

Enriching lives; transforming futures - starting with you.



JOB TITLE
CANDIDATE PACK



PART OF THE FAIRFAX MULTI-ACADEMY TRUST



Welcome from the Principal

Dear Candidate

Thank you for showing an interest in joining Fairfax Academy, part of Fairfax Multi-Academy Trust. Since I joined the Academy in September 2022, we have been on a path of continued improvement to be an Outstanding provider of education and wellbeing, and everything we do is underpinned by our Academy values; ambition, respect, kindness and safety. We have in the last 18 months increased our attendance by 2%, now being 2% above the national average, and our behaviours in school continue to improve, with suspension rates and internal sanctions reducing considerably, reflecting continuous improvement in attitudes and in turn calm, settled and disruption free classrooms and learning. This is now an exciting opportunity for you to become a vital part in Fairfax Academy's future.

Fairfax Academy is a large Academy with just over 1500 students from Year 7 to Year 13. Located in Sutton Coldfield, the Academy serves students who live in the immediate locality, with close to 22% from a disadvantaged background, 23% on the SEND register and 2% EAL. It has the benefit of vast outdoor spaces, which really supplement the excellent extra-curricular and House offer we provide.

At Fairfax, we believe in nurturing holistic development, and our House System stands as a testament to that commitment. More than just a structure, it's a cornerstone of our community, interwoven into the very fabric of everyday life at the academy. Just a few of the incredible benefits our esteemed House System offers:

- » **Sense of Belonging:** Our students aren't just part of a school; they're members of a House family. This sense of belonging fosters deep connections, friendships, and support networks that last a lifetime.
- » **Leadership Opportunities:** Through various house events, competitions, and initiatives, students are provided with ample opportunities to develop leadership skills, teamwork, and a sense of responsibility.

» **Healthy Competition:** Our House System encourages healthy competition, motivating students to excel academically, athletically, and creatively. This spirited rivalry not only adds excitement to campus life but also cultivates a culture of continuous improvement.

» **Character Building:** Beyond academic achievement, we prioritize the holistic development of our students' character. The House System instils values such as integrity, respect, and resilience, preparing students for success both in and beyond the classroom.

» **Staff Engagement:** Our dedicated staff members are integral to the House System, serving as mentors, advisors, and role models to our students. They take immense pride in the tradition and heritage of our Houses, further enriching the student experience.

At Fairfax, we recognise that a sense of belonging and wellbeing are essential ingredients for success, both in and out of the classroom. We ensure the happiness and fulfilment of both our students and staff, creating a family Atmosphere.

Our staff members enjoy a supportive and inclusive environment where teamwork, collaboration, and mutual respect flourish. You'll find that the warmth and camaraderie extend beyond the classroom, creating a truly nurturing community. We believe that the wellbeing of our staff is fundamental to the success of our academy. That's why we've established dedicated resources to support their mental, emotional, and physical health. With a designated wellbeing room for staff and a full-time mental health officer on-site, we prioritise proactive measures to ensure our staff feel valued, supported, and cared for.

Sean Castle | Principal

Fairfax Academy

Our Trust

OUR MISSION

Our Trust was formed in 2014 and has grown to include four academies, which provide education to over 4000 students within the Birmingham and Solihull regions. The Trust is firmly rooted in its mission to 'enrich lives and transform futures' and our moral purpose ensures that we aim to achieve this within a diverse range of communities, serving children from ages 4-18 years.

We achieve our mission by ensuring our students access a broad and wide-ranging curriculum whilst being supported in a structured, kind and caring environment. Our students have access to extensive extra-curricular opportunities because we place great emphasis on their personal development.

OUR APPROACH

FMAT's philosophy is that each Principal leads and make decisions within their Academy, whilst operating within a framework that adheres to the Trust's Mission, Vision and Values.'

The Trust's Strategic Aims filter down into every area of our organisation, through the Annual Delivery Plan, Academy Improvement Plans, and individual Performance Management Objectives, which ensures that all employees are ultimately working together to achieve our mission to "Enrich Lives and Transform Futures".

Centrally, there is an established business function which includes Finance, HR, Estates, Communications and Marketing, Data and Governance. Within the central Education Team is the School Improvement Team (SIT), which includes Leads in the following areas: Pastoral, Maths, English, SEND and Professional Learning. Following the Trust's Model of School Improvement and using the concept of CSI (Challenge, Support and Intervention), they support our Academies to bring about improvements.

OUR VALUES

Our mission and vision are underpinned by our values which guide all our activities every single day in order to support all our students to achieve their full potential regardless of background.



EXCELLENCE

We strive for the highest quality to ensure excellence outcomes and personal achievements.



DEDICATION

We believe there is dignity in hard work and effort.



INTEGRITY

We believe in openness, honesty and have a real sense of moral purpose.



TRADITION

We believe in good manners, kindness and respect.



AMBITION

We aim to be the best that we can be, in all that we do.



Your Benefits and Support

At Fairfax Multi-Academy Trust staff wellbeing is prioritised in order to ensure that our staff feel valued and are equipped with a broad range of strategies, resources and services to accommodate their needs.

BENEFITS AND OFFER

- » **Salary Sacrifice Schemes:** Green car schemes, cycle-to-work programs, and technology purchases.
- » **Discount Schemes:** Access to staff discount platforms for rental, travel and dining
- » **Flexible Working Arrangements:** Flexible hours, or job-sharing options.
- » **Financial Planning Support:** Webinars and Resources via Employee Assistance Programs
- » **Technology Discounts:** Discounted Electronics and Technology through salary sacrifice.
- » **Additional Leave Entitlements:** Paid for Religious Observations, moving house, exam leave or sabbaticals
- » **Family-Friendly Policies:** Enhanced maternity, paternity and adoption leave
- » **Time off Volunteering:** Allowing staff to take days off to volunteer and engage in community service
- » **Travel Assistance:** Free onsite parking, Green Car scheme and Cycle to Work
- » **Pension Contributions:** Enhanced pension schemes such as the Teachers' Pension Scheme (TPS) or Local Government Pension Scheme (LGPS)
- » **House Assistance:** Support with relocation costs
- » **Priority Admission:** at the Academy of choice
- » **Trust Events:** Annual all staff conference

including keynote speakers

- » **Surveys and Feedback Mechanisms:** to understand staff needs and address concerns effectively.
- » **Employee Assistance Programs (EAPs):** Access to counselling financial advice.
- » **Wellness initiatives:** Virtual fitness classes, and discounted gym memberships
- » **Mental Health support:** Access to mental health first aiders

SAM PEOPLE

- » On the SAM People platform you can update your personal information, request annual leave/book Plus Days (where applicable) and authorise leave for anyone you manager.

EDUPAY

- » Edupay is the Trust's payroll software and can be accessed via web browser or an app (once initially set up on browser). This where you can access your payroll documents.

PENSION SCHEME

- » Dependent on your role, all staff members can be a member of either the Teachers' Pension Scheme (for teachers) or West Midlands Pension Fund (for all support staff), where both yourself, as the employee and the Trust, as the employer will contribute into your pension pot each month.



“Outstanding
in Leadership and Management.”

Professional Learning

At Fairfax Multi-Academy Trust (FMAT) we believe that professional learning is an entitlement for all of our employees and that regular training enables our colleagues to continually focus on their areas of growth and make improvements, along with upskilling themselves in order to secure the career path of their choice. We also understand that effective professional learning empowers its' employees to pursue a moral purpose of helping students to thrive and as a result, it is a key component to achieving the Trust's mission to “enrich lives and transform futures”.

FMAT have invested in various services and partnerships to provide a wide variety of options in relation to further training opportunities.

Members of staff benefit from the far reaching work of Trust wide team and strategic network groups. These groups work collaboratively across the Trust to ensure the best practice is shared and that strategies for effectively reducing workload are explored and implemented. Colleagues from all academies for the membership of these groups and new members of staff are encouraged to become active participants once they have settled into their new roles.



LEADERSHIP

- » National College
- » The Key for Leaders



TEACHERS

- » ARK
- » Ambition
- » Apprenticeships
- » The Key
- » QTS Career Stage Professional Learning
- » Handsam



BUSINESS SUPPORT

- » Apprenticeships
- » National College
- » Handsam





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Students at Fairfax are incredible and the house system is what makes Fairfax such an enjoyable place to work, providing healthy competition and something to always get involved in.

Jack Bibb, Humanities Teacher

How to apply

To apply please visit TES by clicking on the link below.

[Fairfax Academy - TES jobs](#)

For candidates invited to interview, these responses will be explored further, together with the other elements of the Person Specification.

All appointments are subject to satisfactory references and eligibility to work in the UK.

FURTHER INFORMATION

Should you have any queries or would like a confidential conversation about the role, please contact our recruitment team on:

recruitment@fmat.co.uk or call **0121 788 4100**

“

I have now worked across two schools within the Trust and have gained not only lovely colleagues but good friends too. Our staff enjoy and celebrate the success of our students.”

Naomi Walsh, Deputy DSL





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MULTI-ACADEMY TRUST

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DEDICATION.
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TRADITION.

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