

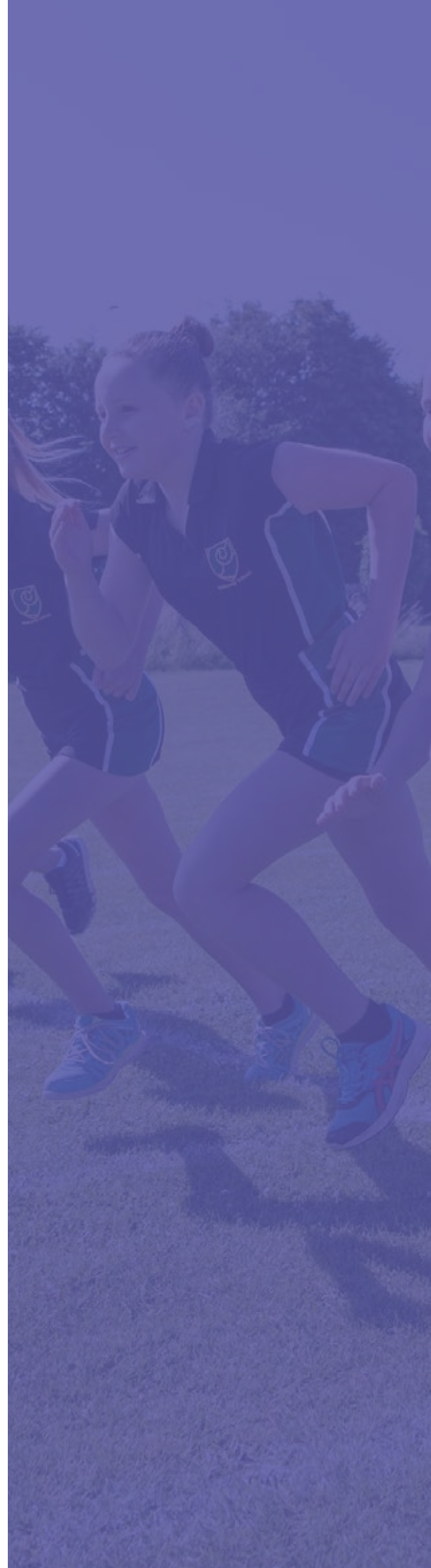


JOIN OUR TEAM
Recruitment information

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RECRUITMENT INFORMATION

- Welcome - Andrea Arlidge
- About Wellsway Multi Academy Trust:
 - Strategic vision and values
 - Our schools
- Staff benefits
- Our application process
- Safeguarding





A WARM WELCOME FROM CEO ANDREA ARLIDGE

Thank you for expressing an interest in joining one of the schools within Wellsway Multi Academy Trust. We are a cross phase Multi Academy Trust (MAT) established in 2014. We have steadily built up our Trust to 13 schools crossing secondary, primary and special sectors. We educate young people from 3 to 19 within our family of schools.

Our aim is to create a group of remarkable schools across Bristol, Keynsham and Bath areas delivering outcomes for learners that will place each school within the top 20% of similar schools nationally for progress made. We are committed to raising aspiration and never accepting second best. We are creating schools with a very distinctive culture and ethos centred on every student enjoying learning and expecting success. We have sought to reflect the culture that we are creating in our schools within our [vision and values statement](#).

We are excited by the potential of our Trust to further improve our schools. The power of schools working in collaborative partnership is the opportunity to share and learn from one another. Our annual conferences are attended by nearly 700 delegates from our teaching, support staff and board members. We share best practice and learn from one another. Benefits of being part of a MAT include wider opportunities for staff and pupils including;

- Greater opportunity for staff development and career progression
- Broader sharing of expertise; improved transition; access to specialist support
- Access to specialist facilities and resources
- Increased economies of scale.

We value our staff highly and want to be the employer of choice in the area. We offer competitive conditions of service and a culture that supports our staff to reach their maximum potential. As a Trust we are able to offer a comprehensive programme of continuing professional and leadership development (CPLD) opportunities for all staff, cross-phase, and for both teaching and support staff. We also have a strong school improvement team and are delighted to have been designated teaching school status as the [Great Western Teaching School Alliance](#).

Those we recruit need to demonstrate that they share our values. We are looking to appoint people who are highly motivated to work with colleagues within and beyond their academy to pursue professional excellence, with a strong commitment to providing the highest standards of teaching for all children. There is an amazing momentum developing across the Trust and we are already having significant impact in our schools. We are looking to appoint people who share our values and want to develop their career within our Trust and look forward to receiving your application.

Once again, thank you for expressing an interest in joining us and I wish you luck with your application.



STRATEGIC VISION & VALUES

Strategic vision

- Wellsway Multi Academy Trust will become a strong local partnership of schools that is cross-phase with a fully inclusive range of provision
- The Trust will build a strong and cohesive identity whilst recognising that each academy within the Trust will have its own unique characteristics
- Collaboration and joint working will ensure that all academies in the Trust can share in, and benefit from, each other's strengths



Our values

- **Professionalism:** The Trust expects each academy to expect and uphold the highest professional standards in all aspects of its work
- **Education:** The Trust's primary purpose is education and priority will be given to allocating resources into the classroom and learning activities
- **Inclusion:** The Trust places inclusion at the heart of all its provision and seeks to develop a range of inclusive services to support learners with specific needs
- **Economic:** Gaining value for money is central to the Trust's operation and directors actively seek opportunities to develop joint educational provision and shared services across schools
- **Strategic:** The directors seek to develop a multi academy trust of optimum size, with economies of scale that create the capacity for the Trust to provide excellent support to all its schools, whilst retaining its local nature
- **Geographic:** Schools within the Trust will be located within a reasonable driving distance of the hub school, Wellsway, so that school-to-school support is possible
- **Moral:** Wellsway Multi Academy Trust has been established to support education within the wider local area.

OUR SCHOOLS

Primary



Chandag
Infant School



Chandag
Junior School



Cheddar Grove
Primary School



Saltford
CofE Primary School



St John's
CofE Primary School



The Meadows
Primary School



Two Rivers
CofE Primary School



Wansdyke
Primary School

Secondary



BEDMINSTER DOWN
SCHOOL



IKB
ACADEMY



SBL
SIR BERNARD LOVELL
ACADEMY



WELLSWAY
SCHOOL

Special



ASPIRE
ACADEMY

Teaching school

Great Western
TEACHING SCHOOL ALLIANCE

For more information about Wellsway Multi Academy Trust see: wellswaymat.com

STAFF BENEFITS & WELLBEING



As a member of the Wellsway Multi Academy Trust team, you will be part of a very positive and highly skilled community, and would be joining at a really exciting time in the Trusts journey. We believe staff are our most important resource and are valued, supported and encouraged to develop personally and professionally throughout their career. The Trust is committed to its duties as an employer and places high importance on staff wellbeing offering a range of benefits to staff these include:

HEALTHCARE CASH PLAN

You'll be automatically enrolled into a tailored Cashplan. This includes cash back on dental, optical, prescriptions, chiropody, physiotherapy and much more. Add your partner and increase your level of cover to maximise your benefits.

FREE FLU JABS

Take advantage of a free flu vaccination up to the value of £10.

FREE EYE CHECK

Annual eye check and contribution of up to £60 towards glasses.

COUNSELLING SUPPORT

Colleagues also have access to counselling either face-to-face (up to six sessions) or telephone sessions as appropriate.

COLLEAGUE ASSISTANCE HELPLINE

Provides colleagues and their families with free confidential support and legal advice. Available 24 hours a day, 365 days a year.

COLLEAGUE DISCOUNTS ON TOP BRANDS

Multiple discounts, reloadable cards, cash back and instant voucher options available across high street retailers, most supermarkets, restaurants, days out and travel companies as well as discounted gym memberships and much more.



DISCOUNTED SPORT & GYM MEMBERSHIP

All Trust colleagues can benefit from a huge discount at Trust School Sports Centres and receive exclusive rates.

PENSION

If eligible you will be automatically enrolled into the relevant scheme – either the Teachers' Pension Scheme, Local Government Scheme or NEST pension scheme.

CYCLE SCHEME

You can purchase a bike and/or cycling equipment up to the value of £3000 and save at least 25%. The repayments are interest free and made over 12 months via salary sacrifice which attracts tax and NI savings. The scheme is limited to no more than 10% of your monthly gross salary.

TRAINING AND CAREER DEVELOPMENT

WMAT are committed to delivering high quality and effective professional and leadership development opportunities available to all staff via our annual professional development brochure.

CHILDCARE VOUCHERS

Tax free childcare Government backed scheme which gives eligible families 20% off childcare costs and can be used for afterschool clubs and nurseries. To find out if you are eligible and apply check out the [Get Tax-Free Childcare website](#)

DON'T FORGET

All colleagues can access the 'MyBenefits' platform – a one stop shop for all staff benefits and wellbeing support.

APPLICATION PROCESS

The recruitment website for Wellsway Multi Academy Trust (WMAT) is aimed at anyone who would like fast, easy access to information on current vacancies within the Trust and our schools.

We hope you can find the job that's just right for you from using the search facility and also receiving automatic job notification alerts and updates throughout the application and recruitment process.

Registration

Before you can apply online for a vacancy, you need to create an account by providing an email address. A welcome e-mail will then be sent to you within a few minutes from resourcing@neopeople.net providing further instruction. Please check your email inbox/junk/spam folders to ensure you receive this email, as this is how we will keep you informed of your application progress and future job alerts.

You will need to follow the link in the email to choose a password and set up any job alerts that may be of interest to you.

Applying online

Once you have logged in, you can complete the application form. An 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. Please check your email inbox/junk/spam folders to ensure you receive confirmation that we have received your application.

Applicant area – help with issues

Once you have registered, you can sign up to receive details by email on new WMAT vacancies you are interested in as well as giving you access to your saved applications.

Please remember

All vacancies close at midnight on the date specified in the advert, so your application must be **submitted** and **confirmed** prior to this time/date.

After this time short listing 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.

Should you have any queries please do not hesitate to contact us at recruitment@wellswaymat.com or call the Trust Central HR team on 0117 9864751. Please note resourcing@neopeople.net is a notification only email address. Please do not reply to any messages sent from this address as they will not be responded to.

Contact us

If you have a query about the job you are applying for then please use the relevant contacts below.

Aspire Academy	recruitment@wellswaymat.com
Bedminster Down School	karen.dursley@bedminsterdown.com
Chandag Infant School	enquiries@chandaginantschool.org.uk
Chandag Junior School	enquiries@chandagjuniorschool.org.uk
Cheddar Grove Primary School	office@cheddargrove.com
IKB Academy	recruitment@wellswaymat.com
The Meadows Primary School	enquiries@themeadowsprimaryschool.org.uk
St John's Primary School	enquiries@stjohnskeynsham.co.uk
Saltford Primary School	contactus@saltfordschool.org.uk
Sir Bernard Lovell Academy	sblovell@sblonline.org.uk
Two Rivers CofE Primary	enquiries@tworiversschool.org.uk
Wansdyke Primary School	office@wansdykeprimary.com
Wellsway School	recruitment@wellswaymat.com
Wellsway Multi Academy Trust	recruitment@wellswaymat.com

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.

