



# JOIN OUR TEAM

Recruitment information

# WELCOME

Thank you for your interest in joining the team at Wellsway Multi Academy Trust. We welcome applications from all sections of the community; it is by building a strong and inclusive workforce that we can best support the children and young people in our care.

We value each staff member as an individual and recognise that everyone plays a part in providing the first-class educational experiences that our students deserve. We each bring our own strengths, skills and experience to the Trust and we are all continuing to learn. Our Trust is committed to creating excellent professional development opportunities for all staff, as well as investing in their wellbeing.

As a Trust we believe strongly in the principles of collaboration and partnership; by working together we can achieve our aims and ambitions.

Schools within our Trust retain their own unique characteristics but benefit from close partnership working, with a focus on school-to-school support and sharing of best practice.

If you think this sounds like an environment to which you could contribute and in which you would thrive, we would love to hear from you.

## **Andrea Arlidge**

Chief Executive, Wellsway Multi Academy Trust



‘As a Trust we believe strongly in the principles of collaboration and partnership...’

## OUR STRATEGIC VISION & VALUES

### Our values



Respect



Opportunity



Collaboration



Aspiration

### Our ethos

- a ‘family’ of schools
- seamless approach to education 2-19
- each school retains its own distinctive identity, reflective of its community
- alignment and standardisation of systems, processes and practice that impacts on school improvement
- opportunities and approaches that drive collaboration and share best practice
- organisational growth, acting as a strong system leader and helping to raise standards in the South West

# ABOUT US

Wellsway Multi Academy Trust (WMAT) was established in January 2014 and now includes 13 schools in three West of England local authority areas: Bath and North East Somerset, Bristol and South Gloucestershire. As of February 2021, our family of schools comprised 5623 pupils aged 2 to 19 and 783 members of staff.

We are a mixed multi academy Trust (MAT), in partnership with the Diocese of Bath and Wells, which brings considerable benefit to all our schools.

Our aim is to ensure that each child and young person in a WMAT school receives the very best teaching, alongside an impressive range of opportunities, which broaden their horizons and instil in them a respect for learning, giving them the tools to realise their hopes and aspirations for the future.

We want to develop a seamless approach to education 2-19 so that children and young people receive an education that builds progressively on the previous phase of their learning, giving them the chance to experience success and have fun within a safe and nurturing environment.

**‘Our aim is to ensure that each child and young person in a WMAT school receives the very best teaching’**

Each of our schools retains its own distinctive identity but we share a commitment to developing common practices and approaches that drive collaboration and offer the best opportunities for our pupils, our staff and the local communities we serve.

We provide central services, enabling schools to focus on teaching and learning. These services include school improvement, finance, HR, procurement, IT, catering, and communications. Our trading company, WMAT Trading, operates our Teaching School (Great Western Teaching School Alliance), the B&NES School Sports Partnership, our two sports centres (at Wellsway School and SBL Academy) and organises lettings and trading activities.

Strong governance sits at the heart of our Trust and our Board of Trustees meets regularly to oversee and guide our work. It operates through the following committees: Education and Standards, Finance and Estates, HR, Audit and Risk.

Each school has an Academy Governance Committee (AGC), ensuring that it is firmly rooted in its community. AGCs monitor standards and fulfil the practical requirements of governance, on behalf of trustees.



# OUR SCHOOLS

The WMAT family includes primary, secondary and special schools in the West of England. We have a fantastic team of staff across our schools, who are all willing to share their skills and expertise to benefit children, families and the wider community.

## Primary



Chandag Infant  
Headteacher:  
Annie Smart



Chandag Junior  
Head of School:  
Jo Savory



Cheddar Grove  
Headteacher:  
Paul Jeffery



Salford  
Headteacher:  
Dawn Sage



St John's  
Headteacher:  
Claire Graham



The Meadows  
Headteacher:  
Joy Mounter



Two Rivers  
Head of School:  
Wendy Carver



Wansdyke  
Headteacher:  
Adam Smith

## Secondary



Bedminster  
Down  
Principal:  
Debbie Gibbs



IKB Academy  
Principal:  
Danny Wilkinson



SBL Academy  
Principal:  
Dean Anderson

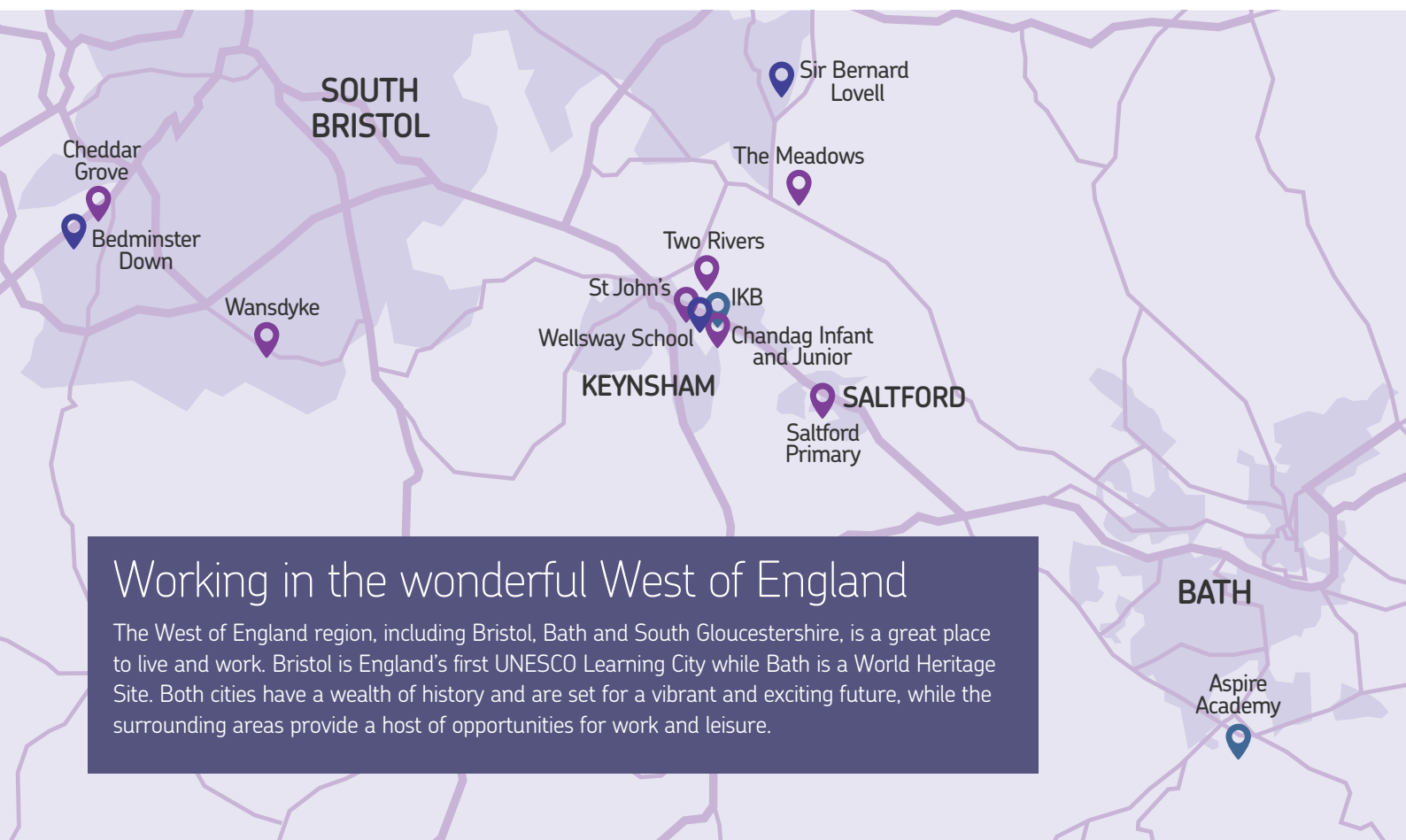


Wellsway  
Principal:  
Matthew  
Woodville



Aspire Academy  
Principal:  
Pete Headeach

## Special



## Working in the wonderful West of England

The West of England region, including Bristol, Bath and South Gloucestershire, is a great place to live and work. Bristol is England's first UNESCO Learning City while Bath is a World Heritage Site. Both cities have a wealth of history and are set for a vibrant and exciting future, while the surrounding areas provide a host of opportunities for work and leisure.





# Futura

Learning Partnership

'Our new name reflects the vision and values that celebrate aspiration, ambition and hope for the future...'

From 1st September 2021. Wellsway Multi Academy Trust will become known as Futura Learning Partnership (FLP). We are making this change to reflect the Trust we have become and, through adopting a name that is not the same as one of our schools, are emphasising that every school in our Trust is of equal importance. The new name has a subtle reference to Wellsway

School through its motto: 'Futura Aedificamus' (translated as 'We build for the future'). Our new name reflects the vision and values that celebrate aspiration, ambition and hope for the future as well as showing the Trust's commitment to collaboration and partnership working.



# STAFF TESTIMONIALS

## Primary school staff

The Trust are enthusiastic about creating working groups where staff can share best practice and curriculum development. These groups are really important to ensure schools are not isolated. This professional dialogue and partnership offer me, as a reflective practitioner, the chance to improve my practice and make a difference to school life, helping children to flourish.



**Tom Livingston, teacher**

I have had opportunities to develop my practice through training provided by experienced colleagues at my school and our partner schools. Meeting and sharing experiences with colleagues at similar stages in their teaching careers has also been hugely beneficial. I have shared the development of my students at a primary level and gained valuable insights from a secondary perspective.



**Charlotte Mulready, teacher**

## Central team staff

I like the diversity of my job – I work on different projects and with lots of different stakeholders on a daily basis. I have learned a lot about how a business runs and developed a whole new set of transferrable skills. The Trust have facilitated me completing a CMI Level 5 Operations Management qualification, which has already helped me in my current role.



**Laura Gaiger, manager**

The skills I gained from working as a senior technician at the Trust enabled me to take up a team leader post for another smaller Trust. I have recently returned as a manager and am enjoying the challenge that comes with supporting a larger number of schools. Being part of a larger team has provided greater opportunities for development.



**Samantha Lear, IT**



## Secondary school staff

WMAT has been huge for my development in my NQT and RQT years. Attending weekly sessions as an NQT prepared me for milestones such as my first parents' evening and first residential field trip. During my RQT year I have been able to attend Trust-wide sessions, most recently focusing on securing good pedagogy and career progress. There is a plentiful supply of opportunities to progress in your career, across a range of education settings, and mentoring and guidance is broad. The best thing about working at the Trust is working with and supporting students willing to learn and take an ownership of their education.



**Byron Evans, teacher**

## A home-grown success story

### How has the Trust been for you?

I benefited tremendously by being able to take part in the Middle Leadership course, resulting in a promotion. I then completed the Senior Leadership course and recently achieved a senior position. I attribute this progress to the opportunities that the Trust has offered me to focus on my personal development and future aspirations.



### What's your advice to new recruits?

Take advantage of any opportunity that you can grasp. I have been very lucky to be part of some incredibly impactful courses during my time that have supported and progressed my career – take an open-minded, inquisitive approach and the Trust can help you succeed!

**Ben Stirling-Turner, head of house, Wellsway School**

# PROFESSIONAL DEVELOPMENT

We are committed to delivering high quality and effective continuing professional and leadership development (CPLD) opportunities for teaching staff, non-teaching staff, governors and members.

Programmes and sessions are designed to support and develop good practice across roles, aligning to career stage, aspiration and interest. For example, we offer IT, wellbeing, and middle leader development as well as bespoke provision for teaching staff and teaching assistants.

Our Professional Development brochure details what's on offer.

## Professional development opportunities

### Early career framework (new from Sept 2021)

- Two year structured framework of professional development for Early Career Teachers (formerly NQT and RQT)
- Supports the new two year induction period for Early Career Teachers
- Mentor training

### Professional development sessions

- T&L sessions for staff working in a classroom setting (teachers and TAs)
- IT sessions
- Line managers' briefings
- Governance sessions

### Professional development programmes

- RQT programme (2021-22)
- Middle leader programme
- Senior leader programme
- Wellbeing programme

### Other professional opportunities

- Apprenticeships
- TA qualifications
- Professional association awards (eg CIPD)
- Management/leader frameworks

### Mandatory training

- Safeguarding
- First aid courses
- Positive handling courses
- iHasco e-learning modules

### Administrative and management development

- Apprenticeship programmes
- Management awards

### CAREER OPPORTUNITIES

Specialist Leaders of  
Education

Local Leaders of  
Education and of  
Governance

National Leaders of  
Education and of  
Governance





# WE INVEST IN STAFF WELLBEING

We are committed to providing the best possible support for every member of the WMAT family of schools. If there is anything we can help you with, you only have to ask.

You will gain many benefits from working for WMAT. Among these are:

## HEALTH

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- Health care cash plan
- Eye tests, dental check ups and physio

## WELLBEING

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- Employee Assistance Programme
- Wellbeing committees – supporting you in the workplace
- Generous leave entitlement for support staff
- Digital devices to help you work where you need to
- Free on-site parking
- Annual staff survey – valuing your opinion

## CAREER

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- Many professional learning and development opportunities
- We value our staff and pride ourselves on our flexible, family-friendly, inclusive approach

## FITNESS

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- Generous discounts on gym and sports centre membership
- Cycle scheme up to the value of £3000

## PERSONAL

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- Generous retail discounts







# APPLICATION PROCESS

All our vacancies are advertised on individual school websites and the [WMAT iTrent Jobsite](#).

If you are not already registered, you will need to create an account to apply for a role with us on iTrent. This will also enable you to set up job alerts for any future vacancies that might interest you.

Click on 'apply online' within the relevant iTrent job advertisement to complete your online application form providing full details of your education and employment history, including any unpaid or voluntary work. Where there are gaps in your employment, please state the reasons why (e.g. gap year, career break, unemployed etc).

Use the job description and person specification as your guide and give specific examples, where possible, to demonstrate how your skills and experience match the requirements for this post. We will need details of two referees, one of which must be your current or most recent employer. Please provide their names, work email addresses and daytime contact numbers.

Your online application can be saved at any point and returned to later as long as the closing date for the job has not passed. You will receive an email reminding you to complete your application form before the closing date.

Take some time to check the information you have provided for errors. You can then go back to the form page by page and amend where necessary.

When you have completed your application form you should **submit** and importantly also **confirm** your application. Your application will be sent directly to the relevant recruitment team and an acknowledgement email will be sent to you from [resourcing@neopeople.net](mailto:resourcing@neopeople.net). Please check your email inbox/junk/spam folders to ensure you receive confirmation that we have received your application.

Unfortunately, we are unable to accept CVs. If you have a disability that prevents you from completing the application form, please contact the school to discuss.

Should you be interested in applying for another role within the Trust in the future, your previous iTrent application details will be saved online, making future applications much quicker to complete and submit.

Within iTrent you can also set up job alerts to be notified automatically of any new vacancies matching your selected criteria.

Should you have any queries please do not hesitate to contact us at [recruitment@wellswaymat.com](mailto:recruitment@wellswaymat.com) or call the Trust Central HR team on 0117 9864751. Please note [resourcing@neopeople.net](mailto:resourcing@neopeople.net) is a notification only email address.

## Closing date and shortlisting

All vacancies close at midnight on the date specified in the advert. Applications must be submitted and confirmed. Applications received after the published closing date and time will not be accepted.

Shortlisting will match your skills/experience against the criteria in the person specification. You will be selected for interview entirely on the contents of your application form and covering letter of application, so please read the job description and person specification carefully before completing your form.

If you have not been contacted within one month of the closing date, please assume you have not been shortlisted. In this case, may we thank you in advance for your interest in this post and wish you the very best for the future.

We encourage you to browse our websites as it will give you an insight into the Wellsway Multi Academy Trust and its schools and would warmly welcome you to visit our schools. If you would like to take advantage of a tour, please contact the relevant school office to arrange a visit.

## Equality, diversity and inclusion

**We are committed to equality, diversity and inclusion and to creating an environment where staff can thrive.**

We are keen to attract the most highly talented individuals from a diverse range of backgrounds. For further information on our commitment please see our [equality and diversity policy](#).

We are committed to creating and sustaining a positive and mutually supportive working environment for our staff and an excellent teaching and learning experience for our students, where staff are equally valued and respected and supported and students are encouraged to thrive.





# SAFEGUARDING

Wellsway Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Your suitability to work with children and young people will form part of the selection process. During interview the panel will explore issues relating to safeguarding and the promotion of child welfare with you.

Prior to appointment Wellsway Multi Academy Trust will apply for a satisfactory enhanced Disclosure and Barring check, a Children's Barred list check.

Posts are exempt from the Rehabilitation of Offenders Act 1974. All convictions, cautions and bindovers, including those regarding as 'spent' must be declared when applying: Exception being certain, minor cautions and convictions which are 'protected' for the purposes of the 'Exceptions' order. For more information please see the [DBS filtering guidance](#).

Safer recruitment practice also includes the following checks; verifying original forms of identity, academic, professional and vocational qualifications, prohibition checks in relation to the children's workforce for teachers, a minimum of two satisfactory references, previous employment history checks, gaps in employment and health and physical capacity checks. In some settings a Declaration will be required in order to meet our obligations under the 'Disqualification under the Childcare Act 2006. We also require original identification of right to work in the UK. In all instances, original and valid documents will be required. We are unable to accept photocopies.

Please note that a delay in submitting the required documentation to allow the checks to take place may result in a delay in your start date.

