

# Assistant Headteacher - Student Engagement



A photograph of three students in a classroom, all focused on their work. The student in the foreground is a young man in a school uniform, writing in a notebook. Behind him, another student is also writing, and to the left, a third student is looking at a tablet. The entire image has a soft, reddish-pink tint.

# Unlocking Academic and Personal Potential

# Contents

Welcome	4
What makes WAT WAT?	5
WAT Strategy:Our 'Five Big Moves'	8
Benefits of Working for WAT	10
How To Apply	12
The Windsor Academy Trust Family	15

# Welcome

## Dear applicant

**Thank you for expressing your interest in the post of an Assistant Headteacher at Cheslyn Hay.**

Windsor Academy Trust (WAT) is an inspiring and exciting place to work. We are a leading multi-academy trust with 15 excellent primary and secondary schools. We are a team of 1,300 passionate, dedicated and innovative staff who every day make a difference for 9,000 children through our unwavering focus on unlocking our children's academic and personal potential.

We want our young people to become all and more than they ever thought they could be and we are inspired by the transformative role our talented staff team plays in shaping our children's lives and futures.

We have an exciting strategy that builds on our hugely successful first decade and powers us into the next. Our 'five big moves' drive academy transformation boosted by digitally enriched learning, building staff talent, transforming communities, ensuring we are sustainable and an environmental force for good and reach beyond our own schools to shape and influence the school trust system. Windsor Academy Trust is a strong trust highly regarded regionally and nationally. We are proud to be the 'environmental trust of the year'.

We are exceptionally proud of Windsor Academy Trust's reputation as a great employer and being

a case study in a book on multi-academy trusts written by Sir David Carter, the previous national schools commissioner, in a chapter titled: 'why should anyone work for you'. We are also very proud of the track record we have for staff professional development across the region and have recently been announced as an Associate College for the National Institute of Teaching.

There is an excellent culture of collaboration and unity of purpose across the family. This is something we cherish and nurture and is a strong feature of our day to day work and a constant focus for us all. We support all of our staff to help them grow and develop their knowledge and skills, alongside offering a wide range of benefits and an outstanding working environment. There is a substantial professional learning offer for both teaching and professional services staff.

As we advance to the next stage of our family's growth and development we are seeking to appoint an Assistant Headteacher.

If you believe you have the passion, expertise, and vision to join us on this journey, I invite you to be part of our story, our legacy, and our future. Together, let's shape the future.



Yours sincerely

**Dawn Haywood**  
**Chief Executive Officer**

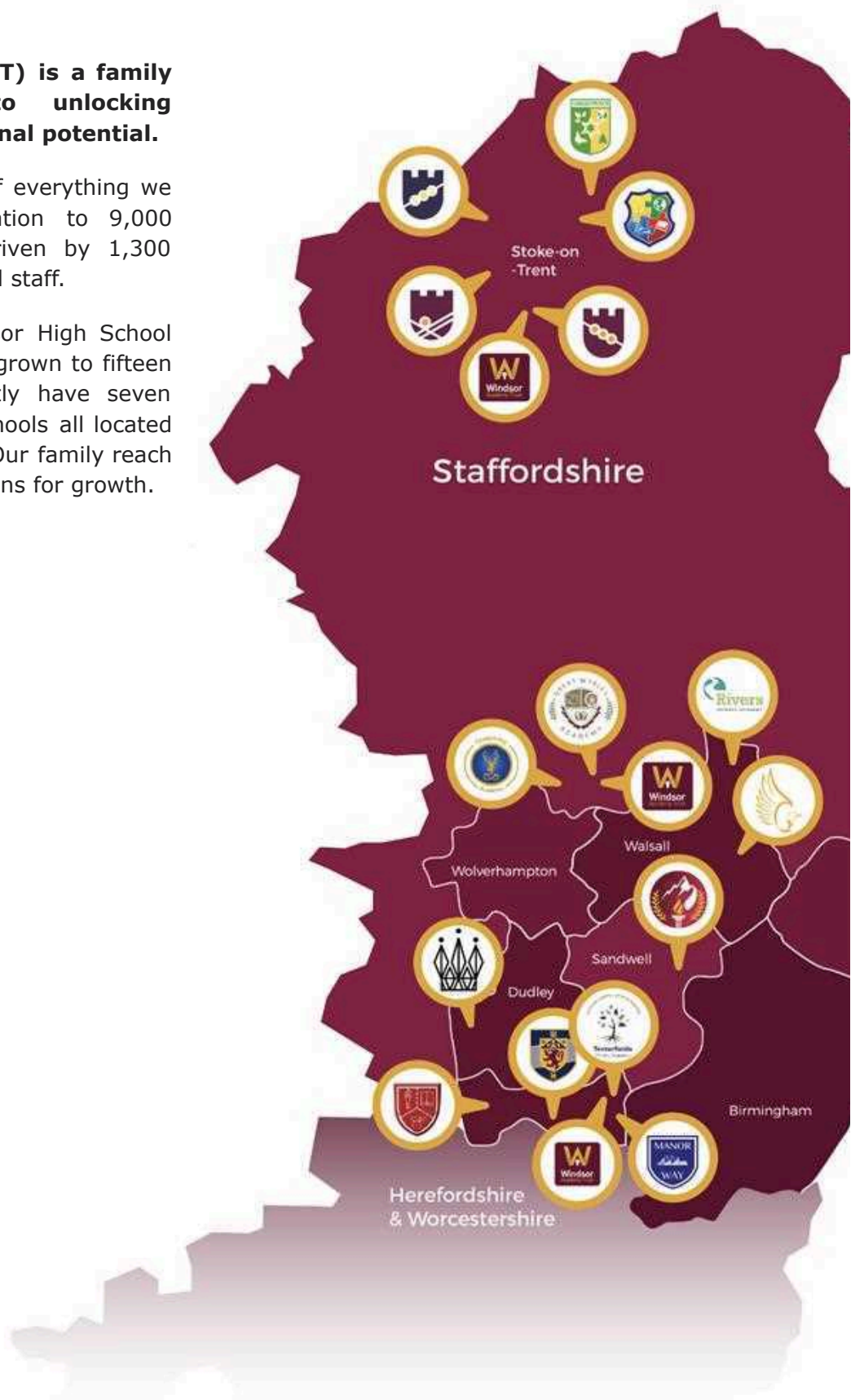
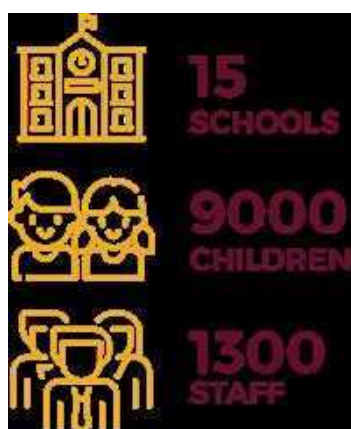
# What makes WAT WAT?

## The Windsor Academy Trust family

Windsor Academy Trust (WAT) is a family of schools committed to unlocking students' academic and personal potential.

We put children at the centre of everything we do, delivering excellent education to 9,000 students aged two to 18 driven by 1,300 committed, inspiring and talented staff.

Established in 2011 with Windsor High School and Sixth Form, our family has grown to fifteen successful schools. We currently have seven primary and eight secondary schools all located within one hour of each other. Our family reach will be expanding with further plans for growth.



## Why we exist:

### A shared moral purpose

We exist for one shared moral purpose to unlock academic and personal potential.

We want our students to aspire and to become all and more than they ever thought they could be. Students who know who they are and the sort of person they want to be; students who have discovered their passions; students who have high hopes and dreams for their futures and a clear sense of purpose; students who want to make a difference in their communities and in the world and therefore students who understand the importance and value of education as a powerful driver for the greater good.

The WAT Aspire Mountain, developed for our students, depicts a student at the summit of the Aspire Mountain where their academic and personal potential has been unlocked.

WAT equips students with the compass, empowering them to navigate their way to their summit. The four points of the compass are: knowledge, skills, values and attitudes. WAT puts the compass in the student's one hand and the world in the other.



## What we do

We develop high-performing schools that raise aspirations, inspire learning, build character and cultural capital, power social mobility and enable all students to thrive and make a difference in their communities and the world.

## How we do things: WAT Values

Everything we do is underpinned by five values:

- **Pride in Excellence:** We have high expectations and work hard.
- **Respect:** We behave with integrity and honesty and foster equality.
- **Responsibility:** We all take personal and collective responsibility.
- **Collaboration:** We purposefully collaborate for the benefit of all.
- **Bold/innovative:** We are future thinking and shape the future.

## How we succeed: WAT Approach

Alongside our values we have five components of the WAT Approach to accomplishing success that are embedded in our Powering into the Second Decade Strategy.

- **Alignment through collaboration** - The 'WAT Way' sets out our codified approaches. These codified approaches are developed collaboratively and are grounded in research and informed by impactful practice
- **Inspire and develop people** - We inspire and develop people and continuously strive for excellence
- **Grounded in research** - We are consumers and generators of research and our approaches are informed by research
- **Keep things simple and communicate clearly** - We ensure our message is understood and over communicated
- **Civic and system leadership** - We collaborate, support others and make a real difference in our communities and to the education system expectations and work hard

# WAT Strategy: Our 'Five Big Moves'

We have identified five big moves we will make through our Powering into the Second Decade Strategy.



01 /

## Big Move One

Develop **high performing schools** where every student unlocks their academic and personal potential



04 /

## Big Move Four

Instil an ethos and ability to care for the natural environment now and in the future, to become carbon neutral and one of the most **sustainable** school trusts in the country



02 /

## Big Move Two

**Build staff talent** by developing inspiring, research informed staff



05 /

## Big Move Five

Expand the **WAT family reach** through support for other schools and trusts and through sustainable growth



03 /

## Big Move Three

Drive education for the greater public good to create social value and deliver **civic** impact

The graphic below illustrates 'What Makes WAT WAT'. It outlines our aims, values and the five big moves that enable us to unlock academic and personal potential.

Our values are at the heart of everything we do, and a way of working that inspires us to achieve our aims. Our five big moves are the turbo boosters that focus our efforts and drive us to succeed. Collectively, this provides a clear vision and shared understanding that is displayed across the WAT family every day.



# WAT Strategy 2022-25: Powering into the Second Decade

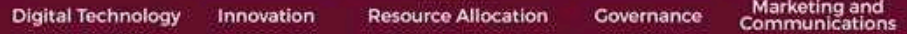


Respect  
Responsibility  
Collaboration  
Bold/innovative  
Pride in Excellence  
**OUR VALUES**

**FIVE BIG MOVES**



**ENABLERS**



# Benefits of Working for WAT

## Cycle to work scheme

For those who do not live too far from work, cycling instead of driving or taking public transport could be a good option to save on travel costs. Our cycle to work scheme helps WAT employees to purchase a brand new bike and spread the cost over 12-18 months. To find out more, visit [The UK's Most Popular Cycle to Work Benefit - Cyclescheme](#).

## Pensions

As a staff member you have access to the Local Government Pension Scheme and Teachers' Pension Scheme - both generous schemes with the employer contributing up to 20% plus. This also provides a death in service benefit of 3 times your salary.

## Reduced childcare costs

For working parents, childcare costs can be a significant financial burden. However, there are some solutions available to staff that may help ease short-term financial pressures around childcare. You may be eligible for the Government's tax-free childcare scheme. Find out more by visiting [Tax-Free childcare at gov.uk](#). Should you need them, flexible working and paid time off for caring responsibilities policies are available upon request. Visit the Policies and Procedures section on the WAT website for full details.

## Local Credit Union

WAT is now a partner employer with Castle & Crystal Credit Union based in Dudley. They are a not-for-profit financial co-operative who provide affordable loans and secure savings for all who live or work in the West Midlands. Loans repayments can be made directly from your salary.

## Free flu vaccinations and eye tests

For a number of years, WAT has provided free flu vaccination vouchers so that you can protect yourself over the winter months. We also provide free eye tests for display screen equipment users, which applies to the majority of our employees.

## Pay progression & career pathways

As well as any nationally agreed pay award (a salary increase linked to inflation), our employees have access to pay progression according to their grade.

We offer a number of career pathways from teaching and other classroom based roles to administration and IT. If you're interested in progressing on your career journey or taking a new career pathway, you should discuss this further with your line manager at your annual appraisal.

## **Employee Assistance Programme**

WAT has signed up to an Employee Assistance Programme with the Education Support Partnership which provides a support line to access a range of practical and emotional help 24/7, including counselling sessions, financial, legal and practical support from qualified professionals on a range of personal issues as well as access to online health and wellbeing resources and a specialist information service. Please call

08000 856 148.

## **Food and leisure discounts**

WAT has signed up to access Vivup - the leading wellbeing and benefits provider to the public sector - meaning our employees can benefit from lifestyle savings on films, leisure activities, dining out, family essentials and many more popular categories. This will be launched early in the new year.

## **Continual Professional Learning (CPL)**

WAT has developed exceptional teachers, leaders and professional services staff in schools for over a decade. We have an excellent reputation for delivering outstanding and innovative professional development for teachers, leaders and professional services staff at all levels, across the Midlands and beyond. Our professional development offer ranges from Initial Teacher Education, to the Early Career Framework as well as leadership development programmes such as National Professional Qualifications (NPQs) as well as networking groups for a number of roles.

# How To Apply

**The closing date for completed applications is Friday 4th October 2024 at 9:00am.**

**Interviews will take place on Friday 11th October 2024.**

Application forms must be completed in full and applicants should directly address the skills and experience outlined in the person specification. For more information about this position, or to have a confidential discussion about the role, please contact Sophie Halsted, People Partner, on [shalsted@cheslynhay.windsoracademytrust.org.uk](mailto:shalsted@cheslynhay.windsoracademytrust.org.uk). We look forward to hearing from you!

# Application and Candidate Selection Process

**We will:**



**Provide you with clear, accurate and timely information**



**Give you the opportunity to ask questions**



**Respond to enquiries promptly**



**Adopt a fair and consistent assessment process**



**Make sure you have all the documentation and details you need for your interview**



**Provide you with a full insight about what it's like to work for WAT and be a part of our family**



**Ensure all offers are fair and equitable**

**In return we will ask that you:**



**Be honest and upfront about your experience, goals and aspirations**



**Provide open and accurate information when submitting your application**



**Prepare yourself for the interview and research who we are and how we work**

# Safer Recruitment In Education: Information For Applicants

- WAT is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.
- We have a number of policies and procedures that contribute to our safeguarding commitment, including our child protection policy which can be viewed at [windsoracademytrust.org.uk/governance](http://windsoracademytrust.org.uk/governance).
- It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.
- Sometimes we may need to share information and work in partnership with other agencies when there are concerns about a child's welfare.
- We will ensure that our concerns are discussed with parents/carers first unless we have reason to believe that such a move would be contrary to the child's welfare.
- We actively support the Government's Prevent agenda to counter radicalism and extremism.

## What we will provide:

All applicants for all vacant posts will be provided with:

- a job profile outlining the duties of the post; including safeguarding responsibilities.
- a person specification which will include a specific reference to suitability to work with children.

All applications for employment will be required to complete an application form online, containing questions about their academic and full employment history, and their suitability for the role.

In addition, all applicants are required to account for any gaps or discrepancies in their employment history.

## References

References will be requested with your consent, at the selection stage directly from the referee.

## Interviews

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

## Pre-employment checks

- It is an offence to apply for the role if the applicant is barred from engaging in regulated activity relevant to children.
- An enhanced DBS check is required for all successful applicants.
- Prohibition, overseas and section 128 checks will also be completed if necessary.

## Child Protection and Safeguarding Policy

View our Child Protection and Safeguarding policy at [windsoracademytrust.org.uk/policies](http://windsoracademytrust.org.uk/policies)

# The Windsor Academy Trust Family



## **Cheslyn Hay Academy**

### **Academy Overview**

Cheslyn Hay Academy is a secondary school and sixth form located in Cheslyn Hay, Staffordshire. Cheslyn Hay Academy joined the Windsor Academy Trust family in December 2018.

Open to students aged 11-18, the Academy has an excellent reputation for helping students achieve their potential with its commitment to high expectations and achievement. The Academy provides a positive and engaging learning environment that challenges students to go further, develop independence and prepare for their next step.

### **Ethos and values**

Cheslyn Hay Academy has a culture of high expectations and achievement that is built upon a positive and respectful learning environment.

Cheslyn Hay's ethos is to ensure that every lesson counts, for every child, every day. Teachers deliver engaging lessons that help students progress and students come to school ready to challenge themselves to be the best they can be.

The Academy offers a wide variety of extra-curricular and leadership activities that help children develop their skills and talents. Cheslyn Hay's positive environment ensures that both academic and personal potential is developed. This enables students to grow into independent, responsible young adults who are able to progress to their future career. Cheslyn Hay Academy joined the Windsor Academy Trust family in December 2018.



## Colley Lane Primary Academy

### Academy Overview

Colley Lane Primary Academy is a primary school and nursery that provides an outstanding learning environment for children in the Cradley community in Halesowen. Colley Lane Primary Academy joined the Windsor Academy Trust family in April 2017.

Rated Good by Ofsted (February 2020), the Academy offers a creative and exciting curriculum with lots of extracurricular activities. The Academy works in partnership with parents and the community to provide the best all-round education following its motto of 'never settle for less than your best'.

### Ethos and values

Colley Lane's school motto 'Never settle for less than your best' is embraced by its children, who take great pride in their school and their achievements. By working closely with parents, the Academy aims to do its very best for all children, helping them grow into independent and responsible young people.

## Clayton Hall Academy



### Academy Overview

At Clayton Hall Academy, a vibrant and dynamic secondary school and sixth form located in the heart of our community, we are dedicated to fostering a love of learning in students aged 11-16. Known for our commitment to excellence and high achievement, we pride ourselves on helping every student reach their fullest potential. Our Academy is more than just a place of academic learning; it is a space where young minds are encouraged to grow, explore, and become independent thinkers. We offer a positive, stimulating environment that challenges and motivates our students to push their boundaries and prepare for the diverse paths that lie ahead.

### Ethos and values

At Clayton Hall Academy, we are committed to being the school of choice in our community, driven by our unwavering dedication to providing a gold standard education for all students. Our ethos is centred around:

**Excellence in Education:** We strive to deliver an aspirational curriculum that fosters academic success, ensuring that every student has access to the best educational opportunities.

**Tailored Support:** Recognising the uniqueness of each student, we take a tailored approach to support individual needs, helping students to become resilient, independent, and confident.

**Building Strong Citizens:** Our goal is to nurture students who are not just academically proficient but also well-rounded citizens, ready to take on the challenges of the world with confidence and independence.





## Goldsmith Primary Academy

### Academy Overview

Goldsmith Primary Academy is a welcoming and growing primary school and nursery located in the Blakenall area of Walsall. Goldsmith Primary Academy joined the Windsor Academy Trust family in September 2012.

Open to children aged 2 to 11 years old, the Academy inspires pupils and generates a love of learning through its 'You can do it' ethos and aspiring curriculum. The Academy has excellent facilities including an on-site 15m learner swimming pool, library and forest school.

### Ethos and values

Goldsmith has a very strong 'You Can Do It' ethos, which is taught through the 'I and we Aspire' curriculum. By working together, the Academy strives to ensure all children develop academically, morally, socially, emotionally and spiritually every day.



## Great Wyrley Academy

### Academy Overview

Great Wyrley Academy is a secondary school and sixth form for students aged 11-18 in Great Wyrley, Staffordshire. The Academy is committed to delivering the very best education and fulfilling the academic personal potential of all students. Great Wyrley Academy joined the Windsor Academy Trust family in September 2018.

Great Wyrley Academy is renowned for its performing arts specialism, with one of the best indoor theatres in the area. It also has excellent sports facilities including its own swimming pool, gymnasium, fitness suite, outdoor football pitches and newly built multi use games area.

### Ethos and values

Great Wyrley Academy is committed to delivering the very best education for all students. This is demonstrated through the school's motto of "Relentlessly Pursuing Excellence".

The Academy's beliefs and values are practised through the 'Wyrley Way'. This is a set of values and behaviours that are built upon respect and responsibility that are lived throughout the school.

Great Wyrley strives for students to have a love of learning, be successful learners and gain the knowledge, skills and attributes to be successful in the world of work. Equally, the Academy endeavours for our students to be good human beings, with a sense of purpose and character enabling them to flourish in life. Great Wyrley Academy joined the Windsor Academy Trust family in September 2018



## Greenways Primary Academy

### Academy Overview

Greenways Primary Academy is a welcoming single form entry primary school, open to children aged 3 to 11. Maintaining 'Good' by Ofsted (October 2019), the academy prides itself on its caring, family atmosphere where children experience a knowledge rich curriculum with lots of extra-curricular activities. In partnership with parents, Greenways Primary provides the best all-round education encouraging children to 'Aim high & be a Star!'.

### Ethos and values

Our pupils are at the centre of all decision making and our goal is to ensure that they are happy, resilient and responsible learners; keen to develop the key knowledge and skills required to have the very best start to their education and a life-long love of learning.



## Kingswinford Academy

### Academy Overview

Kingswinford Academy is a leading secondary school located in Kingswinford, Dudley.

Catering for students aged 11-16, the Academy is known for its high academic standards and is rated Good (with Outstanding features) by Ofsted. Kingswinford Academy joined the Windsor Academy Trust family in November 2016.

The Academy offers a rich and varied curriculum, including an excellent range of extracurricular activities. This supports students in reaching their potential and preparing them for further education and their future careers

### Ethos and values

Kingswinford Academy believes that all students deserve the very best start in life and strive to make sure that they have the very best opportunity to do just that.

The Academy has a strong reputation for achieving high academic standards and for ensuring students are happy and safe. Their combination of academic and extensive extra-curricular activities prepare students perfectly for the next step in their education and their future careers.



## Manor Way Primary Academy

### Academy Overview

Manor Way Primary Academy is a welcoming primary school and nursery in Halesowen committed to excellence. Manor Way Primary Academy joined the Windsor Academy Trust family in October 2015. The Academy caters for pupils aged 2-11 and is focused on supporting children to become happy and successful learners. Manor Way offers an exciting and broad curriculum that helps children become confident, prepared and ready to succeed in their next step.

## **Ethos and values**

Manor Way's vision is that they want their children to be the best they can be. This reflects a passionate commitment to learning and is driven by the Academy's desire to offer the best possible education for pupils in partnership with parents, the Trust and the local community.

The Academy aims for all children to be happy and successful learners so that they can achieve their full potential and develop lifelong learning behaviours.



## **Milton Primary Academy**

### **Academy Overview**

Milton Primary Academy is a welcoming two-form entry primary school and nursery committed to excellence. The Academy caters for pupils aged 3-11 and is focused on supporting children to become happy and successful learners. Milton Primary Academy offers an exciting and ambitious curriculum that helps children become confident, prepared and ready to succeed in their next step.

### **Ethos and values**

At Milton, we pride ourselves in the environment that we create. It is important to us that every child is recognised for the unique individual that they are. We create a happy, caring atmosphere where every child is at the centre of all that we do. Our expectations are consistently high as we strive to ensure that every child achieves their full potential. Staff, supported by trustees, work hard to deliver a rich, ambitious and challenging curriculum; this prepares children for future education and helps them acquire the skills and enthusiasm needed to embrace the opportunities, responsibilities and experiences of later life.



## **Newcastle Academy**

### **Academy Overview**

Newcastle Academy, a secondary educational institution, is dedicated to preparing students for the demands of the 21st century. The Academy emphasises a well-rounded education, integrating into the community it serves, and providing outstanding teaching and pastoral support. It aims to develop fulfilled adults equipped with both academic and personal skills.

### **Ethos and values**

Newcastle Academy's ethos is centred on providing a balanced education that fosters academic excellence, personal growth, and community engagement. The Academy offers diverse opportunities including sports, arts, and academics, alongside comprehensive pastoral care. It prioritises students' holistic development, focusing equally on academic success, mental wellbeing, and life skills like resilience, self-confidence, and determination. Newcastle Academy is committed to continual improvement, empowering students to reach their full potential in both academic and

personal spheres.



## Rivers Primary Academy

### Academy Overview

Rivers Primary Academy is an Ofsted rated 'good' two-form entry school serving the community of Blakenall in Walsall catering for children aged 3-11. Rivers Primary Academy joined the Windsor Academy Trust family in November 2013. In September 2020 we moved into a brand new school building equipped with its own studio and laboratory.

Our purposeful curriculum ensures that all children are inspired to aspire, providing them with opportunities to excel both academically and personally. Our curriculum and enrichment opportunities broaden our children's horizons through enabling them access a myriad of experiences enabling each child to find their passion.

### Ethos and values

Rivers is a school at the heart of its community. At Rivers, we know that every child is unique; from the first day a child begins their learning journey with us we will spend time finding out how to make sure they sparkle.

We work closely with our entire community to provide an environment that promotes our children to thrive and be ready to continue on the next part of their educational journey.



## Sir Thomas Boughey Academy

### Academy Overview

Welcome to Sir Thomas Boughey Academy, a vibrant and inclusive school where learning is a passion and educational excellence is achieved. Our headteacher, Mrs. Jane Hingley, leads with a vision of creating an environment where students are not just academically successful but also develop the resilience, ambition, and integrity necessary for lifelong success. The school's recognition by Ofsted as 'Good' in all categories reflects our commitment to high standards, student enthusiasm, and a nurturing, caring atmosphere.

### Ethos and values

#### Our Moral Purpose and Vision

At Sir Thomas Boughey Academy, our core purpose is to significantly enrich and enhance our students' lives and contribute positively to the community. We aspire to deliver an educational experience where creativity, resilience, and excellence shine through in every aspect of school life, fostering a safe and joyous environment for all.

#### Core Values

Our values, defined as Excellence, Kindness, and Respect, are the pillars of our community. These values were chosen to perfectly represent our moral purpose and vision, guiding our approach to education and interactions within our community. They embody our commitment to not only academic prowess but also the development of well-rounded, compassionate individuals.



## Tenterfields Primary Academy

### Academy Overview

Tenterfields Primary Academy is a family orientated primary school located in Tenterfields, Halesowen. Tenterfields Primary Academy joined the Windsor Academy Trust family in September 2016.

Rated Good by Ofsted (November 2019), the Academy is open to children aged 3 to 11 and prides itself on its caring, family atmosphere. The Academy works in partnership with parents, families and the community to provide the finest all-round education for pupils following its ethos of 'learning together, growing together'.

### Ethos and values

The Academy aims to provide the finest, all-round education possible for its children through its vision of 'learning together, growing together'. This is supported through a strong partnership with parents, families and the community.



## Windsor High School and Sixth Form

### Academy Overview

Windsor High School and Sixth Form is the founding school in the Windsor Academy Trust family.

Windsor High school was established in Halesowen in 1983 and expanded to open its successful sixth form in 2010. The school became the first converter academy in Dudley and it is the largest school in the Trust, with just under 1,700 students aged 11 to 18. The school is known for its high achievement and is currently the highest performing secondary school and sixth form in Dudley for progress made by students.

### Ethos and values

Windsor High School and Sixth form is committed to delivering the very best education for students. This is demonstrated in the school's motto of 'Excellence for All', its track record of academic success and extensive extra-curricular activities.

The school strives for students to develop a love of learning, to be successful learners and gain the knowledge, skills and attributes to be successful in the world of work. Equally, they endeavour for the students to be good human beings, with a sense of purpose and character enabling them to flourish in life. This is nurtured through a culture of respect and responsibility for oneself and for others.



## Windsor Olympus Academy

### Academy Overview

At Windsor Olympus Academy, our goal is to provide a nurturing and inclusive environment where students can thrive both academically and personally. Our approach to education is centred around creating an environment that nurtures young people's growth, ignites their passion for learning, and awakens their aspirations for personal growth. We want to develop our students' understanding of

well-being and health so that they thrive, and we want to be at the heart of the community, thriving together.


### **Ethos and values**

At Windsor Olympus Academy, our goal is to provide a thriving environment for students and community. Our approach includes:

- creating an environment that nurtures young people's growth
- igniting their passion and love for learning to enable academic success
- awakening their aspirations for personal growth
- developing their understanding of well-being and health so that they thrive
- being at the heart of the community
- thriving, together




 WAT Central  
Trinity Point  
High Street  
Halesowen  
B63 3HY

 0121 602 7594

 [info@windsoracademytrust.org.uk](mailto:info@windsoracademytrust.org.uk)

 [windsoracademytrust.org.uk](http://windsoracademytrust.org.uk)

 @winacadtrust