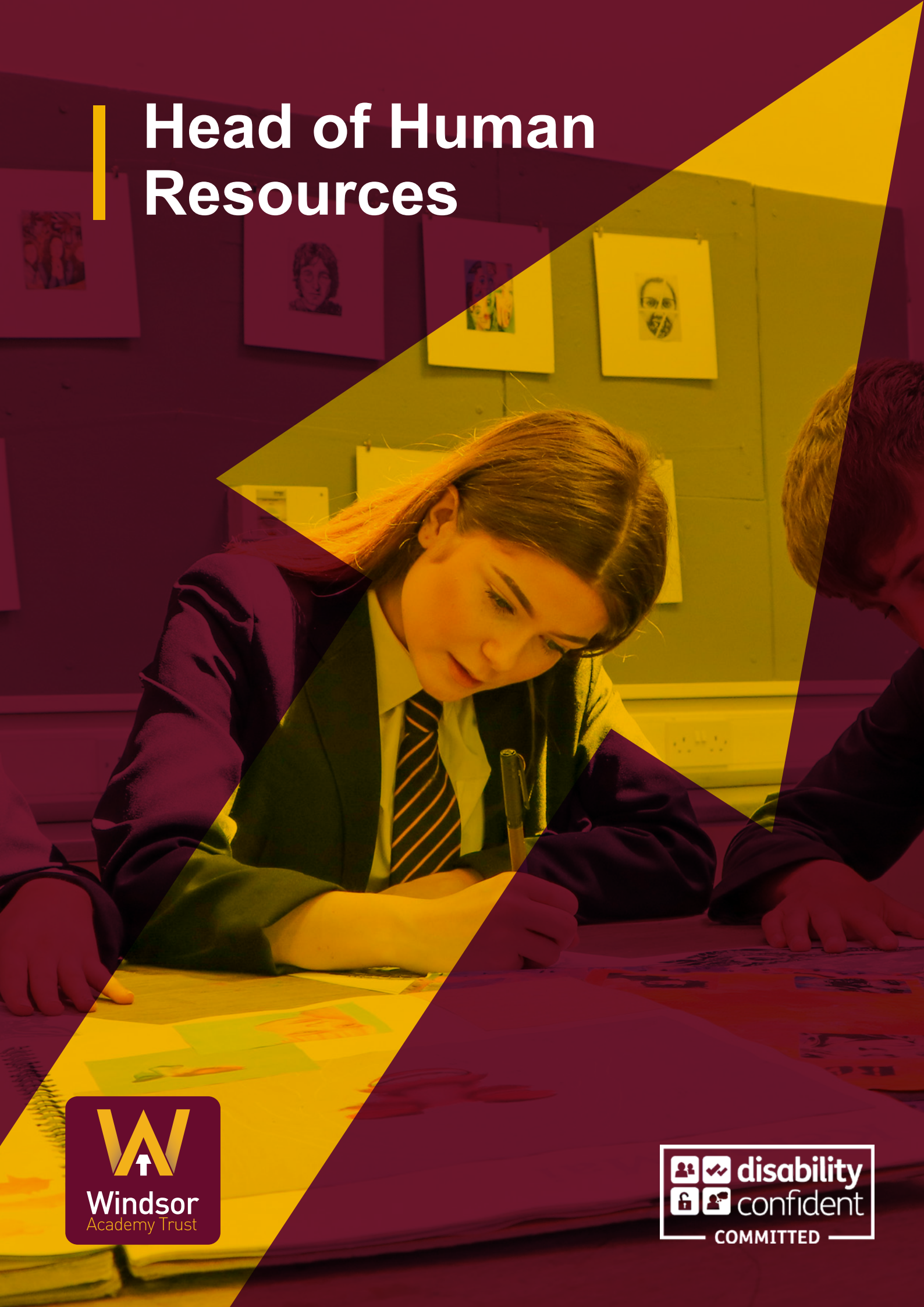


Head of Human Resources



Unlocking Academic and Personal Potential

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Welcome

Dear applicant

Thank you for expressing your interest in the post of Head of HR (aspiring Director of People).

Windsor Academy Trust (WAT) is an inspiring and exciting place to work. We are a leading multi academy trust with 7,000 students and over 1,000 staff in nine excellent schools across the West Midlands. Well known for our innovative approach and investment in developing our staff, our Trust has an excellent reputation in the schools sector regionally and nationally and is viewed as an example of good practice. We have grown significantly in the past 10 years and have an exciting future ahead with two new free schools due to open and a number of new major projects taking place.

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.

We have an exciting new strategy that builds on our hugely successful first decade and powers us into the next. Our 'big moves' drive academy transformation boosted by digitally enriched learning, building staff talent, transforming communities and ensuring we are sustainable and an environmental force for good.

Working for us is about much more than just a job, it means that you become part of the WAT family. All staff in our family take pride in excellence and work collaboratively to achieve our goal of unlocking the academic and personal potential of our students. 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.

We are looking for a talented and committed HR professional, who aspires to be a Director of People, to be part of our extended executive team and to add enthusiasm and expertise to ensure we realise the vision set out in our Powering into the Second Decade strategy. This is an exciting opportunity and I hope that after reading the various information enclosed you will be energised and motivated to apply.



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 7,000 students aged 2 to 18 driven by 1,000 committed, inspiring and talented staff.

Established in 2011 with Windsor High School and Sixth Form, our family has grown to nine successful schools. We currently have five primary and four secondary schools in the West Midlands, all located within 45 minutes of each other. Our family reach will be expanding with two new secondary free schools due to open and further plans for growth.

We believe that children achieve their best in a climate of high expectations where staff are motivated and empowered. We combine a shared experience of primary and secondary schools and promote collaboration across all our schools in our search for excellence.

Teaching and learning is at the core of our work. This is underpinned by a culture of continuous improvement and an extensive programme of professional learning for our staff.

We are a leading provider of professional development and teacher training. We work in partnership with the Teacher Development Trust to deliver NPQs and Capita and University of Birmingham as a delivery partner for the ECF. We have developed exceptional teachers, leaders and professional services staff for our schools and school trusts across the country for over a decade.

We are incredibly proud of what we have achieved in our first 10 years. Through collaborative leadership and future thinking, our vision is to continue to grow and provide the highest quality education to enable every student to realise their potential. A powerful component of this success is the synergy of primary and secondary collaboration and our innovative approach.

Building on our first 10 years and striving to reach new frontiers, we have developed a compelling new strategy that will power WAT into the second decade.



9 Schools



1,000 Staff



7,000 Students

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

WATs Five Big Moves: 2022-25

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



02 / Big Move Two

Build staff talent by developing inspiring, research informed staff



03 / Big Move Three

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



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



05 / Big Move Five









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

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.



Benefits of Working for WAT

 <p>Professional Learning Programme</p> <p>Outstanding opportunities for professional learning</p>	 <p>Pension Scheme</p> <p>Local Government Pension Scheme for Professional Services staff and Teachers Pension Scheme for Teachers</p>	 <p>Free Annual Flu Jab</p>
 <p>Salary Sacrifice Cycle Scheme</p>	 <p>Holiday Entitlement</p> <p>Starting at 26 Days Holiday (for Professional Services staff) during school holidays and Flexible Family Friendly Policies</p>	 <p>Fitness Suite</p> <p>Access to state-of-the-art fitness suite at Windsor High School and Sixth Form</p>
 <p>Free Eye Tests</p>		 <p>Wellbeing</p> <p>We care deeply about the wellbeing of our staff and are signed up to the Education Staff Wellbeing Charter.</p>

Job Description

Job title	Head of Human Resources (Aspiring Director of People)
Responsible for	Matrix management, technical lead for HR leads and central HR function.
Responsible to	Chief Operating Officer

Role Purpose

- Lead the design, development and delivery of our HR strategy. You will work closely with the Executive and Head of Professional Learning and Talent on the people strategy, ensuring that the best people are in the right roles to help unlock children's academic and personal potential.
- Lead and manage our HR function, providing strategic advice on behalf of the organisation on all people management issues in line with our vision and values.
- Lead and deliver HR programmes and processes that facilitate a high performing organisational structure and culture where our staff can grow, learn, and innovate in a supportive environment.
- Work with senior leaders to create a culture of high expectations and a climate where our staff feel valued, motivated and supported to excel.
- Act as the change agent in managing organisational change related to professional HR- activities that are customer-focused and drive continuous performance improvement.
- To support the WAT Executive team, working as part of the Extended Executive Team.

Main Duties and Responsibilities

1. Strategic Human Resources

Lead, oversee and manage WAT's HR strategy, embedding HR programmes, systems and policies that enable, and facilitate the achievement of WAT's overall strategic aims and journey towards becoming an employer of choice through:

WATs Vision and Strategy

- Work closely with the Head of Professional Learning and Talent on the ongoing development and implementation of the 'Big Move: Build staff talent by developing inspiring, research informed staff.'
- To actively participate in the design, development and delivery of WAT's plan to implement our strategy, leading on the development and delivery of cross-cutting HR programmes and employee engagement campaigns.

Policy Development and Employee Relations

- Ensure HR policies remain relevant up to date and effective in supporting workforce challenges.
- Provide comprehensive and professional expert advice and support to the Executive Team, Headteachers and SLT across WAT, in all areas of HR, including the application of employment law, HR policy and best practice and advising on organisational staffing changes.

HR Business Systems

- Use and analyse management information in workforce reports to identify current and future workforce issues and develop a range of programmes, strategies and initiatives to address them.
- Responsible for the staff voice and the annual Staff Survey, analysing data, benchmarking trends and implementing action plans to address any areas of concern.

Pay, Reward and Grading

- Develop remuneration and reward strategies that support the operational and financial priorities of WAT.
- Develop and implement recruitment and retention programmes ensuring we can recruit the best people, to deliver the best educational outcomes.
- Develop and deliver an effective plan to attract, recruit and retain people to meet WAT's current and future organisational needs, working collaboratively with the Head of Professional Learning and Talent to engage and develop staff.

Wellbeing and Resilience

- Leadership of WAT's approach to staff wellbeing and oversight of the delivery of WAT's Staff Wellbeing Charter.
- Provide leadership and ongoing professional development to HR Leads, acting as a credible source of knowledge and support, ensuring relevant professional standards are met.
- As part of the extended Executive Team, provide strong visible leadership and support across the Central team and HR Leads.

Equity, Equality, Diversity and Inclusion (EEDI)

- Ensure that WAT fully complies with its EEDI statutory and legislative requirements.
- Work with the Executive Team and other senior colleagues to develop and implement a range of HR policies and development programmes that promote and support WAT's commitment to equity, equality, diversity and inclusion. For example, advancing the equalities agenda to attract, retain and develop a growing diversity of staff.

2. Service Delivery – HR Operations

Lead, manage and oversee:

HR Operations including HR Advisory Service

- Provide an effective and efficient HR service, promoting best practice and consistency across WAT.
- Provide expert, high level advice and support to senior colleagues in the management of change whilst ensuring that relevant legislative, consultation and WAT HR policies are adhered to.
- Advise and lead on very complex employment issues, providing representation at meetings/hearings as required.
- Maintain and develop productive working relationships and arrangements with trade unions as appropriate, working with the Executive on the development and ongoing effectiveness of the Joint Consultative Committee.
- Ensure that HR transactional activities are undertaken effectively and efficiently across the WAT family.

HR Recruitment

- Oversee the applicant tracking system, analysing the data to recommend improvement pertaining to recruitment and turnover.
- Work with the Director of Secondary and Director of Primary Education to ensure recruitment is aligned with curriculum and school improvement plans and the integrated curriculum financial planning process.
- Work with Headteachers, SLT and HR Leads to ensure that roles are recruited to in a timely manner, providing recruitment advice and guidance as required.
- Support the recruitment processes of senior appointments across WAT, responding creatively and flexibly to the changing needs of the organisation.
- Oversee the implementation of recruitment and selection practices, ensuring Trust policy and relevant legislation (e.g. Safer Recruitment) are adhered to.
- Lead the development and implementation of the Apprenticeship Strategy, working alongside the Head of Professional Learning and Talent.

Appraisal Process

- Oversee, lead and manage the design and implementation of the appraisal process.
- Work with the Head of Professional Learning and Talent in the design and development of the appraiser and appraisee training programme to ensure alignment with the WAT policy and guidance, supporting the coordinated delivery as required.
- Oversee and lead the quality assurance arrangements for the appraisal process, ensuring consistency across the WAT family.

HR Communications

- Effectively communicate to Executive, Headteachers, HR Leads, Staff and external stakeholders on HR related matters.
- Manage HR related internal communication projects (e.g. Staff Surveys), in collaboration with Head of Marketing and Communications.

Project and Programme Management

- Lead and drive HR change management initiatives designed to improve organisational and personal performance, productivity and quality.
- Take the strategic lead on specific HR projects on behalf of the Executive team, taking responsibility for the achievement of outcomes within required timescales
- Contribute towards good practice management principles and methodology across WAT strategic programmes/projects.
- Support the Executive in project managing all new academy conversions, coordinating all aspects of the engagement and due diligence process with different stakeholders including the school, LA, Trade Unions and staff.

General

- Actively contribute to the overall ethos, culture, values and aims of WAT.
- Participate in training, other learning activities and performance development as required.
- Attend and participate in relevant meetings as required.
- The post holder is required to be aware of and comply with policies and procedures relating to child protection, equal opportunities, health and safety, security, confidentiality and data protection, reporting all concerns to the appropriate person.
- The post holder has a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work. This post requires the post holder to undertake an Enhanced DBS check.

Person Specification

Area	Essential/Desirable
Qualifications	
• Good standard of education up to degree level (or relevant experience)	E
• Chartered F/MCIPD or commitment to working towards this	E
• Management qualification	D
• Postgraduate degree	D
Knowledge and Experience	
• Experience of leading or managing the HR function in an organisation department/ environment	E
• Strategic HR Leadership; demonstrable achievements in developing HR strategy to support an organisation's vision and strategy	E
• Senior Leadership; has demonstrated the ability to operate as part of a senior leadership team; professional and able to take a broader organisational view, achieving goals and supporting the whole organisations achievements	E
• Excellent working knowledge of employment law with the ability to apply it practically to workplace situations	E
• Excellent understanding of HR best practice and ability to apply this to deliver organisational goals	E
• Experience of creating high quality business proposals and accurate and relevant reports which create insight into key business metrics and issues	D
• Experience of working in the school, education or multi-academy trust environment	D
• Experience of creating and implementing effective appraisal/performance management structures and defining policies and procedures which are effectively implemented	E
• Experience of developing and implementing on organisational change projects including restructures and redundancy programmes	E
• Experience of identifying and deploying appropriate HR software solutions	D
• Experience of managing organisational change and development	E
Skills and Competancies	
• Good communication/interpersonal skills	E
• High level skills of using Microsoft Office packages	E
• Good verbal and written skills	E
• Excellent numeracy skills	E
• Excellent organisational skills and ability to multi task	E
• Excellent customer service skills	E
• Good research and analytical skills	E
Other Qualities	
• Professional and approachable	E
• Tactful and diplomatic	E
• Ability to work on own initiative and under pressure	E
• Team player	E
• Flexibility in approaching work situations	E
• Able to work confidentially	E
• Competent in dealing with complex situations	E

How To Apply

The closing date for completed applications is Monday 31 January at 9am with interviews the week beginning 7 February.

- Applications 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 email recruitment@windsoracademytrust.org.uk
- Visits to our Central Office are welcomed by appointment.

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.
- It is an offence to apply for the role if the 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

- 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

Leading Academy Trusts: Case Study

People are our most precious resource. We are proud of how we support, develop and retain the best staff to enable our children to unlock their academic and personal potential.

We strive to be an employer of choice and feature as a case study in Sir David Carter and Laura McInerney's book, *Leading Academy Trusts: Why some fail, but most don't*. You can read the case study below.

Windsor Academy Trust Case Study

Why developing people within a culture of praise, collaboration and celebration is so critical to the success of Trusts - Keith Sorrell (CEO) and Dawn Haywood (Deputy CEO and Education Director) of Windsor Academy Trust.

People are the most precious resource that a multi-academy trust has, and so core to the philosophy of Windsor Academy Trust (WAT) is to be an employer of choice - recruiting, supporting, developing and retaining the best staff so that we can provide the best experience for our children, enhancing their academic and personal potential. WAT is a family of nine schools - four secondaries and five primaries in the West Midlands - all within 45 minutes' drive of each other, enabling us to create meaningful collaborations at every level.

One of our core strategic aims focuses on people and leadership to ensure that there is a steady pipeline of excellent and talented staff who have both the capacity and capability across our trust to drive school improvement and create our own self-improving system. But what does this look like in reality?

Our pipeline of excellence starts with our sixth formers. Some of our students know they want to become teachers from a very young age. Many of them have parents and family friends who teach and are role models for them. We help them to prepare for this journey with our "Aspiring Educators" programme. This involves two terms of learning and development that focus on the skills of teaching, the routes into the profession and a series of visits and practical experiences to help them understand how they can make a smooth transition into teacher training.

We have strong strategic partnerships with a focused number of excellent initial teacher training (ITT) providers in the West Midlands. They each have innovative ways to attract teachers - a school experience placement as part of a biochemistry degree or partnership with a French university

for prospective MFL teachers, for example. These initiatives, combined with WAT's 'incubator departments' (excellent departments across the trust where there is the best capacity to train and support early career teachers), mean that our conversion rate of great trainees to fabulous NQTs is growing year on year.

Induction, whether for NQTs or established teachers, is paramount, and we run a series of introductory sessions to explore the WAT ethos and vision and our approach to pedagogy and curriculum. Our aim is to accelerate every new employee towards a successful settling-in and a good awareness of what it means to work in a multi-academy trust. Development of the craft of teaching is central and continuous, in every school, every day. We have a culture of focusing on strengths, not weaknesses, and we want everyone to begin with this in mind. The profile of the wider WAT opportunities is raised early on too, with rapid opportunities to engage in cross-trust collaborative activities to build a collegiate mindset.

Our 'pedagogy champions' are one such opportunity: 30-40 excellent teachers and support staff who engage with educational research, not just as consumers, but as generators of new evidence. We ensure they all have access to the fabulous research resources that are available from our partnership with the Chartered College of Teaching, and they select 'wicked problems' across education to explore and identify workable and effective solutions for.

The impact of these practitioner-researchers is published annually in a research journal and iteratively becomes more scalable and transferable across schools, year groups and subject areas. Some of these researchers will go on to join the next cohort of master's students, following in the footsteps of these groundbreaking staff who are

part of the University of Birmingham's master's level apprenticeship programme tackling trust-wide challenges and earning an MED in Educational Leadership over two years.

Leadership development is a key focus that enables staff from our family of schools to grow their capacity and also develop alongside delegates from partner schools in the locality. We have a progressive pathway of leadership development. This starts with 'First Steps', looking at one's own readiness for leadership, through preparation for aspiring middle leaders, to the National Professional Qualifications for Middle and Senior Leadership for which we are an accredited provider, and onwards supporting heads and executive leaders on programmes such as Ambition Institute's 'Executive Leader' programmes.

All of our staff know that they have a varied pathway of development opportunities and they feed this back to us in staff surveys. This in turn forms a key part of our succession planning and talent-mapping activities. We also have cross-trust roles which are available to talented staff so that they have the opportunity to spread their magic.

“We also have cross-trust roles which are available to talented staff so that they have the opportunity to spread their magic.”

Directors of subject and lead practitioners develop common curriculum approaches across the trust and spread their subject-specific expertise.

The WAT Associate role enables talented staff to take a sabbatical (one day per week for a year) from their teaching to bring their talents to key developments such as enhancing the trust's Google strategy or embedding character education. This generates fresh and innovative approaches and encourages staff to have an outward-looking perspective, building system leaders of the future.

Staff across Windsor Academy Trust explore together and share together in a multitude of ways. A culture of collaboration and celebration allows everyone to experience high expectations and this helps excellence to travel.

One significant moment that demonstrates this is the WAT Conference. On this day, the whole family comes together - every member of staff, in every role, sharing our common moral purpose and vision. We have the opportunity to experience world-class speakers and some of the best of the collaborative work going on across our schools. For our staff, this is a significant opportunity to listen and to contribute to the broader staff experience in a high-class conference venue.

Staff feel valued when they are invited to share a successful or innovative strategy they have been responsible for. We also use this time together to recognise those staff who have gone above and beyond in all they do. We do this through our WAT awards, which publicly share the success not only of the winners but also of the many nominees put forward by their schools.

When asked if there was anything he would have

“A culture of collaboration and celebration allows everyone to experience high expectations and this helps excellence to travel.”

done differently in his glittering career, the Duke of Wellington replied, 'Yes, I should have given more praise.' We celebrate success because professional recognition is so important for all who work in education and we want all our staff to model praise with our children and young people.



The Windsor Academy Trust Family



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.



**Kingswinford
Academy**

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.



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



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.



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.



Manor Way Primary Academy

Academy Overview

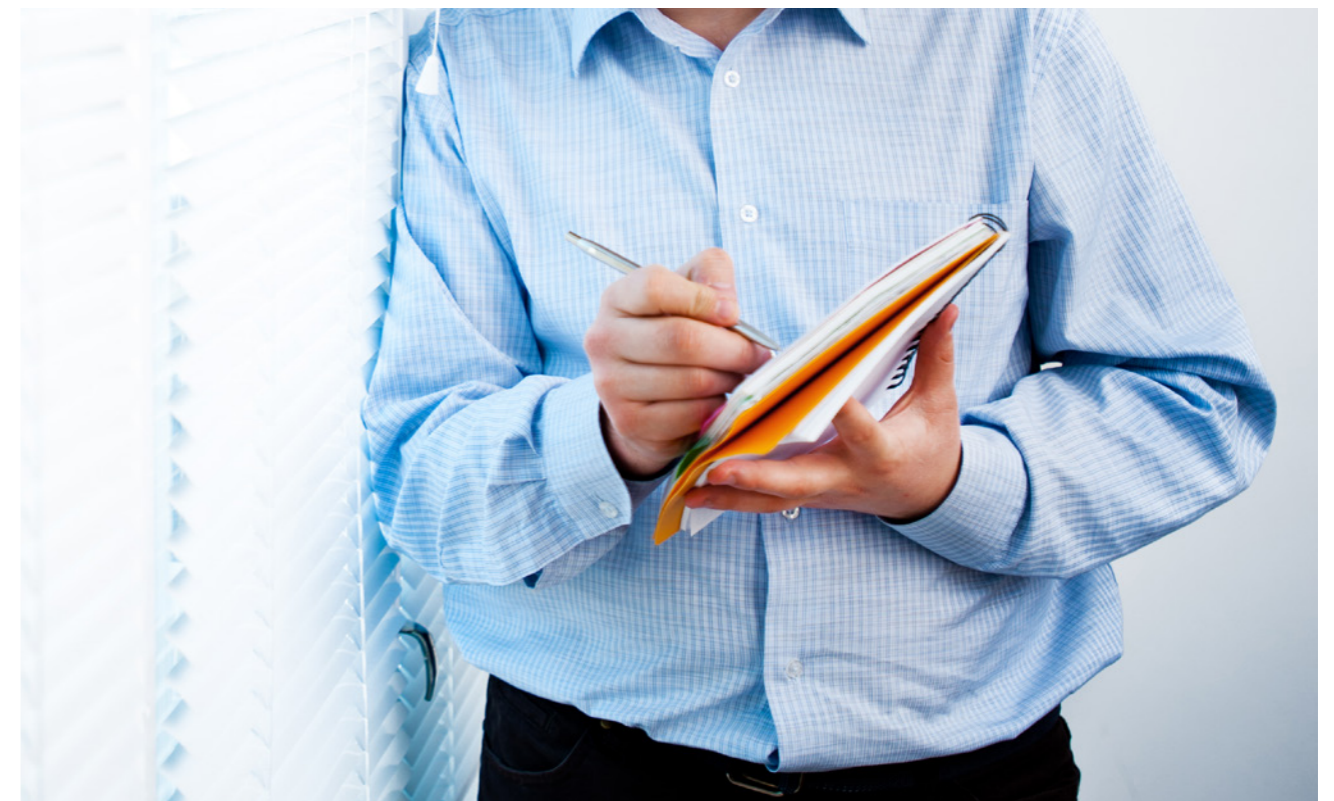
Manor Way Primary Academy is a welcoming primary school and nursery in Halesowen committed to excellence. Manor Way Primary Academy joined the Windsor Academy Trust family in October 2015.

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.





Rivers Primary Academy

Academy Overview

Rivers Primary Academy is a rapidly growing primary school and nursery which has grown to a two-form entry school. Rivers Primary Academy joined the Windsor Academy Trust family in November 2016.

Located in the Blakenall area of Walsall, the Academy has outstanding modern facilities in its brand new school which opened in November 2013.

Ethos and values

At Rivers Primary Academy every child is valued as an individual. The Academy places a strong emphasis on the importance for all children to reach their full potential in a happy, supportive and exciting environment.

The Academy works in partnership with parents and the wider community to achieve the very best for their children. This develops independent learners who are equipped with the necessary skills, and knowledge to enable them to cope with an ever-changing world. All children are encouraged to seek excellence and enjoyment in all that they do.



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.



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