



# Wembley Multi-Academy Trust

ACHIEVEMENT FOR ALL



BARNET • BRENT • ENFIELD



‘Outstanding’



‘Outstanding’



(Opened in September 2020)

## New Staff Information Pack

2022 - 2023



## ABOUT US

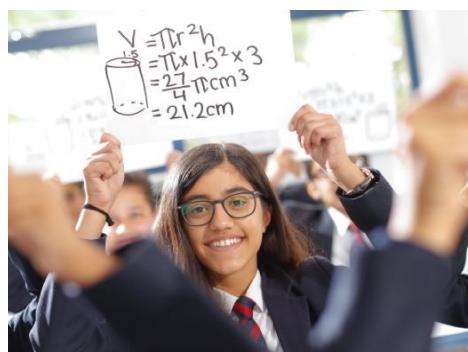
Wembley Multi-Academy Trust was formed in 2016 and has established itself as one of the most successful in the country over the last few years. The Trust is comprised of three schools:

1. Wembley High Technology College ('Outstanding')
2. East Lane Primary School ('Outstanding')
3. North Brent School (on Wembley High premises whilst the new building is completed)
4. Teaching School Hub (status awarded in 2021).

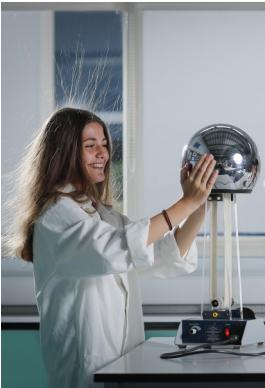
All schools in our Trust are, first and foremost, outstanding learning communities where academic excellence sits alongside the breadth of education. We believe in providing a structured and disciplined working environment in which all pupils can achieve their full potential. There is a very high standard of teaching across all schools which, coupled with the strong work ethic, allows our pupils to flourish. Our broad, balanced and innovative curriculum is designed to stretch and challenge pupils to reach their potential, and there is a particular focus on English, maths and the sciences.

As a Trust, our single biggest and most important commitment is to our staff; your development as an exceptional teacher and leader is our priority. As a Teaching School Hub, we are responsible for leading and quality assuring the provision for the development of teachers at all stages of their careers across Brent, Barnet and Enfield. The new frameworks for ITT, Early Careers Framework (ECF), Specialist NPQs and Leadership NPQs provide a world class training offer for teachers. These innovative and national qualifications are being delivered through our partnership with Ambition Institute.

As a member of staff at WMAT, you will have unique opportunities to develop and make your contribution to the Teaching School Hub. You will have the opportunity to be trained and to lead training across a range of nationally recognised qualifications as you progress through your career. You will be able to access excellent training no matter what stage of your teaching career you are at. We will support you from Initial Teacher Training to Executive Headteacher NPQs and you will be in the unique position of working in one of the 87 Teaching School Hubs. We will provide you with an incredible opportunity to learn from the best and develop to be the best practitioner you can be.



# OUR VALUES



## 1. Integrity

- ◆ Integrity means distinguishing right from wrong and doing the right thing. Integrity also requires courage and accountability. We deliver work of the highest quality (by our standards as well as those of our students and their families).
- ◆ We deliver what we say we will. We share our professional judgments with students and their families - even those that may be unpopular - in a manner that is both candid and respectful.

## 2. Respect

- ◆ We respect the capacity and desire for personal growth in our students and staff. We treat people with consideration. We value ideas on their merit.
- ◆ We recognise that respect requires both truthfulness and empathy. We deal with one another in an open and honest way. We encourage constructive criticism. We reward performance and contribution consistent with our values. We lead by example.
- ◆ We thrive knowing that ours is a demanding profession. We accept this responsibility as a school and as individuals.

## 3. Diversity

- ◆ We strive for a diverse workplace. It is fundamental to our success that we accept, value, and integrate the contributions of people. Diversity of thought, expertise, experience, and background are important in creating an environment in which creative tensions are harnessed and new ideas emerge.
- ◆ We are committed to all schools being ones in which all individuals have an opportunity to flourish and succeed, regardless of their age, disability, ethnicity, gender, gender identity, race, religion, belief or sexual orientation.

## 4. Student Achievement

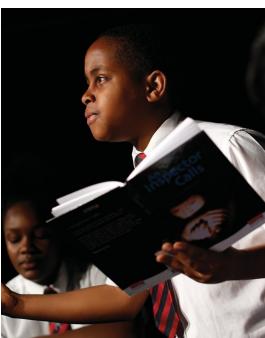
- ◆ We measure our success by our students' success. We make all our resources available to our students and commit ourselves wholeheartedly to their success. In trade-offs between staff and a student's interest, the student comes first.
- ◆ Strategy matters. We seek competitive advantage for our students. Our approach is to consider the education agenda as a whole, the competition, and its dynamics. Valid data, rigorous analyses, external perspectives, root causes, and explicit logic serve as our foundations for objective decision-making.
- ◆ Our standards for progress and value added are extremely high. Our work helps change, as necessary, the mindset of our staff and students. We make sure we enhance student capabilities and deliver for them exceptional examination performances. We hold ourselves accountable for this.

## 5. Working in Teams

- ◆ Our schools are divided into departments and in these departments staff work together in a manner that is team-oriented, constructive, and challenging. We know that teamwork is essential to the success of our students. We want to strengthen our students' capabilities and be a catalyst for change in their lives. Each student is unique, and there is seldom only one solution. We believe that breakthrough ideas often result from the work of teams seeking to creatively solve real achievement challenges.

## 6. Sharing our Success

- ◆ We seek to extend the art and science of teaching and school leadership by generalising from our experience. We seek to have a positive and lasting impact beyond the school domain.
- ◆ We believe we can contribute to the changing educational landscape both directly through our student work and through work with other schools and national organisations.



## WORKING WITH US

Starting a career in teaching or changing schools can be challenging as well as rewarding. We are very upfront about the kind of schools we run and what we do to help develop staff. Our schools have achieved many awards and have been recognised as the most successful of state schools nationally. The success of our students puts us in the top 1% of schools nationally for value added and progress across a series of indicators.

The very first thing that you need to know about us is that you will be fully supported and developed to become an outstanding teacher and leader. If we cannot help you do this, we regard ourselves as not having met our ambitions for you. Our training is provided through bespoke programmes which will be tailored to meet your needs. We have been very successful in training new teachers, teachers in their early years and have successfully developed outstanding leaders across education for many years. Many of our leaders are heading up their own schools and provide strong system leadership.

The success that we have is due to the emphasis we give to staff recruitment and development. We recruit staff with the highest qualifications and we train them to become outstanding practitioners. The outstanding practitioners then move on to mentoring programmes and help us to develop others.

The following is a list of just some of the developmental opportunities that are available to our staff:

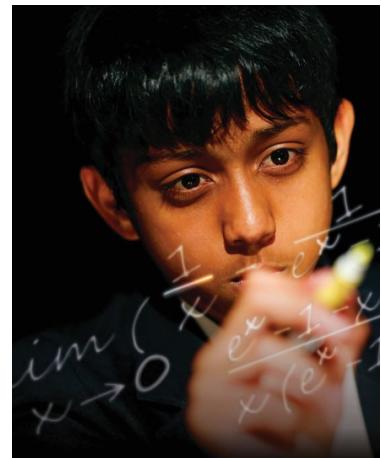
- ◆ Early Career Framework Training by National Lead Provider (Ambition Institute)
- ◆ School Training Programmes (towards QTS) with TES assessment route
- ◆ Teach First Programme
- ◆ Subject Leader Training and Mentor Training
- ◆ National Professional Qualifications:
  - NPQ Leading Teaching (NPQLT)
  - NPQ Leading Teacher Development (NPQLTD)
  - NPQ Leading Behaviour and Culture (NPQLBC)
  - NPQ Senior Leader (NPQSL)
  - NPQ Headteacher (NPQH)
  - NPQ Executive Headteacher (NPQEL)
  - NPQ in Leading Literacy (NPQLL)
  - NPQ in Early Years Leadership (NPQEYL)
- ◆ Contribution towards Masters or Doctorates
- ◆ Leadership training for middle and senior leaders by nationally/internationally recognised providers



Wembley High Technology College is one of the highest performing schools in the country and we have been the highest achieving non-denominational school in Brent for many years. Nationally, the achievement of our pupils is exceptional; in 2019, our Progress 8 score of +1.58 has been recognised as the 4<sup>th</sup> highest in the country by the Department for Education.

Wembley High is an Outstanding School and we truly believe that all pupils, regardless of their background, should reach their full potential. Our innovative curriculum allows our pupils to develop secure foundations in the core subjects while maintaining the breadth of a wide range of subjects. We believe in ensuring all pupils gain the essential knowledge and skills needed to be successful in an ever-changing and increasing competitive workplace.

Last year, more than 51% of our pupils began degree courses at Russell Group Universities across a wide range of academic courses; this, we believe, is the transformative impact of Wembley High in pupils' life chances.



Indicator	2018	2019	2020	2021	2022
<b>Progress 8 Score (National percentile rank)</b>	+1.90 (1%)	+1.58 (1%)	N/A	N/A	N/A
<b>% A*- C or 9 - 4 in English and Maths</b>	90	88	94	96	96
<b>% EBacc achieved (9 - 4)</b>	76	79	82	84	89
<b>% 9 - 5 English</b>	91	86	92	88	95
<b>% 9 - 5 Maths</b>	84	86	90	90	90



# EAST LANE PRIMARY SCHOOL

East Lane Primary School opened in April 2017 and was judged 'Outstanding' in every category in its first Ofsted inspection in November 2019. It is housed in a new and purpose-built £16 million building with exceptional resources and is located adjacent to Wembley High. This provides our children with an 'all-through' experience of outstanding schools. East Lane Primary School is a 3 form-entry school. Our results to date for Early Years, Phonics, KS1 and KS2 have been amongst the highest in Brent and significantly above the national averages.

	ELPS	Brent	National
<b>RECEPTION</b>			
% of pupils attaining a Good Level of Development	99	66	65
Average point score for Early Learning Goals	34	31	31
<b>YEAR 1</b>			
% passing the phonics screening check	92	77	76
<b>KS1</b>			
% of pupils reaching the expected standard in reading, writing and maths	90	54	53
% of pupils reaching greater depth in reading, writing and maths	39	7	6
<b>KS2</b>			
% of pupils reaching the expected standard in reading, writing and maths	97	62	59
% of pupils reaching greater depth in reading, writing and maths	33	8	7

Our curricular structure is different from many other primary schools; the school is structured around subjects, with specialist teachers providing expert subject knowledge to ensure pupils' progress is exceptional. We believe in recruiting and training highly qualified staff who are experts in their fields to deliver a broad, balanced and exciting curriculum. Our staff tend only to teach their specialist subjects and we believe this allows our pupils to greatly deepen their knowledge and understanding of key concepts and fully prepares them for their transition to secondary school. If you would like to be trained and experience an exceptional, outstanding primary school, please contact us.



# NORTH BRENT SCHOOL

North Brent School has been set up to have the same values, ethos, expectations and standards as Wembley High Technology College and East Lane Primary School. It is the third school in Wembley Multi-Academy Trust.

North Brent School currently has pupils in Year 7, Year 8 and Year 9. Once the brand new North Brent School building has been completed in July 2023, students will automatically transfer to North Brent School.

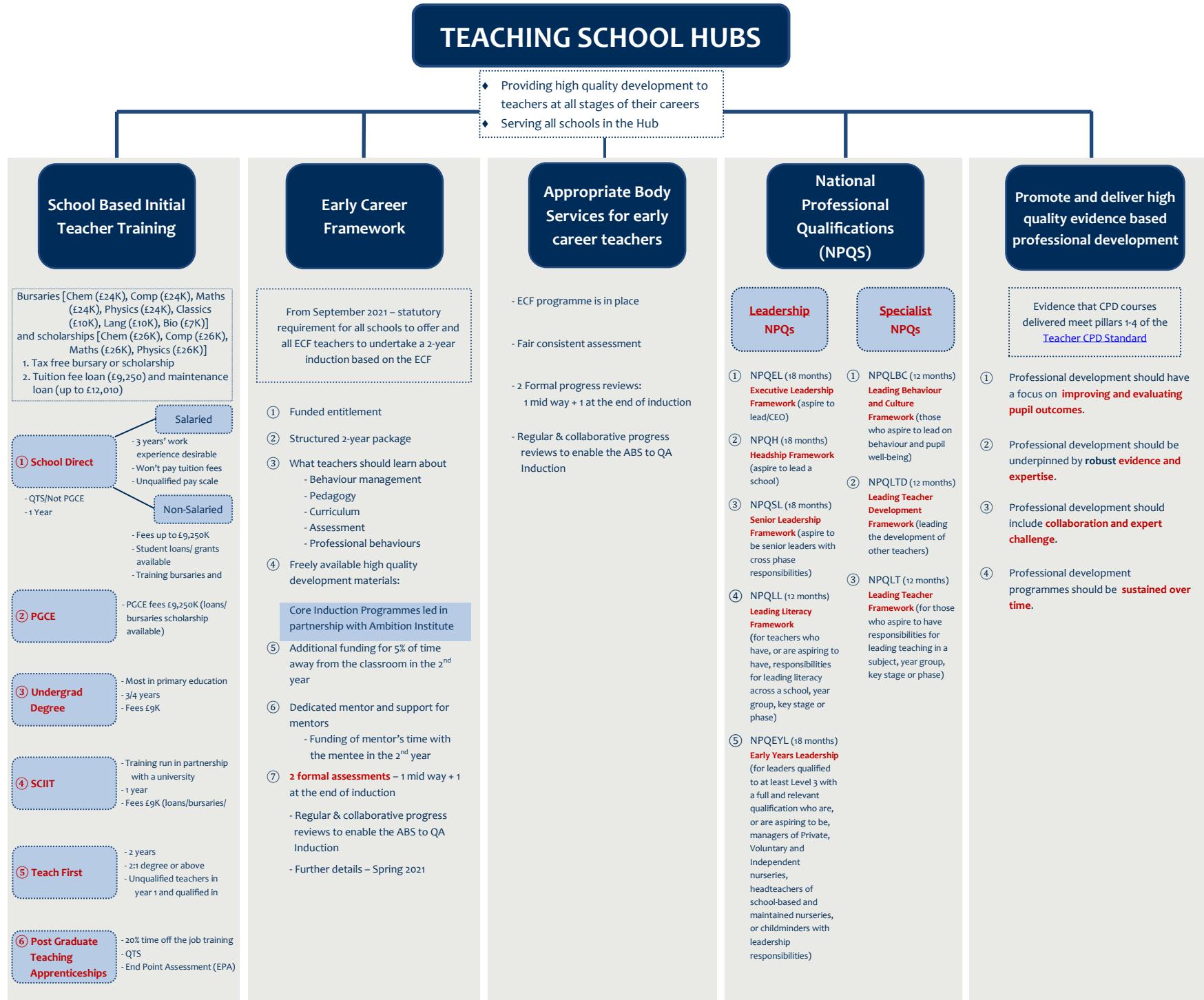


Wembley High Technology College is one of 87 schools in England selected to be designated as a new Teaching School Hub. There will be nationwide coverage for the first time, and every school in England will now have access to a local centre of excellence for teacher training.

Wembley High Technology College has been selected to provide high-quality professional development to teachers and leaders. The teaching workforce will get best-practice and expert advice on how best to engage with pupils, lesson planning, and classroom management, as the teaching school hubs programme is rolled out across the country. This will further improve the quality of teaching, allowing every child to receive a world-class start in life, no matter where they are born.

Wembley High runs the North West London Teaching School Hub (NWLTSH) across the Brent, Barnet and Enfield area with 307 schools.

## TEACHING SCHOOL HUBS



## MEET OUR STAFF



**Ms J. Bowen**  
Assistant Headteacher

**University of Oxford (BA)**  
**University of Manchester (MA)**

“ It is a privilege to teach at WHTC. The students are well-mannered, engaged and committed to success. They have high expectations of themselves and of others, and this creates an excellent learning environment for all. ”



**Ms S. Siriskandarajah**  
Science

**Biochemistry BSc**  
**Imperial College London**

“ The students at Wembley High have an incredible work ethic which makes it a privilege to teach them. ”



**Ms B. Albery**  
Associate Assistant Headteacher

**BA (Hons) History**  
**The School of Oriental and African Studies (SOAS)**

“ Since joining the school a year ago, it was immediately recognisable how the pupils at Wembley High truly understand the value of education and are extremely motivated to achieve their full potential. ”



**Ms S. Bharma**  
History

**BA History**  
**University of Oxford**

“ It is a pleasure to work within a school that makes it possible for teachers to dedicate themselves to creating and delivering a dynamic curriculum. I am constantly encouraged to reflect on my teaching and this motivates me to improve my practice in order to secure the best outcomes for all of my students. ”

Since joining the school as an NQT, I have benefitted from an ethos of collaboration; the school encourages teachers to share best practice both within and across departments. This has been the foundation of my growth as a teacher and the support I have consistently received has given me the confidence to develop my own teaching and take on new responsibilities and challenges. ”





# Wembley Multi-Academy Trust

ACHIEVEMENT FOR ALL

## Contact Us

Come and join a Multi-Academy Trust where you will work with the best professionals in the country and be challenged, supported and rewarded.



Wembley High Technology College  
East Lane  
North Wembley  
HAo 3NT

[www.whtc.co.uk](http://www.whtc.co.uk)  
[vacancies@whtc.co.uk](mailto:vacancies@whtc.co.uk)



East Lane Primary School  
East Lane  
North Wembley  
HAo 3NT

[www.elps.co.uk](http://www.elps.co.uk)  
[vacancies@whtc.co.uk](mailto:vacancies@whtc.co.uk)



North Brent School  
c/o Wembley High Technology College  
East Lane, North Wembley  
HAo 3NT

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