



# Recruitment Pack

Information and guidance for applicants



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W: [www.tltrust.org](http://www.tltrust.org)

Company registration no: 07185357



Dear Applicant,

Thank you for your interest in applying for a position at Freebrough Academy.

The Academy is part of the newly formed Teesside Learning Trust, a Multi Academy Trust which was established on 01 September 2016 and is comprised of two Primary Academies, Whitecliffe Academy and Badger Hill Academy in Redcar and Cleveland, and two Secondary Academies, Thornaby Academy in Stockton and Freebrough Academy in Redcar and Cleveland. The Multi Academy Trust is ambitious for all of our students and is keen to establish itself as a centre of excellence in the North East region. Students benefit from the resources and expertise across all four schools and we are in a great position to develop a smooth and seamless transition between primary and secondary schools for our students. Being part of a much bigger entity also brings opportunities for the development of staff and succession planning opportunities.



The Teesside Learning Trust is led by a strong and effective Board of Trustees who collectively support and challenge schools within the Trust to achieve excellence. The Board is chaired by John Baker, a former Director at SSI UK and trustee of the Middlesbrough Football Club Foundation.

My name is Linda Halbert and I have been the Principal at schools in North Tyneside and Redcar and Cleveland for the last fifteen years. In my role as CEO of the Teesside Learning Trust I bring experience and a proven track record of success, as well as the highest expectations of staff and students and a strong belief that schools within the Trust have the power, and the responsibility, to improve the future life chances of all of our students.

Our core purpose is to have the highest ambitions and aspirations for our staff and students, to ensure that we deliver quality first teaching and effective support to enable our students to achieve the highest outcomes.

Yours Sincerely



Linda Halbert  
Chief Executive Officer

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Dear Applicant,

Thank you for your interest in applying for a position at Freebrough Academy.

I am very proud to be the Principal of Freebrough Academy. I was delighted to be appointed as Principal in September 2016 and in my experience of being the Deputy Principal for two years, and Assistant Principal for four years at this Academy, I am honoured to have seen it grow from strength to strength. I know that effective partnerships between the Academy stakeholders have been essential for the growth and success of our students.



Our ambition is for Freebrough Academy to be an outstanding school. We continuously aim to improve student outcomes by focusing on quality first teaching which is supported through our innovative curriculum and Business and Enterprise specialism. Our dedicated staff are passionate in motivating and inspiring high aspirations in our students. Determined by our can do culture we aim to equip students with the skills, knowledge and confidence to succeed in their chosen careers.

We aim to nurture such qualities as resilience, grit and pride in our learners to inspire success and excellence. All stakeholders are committed to creating a sense of community, belonging and team ethos.

This is a fantastic opportunity for an enthusiastic and ambitious individual who is committed to making a difference and to play your part in our future successes.

We hope you will take the opportunity to visit us to find out more about Freebrough Academy and what we have to offer.

Yours sincerely



Rachel Prentice  
Principal

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# About the Academy

Here at Freebrough Academy we aim to nurture such qualities as resilience, grit and pride in our learners to inspire success and excellence. All stakeholders are committed in creating a sense of community, belonging and team ethos.

We continuously aim to improve student outcomes by focusing on quality first teaching which is supported through our innovative curriculum and Business and Enterprise specialism.

Our dedicated staff are passionate in motivating and inspiring high aspirations in our students. Determined by our can do culture we aim to equip students with the skills, knowledge and confidence to succeed in their chosen careers.

We realise the importance of effective parental partnerships and the impact these positive relationships have on students' learning. For this reason we are appreciative of the support and commitment from our parents.

Working in partnership we at Freebrough Academy endeavour to dare greatly.

## Academy Priorities

It is our ambition to be an Outstanding Academy.

This will ensure that we secure outstanding provision and outcomes for all of our students.

Our Priorities 2015-2018 to achieve this:

### Effectiveness of Leadership and Management

- To further develop Post 16 provision so that it is judged as good or better
- To ensure all learners make good or better progress through the provision of quality first teaching, accurate assessment and appropriate curriculum routes
- To ensure effective internal and external governance to secure outstanding outcomes
- Quality of Teaching, Learning and Assessment
- To provide a range of development opportunities especially in assessment for the quality of teaching to be maintained as consistently good or better
- To develop the Learner Effectiveness Enhancement Programme (LEEP) programme to support us to further embed the Teacher Effectiveness Enhancement Programme (TEEP)
- Outcomes for Pupils
- To improve attainment for all learners in all subjects with a particular focus on STEM (Science, Technology, Engineering and Mathematics) so that achievement exceeds national levels
- To close the attainment gaps for groups of pupils at all key stages. To include: disadvantaged, middle attainers at KS2, boys and SEND pupils

### Behaviour

- To improve attendance and reduce Persistent Absence (PA) to be better than national levels
- To reduce fixed-term exclusions by effectively tackling any low-level disruption

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# Local area information

In the heart of Tees Valley, sandwiched between the North York Moors National Park and the Heritage Coast of Cleveland and North Yorkshire you will find the Borough of Redcar & Cleveland. An area of contrasts and surprises!

The borough of Redcar and Cleveland consists of Redcar, Saltburn-by-the-Sea, Guisborough, and small towns such as Brotton, Skelton, and Loftus.

Each town has its own story to tell and together make Redcar and Cleveland an area full of contrast with spectacular views, countryside and plenty of activities.

Redcar is a traditional seaside resort that caters for all ages and interests. It has flat sandy beaches, excellent shopping facilities and entertainment venues, top class restaurants and a wealth of historical interest. Add to this a museum, cinema, flat themed

promenade, amusements and a racecourse; you are sure to find everything you need for a perfect and memorable visit.



Guisborough is a historic market town that lies at the bottom of the Cleveland Hills. This gateway to the North York Moors was once the capital of Cleveland and its broad cobbled street is the focus of the town's shops, pubs and eating places. The nearby Guisborough Forest & Walkway Visitor Centre is a useful stopping off point before venturing off into the forest.

Guisborough is an ideal base to tour the surrounding coast and countryside of North Yorkshire and Tees Valley.

Skinningrove is a small coastal village which huddles under Boulby cliffs. It also home to the Cleveland Ironstone Museum where you can experience the underground world of the area's mining heritage. Nearby Cattersty beach is highly regarded for its fine sand and peaceful, secluded location.

Situated on the side of a wooded valley between Saltburn and Guisborough you will find a tiny village by the name of Upleatham.

Saltburn-by-the-Sea is a picturesque Victorian seaside resort that offers visitors beautiful gardens set amongst preserved woodland, long stretches of sandy beach and rugged sea cliffs. It is also home to the oldest remaining water balanced cliff lift in Britain as well as a miniature railway and the magnificent Victorian pleasure pier. The town is on the Cleveland Way and just south of the town is the spectacular Hunt Cliff.

Skelton is a town that is set 300 feet above the sea with land dropping away 160 feet to the picturesque dale of Skelton Beck resulting in some remarkable views to the North Sea some two miles away. It is an ideal place to take a break for weary walkers and is also home to Skelton Castle.

There are also plenty of other small towns and villages to explore within the Redcar and Cleveland area including Brotton and Loftus.

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# HOW TO APPLY

To apply for the role please complete the application form in full and return with a covering letter explaining how your skills, experience and aspirations meet the requirements of the specific vacancy. Please state clearly which position you are applying for on your letter.

**Please note:** The equal opportunities information will not be treated as part of your application and the information you provide will be treated as confidential and used for statistical purposes only.

## Application advice

Your application will be assessed against the criteria listed on the person specification.

We do not accept CV's, the application form must be completed in full. Only details within the official application form will be considered by the recruitment panel.

The shortlisting process follows a measured point scoring system. Please refer to the job description and person specification when completing your application form to ensure that you achieve the maximum score.

You are permitted to use additional pages, these pages must be referred to in your application. You must answer the specific questions, referring to an attached CV is not accepted.

Applications received after the closing date will not be accepted.

If you are unable to complete the application form due to a disability, or need these details in a different format, please contact the Academy.

Current legislation means that you will be required to provide documentary evidence showing that you are entitled to work in the United Kingdom. If you are shortlisted you will be asked to provide this at your interview. If you do not provide this documentation, your interview may be cancelled.

## Personal Details

Your personal details are important, please ensure that this is completed accurately.

If you have a friend or relative who is employed by Teesside Learning Trust, it is important that you declare it. Your relationship with this person is not relevant in terms of the application or selection process, the information is used to ensure that you are neither disadvantaged nor favoured in your application.

## References

You will need to provide the names of two referees. One reference must be your current or most recent employer. The second reference should be a previous employer or someone that can give information about you that is relevant to the job. Where possible, your references should cover a 5 year period.

Your referees must be able to comment on your suitability for this position. If you have never been employed, you may provide a suitable referee within a school, college, or university, or you may provide a referee from a workplace in which you volunteered. Character references provided by friends or relatives are not acceptable.

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It is good practice to contact your referees prior to applying for a post to let them know that you wish to give their names & ensure that they are willing to act as a referee.

Contact may be made with the referees at any point once your application is received. If your referee has not been contacted, it is not an indicator as to whether you have been shortlisted or not. As soon as the shortlisting process has taken place, all applicants will be informed regardless of the decision.

Any offer of employment made by the Trust is conditional until references, that are satisfactory to the Trust, are received.

## Career History

You are required to provide your current or most recent employers contact details and briefly outline the requirements of the post. Please ensure that dates of employment are accurate and make it clear if there have been any breaks in employment. If this is your current employer, you can indicate this by marking the end date as 'present' or 'still employed'.

Your previous jobs section must account for all the time since you left school, college or university. You should list your jobs, with the most recent first, stating month & year and include voluntary work. Any gaps in employment should be included and reasons for the gaps clearly noted.

Your application form should show a clear history of school, college, university, paid or unpaid work. Any gaps in employment must be clear.

## Education, qualifications and training

Please list any qualifications or certified training you have obtained showing the grade, score or level that you were awarded. Where your qualifications are a mandatory requirement of the post, you will be asked to provide your certificates.

Other CPD or training is equally important and demonstrates how you keep your professional practice up to date. This should be listed as thoroughly as possible and the organiser, organisation or awarding body should be listed clearly.

## Personal Statement

This is a crucial part of your application, this is the main area that is referred to during the shortlisting process. No assumptions will be made, ensure that you refer to the job description & person specification and use this space to clearly describe what skills and experiences that you have that demonstrate that you are the most suitable applicant.

Your completed application form will be used to decide whether or not you progress to the next stage of the selection process.

All applications must be signed. Electronic signatures or typed signatures are acceptable providing that you submit your application by email, under these circumstances you will be asked to counter sign your application form at interview.

## More information

All potential applicants are welcome to arrange a visit to the Academy, this will usually include a tour of the building and an opportunity to meet with staff and students. You will have the opportunity to meet with a member of staff with responsibility for the department who will be able to answer any questions or queries that you have.

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If you have any specific queries or would like to arrange a visit to the Academy, please email them to [recruitment@freebroughacademy.org](mailto:recruitment@freebroughacademy.org) or contact the Academy on 01287 676305 and ask to speak to a member of the HR Department.

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