

The Canterbury Academy Trust  
Schools for all the Talents



Recruitment Information Pack

# Chef Manager

The Canterbury Academy Trust

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# Trust Welcome

The Canterbury Multi-Academy Trust is a successful, popular and expanding organisation, dedicated to improving the life chances of young people and helping across our communities.

Across our 'Schools for All Talents', our staff are driven by our shared ethos and values. We push ourselves every day to be courageous in our leadership and 'dare to be different;' never swaying from doing what is right for our students and for their futures.

We believe passionately that every young person is special and that everyone is good at something. Across our Trust, we constantly challenge ourselves to discover those talents in young people and to nurture individual brilliance; recognising and celebrating each child for who they are.

By striving, every day, during term time and non-term time, to offer as much as possible, as often as possible, for as many as possible through our Trust's exceptional facilities; we believe that schools should exist to serve their students and their communities; not the other way around.

Through all of this, ultimately, we believe that if children are to take anything from education, it is that they leave us as happy, caring, confident individuals; comfortable with who they are, able to embrace everything that is great about themselves and excited about their next steps in life; whatever that may be and wherever those steps may take them.

I'm both immensely proud and privileged to work alongside such a dedicated, passionate team of colleagues, working tirelessly to ensure that the ambitions, dreams and aspirations of our students, become our own ambitions, dreams and aspirations for their futures too.

At the Canterbury Multi-Academy Trust, we believe that every employee matters. We listen, support and encourage our staff to be the very best that they can be and feel proud to play a part in making a difference to every student's journey.

Come and join our Trust, come and share our vision and come and help shape our students' lives.



**Mr Jon Watson**  
Chief Executive Officer

[Click here](#) to find out what working at  
The Canterbury Multi-Academy Trust is like



# Trust Overview

The Canterbury Multi-Academy Trust came into existence in October 2010 when schools judged by Ofsted to be 'outstanding' were allowed to convert to Academy status, benefit from greater freedoms and shape their futures.

Since then, The Canterbury Multi-Academy Trust has grown. It now provides a variety of services 'to improve the life chances of children and to help in the community'. These include: City View Pre-School and Nurseries Ltd; a newly rebuilt and expanded two form of entry Canterbury Primary School; a Specialist Resourced Based Provision for primary ASD pupils; The Canterbury Academy, which has expanded to take an additional form of entry; a Specialist Resourced Based Provision for secondary Speech and Language students; The Cullum Centre, in partnership with The National Autistic Society; The Sixth Form, Enterprise and Employability Centre, which includes one of the largest Sixth Forms in Kent; The Canterbury Youth Commission, an area wide Inclusion and Engagement Service and Professional Learning and Community Centre with café.

As part of The Concordia Learning Alliance, the Trust helps train the teachers of tomorrow, provides professional development and helps support future leaders across all schools in Kent.

Much of The Canterbury Multi-Academy Trust is located on The Canterbury Campus. The Canterbury Campus hosts a number of other providers and thus creates 'a wealth of opportunity' which means we can 'offer as much as possible, as often as possible, for as many as possible'.

We have a successful partnership with The Langton, which offers a grammar school stream in the school, co-operation in planning and delivering provision for students with ASD, A Level teaching and combined delivery of elite Post 16 sport. This enables us to offer a comprehensive education to the children and families of this area and provide a variety of pathways to success in academic study, sport, performing arts, practical learning and enterprise education.



# Our Schools are Successful, Popular and Expanding



City View Pre-School and Nurseries will increase its number of places. Due to its location on our campus, children will benefit from a smooth transition to The Canterbury Primary School.

## The Canterbury Primary School



The journey starts here  
Part of The Canterbury Academy Trust

The Canterbury Primary School has been rebuilt to provide a modern state of the art facility which can admit over 420 pupils. Pupils at The Canterbury Primary School gain preferential entry to The Canterbury Academy.



# The Canterbury Academy

A school for all the Talents



The Canterbury Academy was one of the first all through federations to win recognition as an Advanced Extended School and as a High Performing Specialist School.

The Canterbury Academy is an accredited International School. We have taken advantage of the freedoms offered by Academy status to shape our curriculum, our provision and our admission to develop a genuinely comprehensive school.

The Canterbury Academy has a variety of partners to enable gifted students to excel in sport. Its teams regularly compete, and win, county and national championships. Students have gone on to compete in the Olympics and gain professional sports contracts.

The Canterbury Academy works in partnership with The Royal Shakespeare Company and Kent School of Performing Arts to provide professional training for gifted performers. Students have gone on to act on stage, screen and TV.



The Canterbury Academy offers a grammar school stream in partnership with The Langton. Pupils at the primary school can benefit from accelerated learning opportunities because of this link. The Canterbury Academy is so popular that it expanded to admit an additional form of entry in September 2017.



# The Canterbury Academy Sixth Form

A Sixth Form for all the Talents



Part of The Canterbury Academy Trust

Students from The Canterbury Academy, and from many other local schools, progress into Sixth Form.

The Sixth Form offers, in partnership with The Langton, the full range of A Levels. It is now one of the largest Sixth Forms in Kent and Medway.

The Sixth Form offers the full range of facilitating A Levels. It offers Level 3 BTEC qualifications. It offers Level 2 qualifications. It offers industry relevant qualifications as well as the opportunity to continue with Maths and English.

The Sixth Form also attracts students specifically into the sports and performing arts academies.



# What we can offer

The Canterbury Academy Trust offers a wide range of incentives to staff which is why it is a great place to work:

- Central Support Services (based at The Canterbury Campus):
  - Human Resources Team.
  - Finance Team.
  - ICT Team.
  - Estates Management.
- Staff Wellbeing Programme.
- Free staff lunch, tea and coffee, as well as an onsite coffee shop, Hat Hats, with staff discount.
- Staff Employee assistance Programme, offering a wide range of discounts.
- Reduced staff membership fees for Lifestyle Fitness Gym, located on campus.
- Preferential nursery places, and term-time only fees, located on campus.
- Comprehensive induction and probationary period.
- Talent management, succession planning and green-housing strategies in place across all teams.
- Staff surveys and voicing on a range of areas, including CPD staff can offer or would like, as well as regular audits to explore opportunities to work across other teams within the Trust.
- Flexible working patterns and arrangements, both in teams and on an individual basis, using rotas to support this as appropriate.
- Discretionary days in holiday periods.
- Supportive approach to absence requests.
- Positive and supportive approach to CPD.
- Use of PPA time.
- Opportunities to teach twilight lessons and have flex time on timetables.
- Protected leadership time timetabled.
- Protected time given to ECTs (including an additional allocation to national guidance on protected time).
- MAT (Multi-Academy Trust) time on Trust leadership timetables.
- Use of a leadership diary to support flexible working.
- Buddying between individuals and teams.
- Use of Occupational Health.
- Use of support programmes.
- Use of Phased return programmes.
- Range of counselling services.
- Use of Exit interviews to inform future planning and improvements.
- Rewards for staff regularly through the academic year.
- Planned events for staff throughout the year.

# Chef Manager

Are you a chef with experience in a fast-paced commercial or school based kitchen environment, with an emphasis on fresh and seasonal produce? Used to leading teams? Looking for a rewarding career with excellent opportunities and benefits?

The ideal candidate will have demonstrable experience in a similar position, hold a relevant qualification, be passionate about cooking with fresh produce, possess a high level of attention to detail and the ability to work under pressure.

As a Chef Manager you will be responsible for all daily operations in the kitchen, produce menus and new dishes, deal with suppliers and handling of paperwork as well as controlling and directing the food preparation process and training junior members of the team.

We have great benefits, including free parking on-site, discounts and career development opportunities. If you think you've got what it takes, and the times above suit you, we'd love to hear from you!

In addition to providing the highest quality of teaching and learning a priority of the school is the safety and welfare of its students. Therefore, all staff undergo enhanced DBS checking and referencing.

# Job Description

<b>Job Role:</b>	Chef Manager
<b>Reporting to:</b>	Corporate Services Manager
<b>Salary:</b>	WWF Band E, £26,608.67 - £28,220.68 pro rata (£29,167 – 30,934 FTE)
<b>Contract Hours:</b>	37 hours per week over 5 days, term time plus 3 weeks for development, summer school and deep clean
<b>Holiday entitlement:</b>	28 days plus bank holidays
<b>Responsible for:</b>	Catering Team

## Job purpose:

To provide an efficient catering service to clients including directing and managing the catering team, organising appropriate menus and maintaining stock levels, ensuring compliance with relevant Health & Safety and hygiene regulations for the secondary campus.

## Specific Duties:

- Plan meals within nutritional and dietary guidelines, including portion control. Ensuring meals are cooked and served in a timely manner following safe food hygiene standards. Provide well balanced meals at designated times providing adequate choice.
- Direct the day to day work of the kitchen team and provide supervision sessions to ensure the function performs to appropriate high standards.
- Ensure expenditure is kept within authorised budget limits by completing weekly financial returns, stock sheets, periodic stocktaking, timesheets for staff, etc. to ensure KCC's policies and procedures are adhered to.
- Ensure correct Health & Safety and food hygiene procedures are adhered to at all times and that defects to equipment and premises are reported appropriately to maintain a safe working environment.
- Organise and undertake on the job training for new kitchen staff to ensure a high standard of service is maintained.
- Liaise with outside agencies i.e. Environmental Health Officers and suppliers to ensure high standards of food hygiene and quality of supplies are maintained.
- Ensure the security of the kitchen and storerooms is maintained at all times to provide a safe working environment.
- The cooking, serving of meals and cleaning of kitchen area, as appropriate, in order to provide an effective service.
- To help reduce waste within the kitchen.
- Attend training courses as required and assist in the training of other catering staff as directed.
- Comply with Health and Safety, Fire Regulations and other County policies.

### General responsibilities:

- To support all areas of the catering departments across the Canterbury Academy
- To set a positive example to the learners and other members of staff in terms of professional catering standards and personal behaviour in keeping with The Canterbury Academy Charter.
- To work collaboratively and cooperatively with other members of the wider workforce and the teaching staff.
- To be an ambassador for the organisation.
- To carry out any other reasonable duties not stated above as requested that contribute to the smooth operation of the Campus.
- The appearance and attitude of our catering team is as important as any other member of staff within the campus, catering assistants must abide by the Campus dress rules applying Identity badges must be worn at all times.
- To comply with regular DBS checks and always work to the guidelines and policies for staff employed at The Canterbury Academy.
- To participate in the Appraisal process. To organise and book own appraisals with appraiser.
- The post holder will benefit from the campus' commitment to Continuous Professional Development.
- The post holder will be expected to engage in professional development as agreed with the appropriate line manager.

# Person Specification

## The ideal candidate will have/be:

- A good awareness of up-to-date health and hygiene requirements
- Experience of managing and leading a team
- Experience working in a professional kitchen essential
- Previous experience of working in a commercial catering environment, ideally in a school environment not essential
- Reading and writing skills to maintain records
- Basic IT skills
- Able to work in an organised and methodical manner, quickly and calmly
- Able to use own initiative
- Able to work effectively and supportively as part of a team
- A clean and smart appearance
- A willingness to be flexible with regard to working hours
- Reliable, honest and enthusiastic

## Health & safety responsibilities

You must abide by the Academy Health & Safety Policy and to implement that policy with regard to the general duties placed upon everyone engaged in the Campus. Compliance to Campus Regulations, Health & Safety Regulations and Fire Regulations.

To partake in any Health & Safety training relevant to the job role.

## Safeguarding

All appointments are subject to obtaining a current enhanced disclosure and that the information revealed does not prevent or make you unsuitable to work with children as determined by the Chief Executive Officer and/or Chair of Directors. A satisfactory DBS disclosure must be presented to the school before your employment can commence.

An annual review of this job description and allocation of particular responsibilities will take place as part of the Professional Development Review (PDR) programme.

# How to apply

We are, of course, seeking to appoint the best possible candidate and therefore the application process will undertake all necessary measures to achieve this.

When ready to apply, suitable and interested candidates are invited to complete an online application, detailing why they are suitable for the role.

If you have any queries on any aspect of the application process or need additional information, please contact the HR Department on [recruitment@canterbury.kent.sch.uk](mailto:recruitment@canterbury.kent.sch.uk)

The Canterbury Academy Trust is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

*Please note that applications will be reviewed upon and receipt and applicants may be invited to interview prior to the closing date.*

**We look forward to receiving your application.**

## Key dates:

- Closing date for applications: TBC, this role may be extended
- Interview and assessment activities: TBC



## The Canterbury Academy Trust

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## The Canterbury Primary School



## The Canterbury Academy

A school for all the Talents



## The Canterbury Academy Sixth Form

A Sixth Form for all the Talents



City and Coastal  
College  
Providing Opportunities



*In partnership with Simon Langton  Grammar School for Boys to provide a grammar school band for boys and girls in a comprehensive school for all the talents*