

Join our Trust



Learning together, making the difference

Welcome to Focus-Trust

Welcome to Focus-Trust, a charitable primary trust established in 2012. We are based in the North West of England and West Yorkshire and are dedicated to working with our 15 primary schools. It is the core purpose of Focus-Trust to continually strive to be a learning organisation, where the learning of all children and adults is valued and promoted.

We passionately believe equality of opportunity starts with education; irrespective of where you were born or where you live, a high quality education in one of our great schools will make a fundamental difference to all our children's lives, career prospects and social mobility.

The Focus-Trust team is committed to providing a great educator in every class with a strong moral purpose, high quality pedagogy and a broad and balanced curriculum. We aim to provide inclusive and inspirational environments where our children thrive and build the social and cultural capital they need to make aspirational choices about their future, overcoming any barriers they may encounter.

We have a thriving partnership of 11 converter and 4 sponsored schools who are driven to do the best for our children. As a team we believe in 'Collective efficacy' and have a shared commitment to work together on the things that matter to improve outcomes for all.

We are proud to have a great team of people working in our schools who always put children at the heart of our practice. We are committed to providing excellent professional development opportunities for all our staff and always aim to be an employer of choice.

We welcome people who share our values and approach to our work and who can help us make our mission a reality; : 'Learning together, making the difference' and help us demonstrate our vision; 'Great schools at the heart of our communities'.

Helen Rowland
Chief Executive



Our Vision



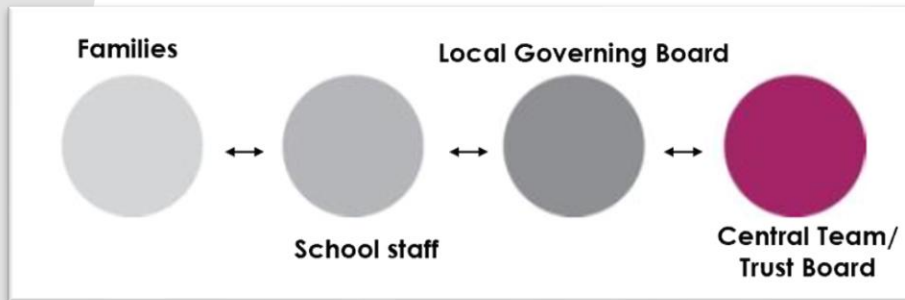
Great schools at the heart of
our communities

Our Mission

It is the purpose of Focus-Trust to continually strive to be a learning organisation where the learning of all children and adults is valued and promoted.

'Learning together, making the difference'

The four circles under our logo remind us that our commitment is for everyone involved in the Trust, i.e. only by working together can we achieve the very best for every child.



Our values

Professional honesty is at the heart of everything we do. The Trust knows our schools well because of the strong working partnership between school leaders and the Trust team. It is only by being honest and transparent with a balance of credible challenge and effective support, that we can move forward and get the best for all children and staff. Our work is underpinned by the following values:



Our Moral Purpose – our Why

Our moral purpose is to create a culture of integrity, empathy, civic responsibility, and respect, where all educators support all children to acquire academic skills and become responsible and compassionate people who contribute positively to their communities. Our moral purpose is determined by an innate sense of what is right and what is worthwhile. At Focus-Trust, our moral purpose binds our school communities together and guides our actions and decisions in a way that reflects our commitment to our values: care, dare, fair, and share.

Our Blueprint

Our schools all have their own unique identities which are underpinned by our common values and strategy. Please read [our blueprint](#) on our website, which outlines what we have agreed collectively makes a great school and trust

- Great Leaders
- Great Educators
- Great Curriculum
- Great Professional Learning
- Great Support and Challenge
- Great Systems
- Great Culture
- Great Values





Long-Term Vision & Strategy

Primary phase educator of choice	School of choice Employer of choice Trust of choice
Inclusion	All pupils feel safe and happy in school All colleagues feel safe and happy in work Families and the community see the school as a local hub of support
Sector leaders and influencers	Professional learning is prioritised Leaders and educators engage with schools across the trust, locally, nationally and internationally Trustees to seek to collaborate and influence decision making at a strategic level
Sustainability	Innovative practice to develop resilient and flexible systems Financially sustainable budgets Environmental sustainability Digital sustainability

Our culture of collective efficacy

We have a shared commitment to work together on the things that matter to improve outcomes for all.

What's important to us?

The core business: quality of education, curriculum, pedagogy, leadership, pupil outcomes, professional development, health and wellbeing, community links

- Primary focused
- Regionally based
- Genuine partnership approach
- Civic leadership

Our people

Why join us?

Focus-Trust is a great place to work.

Everything we do is underpinned by our moral purpose which is determined by our innate sense of what is right, and what is worthwhile.

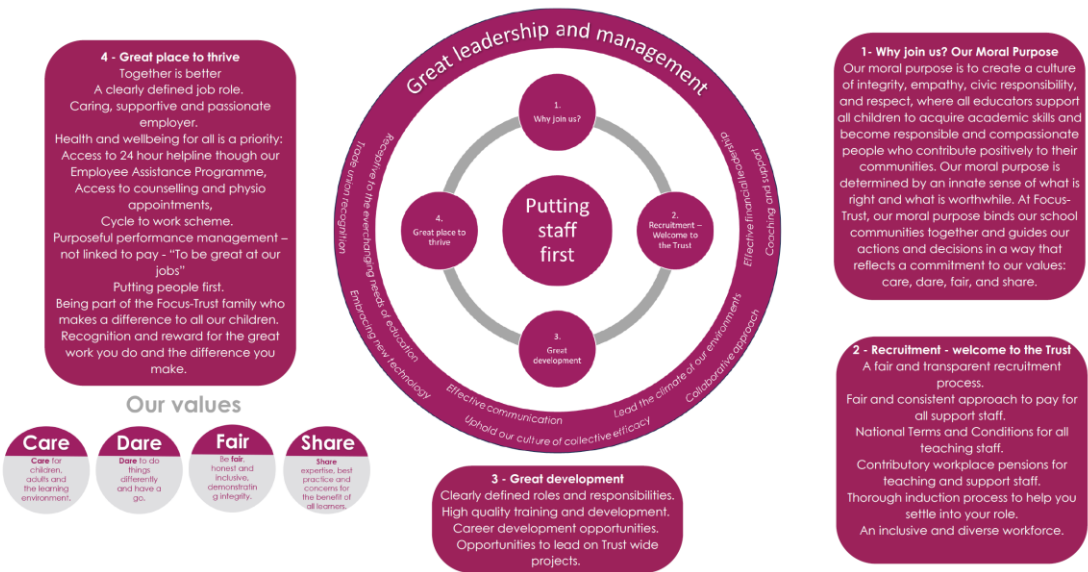
A fair and transparent recruitment process with a consistent approach to pay for all support staff and national terms and conditions for all teaching staff.

Contributory workplace pensions

Great career development opportunities

A great place to thrive

focus-trust **A great place to work** **Our people strategy - 2023-2026**



4 - Great place to thrive
Together is better
A clearly defined job role.
Caring, supportive and passionate employer.
Health and wellbeing for all is a priority;
Access to 24 hour helpline through our Employee Assistance Programme,
Access to counselling and physio appointments,
Cycle to work scheme.
Purposeful performance management – not linked to pay - "To be great at our jobs"
Putting people first.
Being part of the Focus-Trust family who makes a difference to all our children.
Recognition and reward for the great work you do and the difference you make.

1 - Why join us? Our Moral Purpose
Our moral purpose is to create a culture of integrity, empathy, civic responsibility, and respect, where all educators support all children to acquire academic skills and become responsible and compassionate people who contribute positively to their communities. Our moral purpose is determined by an innate sense of what is right and what is worthwhile. At Focus-Trust, our moral purpose binds our school communities together and guides our actions and decisions in a way that reflects a commitment to our values: care, dare, fair, and share.

2 - Recruitment - welcome to the Trust
A fair and transparent recruitment process.
Fair and consistent approach to pay for all support staff.
National Terms and Conditions for all teaching staff.
Contributory workplace pensions for teaching and support staff.
Thorough induction process to help you settle into your role.
An inclusive and diverse workforce.

3 - Great development
Clearly defined roles and responsibilities.
High quality training and development.
Career development opportunities.
Opportunities to lead on Trust wide projects.

- Our values**
- Care** Care for children, adults and the learning environment.
 - Dare** Dare to do things differently and have a go.
 - Fair** Be fair, honest and inclusive, demonstrating integrity.
 - Share** Share expertise, best practice and concerns for the benefit of all learners.

Great schools at the heart of our communities
Learning together, making the difference



Our people are at the heart of all we do

- We have an annual confidential Staff Survey where the outcomes are acted on and followed up
- All colleagues have access to an employee assistance programme 'Care First' which offers a wide range of confidential support, including counselling, physio, flu vaccinations, eye care vouchers and wellbeing webinars
- Our Wellbeing Charter is a reality, and we regularly consider how we can reduce workload and actively encourage all staff to be mindful of work-life balance .
- We have Pay Harmonisation across all seven Local Authorities to ensure all support staff have consistent and fair pay

Working for and being part of Focus-Trust can be described as a wonderful experience, filled with opportunities for professional growth, collaboration with other educators and a strong sense of community, where everyone feels supported and encouraged to excel in whatever they do. I have always felt valued, and my contributions were always acknowledged which is crucial for my motivation. All Focus-Trust staff create a positive work culture where everyone feels appreciated for their hard work.

UPS teacher and Science Lead

I have worked in my school for 14 years and becoming part of the trust was a positive experience that has allowed the school to grow and develop. Having a team of colleagues across the trust who you are able to network with and collaborate with to share best practice is a valuable tool. Members of the Central Team are approachable and friendly and are always available to offer advice and support when needed.

SENDCO

Staff comments from Staff Survey June 2023

'A people focussed organisation that supports people to be their best'

'Best work life balance I have had in my whole career'

'Trust goes above and beyond in promoting staff wellbeing'

'What a pleasure working for the Trust – well blessed!'

'Well respected trust which is always improving'

'The best interests of children, staff and families are at the heart of everything'

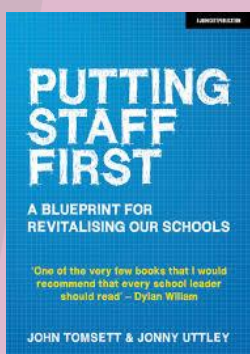


How do we enable and empower our colleagues to be 'great at their jobs'?

- Our appraisal approach is underpinned by our values and a coaching philosophy
- We have been inspired by reading 'Putting Staff First' by John Tomsett and Jonny Uttley
- Our appraisal policy is separate from our Pay Policy
- We all have one appraisal objective '**Be great at my job**' to enable us to achieve our vision of 'Great schools at the heart of our communities'
- We have an excellent responsive professional development offer
- Colleagues have opportunities to work trust wide.
- We engage with Peer Review with EDT – [Schools Partnership Programme](#)
- We have shared priorities ([Focus-Trust 5](#)) that are communicated to all and brought to life in bespoke ways to meet the needs of the communities

Working for Focus-Trust is an exceptional experience. Having strong support from the central team, access to great CPD, collaboration with other schools, and clear career progression opportunities have been invaluable. Feeling like part of a family within the Trust speaks volumes about the culture and environment that the Trust has cultivated.

Deputy Headteacher



Our Responsive Professional Learning

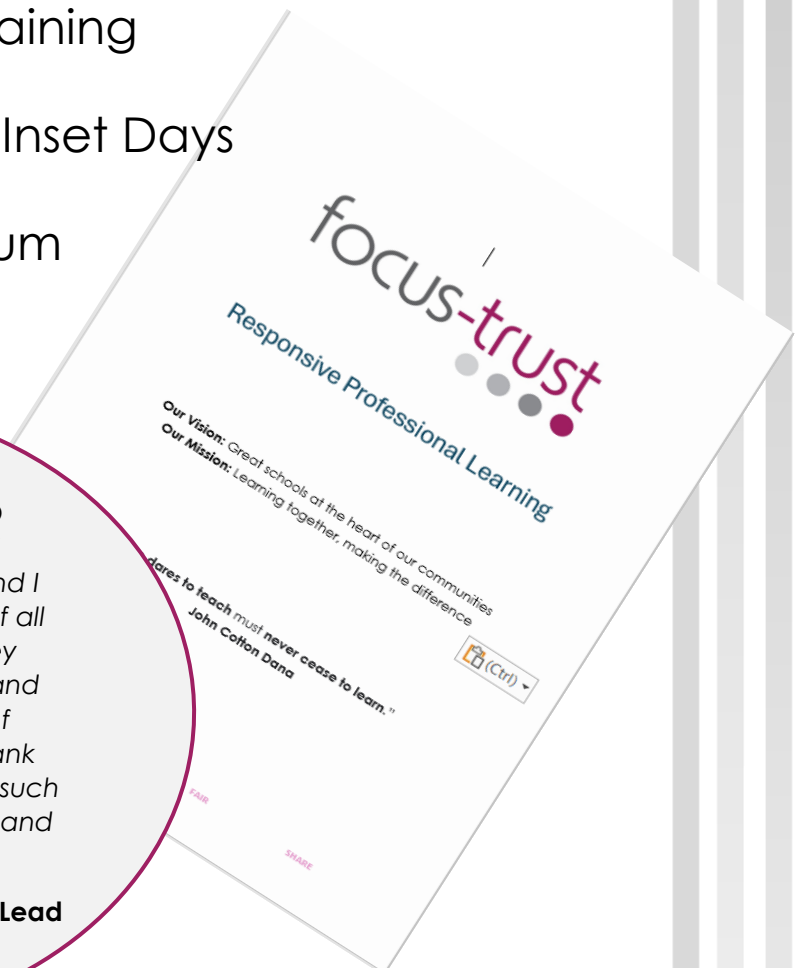
“Who dares to teach must never cease to learn.”

John Cotton Dana

- Leaders' Forum
- Business Managers' Forum
- Teaching Learning Communities
- Support Staff Training
- Two Trust-Wide Inset Days
- Governors' Forum

I am extremely grateful for all CPD opportunities that Focus-Trust staff have provided for us, teachers, and I know all pupils are appreciative of all assemblies led by them where they could showcase their leadership and creativity while fostering a sense of community within their school. Thank you so much for providing us with such amazing opportunities, guidance and support!

UPS teacher and Science Lead



Ofsted Inspections - 2023

Pupils are happy here. They are proud to belong to the school community. Pupils value the learning experiences that they receive. They are eager to showcase their knowledge and skills. The school is ambitious for all pupils. Pupils respond well to the high expectations that are set for them. **Birstall – Ofsted November 2023**



The school has established a love of reading among pupils. Several pupils across different year groups act as reading ambassadors. They encourage their peers to read and are proud of the new library facilities at the school. Leaders have ensured that high-quality literature forms the basis of a reading programme.

Wilsden Ofsted November 2023

From the early years, staff forge positive relationships with pupils. The school expects pupils to behave well, and they do. Pupils are polite and courteous to staff, to their friends and to visitors. The school's values of honesty, resilience, respect, integrity and empathy are consistently modelled by pupils and staff in their everyday actions.

Freehold - Ofsted October 2023



Leaders are rightly proud of the curriculum that they have developed. Ambitious curriculum plans set out the knowledge that leaders want pupils to learn. Teachers use the school's 'pedagogical principles' to design their lessons. These provide pupils with opportunities to recall and build on what they have learned before. This helps pupils to remember new things. As a result, pupils achieve well. They talk in depth about what they have learned across the curriculum. Year 2 pupils, for example, build on their previous experiences of colour mixing. They apply this knowledge to their current learning about colour tones – **Shibden Head - Ofsted June 2023**

How to Apply

We hope we have given you a flavour of how valued and supported you will feel to be part of our Trust. If you are ready to make your application, the process of how to apply and how we will consider your application and keep in touch is outlined below:

1

All applications should be submitted through mynewterm, using the appropriate vacancy link



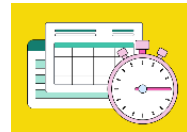
2

Your application will be processed confidentially and objectively



3

If successful, you will be invited to the next stage of the recruitment process and will be provided with further details about the assessment day



4

The recruitment panel will assess your skills and experience against the competency criteria



5

You will be informed of the outcome of the assessment process in a timely manner



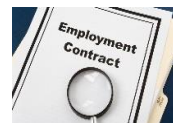
6

If you have been successful, you will be issued with a conditional offer of employment



7

On receipt of successful pre-employment checks you will receive a confirmed job offer together with your full contract of employment



8

Welcome to Focus-Trust. You will be invited to engage in a full induction and professional learning tailored to your role.



We constantly review and evaluate the impact of what we're doing, change what's necessary, learn from feedback and from evidenced-based research and keep our values, care and ambition for our children, colleagues and communities at the heart of all we do.



As an employee of Focus Trust, I feel extremely supported in my role. I can collaborate with family support workers in other schools & develop great working relationships. I have the opportunities to training to underpin my practice and keep up to date with latest research and initiatives to support our families. Focus Trust is always striving to make a positive difference within their communities. I feel proud to be able to contribute to this.

Pastoral Lead

Honest, trusting relationships are at the heart of what we do

Each working day presents new challenges and learning opportunities and with every challenge, I know I have great support from my senior leaders and central team. Focus Trust have a proactive approach to employee wellbeing, they value their employee's work-life balance and truly put people first. I feel valued by colleagues, knowing the work I do with our children, families and staff, really does make a difference. The Trust's values: Care, Dare, Fair and Share are embodied in all that we do and I feel proud to work here.

School Business Manager

People will forget what you said,
People will forget what you did,



But people will never forget how you made them feel. - Maya Angelou

Working in a positive environment within our Trust significantly enhances my wellbeing. I feel motivated, valued, and supported in my relatively new role as Head teacher and the communication, collaboration, and a sense of camaraderie among our team members, leads to job satisfaction and overall success as an individual. The Trust has opened so many doors for me that I will forever be grateful.

Headteacher



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