



WISE Academies

Career Pathways

Inspiring Success and Excellence





Career Pathways at WISE Academies

In such a diverse sector as Education, there is no such thing as a single career path. Education professionals don't always take a vertical/traditional route to leadership.

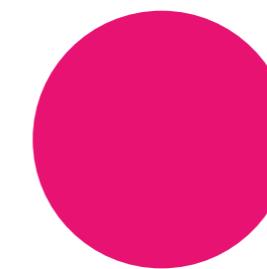
WISE Academies has a very diverse and interesting range of careers from directly supporting pupils in our Academies to working in our Research School or Central Team.

The variety of opportunities that come from such a large and complex organisation is unrivalled and as a Trust, we pride ourselves in providing a high level of Continuous Professional Development at all levels where people wish to advance their careers within the Trust.

Our Professional and Personal Development processes exist to ensure that all WISE employees can be the best they can be, leading to improved Trust performance as seen in improved outcomes for our pupils.

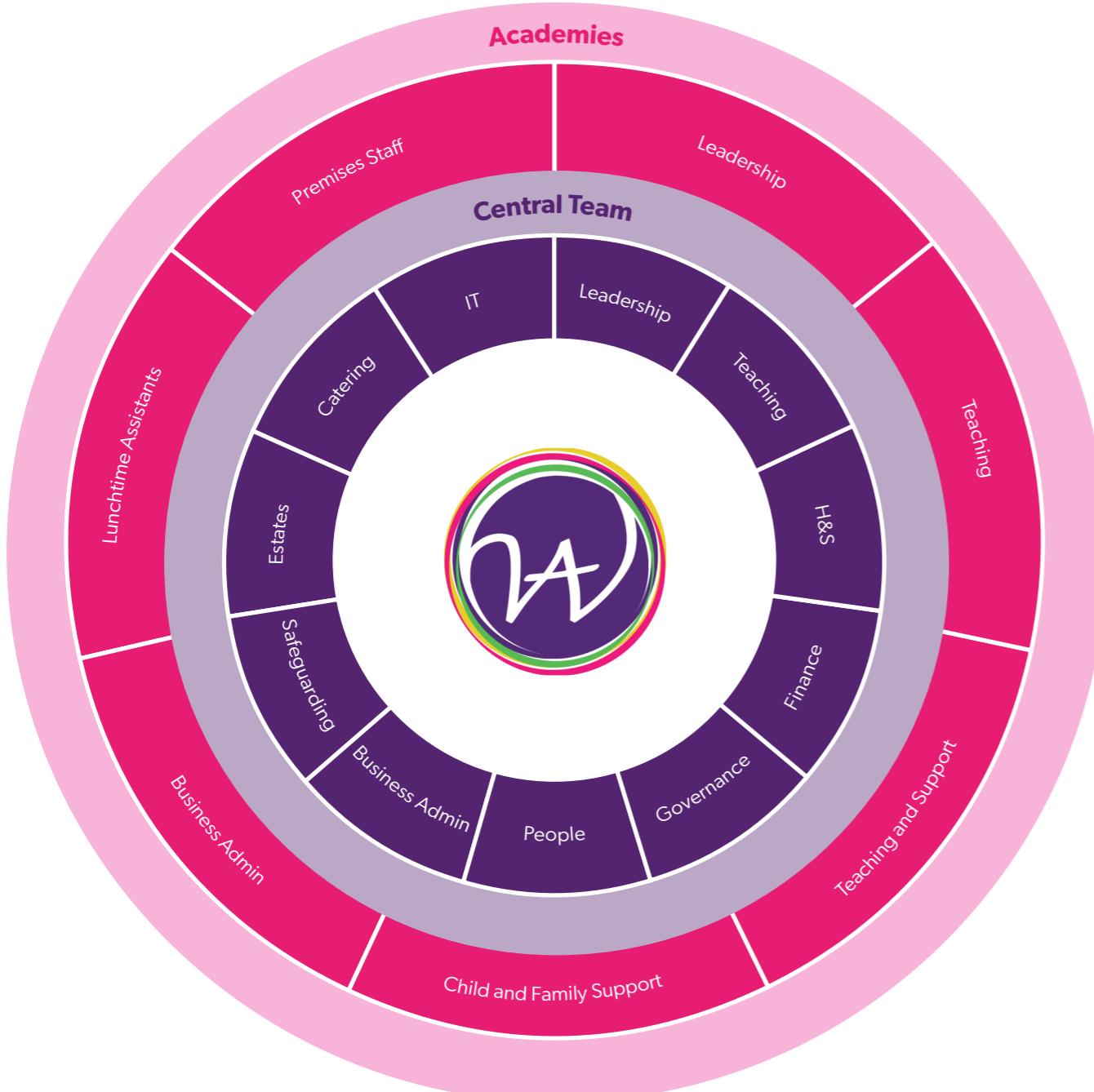
The Trust is committed to ensuring everyone has the resources and professional development to achieve and thrive in their careers.

“ We work together to improve teaching and learning, with classroom teachers, subject leaders and senior leaders all involved. ”



Occupational maps – Job families at WISE

To help staff understand the different and exciting job roles within the Trust we have created a set of Central Team and Academies occupational maps.



“We are determined to create outstanding academies and will work hard to ensure that every school in the WISE family is a first class organisation. **”**

Academies

We are determined to create outstanding academies and every effort will be made to ensure that every school is a first-class organisation where all children achieve their best, are well-equipped for the next phase of their education and are able to meet the challenges of the wider world.

Central to our success is the WISE workforce. We want to attract great staff, invest in professional development, identify and promote talent and use the skills of individuals to make us stronger.

Staff working within the Academies may seek to move into a different role within their school or the Trust, some examples of this might be.

Teaching Assistant training to be a HTLA or Qualified Teacher

Lunchtime Supervisors may wish to train as a Cook or move to Educational Support as a Teaching Assistant

Teachers may wish to progress into Senior Leadership or the Central Team, supporting the development of Teachers within the academies

Administration Assistants and Office Managers may want to move into the Central People, Finance, or Governance teams

Site Supervisors may wish to move into the Health & Safety team or maybe into Educational Support

Central Team

Within the Trust, Academies are well supported by an extensive, highly skilled central support team that has grown over time and now covers every area of operation. This enables our Headteachers, senior leaders and education experts, to focus on the needs of pupils, their parents and their communities.

The central team includes individuals and roles that help support both academies and WISE as a whole. The central team plays an important role in ensuring the Trust has a strong support system.

Staff working within the Academies may seek to move into a more specialist central function some examples of this might be.

Academy Office Managers may wish to move into the Central People team or Finance team

Teachers may wish to move into a Central Teaching role such as Trust Curriculum Lead or Professional Development Leads (these roles are often offered on secondment basis)

Premises Staff may wish to move into the Estates team or Teaching positions

Family Support Teams may want to progress into the Central Safeguarding team

Catering staff may want to progress to Trust Catering Manager or Teaching positions

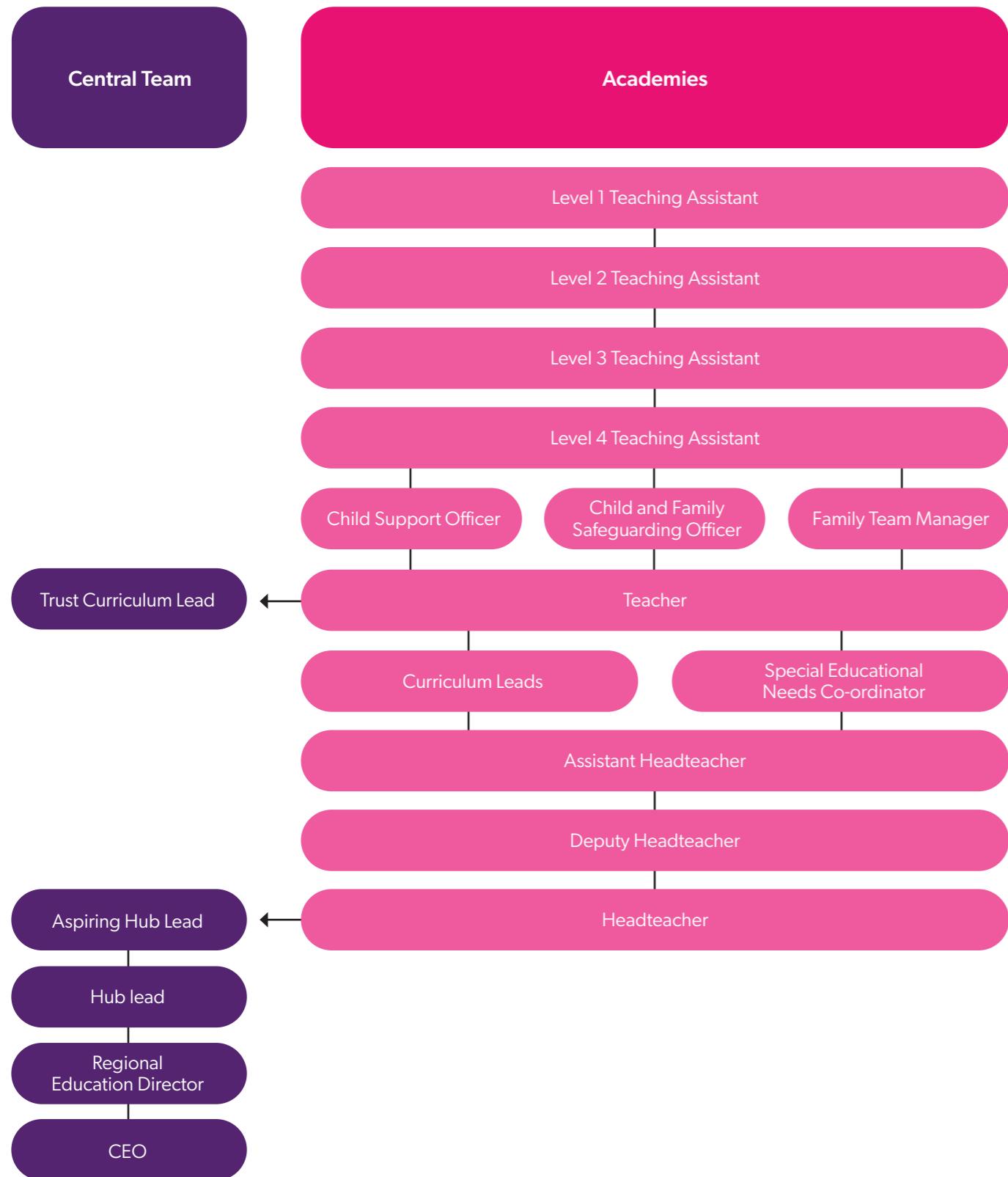


Support from WISE Academies

For all career pathway options, WISE Academies will provide on-the-job training and support (CPD) and any specific training needed to meet the needs of the individual. We are happy to support different qualifications and NPQ opportunities that influence and generate personal and professional development for our employees.



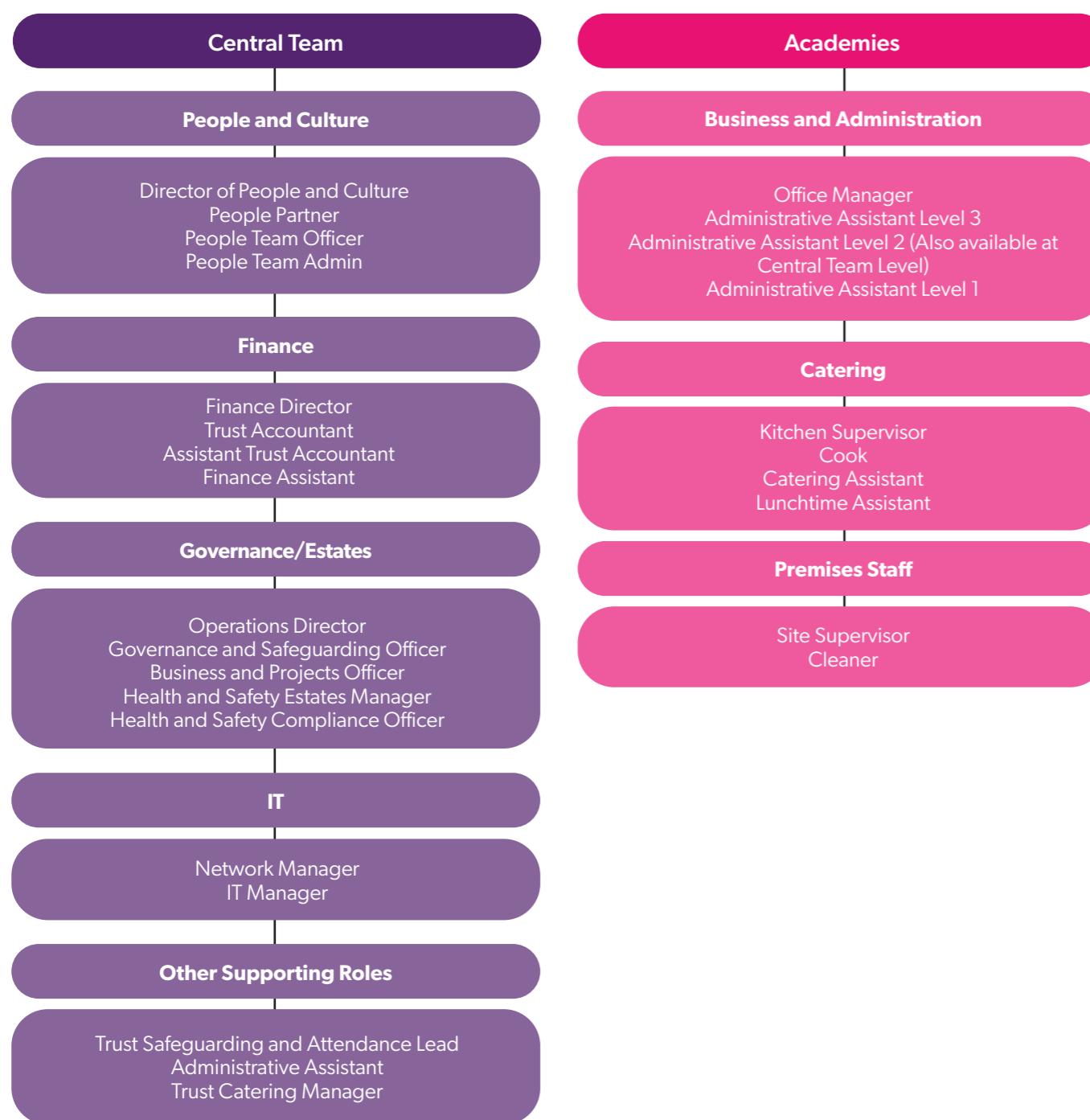
Teaching and Leadership Occupational Map



“ Working in partnership with other schools is a key strength of the WISE Academies team. **”**

Supporting Roles Occupational Map

Outside of education, WISE empowers all staff to have professional progression and we outline the different ways that all other roles can progress when joining our Trust as an employee.



What do our staff have to say...

“ I firmly believe that the Trust actively promotes career progression and that a variety of opportunities are available to staff from across the Trust. ”

Christine Robson
Headteacher Town End Academy

“ WISE Academies has allowed me to progress my career, drawing upon my teaching experience and utilising existing skills whilst also developing new skills and knowledge as part of the MAT’s central team as a Business and Project Officer. ”

Lindsay Watson
Trust Business and Projects Officer

“ Learning and development is encouraged, prioritised and celebrated across WISE. ”

Katrina DiGirolami
The Great North Early Years Stronger Practice Hub Lead

“ From the start, I have been mentored by experienced staff, signed up for training to further improve my practice and given opportunities of continuous support. ”

Karina Quinn
Class Teacher Malvin's Close Academy

Find out more

WISE Academies Head Office
Borodin Avenue
Town End Farm
Sunderland
SR5 4NX

0191 7070 125
headoffice@wiseacademies.co.uk
www.wiseacademies.co.uk



@wiseacademies