Victorious Academies Trust

success in education

Inspiring · Discovering · Caring · Improving · Achieving

Victorious Academies Trust Recruitment Pack

Our Schools

Adswood Primary, Stockport

Aldwyn Primary, Audenshaw

Arundale Primary, Hyde

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

Pinfold Primary, Hattersley

Poplar Street Primary, Audenshaw

St Anne's Primary, Denton

Wild Bank Primary, Stalybridge

Yew Tree Primary, Dukinfield

www.victoriousacademies.org

Letter from Karen Burns

Dear Applicant,

As the Chief Executive Officer (CEO) 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 working in schools can be demanding 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
- 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.

K. Burns

Karen Burns
Chief Executive Officer

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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 CEOs, 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 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

740
Staff

4409
Pupils

15
Schools

£33M
Trust Income 2025

42
Staff Collaboration Groups

Over 120
Extra-Curricular Groups

10
Academies rated Good or Expected Standard by Ofsted
(since September 2022)

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

Funding Acquired Since 2019

£300K
Trust Capacity Fund (TCAF)

£4.25M
Conditional Improvement Fund (CIF)

£250K
Salix Energy Efficiency Fund (SEEF)

£425K
Connect the Classroom

More information about our Trust and schools can be viewed on our website www.victoriousacademies.org.

Collaboration across our Trust

Collaboration is at the heart of all that we do. Our schools collaborate strongly which has improved staff 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. Last year's focus was centred on enhancing our Sense of Belonging and building a vibrant culture within our Trust. We're committed to creating a Trust where everyone feels included, respected, and valued. By prioritizing these efforts, we hope to strengthen connections, encourage teamwork, and cultivate an environment that reflects our vision and values.

Across the academic year regular meetings take place within all areas of school operations and across all roles. Our Trust 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.

Wellbeing at Victorious

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 effective 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 and referrals to Occupational Health)
- **Targeted support** (through Pastoral supervision, training around mental health, and wellbeing check ins.
- **Universal support** (through our Wellbeing Officer, staff Wellbeing Policy, our wellbeing focus for staff, Staff and pupil Wellbeing Ambassadors and Champions in each school).
- Wellbeing collaboration groups including, Wellbeing Leads, Mental Health Leads, Pastoral Leads, Health and Safety Leads, Safeguarding Leads and Relational Inclusion Champions.
- A focus on wellbeing at our annual Whole Trust Inset Day.

Our Schools

Adswood Primary, Stockport

Adswood Primary is a one and a half form entry school with 54 staff and 302 pupils aged between 3 and 11. Adswood joined our Trust in March 2026. The school motto is Enjoy, Believe and Achieve.

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. The school values are, to be their best they will Care, Value, Listen, Help and Achieve.

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. The school's motto is 'Achieving together, succeeding together'.

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. The school's 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. The school's 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. The school's 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. The school's 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. The school's motto is 'Reaching for the stars'.

Our Schools

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. The school's values are Inspiring, Discovering, Caring, Improving and Achieving.

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. The school's values are Inspiration, Challenge and Support.

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. The school's motto is 'Working together, sharing success'.

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. The school's motto is 'Working together - aiming high'.

St Anne's Primary, Denton

St Anne's is a one-form-entry school with 38 staff and 202 pupils aged between 4 and 11. St Anne's joined our Trust in September 2025. The school's motto is 'Curious minds, caring hearts. Aiming for brilliance!'

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. The school's 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.
The school's motto is 'Working together to achieve our best'.

Why join Victorious?

Our Trust is passionately committed to providing the best possible outcomes for all our pupils. We value the full range of qualities in the young people we serve and proudly celebrate their diverse achievements—personal, extra-curricular and academic. Ensuring every child has the opportunity to thrive is central to our purpose.

We highly appreciate the incredible work of all staff across our Trust. Their aspiration for our children is both inspirational and empowering, leading to strong personal development and academic progress. Professional development is central to our Trust ethos, and all staff—whatever their role—are encouraged and supported to develop their expertise and confidence throughout their careers.
We operate a rigorous recruitment process aligned with our Trust Safer Recruitment Policy and the latest KCSIE guidance. Depending on the role, we also undertake secure social media checks on successful candidates with their consent. This ensures safeguarding remains embedded in everything we do.

Our schools are located across the Tameside, Glossop and Stockport areas, and we work closely with officers in all three local authorities. We also collaborate with local and regional trade union representatives through our trade union recognition agreement, promoting constructive and positive working relationships across our Trust.

We are proud of our strong track record of internal progression. Many colleagues have moved into new roles, showing our commitment to developing and retaining talent. All staff receive statutory training including Safeguarding, which ensures pupils are kept safe and supported at all times.

As a member of school staff, you also qualify to apply for a Blue Light Card, which offers a wide range of discounts with high-street retailers, leisure providers and restaurants.
Each academy in our Trust is unique, and we embrace their individual strengths. Our CEO actively encourages autonomy within each setting, with the expectation that high standards are maintained consistently across all approaches.

Our Members and Trustees are deeply committed to the success of our Trust. They provide skilled challenge and support, always prioritising the best interests of our pupils.

At Victorious Academies Trust, we are a team of genuine, passionate and dedicated people working collaboratively to secure excellent outcomes for our young people. We firmly believe our shared practice provides a strong foundation for a bright and successful future for all children, families and staff within our Trust community.

Visits are warmly welcomed. For further information, to arrange a visit or discuss a vacancy, please contact the school you are applying to or our Central Team on **0161 830 6964** or **info@victoriousmat.org.**

Our Safeguarding Statement

Victorious Academies Trust is committed to safeguarding and promoting the welfare of children and young people. We have robust processes and procedures in place to reduce risk and to continuously promote a positive culture of safeguarding across our workforce. This role involves working with children and/or young people and is subject to Victorious Academies Trust's Safer Recruitment Process.

We do not accept CVs; all applicants must complete a Trust Application Form and include the details of two referees, who will be contacted should the applicant be shortlisted.
All support staff roles within our Trust are subject to a three month probationary period. All posts require an enhanced Disclosure and Barring Service (DBS) check, as well as an online search in line with Keeping Children Safe in Education. These checks may be carried out by a third party social media screening provider.

All processing will be conducted in accordance with UK GDPR, the Data Protection Act 2018, and statutory safeguarding guidance, including Keeping Children Safe in Education.