

Academy  
Transformation  
Trust

Casual Minibus Driver

# Application Pack

Mildenhall College Academy

The Hub,  
Sheldrick Way,  
Mildenhall  
Suffolk  
IP28 7JX



# Contents

<b>01</b>	About ATT	Page 3
<b>02</b>	Career Testimonials	Page 5
<b>03</b>	Academy Information	Page 6
<b>04</b>	ATT Institute Information	Page 7
<b>05</b>	Job Description	Page 8
<b>06</b>	Person Specification	Page 9
<b>07</b>	How to Apply	Page 10



# 01. About Academy Transformation Trust

## Our Mission



## Four Critical Questions

*These four critical questions make it clear who we are and what we do. We ask ourselves these questions to guide our work and our improvement.*



## Why We Exist?

To **transform life chances** by achieving the highest possible standards and preparing all our students to lead successful lives.



## How do we Behave?

- **Hard work**  
*We are determined to see things through to the end and are resilient when faced with challenges.*
- **Integrity**  
*We do the right thing because it is the right thing to do.*
- **Teamwork**  
*We work together to help everyone succeed.*

## What do we do?



- We educate, safeguard and champion all our learners.
- We set high standards for ourselves and our learners.
- We build the powerful knowledge and cultural capital which stimulate social mobility and lifelong learning.



## How will we Succeed?



- Aligned autonomy
- Keeping it simple
- Talent development



# Fast Facts

Our cross-phase group of academies was founded in 2011 and since then we've grown to our current family of 22 academies (primary, secondary, special and FE) operating across the Midlands and East of England. We are responsible for the education of over 13,000 learners, for the careers of over 2000 colleagues and for the most effective spending of nearly £100 million of taxpayer income each year.

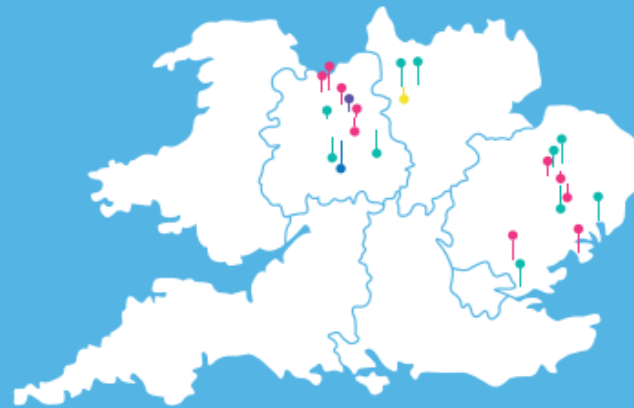
## Our Priorities

Achieve greater alignment of culture and routines.

Map processes to achieve greater efficiency.

Improve attendance.

Align curriculum and improve student outcomes.



- Academy Transformation Trust
- Secondary Academies
- Primary Academies
- Special Academies
- FE Colleges



ATT | 22 Academies

Local Authority Areas | 10

Staff | 2014

Primary | 391  
Secondary | 1244  
FE | 111  
Other | 268

Learners | 13,334

Primary | 2711  
Secondary | 9280  
Special | 45  
FE | 1298

Governance

People Engaged | 120+  
Trustees | 8  
Members | 5

Finance

£99 million in funding and other income

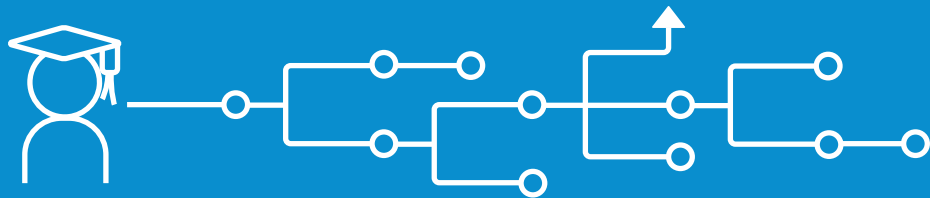
ATT Institute | Offering the very best PD opportunities for all our people & partners



## Our Performance: Ofsted

We've achieved a long run of consecutive positive outcomes from Ofsted inspections. Nineteen of our academies are rated **Good**; one is rated **Outstanding**; the academy most recently inspected, after single-word judgements ceased, is **Good** in 3/4 key areas; the final academy has not yet been inspected.

# 02. Career Testimonials



## Donovan Stansbury | Teaching Assistant

ATT has helped my career from the very beginning of my adult life. I started my career at Mildenhall College Academy on a Teaching Assistant Apprenticeship, provided by ATT FE. Now with my knowledge and understanding of my role I can succeed further with the support of ATT. I have completed my apprenticeship and now have a full-time role as Teaching Assistant at the academy. My next step is to start an OU degree, again something I will do with the full support of ATT.

## Sarah Tranter | Teacher in Charge of Teaching and Learning for RSE

Bristnall Hall Academy has been a great place for me to work for over 25 years. I started here as a teacher of Music and Religious Education and then progressed to Leading Year 10, Work Experience and taking many whole school rewards trips. I even led the Religious Education department for a while. However, careers do not always have an upwards projection and for the last few years Bristnall Hall Academy has allowed me to take a step back from being a busy Year Leader to focussing on classroom teaching, which I greatly enjoy and becoming teacher in charge of teaching and learning for RSE. As I enter my final years of my teaching career, I find the younger teachers and leadership team are gifted, full of enthusiasm and importantly fun to work with.

## Nicola Powling | Vice Principal

Since joining Mildenhall College Academy three years ago, I have been well-supported in my development as a middle leader and with the guidance and advice of senior leaders in the academy I have been able to demonstrate significant impact on the quality of teaching and learning in the Humanities subjects. Last academic year I chaired the Eastern TNG for History, which has given me the opportunity to work with colleagues across the Trust and share best practice. Most recently, I have been seconded to the senior leadership team with a responsibility for teaching and learning; this is an opportunity to continue my career development and to gain insight and experience in senior leadership.

## Janye Sargant | SEND Assistant

My career at Bristnall Hall Academy began in 2004; throughout this time, I have been fully supported in developing my role as a SEND Assistant. The department has continued to grow over this time, with Mental Health and Safeguarding becoming prevalent, therefore I felt it paramount to develop myself within this area. The academy fully supported me in studying a Diploma in Counselling and Mental Health Awareness Course alongside additional courses; my role now incorporates me being a Mental Health Champion and Safeguarding Link for SEND. The professional development offered by the academy has allowed my passion in both SEND and nurturing to continue to support our most vulnerable students.

# 03. Academy Information



Mildenhall College  
A C A D E M Y

## **Mildenhall College Academy Information**

For the past forty years, Mildenhall College Academy has taken a truly holistic view of education.

From an extensive range of academic visits to participation in national STEM challenges, a supportive Mindfulness Club and a varied programme of arts and sports activities, we go the extra mile every day to bring learning to life.

In our most recent Ofsted inspection, the Academy was again rated as Good, with inspectors noting that “pupils achieve well across a range of subjects in both the main school and sixth form”. Mathematics was confirmed as a particular strength, and inspectors were pleased to see that we “know which areas need to be improved to make the quality of education even better”.

The report went on to comment that “teachers know the key priorities for improvement and there are well-considered plans to achieve them” and are “proud to work at the school and feel well supported by the Principal and wider leadership team”.

That support will enable you to become the teacher or support staff you’ve always wanted to be, progressing your career here or anywhere within Academy Transformation Trust – and will help us on our exciting journey towards Outstanding.

To discover our holistic approach for yourself, you need to meet our Principal, teachers and students.



Our PD Curriculum is delivered through three pillars:

Transformational Leadership

Transformational Teaching

Transformational Services

## Professional Development at ATT:

# 04. The ATT

### What is our Institute?

Our ATT Institute is the cornerstone of ATT colleague professional development for all roles and career stages, bringing the best development opportunities from accredited courses to one off training sessions. All our courses are evidence-based and facilitated by extremely knowledgeable professionals, so we know that all our colleagues receive the best training available. Our offer is designed and delivered by a group of expert colleagues with the needs of all our stakeholders in mind. Whatever your current role and aspirations, there will be something in our offer to support you in reaching the next step of your career journey.

### PD Opportunities for Our Colleagues

Our Academy Transformation Trust Institute (ATTI) has a suite of training opportunities and professional development pathways across all our directorates: Education, Finance, Governance, Trustees and operations.

These are promoted internally via our dedicated SharePoint and directed communications, and externally via the [ATTI webpage](#). Our ATTI offer is continually evolving to meet the ever-changing professional development needs of our colleagues and includes a range of accredited courses and bespoke training opportunities.

### Strategic Collaboration

Collaboration is essential to the continued improvement of our academies and colleagues. We create a culture of collaboration through our professional networks and enable colleagues to drive our Trust priorities within their domains of expertise.

Find Out More Online:

[ATT Institute](#)

# 05. Job Description

## Casual Minibus Driver

### Purpose of the role

Support the Academy's need in providing a safe service and journey for our pupils.

### Key responsibilities and duties:

- The post-holder is responsible for routine safety checks on any vehicle being used to carry students. The full list of such checks is provided as part of the training.
- The post-holder will be given time to clean the vehicle for which they are responsible once per week. The standard of cleanliness of the vehicle externally and internally will be checked by the Academy.
- The driver must ensure the safe seating of passengers and issue clear instructions about arrangements for pickup and drop-up with safe procedure.
- The post-holder must report any serious misbehaviour by students to their line manager on the day of such misbehaviour occurs. The driver will be supported by the Trust to maintain good order and discipline on the vehicle.
- The post-holder must undertake any training deemed necessary by the Academy Trust.
- The postholder must ensure they contact their Line Manager in good time should they be unfit to work so that students are not prevented from arriving in time for their learning.
- There must be no deviation from the transport timetable laid down by the Academy.
- Breaks and lunchtimes must not be used for work. It is a requirement that the Driver takes rest periods as scheduled.

### **NOTE:**

The duties and responsibilities of this post may vary from time to time according to the changing demands of the academy. This job description may be reviewed at the reasonable discretion of the Principal in the light of those changing requirements and in consultation with the postholder. In any event the Principal reserves the right to review and amend the job description.

The Job Description is a description of the job to be undertaken and performed to the satisfaction of the Principal by the postholder. It does not form part of the contract of employment.

Mildenhall College Academy is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment by observing the academy's Safeguarding policies and procedures.



# 06. Person Specification

## Casual Minibus Driver

	Essential	Desirable
Professional Qualifications and learning	<ul style="list-style-type: none"> <li>• Good basic level of education</li> <li>• Full clean driving licence (D1 or equivalent).</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
Experience	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with young people and children.</li> <li>• Experience of driving a minibus.</li> </ul>
Values	<ul style="list-style-type: none"> <li>• Helpful, positive, calm and caring nature and an enthusiasm for working with young people.</li> <li>• To be fully committed to the safeguarding and promotion of welfare for all young people.</li> <li>• To act responsibly and ensure health and safety at work for yourself and others. To report any concerns immediately to the Health and Safety Coordinator.</li> <li>• Ability to maintain a professional manner in challenging situations.</li> <li>• Personal integrity and loyalty, remaining confidential at all times.</li> <li>• Vision aligned with the academy's high aspirations and high expectations of self and others.</li> <li>• Articulate the values and mission of the academy.</li> <li>• Demonstrate positive commitment to equality and diversity.</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>

# 07. How to Apply

## Casual Minibus Driver

Applying:

Please apply by visiting [www.academytransformationtrust.co.uk/vaca](http://www.academytransformationtrust.co.uk/vaca)



Status:

Casual contract  
38 weeks per year

Salary:

NJC Scale: 2 - 4  
Actual Salary: £12.26 - £12.65 per hour  
plus £1.48 - £1.53 per hour holiday pay



Closing Date:

Monday 17<sup>th</sup> February 2025 at 9am, or sooner should we receive sufficient applicants.

Start Date:

As soon as possible



Interviews:

To be confirmed





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 @AcademyTrust

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