



WMAT

# Staff Prospectus





Our ambition is clear; to make WMAT a Trust that is outstanding both for the students that learn here and also for the staff that work in our Trust.

## Welcome from John Winter CEO of Weydon Multi Academy Trust

**I am thrilled that you are considering joining Weydon Multi Academy Trust (WMAT). Whether you are an experienced educator, a talented professional committed to supporting schools or just starting out in your career, we're really excited about the possibility of welcoming you into our growing family of schools.**



Founded in 2017 by a group of visionary Headteachers, our Trust was created with a shared goal: to offer even better opportunities for students and staff. Today, we are proud to be home to thirteen schools—five special schools, two primaries, and six secondaries—all situated within Surrey and North East Hampshire. But we're not stopping there—we're growing, and we want you to grow with us.

At WMAT, we're passionate about making a real difference in the lives of our students. The impact we have together is something to be proud of, and our students' achievements are a testament to the dedication and hard work of our staff. While each school retains its unique identity and local context, we believe deeply in the power of collaboration. When you join one of our schools, you will have the opportunity to work alongside colleagues across the Trust, sharing best practices and supporting one another's growth. This collaborative approach isn't just about supporting students—it's about supporting each other to become the best educators we can be.

Our vision is bold: we want WMAT to be exceptional, not just for the students we serve, but for the talented staff who make that success possible. Our schools are thriving—many are oversubscribed, and all are growing—an endorsement of the impact we're having together.

Thank you for considering a role with us. Every day, I am inspired by the amazing people I work alongside at WMAT, and I would love for you to be part of this positive, forward-thinking organisation. If you are ready to make a difference, develop your career, and work with passionate, dedicated professionals, I encourage you to apply.

I look forward to meeting you and working together to shape the future of education.

John Winter



## Investing in You

**At WMAT, we firmly believe that the key to our students' success lies in the strength and dedication of our staff. Whether you are a teacher, teaching assistant, or part of our wider team of Associate staff, you are at the heart of everything we do. It's the exceptional people who work in our schools who truly make us who we are.**

By joining our growing and successful Multi-Academy Trust, you'll play a vital role in helping us achieve our core purpose of **'transforming lives.'** In return, we are committed to investing in you. You can expect **exceptional career progression opportunities, competitive pay and benefits,** and a variety of **flexible working options** to ensure a healthy work-life balance. Moreover, you'll have access to **outstanding opportunities** for professional growth—whether through collaboration with colleagues across the Trust or bespoke learning and development programs tailored to help you excel in your role.

Our Values are more than just words—they are the foundation of our culture. We live by the principles of **aspiration and ambition for all, trusting relationships, restlessness in the pursuit of being better, positivity and inspiration,** and being **people-focused.** These values shape how we work with each other and with our students, and they guide everything we do.

As you explore our offer to staff, you will see how we bring these values to life in the day-to-day experience of our colleagues. From the support you'll receive to the opportunities you'll have to grow, we are dedicated to fostering an environment where everyone can thrive.

We're excited about the possibility of you joining us and contributing to the future of WMAT. Together, we can achieve great things.



**Working with WMAT, you'll be joining a highly successful and growing Multi-Academy Trust.**





## Our Employment Offer to You

<p><b>Pay and benefits</b></p>	<ul style="list-style-type: none"> <li>• Generous pay scales, often above those recommended at national level.</li> <li>• Highly-competitive pension schemes (either Teachers Pensions Scheme or Local Government Pension Scheme) which include a significant employer contribution and life cover of three times your annual salary.</li> <li>• Access to savings on your everyday spending including food, homeware, entertainment and holidays, through Vivup benefits.</li> <li>• Eligibility to join the Blue Light Card and Discounts for Teachers schemes to access further savings.</li> <li>• Interest free loans to purchase a travel season ticket.</li> </ul>
<p><b>Health and wellbeing</b></p>	<ul style="list-style-type: none"> <li>• Support for your health and wellbeing including a generous health and sickness cash back plan through Westfield Health enabling you to claim back the cost of dental, chiropractic and optical care and more.</li> <li>• Westfield Counselling Service - 24 hours service open to all staff anytime, with in-person sessions available.</li> <li>• Advice, resources and savings on wellbeing and fitness through Vivup benefits, including savings of up to 42% through the Cycle to Work salary sacrifice scheme.</li> </ul>
<p><b>Learning and development</b></p>	<ul style="list-style-type: none"> <li>• A full induction programme including extensive safeguarding and health &amp; safety training.</li> <li>• Professional development opportunities which include bursaries to fund further study.</li> <li>• Bespoke CPD programmes within each academy.</li> <li>• Opportunities to learn from and support colleagues across the Trust through collaborative working groups, mentoring and role-focused forums and networks at all levels.</li> <li>• Opportunities for experienced teachers to be involved in our Subject Architects group, developing passion in your subject, and to work with trainee teachers within our ECT programme and SCITT.</li> <li>• Specialist training in SEND.</li> <li>• Opportunities for leadership coaching and mentoring.</li> </ul>
<p><b>Career progression opportunities</b></p>	<ul style="list-style-type: none"> <li>• A focus on working with you to achieve your career aspirations, including support from your manager and access to opportunities across the diversity of roles in the Trust.</li> <li>• A track record of colleagues progressing through the organisation to senior leadership roles.</li> </ul>
<p><b>Work/life balance and family friendly policies</b></p>	<ul style="list-style-type: none"> <li>• Opportunities for flexible working appropriate to the role, including part-time working, remote working and altered start/finish times.</li> <li>• Enhanced maternity leave, shared parental leave and paternity leave and sick pay scheme.</li> <li>• Generous annual leave for Associate staff, starting at 26 days per year.</li> <li>• All staff with 2 or more years' service, or those that meet a skills shortage, can gain a priority place for their children's admission to the school they are contracted to.</li> </ul>
<p><b>Working environment</b></p>	<ul style="list-style-type: none"> <li>• Clear Teaching and Learning policy - Flow Learning.</li> <li>• State of the art facilities and working environment.</li> <li>• Staff social areas and work rooms.</li> <li>• Staff Associations to organise social events, gifts etc.</li> <li>• Wide-ranging behaviour management policy that has been commended by Ofsted, to enable you to teach and perform your role.</li> </ul>



## What people say about our schools...

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**SENCO network meetings have been highly valuable.**

**We work collaboratively and support one another.**

**We are made to feel trusted and respected.**

Staff Voice has really helped identify and solve a number of wellbeing issues this year.

**Staff meetings allow us to have in-depth discussions where I feel our opinions and voices are heard.**

**I love being in the classroom!**

**I appreciate the flexibility we are offered.**

**I adore my work. I feel that I have an important role to support students and their families.**

**The leadership team and colleagues always offer support.**

**I think our school is fantastic in terms of career progression and opportunities are always there.**

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These comments were taken from the June 2024 Staff Engagement & Experience Survey





I am thankful to be so well supported by the central team, the other headteachers, our governors and incredible team at The Park School.

## **A personal account of career development opportunities at WMAT, from Zara Wright, Principal of The Park school:**

**I started my school career as a Teaching Assistant then became a drama teacher in 2007, working in a specialist school for boys with Social, Emotional and Mental Health needs. After moving to mainstream as a nurture teacher and qualifying as a Special Educational Needs and Disabilities Co-ordinator, I joined Farnham Heath End School in 2015 as Assistant Headteacher and completed a Masters in Education in Inclusive Education.**

It was a privilege to work at FHES with such a fantastic team and be part of their 'Road to Great'. Due to the nature of the SEND crisis, I did my advanced SEND legal training. When I returned from maternity leave in 2019, I remained at FHES but was fortunate to be appointed 'Emotional Wellbeing & Mental Health Lead' part-time for the Trust. This was an exciting new role but challenging due to the pandemic. The mental health leads were brilliant at connecting and creating solutions about how to support our young people through such a difficult period. This role inspired me complete an MSc in Psychology which the Trust supported me with. In 2021, I did a dual role supporting both Weydon and FHES SEND Teams and enjoyed facilitating collaborative opportunities across the schools.





In 2022, I was appointed Director of SEND for the Trust which was a huge privilege as I worked with so many talented and skilled staff across the schools. As part of this role, I also went to support at The Park School (TPS) temporarily as their leadership team was short-staffed. There was something truly extraordinary about TPS and I was deeply impressed by how kind, welcoming and brimming with potential the students and staff were. I began doing a split role as deputy headteacher at TPS and continued with my director work across the Trust. In September 2024, I became headteacher at TPS which is my dream job, and I couldn't be happier. As I navigate through another significant learning curve, I am thankful to be so well supported by the central team, the other headteachers, our governors and incredible team at TPS. Currently, I am completing my NPQH which I hope to complete at Easter.

**WMAT has given me so many opportunities to grow and develop over the years. Some of my highlights since joining the Trust have been:**

- Speaking at Westminster Education Forum on the SEND reforms
- Writing and presenting for WMAT's School Centred Initial Teacher Training
- Being part of the 'Behind the Mask' project on supporting neurodivergent girls for Surrey
- Working with the WMAT SENDCos and chairing their network meetings
- Recording a podcast for The SENDCast

**My ambition now is to support our staff and students to recognise and surpass their potential. If I can go from a TA to a headteacher then anything is possible!**



## Early Career Teachers

**We recognise that at the start of your teaching career, it's particularly important that you have access to the support you need.**

As an ECT in a WMAT Trust school you can expect to benefit from:

- A designated Induction Tutor, who will provide day-to-day monitoring and support, and co-ordinate your assessments.
- A designated Induction Mentor, who will provide regular structured mentoring sessions and targeted feedback.
- Observations of your teaching at regular intervals, and follow-up discussions with prompt and constructive feedback.
- Regular professional reviews of your progress, to take place termly (except in terms where formal assessment is held), at which your Induction Tutor will review objectives and revise them in relation to the relevant standards and your current needs and strengths.
- Opportunities to observe experienced teachers, either within the school or at another school with effective practice.
- A reduced timetable to allow you to undertake activities in your induction programme; no more than 90% of the timetable of our existing teachers on the main pay range in your first year, and no more than 95% in your second year.
- Regularly teaching the same class or classes.
- Taking part in similar planning, teaching and assessment processes to other teachers working in similar posts.





## We are now six secondary schools, two primary schools and five special schools:



**Abbey School:** Strong, vibrant and growing Special School currently with 120 students aged 11-16 years who have learning difficulties and additional needs. We encourage our students to reach and surpass their potential.



**Beacon Hill Community Primary School:** A busy, vibrant and friendly primary school. We are committed to providing a welcoming, safe and stimulating environment for children to learn; an environment in which everyone is valued and all achievements are celebrated.



**Brooklands School:** A special school for primary-aged children with severe or profound and multiple learning difficulties and those with Complex Social Communication Needs. Our distinctive ethos, supportive families and team of dedicated, caring and talented staff and governors enable us to provide a varied, high standard of education which develops and inspires every child.



**Clifton Hill School:** A Special School for children and young people aged 11-19 with severe and profound multiple learning difficulties. Independence and preparation for adulthood is at the heart of everything we do. Our curriculum and the work we do is built around the key intention of keeping our students' worlds wide.



**Crondall Primary School:** A happy, exciting learning community for primary-aged children. We have an emphasis on working hard, challenging ourselves and being independent learners whilst having fun. We place the children at the heart of everything we do.



**Eggar's School:** Eggar's is an 11 – 16 school with a well-established reputation for academic excellence, sporting achievement and exceptional talent in Music and Creative Arts. It provides a nurturing, family-oriented environment while maintaining the highest aspirations for all students in our care.



**Frogmore Community College:** A school for students aged 11 – 16 years, the Frogmore family learns together, going above and beyond to create the conditions in which everyone can flourish. We care about, inspire and challenge each other so that we all achieve excellence.



**Farnham Heath End School:** An 11-16 Community School with approx. 1000 + students from Surrey and Hampshire. We believe that every child can be a hero and schools are an environment to make their dreams come true.



**The Park School:** A lively and engaging Special School for children with learning and additional needs aged 11-16 years. We offer a rich, creative and personalised curriculum that meets individual needs enabling students to fulfil their potential.



**Ridgeway School:** A Special School for students aged 2- 19 with severe and profound multiple learning difficulties. We pride ourselves on challenging accepted outcomes and the promotion of high expectations in learning.



## Rodborough SCHOOL

**Rodborough School:** We place a great deal of emphasis on inspiring and challenging our 11-16s to develop as rounded young adults, by making good progress in exams and engaging in activities that will promote their leadership skills. With nearly 900 students on roll our Vision is modelled throughout; Inspire, Challenge, Lead.



## Weydon SCHOOL

**Weydon School:** An 11-16 School, Weydon is filled with a shared enthusiasm for learning. Weydon provides an outstanding learning environment for its 1600 + students and continues to offer an exceptional extra-curricular programme which both stimulates and inspires its students and staff.

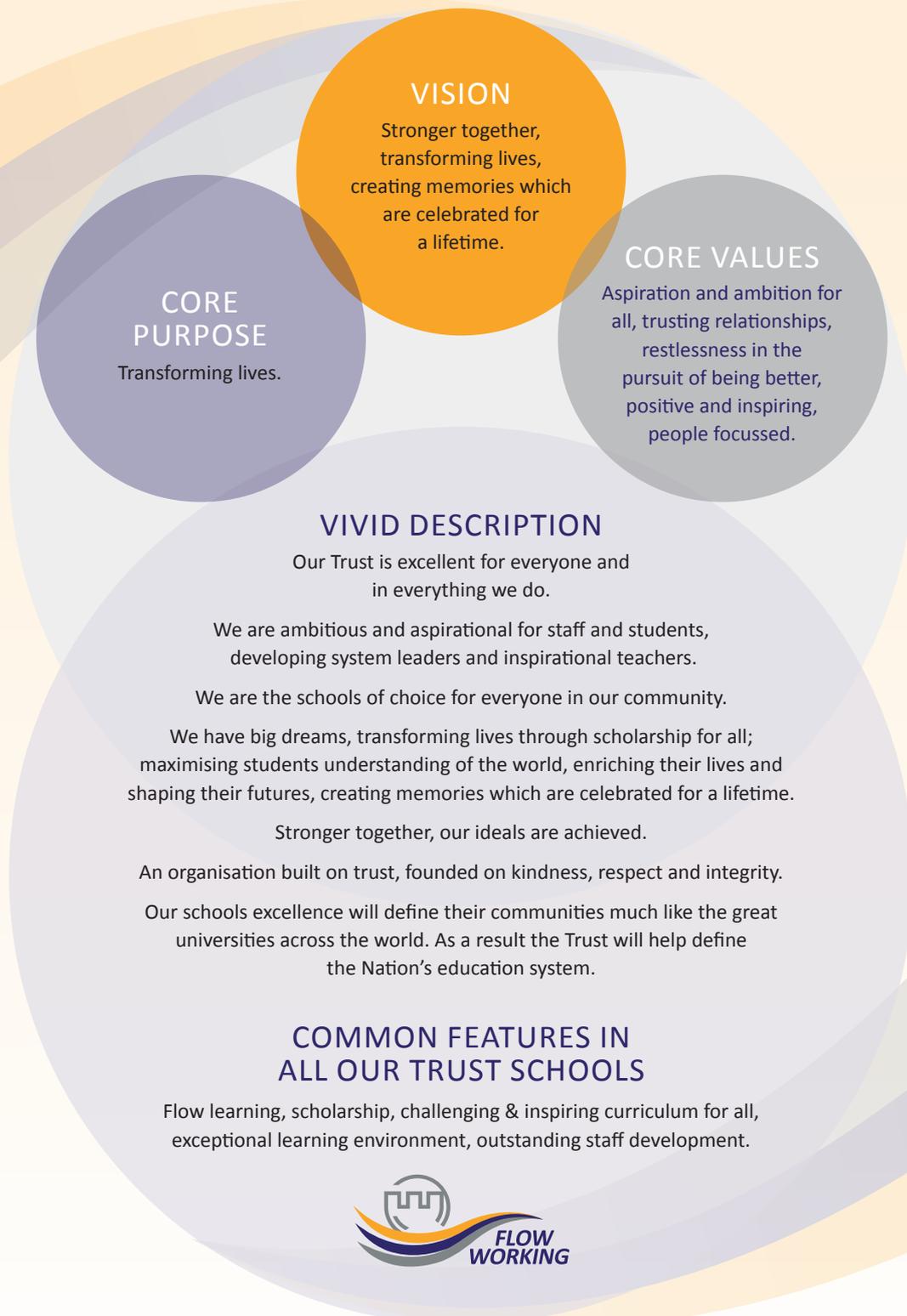


## WH WOOLMER HILL SCHOOL

**Woolmer Hill School:** A comprehensive academy aged 11-16 years with over 800 students. We have an inclusive approach to educating the whole person and believe that all members of our community should be challenged to fulfil their maximum potential.



**Our schools have their own Principal / Headteacher and Local Governing Body and are encouraged to develop their distinctive character, ethos and values within the communities they serve. We are committed to enabling each school to flourish within a culture of collaboration, challenge and mutual support. The schools enjoy excellent reputations in the local area for examination success and the breadth of educational opportunities provided.**



# Weydon Multi Academy Trust - Governance and Leadership Structure

## MEMBERS

**Peter Brinsden**  
Chair & Finance

**Mark Rosling**  
Strategic Management

**Chris Kirk**  
Leadership, Business, Finance

**Swati Wills**  
Finance, Business, HR

**David Gill**  
Strategic Management

## TRUSTEES

**Peter Brinsden**  
Chair of Quality of Education

**Chris Hyland**  
Finance & Audit & Risk

**Ralph Johnson**  
Chair/Finance/Audit & Risk

**Vicki Nixon**  
Vice Chair/Strategy

**John Winter**  
CEO

**Ros Allen**  
Quality of Education

**Rob Hill**  
Safeguarding & Education

**Sam Poulter**  
Strategy & Education

**Kate Licence**  
Quality of Education

**Mike Pickering**  
Finance Committee

## CENTRAL TEAM

**John Winter**  
CEO

**Mark Sharman**  
Executive Director of  
Academy Improvement

**Louise Buckley**  
COO

**Kirsty Kemp**  
Director of Finance

**Liz Wylie/Amy Diprose**  
i2i SCITT Directors

**Steve Hollands**  
Director of Technology

**Peter Barraud**  
Director of Safeguarding

**Sarah Goodwin**  
Director of People & Culture

**Mehal Shah**  
Director of Specialist School  
Improvement

**Elaine Felton**  
Governance Professional

**Liz Crosby**  
Admissions Officer

**Kathy Lockett**  
Executive Assistant/  
Communication

## CHAIR OF LOCAL GOVERNING BOARDS

**Katie Hewett**  
Abbey School

**Catharine Green**  
Farnham Heath End

**Ralph Johnson**  
Park School

**Ben Newton**  
Ridgeway School

**Mike Pickering**  
Rodborough School

**Sharon Robinson**  
Weydon School

**Malcolm Carter**  
Woolmer Hill School

**Louise Grant**  
Crandall School

**Kate Berry**  
Beacon Hill Primary School

**Ann Corrigan**  
Clifton Hill School

**Gene Ashe**  
Frogmore Community College

**Joanna Ciuksza**  
Brooklands School

**Linda Campbell**  
Eggar's School

## PRINCIPAL/HEADTEACHER BOARD

**David Jackson**  
Abbey School  
Headteacher

**Stuart Maginnis**  
Farnham Heath  
End Principal

**Zara Wright**  
Park School  
Principal

**Tom Byrne**  
Ridgeway School  
Principal

**Emma Hunston**  
Rodborough School  
Principal

**Jackie Sharman**  
Weydon School  
Principal

**Clare Talbot**  
Woolmer Hill School  
Headteacher

**Jo Leatham**  
Crandall School  
Headteacher

**Rebecca Neeves**  
Beacon Hill Primary School  
Headteacher

**Lucy Wijsveld**  
Clifton Hill School  
Headteacher

**Chris Vaudin**  
Frogmore Community College  
Headteacher

**Teresa Prior**  
Brooklands School  
Headteacher

**Sarah Holman**  
Eggar's School  
Headteacher

## SUBJECT LEADS

**Pierre Bolis**  
MFL

**Rob Burgess**  
Maths

**Debbie Coad**  
English

**Hilary Elliott**  
Science

**Sally Walker**  
Data



