



# Staff Prospectus 2022-2023



# Investing In You

## What can you 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 programmes. Regardless of your experience you will have a range of opportunities to ensure you are always improving and learning.

***"We are ambitious and aspirational for staff and students, developing system leaders and inspirational teachers"***

## Associate Staff

- Career opportunities across our Trust.
- 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 our Trust.

## Staff Benefits

- WMAT pay scales are above those recommended at national level.
- State of the art facilities and working environment.
- Interest free loans to purchase a travel season ticket or access to the Cycle to Work Scheme.
- Staff social areas and work rooms.
- Staff Association to organise social events, gifts etc. Staff refreshments at break times.
- Generous health and sickness cover.
- Career opportunities within each academy across our Trust 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.
- All staff who have 2 or more years' service, or those that meet a skills shortage, can gain a priority place for their children's admission to the school they are contracted to.



## Early Career Teacher

Weydon School is a delivery partner for the SFET Teaching School Hub and as such delivers the ECT Induction Programme to ECTs in both Trust schools and partner schools across Surrey and Hampshire. The ECT Induction programme materials are provided by Teach First.

As an ECT in a WMAT Trust school you will be entitled to:

- A combination of face to face and online training over the course of a two year induction period, in line with the principles of the ECT.
- A fully trained Mentor in line with the principles of the ECT.
- One hour weekly meetings (in year one) and one hour bi-weekly meetings (in year two) with your Mentor in order to develop the pedagogical foci of the ECT training and engage in instructional coaching.
- A fully trained Induction Tutor (in line with the principles of the ECT) who oversees your ongoing training and assessment in your school.
- Developmental lesson observations, feed forward and instructional coaching.
- A community of ECTs from across the Trust and local area with whom to share ideas and build relationships.
- Access to all other face to face online Professional Development resources and opportunities offered to all other teaching colleagues in the Trust schools.

## Experienced Teachers

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

## Middle and Senior Leaders

- Opportunity to gain qualifications from the new suite of NPQs.
- Trust coaching and mentoring.
- Join our Trust senior leaders forum and networks.



The Ridgeway School

## Welcome from John Winter CEO of Weydon Multi Academy Trust



**John Winter**  
CEO  
WMAT

**Core values**  
**"Aspiration and  
Ambition for all,  
trusting relationships,  
restlessness in the  
pursuit of being better,  
positive and inspiring,  
people focused"**

As CEO of the Weydon Multi Academy Trust (WMAT) I am delighted in your interest in applying for this important role in our organisation. Our 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 their students and staff.

We are currently seven schools, 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 our Trust.

Our academies are either over subscribed or growing; a glowing endorsement of our success.

Thank you for your interest in this position. I love being part of our Trust. 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.

A handwritten signature in black ink, appearing to read 'John Winter'. The signature is fluid and cursive, written on a light-colored background.

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

### **Abbey School**

*Strong, vibrant and growing Special School currently with 120 students aged 11-16 years who have learning difficulties and additional needs. We encourage our students to reach and surpass their potential.*

### **Farnham Heath End School**

*An 11-16 Community School with approx. 1000 + students from Surrey and Hampshire. We believe that every child can be a hero and schools are an environment to make their dreams come true.*

### **The Park School**

*A lively and engaging Special School for children with learning and additional needs aged 11-16 years. We offer a rich, creative and personalised curriculum that meets individual needs enabling students to fulfil their potential.*

### **Woolmer Hill School**

*A growing comprehensive academy aged 11-16 years with nearly 800 students. We have an inclusive approach to educating the whole person and believe that all members of our community should be challenged to fulfil their maximum potential.*

### **Ridgeway School**

*A Special School for students aged 2- 19 with severe and profound multiple learning difficulties. We pride ourselves on challenging accepted outcomes and the promotion of high expectations in learning.*

### **Rodborough School**

*We place a great deal of emphasis on inspiring and challenging our 11-16s to develop as rounded young adults, by making good progress in exams and engaging in activities that will promote their leadership skills . With nearly 900 students on roll our Vision is modelled throughout; Inspire, Challenge, Lead.*

### **Weydon School**

*An 11-16 School, Weydon is filled with a shared enthusiasm for learning. Weydon provides an outstanding learning environment for its 1600 + students and continues to offer an exceptional extra-curricular programme which both stimulates and inspires its students and staff.*

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.

# OUR TRUST

## Vision

Stronger together, transforming lives, creating memories which are celebrated for a lifetime.

## Core purpose

Transforming lives.

## Core values

Aspiration and ambition for all, trusting relationships, restlessness in the pursuit of being better, positive and inspiring, people focused.

## Vivid description

Our trust is excellent for everyone and in everything we do. We are ambitious and aspirational for staff and students, developing system leaders and inspirational teachers. We are the schools of choice for everyone in our community. We have big dreams transforming lives through scholarship for all; maximising students' understanding of the world, enriching their lives and shaping their futures, creating memories which are celebrated for a lifetime. Stronger together, our ideals are achieved. An organisation built on a trust founded on kindness, respect and integrity. Our schools' excellence will define their communities much like the great universities across the world. As a result the Trust will help define the Nation's education system.

## Common features in all our Trust schools

Flow learning, scholarship, challenging & inspiring curriculum for all, exceptional learning environment, outstanding staff development.

**1  
Vision**

**7  
Academies**

**700  
Staff**

**1 Trust**

**3  
Special  
Schools**

**Average  
GCSE  
Grade  
5.88**

**478,000  
Teaching  
minutes**

**£70m  
Assets**

**Over  
4,800  
Students**

**4  
Secondary  
Schools**

**Over  
£31m  
annual  
turnover**

**£9m of  
Capital  
Investment**

**Over  
6,000 GCSEs  
taken**





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