



INFORMATION PACK

Appointment of Principal to lead Aspire Academy

March 2021

Welcome and introduction

Principal to lead Aspire Academy



Dear Colleague,

Thank you very much for your interest in the post of Principal of Aspire Academy. This post offers a opportunity for an experienced leader to take on a role in a fantastic school that involves managing the expansion process as the school grows its SEMH provision to include provision for children and young people with ASC and SLCN.

Aspire Academy is a wonderful place to work and benefits from having a team of highly experienced and committed staff. The school is currently going through an expansion process, in partnership with Bath & North East Somerset Council, which will see it roll increase from 60 students to 120+. This is an exciting time for the school, and for the trust, and we are seeking someone with the vision and skills to help us realise the potential and develop innovative approaches that will make a difference.

Our Trust was started in 2014 by Wellsway School and since then has grown to include 13 schools, located across Bath & North East Somerset, South Gloucestershire and Bristol. Our trustees are in the process of introducing a new name, Futura Learning Partnership, in recognition of the size and nature of our organisation. You will be joining us at an exciting time as we launch our re-brand in September 2021. Our new name is taken from the motto of Wellsway School, Futura Aedificamus – ‘We build for the future’, and will therefore retain a subtle link to our founding school.

As a Trust, we believe passionately in the power of collaboration and are always seeking ways to add value through working collaboratively; providing opportunities for pupils and staff over and above that which an individual school can provide. This mantra applies also to our school leaders who are fully involved in central decision making and given every encouragement to exercise collective responsibility and broaden their skills and experiences through undertaking cross-trust work.

Aspire Academy holds a very special place within our Trust and we are also looking for a principal who will play a full part as an executive leader, supporting other schools across the Trust with issues relating to inclusion and SEND.

In making this appointment we are looking for someone with a track record of successful school leadership who will be able to give strong, compassionate leadership to Aspire Academy and steer it through this growth phase.

‘Aspire Academy is a wonderful place to work and benefits from having a team of highly experienced and committed staff.’

We hope the information in the application pack, and on the school website, will give you a good insight into the school and Trust. If you would like to visit or have a call to discuss the role please email enquiries@wellswaymat.com or telephone our central office on 0117 946 1229 to arrange. My colleague Julie Dyer (Executive Leader for SEND) will be pleased to hear from you.

The deadline for receipt of applications is midnight on Friday 19th March 2021.

I hope you will be encouraged to apply and look forward to receiving your application.

Yours faithfully,

Andrea Arlidge

Chief Executive, Wellsway Multi Academy Trust










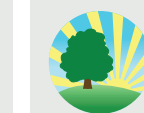
About Wellsway Multi Academy Trust

Background and context



Wellsway Multi Academy Trust (WMAT) is a cross-phase multi academy trust (MAT) established in January 2014. WMAT was based initially at Wellsway School in Keynsham but since 2014, we have grown steadily through taking on sponsored academies, building free schools and encouraging schools to join us.

We currently have 13 schools crossing the secondary, primary and special sectors and operating across three local authority areas: Bath & North East Somerset, Bristol and South Gloucestershire. We operate as a mixed MAT, in partnership with the Diocese of Bath & Wells, which brings considerable benefit to all our schools. We educate young people from 2 to 19 within our family of schools.


Primary

| | | | | | | | |
|---|---|---|---|---|--|---|---|
|  |  |  |  |  |  |  |  |
| Chandag Infant Headteacher: Annie Smart | Chandag Junior Head of School: Jo Savory | Cheddar Grove Headteacher: Paul Jeffery | Salford Headteacher: Dawn Sage | St John's Headteacher: Claire Graham | The Meadows Headteacher: Joy Mounter | Two Rivers Headteacher: Wendy Carver | Wansdyke Headteacher: Adam Smith |

Secondary

| | | | |
|---|---|---|---|
|  |  |  |  |
| Bedminster Down Principal: Debbie Gibbs | IKB Academy Principal: Danny Wilkinson | SBL Academy Principal: Dean Anderson | Wellsway Principal: Matthew Woodville |

Special

| |
|---|
|  |
| Aspire Academy Principal: |

As of February 2021 we have 5623 pupils and 783 members of staff. We have centralised our business services to enable schools to focus on teaching and learning; centralisation also helps to ensure statutory compliance and enables us to maximise efficiencies. We provide school improvement, finance, HR, procurement, IT, catering, marketing & PR services to our schools. Our trading company, WMAT Trading, operates our Teaching School (Great Western Teaching School Alliance), the B&NES School Sports Partnership, our two sports centres (at Wellsway School and SBL Academy) and organises lettings and trading activities.

Strong governance sits at the heart of our trust and our Board of Trustees meets regularly to oversee and guide our work. It operates through the following committees: Education and Standards, Finance and Estates, HR, Audit and Risk.

Each school has an Academy Governance Committee (AGC) that is also a formal committee of the Board charged with ensuring that each school is firmly rooted in its community. AGCs monitor standards and fulfil the practical requirements of governance, on behalf of trustees. They meet six times per year and do not operate any formal committees. They do have the ability to set up ad hoc working groups however.

WMAT Vision

Our fundamental aim is to develop a seamless approach to education 2-19 so that children and young people receive an education that is planned to build progressively on the previous phase of their learning, giving them opportunities that will help them to experience success and have fun, within a safe and nurturing environment.

Each of our schools will retain its own distinctive identity however we embrace fully the principles of alignment and standardisation and will continue to develop common practices and approaches that drive collaboration and bring the best practice into every school within our trust.

WMAT Mission

WMAT is a mixed MAT operating within the West of England region. Our schools are diverse but all share a commitment to working collaboratively across the 2-19 continuum, sharing expertise and resources to maximise the opportunities available to our pupils, our staff and the local communities we serve.

To this end, we are passionately committed to:

Developing a seamless approach to education 2-19 so that children and young people receive an education that builds progressively on the previous phase of their learning and ensures they experience success and have fun, within a safe and nurturing environment.



To achieve this we will work together to:

Ensure that each child and young person in a WMAT school gets the very best teaching, alongside an impressive range of opportunities, which broaden their horizons and instil in them a respect for learning, giving them the tools to realise their hopes and aspirations for the future.

Futura Learning Partnership (FLP)

From 1st September 2021, Wellsway Multi Academy Trust will become known as Futura Learning Partnership (FLP). We are making this change to reflect the trust we have become and, through adopting a name that is not the same as one of our schools, are emphasising that every school in our trust is of equal importance. The new name has a subtle reference to Wellsway School through its motto: 'Futura Aedificamus' (translated as 'We build for the Future'). Our new name reflects the vision and values that celebrate aspiration, ambition and hope for the future and also reflects the trust's commitment to collaboration and partnership working.



FUTURA LEARNING PARTNERSHIP

The FLP core values describe the guiding principles that sit at the heart of our organisation; they provide the platform that brings individuals and schools together to achieve our shared mission. They apply equally to pupils and adults.



Our Core Values

- **RESPECT:** Behaving with integrity and being worthy of trust; respecting self, others and the environment
- **OPPORTUNITY:** Providing experiences for growth and development; opening doors to future success
- **COLLABORATION:** Working together towards shared goals and shared success; being 'stronger together'
- **ASPIRATION:** Encouraging ambition; providing the inspiration, challenge and support to achieve success in all its forms



Application Process

Registration

To apply for the role of Principal 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. You will need to follow the link in the email to choose a password.

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 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

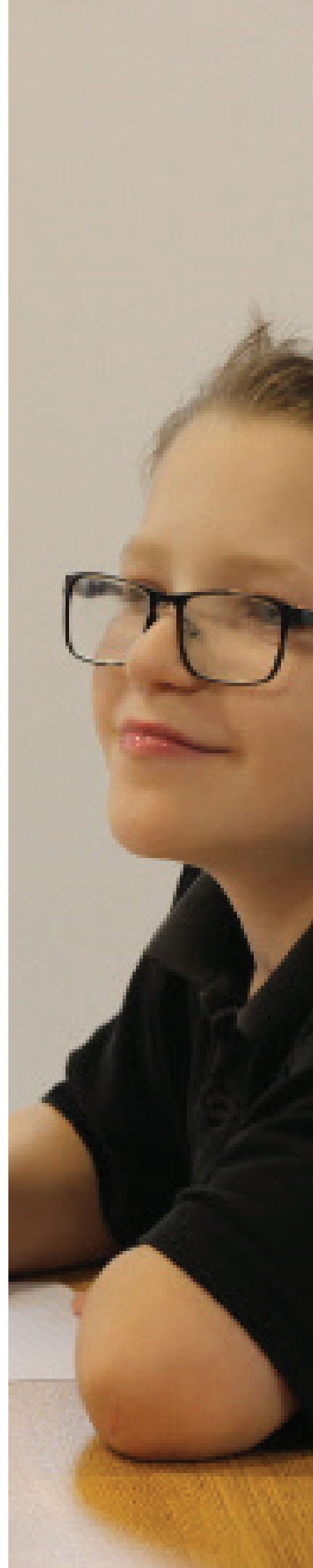
All vacancies close at midnight on the date specified in the advert, so your application must be submitted and confirmed prior to this time/date.

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.

Contact us

If you would like to discuss the role of Principal prior to applying then please contact us by emailing enquiries@wellswaymat.com or by telephoning our central office on 0117 946 1229. Our Executive Lead for SEND would be pleased to arrange for you to visit or to have a telephone discussion.





About the school

Aspire Academy

Aspire Academy is a Special school for pupils aged 4-16 years. It is a school that specialises in the support of pupils with social, emotional or mental health (SEMH) needs. There are currently 60 pupils on roll.

The school is on an exciting journey as it expands its provision and develops as a SEND Centre of Expertise within the trust.

The trust is presently working with the local authority on a £2 million expansion project that is due for completion in November 2021. The plan is to increase pupil numbers to 84 in 2021/22 and then to 120 in 2022/23. The category of need will also be expanded to include:

‘Pupils with social, emotional and mental health difficulties as their primary need and may include autistic spectrum condition and/or speech, language and communication difficulties’.

The intake age will be extended to 4-19 years, developing a small 6th form. The expansion project will include new vocational facilities to further support life-long learning and preparation for adulthood.

The school was last inspected by Ofsted in March 2017 and judged to be good.

Aspire Academy has continued to develop, successfully supporting vulnerable children and young people to achieve their educational potential through an aspirational and therapeutic approach.

‘Believe, Aspire, Achieve’

Aspire strives to become a Centre of excellence for developing personalised learning programmes to meet the needs of vulnerable children and young people.

The school has a dedicated, experienced team of staff who use their excellent knowledge and understanding of the pupils to inspire and support learning. Relationships are strong and built on trust, ‘behaviour in and around the school

is good and students show awareness of the impact of their behaviours on others. They have a good understanding of right and wrong' Ofsted 2017.

A safe, supportive and stimulating learning environment is created to develop resilient learners.

Further information about the school and curriculum can be found on the website.

Staff Wellbeing

As a Trust we believe that staff are our most important resource and are valued, supported and encouraged to develop personally and professionally within a learning and caring community. We believe there is a relationship between healthy, positive staff and school improvement and are committed to our duties as an employer to ensure policies and practices are sensitive to staff wellbeing.

Staff Benefits

All colleagues can access the 'MyBenefits' platform - a one stop shop for all staff benefits and wellbeing support, which offers:

- Healthcare cashplan: This includes cash back on dental, optical, prescriptions, chiropody, physiotherapy and much more. Free flu jabs: Take advantage of a free flu vaccination up to the value of £10
- Free eye checks: 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 assistant 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 sports centre/gym membership: All Trust colleagues can benefit from a huge discount at Trust School Sports Centres and receive exclusive rates.

In addition, we provide:

- 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, [find out if you are eligible and apply](#)
- Cycle scheme: You can save at least 25% on a new bike and/or accessories. Deductions are made via salary sacrifice which attracts tax and NI savings all over 12 months' interest free
- Pension: Staff are automatically enrolled into the relevant scheme - either the Teachers' Pension Scheme, Local Government Scheme or NEST pension scheme.

In Summary

This post presents a fantastic opportunity for someone with a passion for inclusion and special education. This is a rare opportunity to lead an expanding school that will provide much needed new places for vulnerable children and young people who need, and deserve, the chance to succeed. If you are this person, then please apply!

