



Staff Prospectus





Welcome from John Winter, CEO of Weydon Multi Academy Trust

As CEO of the Weydon Multi Academy Trust (WMAT) I am delighted in your interest in applying for this important role in our organisation. The Trust was formed in April 2017; it resulted as a consequence of a group of local Headteachers wanting to work together to create even better opportunities for the students and staff.

We are currently six schools soon to be seven, three special schools and four secondaries within the Farnham and Haslemere area. As a Trust, we are very positive about the difference we are making. As individual schools it is important that we retain the local context and identity of our unique academies, however, we are 'Stronger Together' and joining one of the academies means that you will also have the benefit of working with colleagues across the MAT. The benefits of working together and the support that you will receive will ensure that, in your career with WMAT, you will develop not only the children you teach but also yourself and colleagues.

Our ambition is clear; to make WMAT a Trust that is outstanding both for the students that learn here and also for the staff that work in the Trust. All our academies are full and oversubscribed; a glowing endorsement of our success.

Thank you for your interest in this position. I love being part of WMAT. I am inspired by the brilliant people I work with. Why not make an application to be part of a really positive organisation? I am very much looking forward to meeting and working with you.

John Winter
CEO



About The Trust



We are now four secondary schools, and three special Schools:

- Abbey School
- Farnham Heath End School
- Ridgeway School
- Park School
- Rodborough School
- Weydon School
- Woolmer Hill School

Our schools have their own Principal and Local Governing Body and are encouraged to develop their distinctive character, ethos and values within the communities they serve. We are committed to enabling each school to flourish within a culture of collaboration, challenge and mutual support. The schools enjoy excellent reputations in the local area for examination success and the breadth of educational opportunities provided.

Admissions

Students come to our school from a number of partner schools, with whom we work closely to ensure a smooth transition. Currently, at 16, students move on to Farnham, Alton, Farnborough, Godalming, Guildford Colleges or Woking College as well as other specialist provision.

Care and Guidance

All of our schools use trained counsellors, nurses and child protection teams to support the students and staff within our schools.

We believe in the personalised learning agenda. Every school in the Trust delivers a bespoke curriculum to ensure that all students are equally supported and challenged in their learning.

www.fhes.org.uk

www.abbey.surrey.sch.uk

www.ridgeway.surrey.sch.uk

Secondary Curriculum

Some of our schools offer an opportunity for students to follow AS courses and as a MAT we have the capacity to deliver small group vocational packages. Curriculums are managed at individual school Level.

Special School Curriculum

The overall intent of each school is to allow students the ability to lead an independent adult life and the curriculum is tailored to meet their potential.

You can visit the school websites to find more details.

www.woolmerhill.surrey.sch.uk

www.veydonschool.surrey.sch.uk

www.thepark.surrey.sch.uk

www.rodborough.surrey.sch.uk





VISION AND VALUES

To provide an Inspiring Educational Experience for all students which is beyond their expectations and therefore forms the foundation of a happy and fulfilled life.

OUR AIMS AND OBJECTIVES

- We are inclusive
- We are relentless in our desire to improve
- Our academies are safe, positive and joyous environments built on relationships that are respectful and supportive
- We want our students to lead happy and fulfilled lives leading to them achieving well and being successful
- Our students will be in the top 5% nationally for progress because of a well-planned, broad and balanced curriculum.
- Excellence in learning and teaching is achieved through our Flow Learning strategy and is embedded through curriculum design
- Our School improvement systems focus on what matters: staff development, teaching and learning, curriculum design and governance
- Our Academies maintain their own identities but are improving faster than if they worked in isolation. We share good practice freely.
- Our professional development is outstanding. A high priority is given to developing teachers through the early careers framework and teaching and leadership development.
- Use of high quality data and KPIs drives Quality Assurance and Financial systems.



Investing In You

What you can expect

Our excellent staff make us what we are. If you apply and are successful, regardless of your role, you will be supported through our extensive CPD programme organised in conjunction with our teaching schools. Regardless of your experience you will have a range of opportunities to ensure you are always improving and learning.



Staff Benefits

- WMAT pay scales are above those recommended at national level.
- Staff accommodation (subject to availability)*.
- State of the art facilities and working environment.
- Interest free loans to purchase travel season ticket or access to the Bike to Work Scheme.
- Staff social areas and work rooms.
- Access to gym and sports facilities either on site or at a local club with a discounted rate.
- Staff sport, exercise and yoga classes.
- Staff Association to organise social events, gifts etc.
- Paid lunch duties and free lunch for duty staff in school restaurant.*
- Free staff refreshments at break times.
- Generous health and sickness cover.
- Career opportunities within each academy across the WMAT organisation through to senior leadership level.
- All staff are auto enrolled in generous pension schemes; either Teachers Pensions Scheme or Local Government Pension Scheme.
- Full induction programme including extensive safeguarding and health & safety training.
- Professional development opportunities which include bursaries to fund further study

Associate Staff

- Career opportunities across the WMAT.
- An appraisal system which you lead and allows you to develop your specific skills and takes into account the diversity of supporting roles across the WMAT.
- Bespoke CPD programmes within each academy.
- Opportunities to meet and collaborate with others undertaking similar roles within the WMAT.

For NQTs

You will be part of either the i2i or the Innovation Teaching School group which provides the following:

- Full induction programme before day one.
- A full years programme including weekly meetings with a focus on Teaching & Learning and professional standards.
- An assigned professional mentor or coach.
- A subject mentor.*
- An online community through which you can benefit from shared ideas and teaching strategies.
- Developmental lesson observations.
- Access to our online professional development resources.

Experienced Teachers

- Career opportunities across the WMAT.
- Involvement in the WMAT Subject Architects group, developing passion in your subject*.
- Specialist training in SEND.
- Joining a MAT with a clear T&L policy - Flow Learning.
- Bespoke CPD programmes within each academy.
- Work with trainee teachers within our two Teaching Schools and SCITT.

Middle and Senior Leaders

- Opportunity to gain NPQML, NPQSL and NPQH qualifications through our Surrey Teaching School Network.
- WMAT coaching and mentoring.
- Join WMAT senior leaders forum and network opportunities.





Members



Peter Brinsden



Swati Wills



Christopher Kirk



Professor
Roni Brown



David Gill

Trust Team



John Winter
CEO Accounting Officer



Mark Sharman
Executive Director of
Academy Improvement



Louise Buckley
COO



Elaine Felton
Clerk



Lou Iles
Director of Science
WMAT



Katherine Lockett
PA to Executive Team



Kirsty Kemp
Director of Finance



Neil Butcher
Consultant

Trustees



Peter Brinsden
Chair of Trustees



Mark Rosling
Vice Chair of Trustees



Vicki Nixon



Julie Fisher



Charlotte Hurst



Rob Williams



Ralph Johnson



Chris Hyland



Sue Whelan

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