, along with anything else you discover about us, inspires you to apply for one of our posts. We are excited by the continued opportunity to grow our Trust and hope that you would like to come on this journey with us.

**Karen Burns**  
Chief Executive Officer



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@TrustVictorious



# Our Vision, Mission and Values

## Our Vision

We have a vision for education that builds pathways for all, focusing on personal strengths, academic progress, character development and progress to employment. This is linked to lifelong learning, professional development and community involvement. We want to remove barriers to achievement and to inspire individuals by setting their learning in the context of their future aspirations.

## Our Mission

- Growth – to develop our thriving multi academy trust, regionally and nationally from our base in the north-west.
- To create a number of clusters (hubs) of 10+ schools in each.
- Develop our north west clusters, championing collaboration across all core school staff groups.
- Develop our beacon of excellence by supporting all schools to improve outcomes and opportunities for a greater number of pupils.
- To support emerging Trusts and CEO's, ensuring our vibrant community of professionals collaborate beyond our boundaries, across schools and other trusts.
- To work across the wider regional and national system providing blogs and resources, supporting and facilitating training, round table discussions and chairing regional and national conferences.

## Our Values



### **Inspiring**

Encouraging all to be as creative and motivating as possible



### **Discovering**

Seeking opportunities to expand knowledge and experience



### **Caring**

Providing support and guidance for the whole Trust community



### **Improving**

Striving to better ourselves at all times



### **Achieving**

Teaching to attain aspirational targets



## What our Staff say...

“Having worked for a local authority school for several years, I was extremely apprehensive about moving over to an Academy. However, I can honestly say the transition was seamless. I felt as though I was suddenly part of a big caring family, we all help and support each other, and nothing is too much trouble. I have built strong bonds and lifelong friends along the way. I believe my role is more rewarding; our Trust does a fantastic job of making you feel valued and appreciated and if you do want to progress in your role this is very much encouraged. I love seeing our happy pupils and families thrive and I feel really proud to work at my school and it's a pleasure to be part of Victorious Academies Trust.”

“Discovering, improving, achieving, inspiring, caring – these Trust values really are a part of my journey as a teacher at Discovery Academy. I have discovered new ways to teach and also discovered more about the type of teacher I am. I know I have improved as a teacher thanks to the support and care from staff and a wide range CPD opportunities. I am incredibly grateful for the huge amount of opportunities I have had since starting at Discovery, from the opportunity to try out new ways of teaching, to leading clubs, workshops, having subject responsibilities, having the opportunity to complete my NPQML and most recently becoming Assistant SENCO. I can hardly believe all that I have achieved thanks to the support and care that comes from being part of the my school family.”

“For me, being part of Victorious Trust means my school and I benefit from valuable collaboration with other colleagues from a diverse range of settings. All schools have a shared passion to develop the five key values of our Trust and hold these at the heart of everything they do.”

“After working as a Teaching Assistant Level 2 at another school for six years, where there was no opportunity to progress, I had lost my confidence a bit. So when a position came up at Inspire Academy, I knew that I had to apply. The SLT really boosted my confidence, they made me feel that I was worthy of my new role and more! I was asked about my goals on many occasions and encouraged to reach for them. Soon after arriving at Inspire I progressed to a HLTA role and during this time, I completed by Foundation Degree in Early Years Education. When an opportunity came up to cover the Nursery Teacher, due to a maternity leave, I was asked if it would be something that I would be interested in. My professional development had been fully supported and I did not want to let this opportunity pass me by, so grabbed it with both hands. I am currently the Nursery teacher and could not be happier. The staff at my school believed in me and helped me to achieve all that I had set out to do and more.”

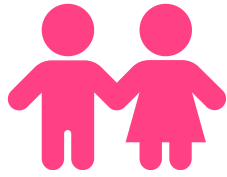
“My first experience of Discovery Academy was as a parent. I was truly blown away by the support my child received and this encouraged me to become a volunteer and complete my Level 3 Teaching Assistant diploma. I have since then been employed in the After School Club, as a TA and am now working as a full time TA3. Being part of a team where you feel valued and supported has really motivated me to achieve and complete my own personal goals and qualifications. I have been given opportunities to develop and progress and being part of my school family means I want to go that extra mile for the children, the school and our Trust.”



# Our Trust Headline Data



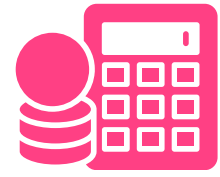
**638**  
Staff



**4097**  
Pupils



**13**  
Schools



**£23M**  
Trust Income 2023



## Funding Aquired Since 2019

**£300K**  
Trust  
Capacity  
Fund (TCAF)

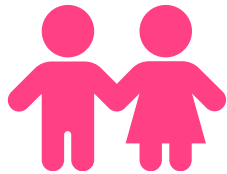
**£4.25M**  
Conditional  
Improvement  
Fund (CIF)

**£250K**  
Salix Energy  
Efficiency  
Fund (SEEF)

**£425K**  
Connect the  
Classroom



**42**  
Staff  
Collaboration  
Groups



**Over 120**  
Extra-Curricular  
Groups

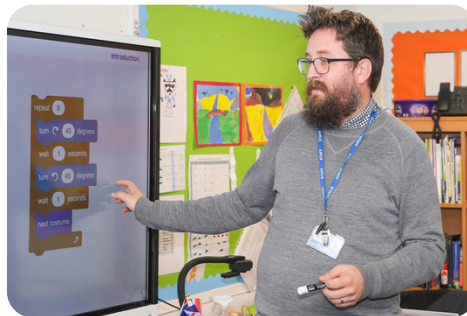


**7**  
Academies rated  
Good by Ofsted  
(since September 2022)



**1**  
Academies whose Ofsted  
rating increased from  
Inadequate to Good  
(since September 2022)

More information about our Trust and schools can be viewed on our website [www.victoriousacademies.org](http://www.victoriousacademies.org).







# Collaboration across our Trust

Collaboration is at the heart of all that we do. Our schools collaborate strongly which has improved teacher expertise and pupil outcomes. Our collaboration groups work together to develop their own expertise and confidence and therefore improve the quality of our provision for all pupils.

We start off every academic year with our annual staff Inset Day where all staff from our family of Trust schools come together to hear from our Chair of Trustees, our CEO and other key staff or external speakers. This year for 2023/2024 the focus is Relational Inclusion practice across our schools, which focuses on the importance of trauma informed practice within the classroom. The project involves a staff training programme and the implementation of key activities for children who may have been affected by adverse childhood experiences. Our Trust wants to imbue a culture and language which adopts the Relational Inclusion ethos.

Across the academic year regular meetings take place within all areas of school operations and across all roles. Our Trust also has a thriving wellbeing committee who are continually improving practice across our Trust and regularly source training/initiatives to support all Victorious staff.

Some of our Trust Collaboration groups who meet half-termly, include:

- Headteachers
- Office Managers
- Deputies and Assistant Headteachers
- Facilities Management
- Curriculum Subject Groups
- Wellbeing Champions
- EYFS Leads
- SENDCo Leads
- Assessment Leads
- Writing Moderation

We have formal and informal platforms for communications and staff report a real benefit from liaising with other professionals with the same/similar role to themselves, particularly where a school may have only one or two people in the role. These two levels of support and collaboration offer our Trust staff increased wellbeing and emotional support as well as gaining professional knowledge and expertise.

Beyond our Trust family in our schools' local areas, we meet with local primary and secondary schools to build relationships and understand need. We develop strong relationships with the admissions teams and wider local authority officers, including the safeguarding and health and safety teams. Our school leaders are active contributors to the local school system, including training opportunities, peer-to-peer support, network / cluster partnership working and sharing good practice.

Some of our Collaboration Events that take place over the school year, include:

- Victorious Voices, our Trust Choir.
- Cross Trust Sports events, including, Dodgeball, Athletics, Football, Netball, Rugby.
- Maths Time Tables Rockstars Competition.
- Whole Trust Art event.



## Our Wellbeing Vision

The wellbeing of our staff and pupils is fundamental to our Trust vision and values. We place the physical, emotional and mental health of our staff and pupils at the forefront of our decision making. We focus on ensuring that our staff are able to have balance within their lives, that they can cope well, and can deal with challenging situations in a comprehensive manner. As a result, our staff feel motivated, energized and engaged, showing resilience to deal with life's challenges. This helps support our pupils and wider communities – we know that if staff feel well they are better placed to support our communities.

## Our Wellbeing Strategic Values



**Inspiring** children and staff to engage, learn and develop their skills in mental health and wellbeing.



Helping our children and staff **discover** the different skills needed to help those with mental health illnesses.



**Caring** about all children and staff under our care; their emotional, mental and physical wellbeing is important to us.



**Improving** our understanding of staff and children's mental health and wellbeing.



We support our children and staff to **achieve** a positive emotional and wellbeing state of mind whilst in our care.

## Wellbeing has developed across our Trust through varying levels of support this includes:

- **Specialist support** (through our Employee Assistant Programme, referrals to Occupational Health and referral to our Wellbeing Development Officer)
- **Targeted support** (through supervision, training around mental health, regular wellbeing check ins with our Wellbeing Development Officer, wellbeing events for staff, text, email and school / home visits)
- **Universal support** (through our Wellbeing Development Officer, staff Wellbeing Policy, our wellbeing focus for staff, no stigma or blame culture for mental health illnesses, our Wellbeing Working Group, Staff and pupil Wellbeing Ambassadors and Champions each school).
- Wellbeing collaboration groups including, Wellbeing Leads, Mental Health Leads, Pastoral Leads, Health and Safety Leads, Safeguarding Leads and Relational Inclusion Champions.
- Our annual whole Trust Inset Day at the start of each academic year focuses on an aspect of wellbeing – Staff Wellbeing in 2022 and Relational Inclusion for pupils in 2023.



# Our Schools



## Aldwyn Primary, Audenshaw

Aldwyn is a two form entry school with 68 staff and 433 pupils aged between 3 and 11. Aldwyn joined our Trust in July 2023. Aldwyn's school values are, to be their best they will, Care, Value, Listen, Help and Achieve.



Buckton Vale Primary School

## Buckton Vale Primary, Stalybridge

Buckton Vale is a one form entry school with 33 staff and 239 pupils aged between 4 and 11. Buckton Vale joined our Trust in October 2022. Buckton Vale's school values are, Responsibility, Honesty, Respect, Happiness, Aspire to Achieve and Believe



## Discovery Academy, Hattersley

Discovery is a one form entry school with 38 staff and 227 pupils aged between 3 and 11. Discovery opened as a new school as a part of our Trust in September 2016. Discovery's school values are Discovering, Inspiring, Caring, Improving and Achieving.



## Gamesley Primary, Glossop

Gamesley is a one and half form entry school with 44 staff and 195 pupils aged between 4 and 11. Gamesley joined our Trust in December 2018. Gamesley's school values are, Inspiring, Discovering, Caring, Improving and Achieving.



## Greenside Primary, Droylsden

Greenside is a two form entry school with 74 staff and 472 pupils aged between 3 and 11. Greenside joined our Trust in November 2018. Greenside's school values are, Inspiring, Discovering, Caring, Improving and Achieving.



## Holden Clough Primary, Ashton under Lyne

Holden Clough is a one form entry school with 42 staff and 345 pupils aged between 3 and 11. Holden Clough joined our Trust in April 2023. Holden Clough's motto is 'Reaching for the stars'.



## Inspire Academy, Ashton under Lyne

Inspire is a two form entry school with 71 staff and 443 pupils aged between 3 and 11. Inspire opened as the first school in our Trust in September 2015. Inspire's school values are, Inspiring, Discovering, Caring, Improving and Achieving.





# Our Schools



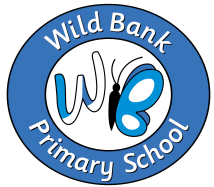
## Lyndhurst Community Primary, Dukinfield

Lyndhurst is a one form entry school with 36 staff and 224 pupils aged between 3 and 11. Lyndhurst joined our Trust in October 2023. Lyndhurst's school values are Inspiration, Challenge and Support.



## Poplar Street Primary, Audenshaw

Poplar Street is a two form entry school with 65 staff and 455 pupils aged between 3 and 11. Poplar Street joined our Trust in April 2018. Poplar Street's school motto is 'Working together - aiming high'.



## Wild Bank Primary, Stalybridge

Wild Bank is a one form entry school with 31 staff and 146 pupils aged between 3 and 11. Wild Bank joined our Trust in April 2020. Wild Bank's school motto is, 'Working together we can achieve our best'.



## Yew Tree Primary, Dukinfield

Yew Tree is a two form entry school with 47 staff and 370 pupils aged between 3 and 11. Yew Tree joined our Trust in November 2018. Yew Tree's school motto is, 'Working together to achieve our best'.

## Associate Schools



## Arundale Primary, Hyde

Arundale is a one form entry school with 29 staff and 196 pupils aged between 3 and 11. Arundale have been an associate school since March 2020. Arundale's school motto is, 'Achieving together, succeeding together'.



## Pinfold Primary, Hattersley

Pinfold is a two form entry school with 55 staff and 399 pupils aged between 3 and 11. Pinfold have been an associate school since March 2020. Pinfold's school motto is, 'Working together, sharing success'.



# Why join Victorious?

Our Trust is passionately committed to providing the best outcomes for all our pupils. We value all qualities in the young people we serve and celebrate their diverse achievements, including those relating to personal development, extra-curricular activity and academic attainment.

We highly value all the incredible work of all the staff who work for Victorious Academies and their unrelenting aspiration for our children proves inspirational and enabling, resulting in some amazing personal gains for our pupils. Professional development is at the heart of our Trust and all staff, whatever role they undertake, are encouraged to develop their expertise and abilities at all times.

We have a rigorous recruitment process following our Trust Safer Recruitment Policy and in line with updates to KCSIE, dependent on the role we perform secure social media checks on successful candidates with their consent.

Our schools currently are located across Tameside and Derbyshire local authority areas and we work with officers from both areas, along with local and regional trade union representatives through our trade union recognition agreement.

We have a proven track record of promotion and progression of staff within our Trust and this is something of which we are particularly proud. We also ensure that all staff are trained in Safeguarding, Mental Health, Radicalisation Prevention, Female Genital Mutilation and Child Sex Exploitation. This ensures our pupils are kept safe at all times.

Our staff have access to our Victorious Plus+ platform, this is an online hub for all staff that offers wellbeing support and financial discounts at many High Street retailers.

The academies in our Trust are all different. We embrace their individual characters and uniqueness. Our CEO is keen to encourage autonomy in the settings within our Trust with the obvious caveat that standards must be as high as possible as a result of their varying approaches.

Our Members and Trustees are highly committed to the success of our Trust. They are skilled individuals who challenge and support appropriately, always with the needs of our pupils uppermost in their minds.

At Victorious Academies Trust we are a group of genuine, passionate and dedicated people who work harmoniously and professionally together securing fantastic results for our young people. We firmly believe that our practice provides the pathway to a bright future for all the children, families and staff within our Trust community.

We hope you found this document informative, if you would like to request further information, arrange a visit to one of our schools, or to discuss a vacancy in more detail, please don't hesitate to contact the school you are applying to or our Central Trust Team on 0161 830 6964 or e-mail at [info@victoriousacademies.org](mailto:info@victoriousacademies.org).

Wishing you the best of luck with your application.

## Our Safeguarding Statement

Victorious Academies Trust has a commitment to safeguard and promote the welfare of children and/or young people. We have robust processes and procedures to reduce risk and continuously promote a positive culture of safeguarding amongst our workforce. The role described involves working with children and/or young people and is subject to Victorious Academies Trust's Safer Recruitment Process.

All posts require an enhanced disclosure from the Disclosure and Barring Service (DBS).