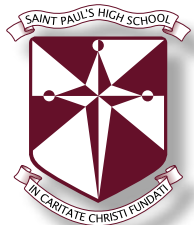




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Together with  
Jesus Christ

# WHY WORK FOR US?







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# Welcome to The Wythenshawe Catholic Academy Trust



*S. Humphries*

Chief Executive Officer  
Mrs Sacha Humphries

Welcome to the Wythenshawe Catholic Academy Trust. I have been in the privileged position of leading the Trust since September 2018 during which time we have successfully stabilised the Trust finances, centralised HR and finance services, made good progress on our school improvement journey and survived a global pandemic.

Whilst we are a small multi-academy trust, we are nonetheless proud of what we have achieved by working together effectively to secure the best possible outcomes for the children and young people in our care. In an address to an Italian association of Catholic teachers, educators and school administrators, Pope Francis called on teachers to reach out to and “love with greater intensity” the children on “the peripheries” of their schools: those who do not like studying, who are labelled as “difficult,” who have disabilities, come from other countries or face other problems and disadvantages. To me, we can respond best to the Pope’s “plea” by working as a collective, rather than acting unilaterally; making key decisions together when setting budgets, determining the content of curriculum through discussion, deciding who to employ as a panel, reaching consensus on key priorities etc.

I know that some of you will be reading my “welcome” to help you decide whether to apply for a job at our Trust and others of you will be reading the content on our website to consider whether to start on the journey of academisation. If you are interested in joining us as either an individual, or a school, it is likely to be the right decision if you genuinely believe that by working collaboratively, each school benefits from others’ strengths and expertise within the Trust and practically from the services provided and procured centrally. Please do join us if you like working with people and want to belong to a dynamic, faith-driven organisation, whose focus is to serve the children, young people and families within our communities.

## Why work for us?

The Wythenshawe Catholic Academy Trust is committed to providing everyone who works for us with opportunities for professional growth, open and collaborative communication and to work in a vibrant and welcoming environment with wonderful students, supportive staff, governors and parents. All of our schools work closely together to share ideas and to ensure all staff have the opportunity to enhance and develop their career.

Our Trust is comprised of the following Academies:

Saint Paul’s Catholic High School  
[www.st-paulshigh.net/](http://www.st-paulshigh.net/)



St Elizabeth’s Catholic Primary School  
[www.st-elizabeths.manchester.sch.uk/](http://www.st-elizabeths.manchester.sch.uk/)



St Anthony’s Catholic Primary School  
[www.stanthonysrcprimaryschool.co.uk/](http://www.stanthonysrcprimaryschool.co.uk/)



Ss John Fisher & Thomas More  
Catholic Primary School  
[www.fishermoreprimary.net/](http://www.fishermoreprimary.net/)





“BEING PART OF THE TRUST HAS PROVIDED ME WITH AN OPPORTUNITY FOR PROFESSIONAL GROWTH AND TO ENHANCE MY CAREER”





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Jesus Christ

# What we offer

## CPD

We are committed to providing Continuing Professional Development and give all staff the opportunity to gain further qualifications. Teaching Staff are encouraged to undertake NPQML/NPQSL qualifications. CPD also extends to our Support Staff and recently a number of Teaching Assistants across the Trust have started either an Early Years Educator Level 3 Apprenticeship or a Teaching Apprenticeship which enables them to gain a PGCE with QTS.

## Opportunities for Career Progression

All vacancies in any of our schools are advertised across the whole Trust, ensuring that everyone has the opportunity to experience working in a new environment which can result in promotion, personal development and professional growth.

## Collaboration

We work collaboratively with our family of schools, the Diocese of Shrewsbury and the wider community. This has included delivering school-to-school support to schools in difficulty. This work gives staff opportunities to develop their CVs whilst ensuring we fulfil our Catholic mission by providing a service to society and working in partnership with others.

## Support Staff Appraisal

We have adopted an open, honest and supportive system to ensure all support staff are regularly appraised, have access to appropriate training and support and have the opportunity to express an interest in developing their career.

## Confidential Support

Staff and their immediate families have access to an Employee Assistance Programme which is a free 24-hour helpline and online Health Portal which gives access to qualified and experienced counsellors. We recognise that balancing the pressures of work with the needs of a home life can sometimes be challenging. Our Employee Assistance Programme can provide advice and support on a range of issues including: family, debt management and lifestyle.

## Supporting your Well-Being

We are committed to supporting the well-being of all our staff and each year provide you with the opportunity to have a flu vaccination. Free refreshments and fresh fruit are also made available in all staff areas across our schools.

## Eyecare Voucher Scheme

If as part of your role, you use a PC or laptop daily for more than an hour at a time you will be able to request a voucher to pay for an eye test. Should you then be prescribed VDU glasses, we will contribute towards the cost of those glasses.

## Generous Pension Scheme

Automatic enrolment into the Teachers' Pension Scheme with 23.68% employer contributions, or to the Local Government Pension Scheme for Support Staff (one of the most competitive on the market, with employer contributions of above 20% in most cases).

## Development Plans

This is an exciting time in our journey, and we are constantly seeking to grow and develop our offering to staff. Work is underway to extend training opportunities and the employee benefits we provide.

## Terms and Conditions

We are committed to following nationally agreed terms and conditions of pay for both Teachers and Support Staff on an on-going basis.



“THE GROWING SCHOOL-TO-SCHOOL SUPPORT LEADS TO THE SHARING OF RESOURCES, IDEAS AND HELPS BUILD STRONG RELATIONSHIPS”



“IT IS GOOD TO FEEL PART OF A WIDER TEAM AS THIS MEANS THAT YOU ALWAYS HAVE SOMEWHERE TO TURN WHEN YOU NEED SUPPORT OR ADVICE”

# Our Mission



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We come together as a Catholic family to enlighten minds, enrich souls and become the best people that God wants us to be; through work, service, prayer and fun.

**Journeying together with Jesus Christ, we learn to love and love to learn.**

Founded on the love of Christ, and recognising the inestimable worth of each individual, Wythenshawe Catholic Academy Trust exists to foster, with care and compassion, personal, spiritual and academic growth, extending into the community and beyond. Spiritual development is at the core of all we do at Wythenshawe Catholic Academy Trust. We aim to teach and foster the Gospel values of love of God and our neighbour, through our curriculum and our chaplaincy events. The Trust has excellent support from the clergy in the local area and continues to develop close links with our parishes.

As an employer, to be founded on the love of Christ means welcoming every new employee from the first day which they start working for us, valuing their individual strengths, celebrating difference and providing support through times of difficulty.

**“God is both refuge and strength for us, a help always ready in trouble” Psalm 46:1**





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