

CEO Dean Logan's message to candidates:

Thank you for your interest in Fylde Coast Academy Trust (FCAT). The trust is well established with a diverse group of schools, operating in the North West. Our schools are made up of primary, secondary and all through schools.

Our **three guiding principles** are;

a. Children come first, and are at the heart of all we do.

Our academies exist for our learners. In formulating our policies and development priorities, the desire to create the best possible learning environment, deliver the best possible provision, and achieve the best possible outcomes for our young people is fundamental.

b. Positive relationships underpin all of our work.

Young people respond most positively and learn best, when their social and emotional development is strong. The craft of the classroom is multi-faceted, but we believe the most effective teachers have an ability to connect with learners and create a positive environment founded on encouragement. We work hard to create a climate in our schools where everyone is respectful, providing safe and meaningful opportunities for pupils to develop positive relationships with one another so that they fully engage in learning.

c. Everyone can achieve.

We expect all pupils to make progress relative to their starting points' over the course of their time in our schools. We are committed to meeting the needs of all our learners, having a strong understanding of the challenges facing our pupils and supporting them to remove or overcome hurdles will improve all outcome measures. We will work with our young people and their parents/carers to provide the support and challenge, whatever their needs.

FCAT's Moral Purpose

Our trust is a partnership of schools that benefits from the opportunities of collaboration. There is a common desire to share expertise and support school improvement across the organisation, structures such as Quality Improvement Groups (QIGs) bring together expertise from across the organisation to work together. Subject Directors form the school improvement team and lead the improvement work across the trust working in collaboration with school leaders.

FCAT also has a strong desire to facilitate inclusion and social integration across our schools and communities. This is important as we value promoting integration and tackling social exclusion.

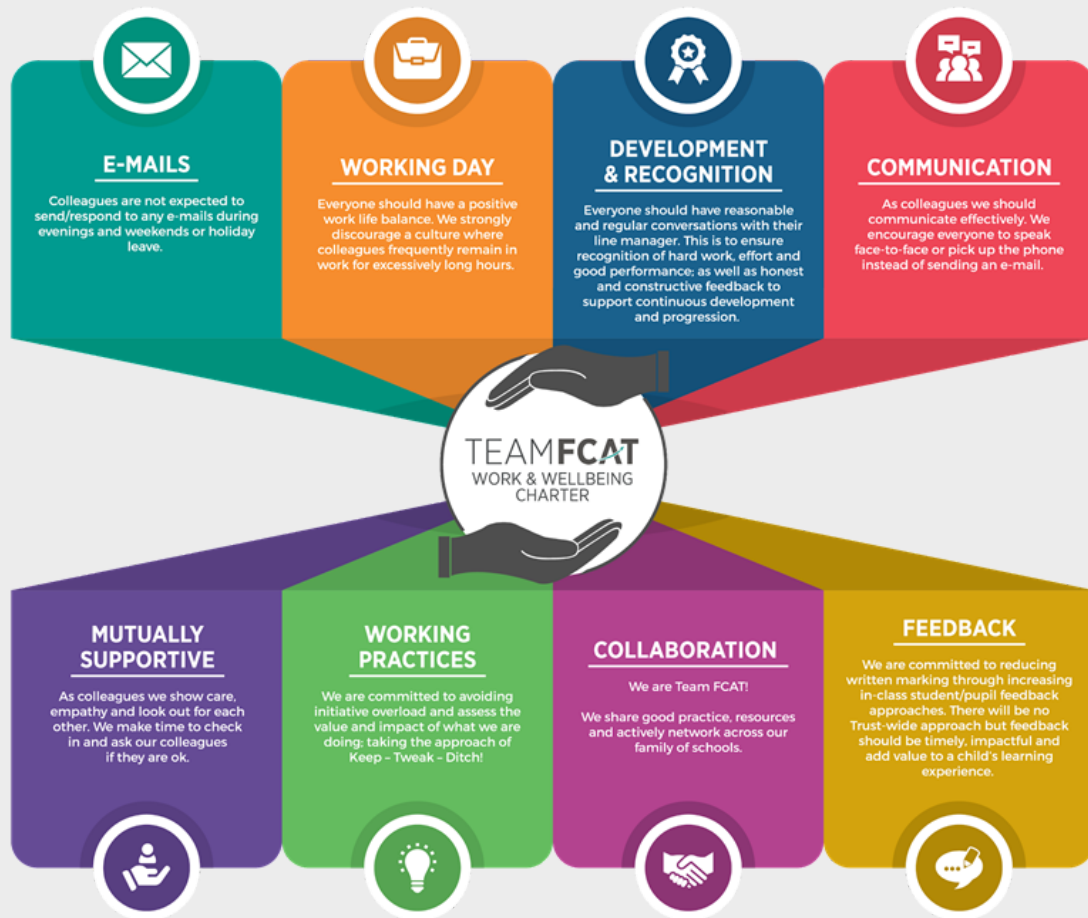
Our moral imperative is to alleviate the challenges our pupils, parents, carers and families face. We can remove barriers to learning and in doing so enable our pupils to experience success and engage actively and positively in their communities throughout their education and into adulthood; be that through their economic, social or cultural activity.

Staff Wellbeing

We value staff and recognise the professionalism, resilience and hard work colleagues demonstrate. One of the ways we support staff is by giving consideration to establishing a positive work life balance. From this Team FCAT Work and Wellbeing Charter was developed.

The Team FCAT Work and Wellbeing Charter was created by teaching, support and leadership staff representatives of the Trust's Work and Wellbeing QIG and launched in September 2019.

Our aim is to ensure the Charter is a lived experience and is embedded in the culture of the trust, across our schools and central services. The way we achieve this is with every member of Team FCAT being committed to the Charter to improve the way we work with each other and considering people's wellbeing.



Professional Development

We know that you are our biggest asset and that your expertise makes a difference to the quality of education our pupils receive. It is vital we invest in everyone to ensure a confident, knowledgeable and innovative team. We hold two training days across the trust annually and support teachers into the suite of national professional qualifications. All staff access training to enhance their expertise, we are constantly striving to improve 'on the job' training and academic programmes. We believe your personal and professional development is a key component of our collective success.

The Future Landscape

As we look to the future and respond to the government agenda for education, we are very well positioned. As a trust we have a strong central team with capacity to support schools effectively. Strong financial leadership has made the trust stable and able to support school improvement and enhance the environment we study and work in. We are optimistic about our future and the successes of our pupils.

If you feel you are a good match with our principles and moral purpose we'd like to receive your application for the advertised role.

Dean Logan
CEO