



**WHITELANDS
ACADEMY**
SHARED AMBITION, SHARED SUCCESS



Joining Whitelands Academy

Candidate Pack

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Joining Whitelands Academy

Over the next decade and more, the town of Bicester is set to be at the forefront of pioneering growth, as millions of pounds are invested in the area. This investment will be used to fund many regeneration projects, including the development of 10,000 new homes and the creation of 18,500 new jobs. As a result of these projects, the population of Bicester is set to increase from 30,000 to 50,000. The town's growth will see areas such as the Kingsmere estate become more populated and the need for school places will grow considerably. Whitelands Academy is a newly-built school in Bicester which serves pupils aged 11 to 16, with our vision to one day have our own sixth form. Located on a new site in the south of the town, the school already has an excellent reputation.

Whitelands Academy had its first Ofsted Inspection in 2023, where we were graded Good with Outstanding in Personal Development. A great starting point to succeed in our vision of being the best in the Nation. Whitelands Academy is a warm, welcoming and busy school where staff and students strive to be the best they can be.

We couldn't do what we do without our fantastic staff team and we have an exciting opportunity for exceptional, ambitious teachers to join our growing community. If you are looking to continue your teaching career in a challenging and rewarding role within our school, want to be part of the development of a newly growing school, then we want to hear from you.

Come and join us on this exciting journey to help every child in our school reach their potential.

The White Horse Federation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to a DBS check and if successful you will be expected to apply for a disclosure from the Disclosure and Barring Service before an appointment is confirmed. Please note that references will be sought for shortlisted candidates prior to interview.

The White Horse Federation values uniqueness and recognises the benefit of having a diverse workforce. We value the contributions of all staff from a wide range of backgrounds and we are committed to building an inclusive workplace that reflects the diversity of the communities we serve.

At The White Horse Federation, we believe that everyone should be treated with fairness and respect and share a commitment to equality, diversity and inclusion at all of our schools. We welcome applications from all backgrounds and operate a fair recruitment process, free from discrimination against the protected characteristics, in line with the Equality Act 2010. Competitive remuneration, commensurate with the importance of the role and the experience of the successful candidate, will be offered.

Welcome from the Principal

Dear Candidate,

Thank you for your interest in Whitelands Academy. We are looking to recruit an exceptional, ambitious candidate to achieve our vision and work together to create a genuinely exceptional school.

The aim of our school is quite simple: to provide the students with an unrivalled education where individuality is celebrated and potential realised. We want our students to develop into well-rounded individuals, ready to be successful in the next stage of their lives. Our staff will need to have the drive, vision and skills to inspire students to achieve and deliver this aim.

Working in a new, state of the art school provides us with many exciting opportunities. Our staff body will have the potential to shape a curriculum and culture that will guide Whitelands Academy for decades. The role will give you the opportunity to develop professionally, gain a broader experience and lead from the front. Being part of the team will offer a unique opportunity to grow with the school, honing skills and develop as we expand.

Our teaching and curriculum focus on providing all students with a solid academic footing that ensures every child reaches their full potential, within our broad curriculum. Our teaching philosophy is simple; we aim to combine the best of tried-and-tested methodology with new and innovative ways of teaching.

I truly believe Whitelands Academy is going to be a beacon for excellence and ultimately a life-changing school for the students of the catchment it serves. If you are up for the challenge of undertaking an important role in order for us to achieve this aim; have a core belief that all students, no matter what their background or ability, can achieve; and have a passion for and a clear understanding of outstanding learning, you are definitely the right person for us. If you have any questions regarding the role, please do not hesitate to contact me.

I wish you all the luck with your application.

Clair Edwards



Principal
Whitelands Academy

Our School Mission and Purpose

Our mission is to be a school where student development and learning are at the centre of everything we do. Students are expected to strive for personal excellence and demonstrate a commitment to learning as they fulfil their potential.

Our community will be a nurturing and caring one where students are encouraged to show compassion, friendship and support towards one another.

We aim to provide an education which is fully inclusive, where every child is valued for who they are and who they can become.

At Whitelands Academy the education we provide is guided by values of Resilience, Respect, Ambition, Integrity, Teamwork and Tolerance. These values are particularly important to us as we develop the students into lifelong learners and prepare them for a life beyond school.



About the School

Whitelands Academy opened in September 2020 to a cohort of year 7 students. The school was commissioned to provide 600 places for children in the local Kingsmere estate as well as the wider Bicester area. We are now oversubscribed for 2024 and look forward to welcoming our next cohort.

Completed in October 2020 the 5210m² school features 26 state-of-the art classrooms, special educational needs provision, as well as a garden and a four-court sports hall with changing facilities.

External social spaces include allotments, quiet areas with a variety of trees to provide shade in the summer, and sports pitches for rugby, hockey, and football, as well as a multi-use games area.

Other features include a main hall linked to a drama studio, a dining area with access to a covered seating area, kitchens, offices, staff spaces, provision for basketball and netball, and parking for both cars and bicycles.

Whilst we recognise these are fantastic facilities, we believe that a great school should be great in any surroundings.

We believe in the power of holistic education. We want every child in our care to leave us and impact positively on the world in which we live. Therefore, we focus on education that builds knowledge, skills and values essential for success in later life. We do this through positive relationships, an exceptional working environment for all and a relentless drive to create the best school. We will always put the children first in everything that we do.



Our Curriculum

Our curriculum is characterised by six principles:

- A – Academic and ambitious
- B – Balanced and inclusive
- C – Core of literacy (reading, writing and oracy)
- D – Developing character
- E – Enriched with cultural capital and the co-curriculum
- F – Foundational knowledge at its heart

We pride ourselves in using the latest pedagogical research to plan a coherently sequenced curriculum. Where knowledge is retained by our students and their understanding is deepened and applied. As departments, we plan the curriculum together and deliver this consistently to all our students.



School Development Priorities

The school improvement plan is our strategic plan to embed high standards and set the highest quality of education at Whitelands Academy.

At the heart of our school is the full commitment to delivering high quality learning experiences. This, coupled with our ethos, will remain a constant priority. However, there is recognition that we 'can' and 'should' be achieving the highest standards of achievement. Our focus on supporting staff development will ensure that this priority is met and that we can help make Whitelands the best school in England. A summary of the main priorities this academic year are below:

1. Implement an outstanding GCSE curriculum resulting in individual potential being achieved
2. Key stage 4 careers
3. Checking for student understanding in lessons
4. Supporting student's needs



The role

We are looking for someone with sky-high expectations of what all children can achieve, regardless of barriers; someone who believes, as we do, that all children are entitled to access the full richness of a broad and often academic curriculum, and will thrive if given appropriate support to access and succeed in that curriculum.

We will welcome applications from ECTs or experienced teachers. The successful candidate will grow with our school. We will develop you, providing one-to-one support, coaching and access to an extensive training network.

The ideal candidate will:

- Have a strong academic background and a passion for learning.
- Combine subject matter expertise with a passion for teaching.
- Be driven to provide an exceptional and broad education.
- Have high expectations of others and high aspirations for their own future and professional development.
- Share our vision and have the commitment, skills and character required to shape a future school.
- Possess the ability to inspire, challenge and motivate both students and colleagues to meet and exceed expectations.
- Enjoy being involved with the school community events.



What we can offer

We believe in the limitless potential of students and staff. Our staff body will have the opportunity to build something unique and lasting in Bicester.

As a team we will shape a school culture that creates an environment where everyone excels. Growing numbers will mean that staff will gain a broad experience of education and develop skills as the school expands. Our CPD programme will support development and as the school grows, opportunities to lead across Whitelands will ensure our staff career progression.

Our staff body will also benefit from:

- An opportunity to shape a broad and challenging curriculum allowing our students to be successful throughout their lives.
- The opportunity to work in an exciting dynamic work environment with a supportive staff body, where staff and student culture are central.
- The opportunity to work in brand new state of the art facilities and teach in disruption free classrooms.
- Opportunities to lead at all levels as well as career progression.
- Opportunities to work with our partner schools across the White Horse Federation.



Why join our family?

The White Horse Federation is a not-for-profit multi-academy Trust that supports and sponsors many Primary, Secondary, and Special Schools across Wiltshire, Swindon, Oxfordshire, and Reading.

Our shared vision for excellence through partnership means we are also committed to upholding and celebrating the best of what makes a local school great - in other words, the qualities and characteristics that shape the type of school every member of our federation would be proud to send their own children to.

The White Horse Federation combines a relentless drive for academic excellence with a shared moral purpose and shared values, while ensuring that fun and happiness are a key attribute of each of our schools. We genuinely believe that partnership - working with our schools, pupils and their parents, and the wider community - helps to create the best possible outcomes for all children. The White Horse Federation empowers its colleagues through support, training, and career opportunities so our schools can recruit, develop, and retain outstanding staff who are leaders in their field. That way, we're able to ensure that every student achieves their full potential, regardless of their background, culture, heritage, or ability.

The Advantages of joining our Federation

In addition, our employees reap the rewards of a competitive benefits package, including:

- Pension scheme
- Salary Sacrifice Car Purchase Scheme
- Generous annual leave
- Employee Assistance programme
- CPD Programme
- Flexible Family Friendly Policies
- Gym discounts
- Specsavers Eye Care Scheme
- Staff Wellbeing Centre

How to apply

We are thrilled you would like to join our Trust!

For an informal chat or to visit the school please contact Clair Edwards,
Principal of Whitelands Academy: cedwards@whitelandsacademy.org

For any other queries in relation to this post, please contact the Recruitment Team:
recruitment@twhf.org.uk

Alternatively, please complete an application form via our applicant tracking system, Eteach:
<https://www.eteach.com/careers/thewhitehorsefederation-org/>





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Proud to be a part of

The White Horse Federation



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