



Wembley
Multi-Academy
Trust

ACHIEVEMENT FOR ALL



“Outstanding”



“Outstanding”



(Opening September 2020)

New Teacher Information Pack

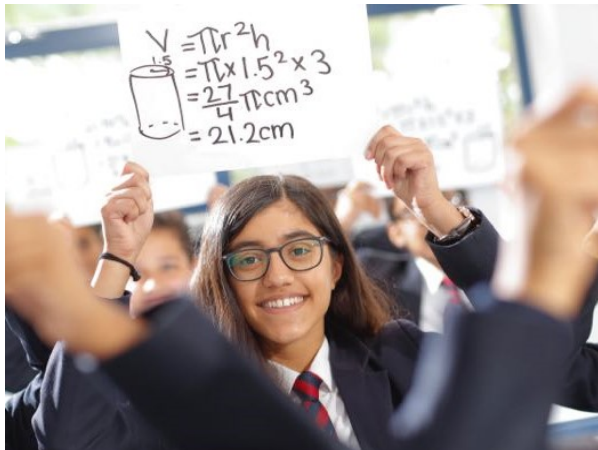
About Us

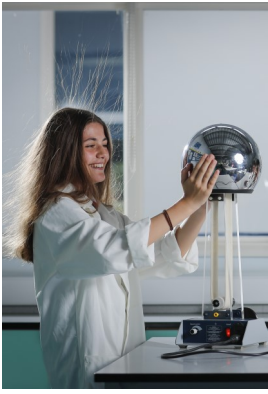
Wembley Multi-Academy Trust was formed in 2016 and has established itself as one of the most successful in the country over the last few years. We currently comprise of three schools:

1. Wembley High Technology College
2. East Lane Primary School
3. North Brent School (Opening September 2020)

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 goals, and there is a particular focus on English, maths and the sciences.

Working alongside the other schools in our Trust provides an incredible opportunity to develop best practice, share resources and help our staff on a journey of continuous improvement. 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 and you will be provided with all the support, guidance and resources that you need to ensure the schools continues to excel. We are an outward looking Trust and are able to provide a whole range of developmental opportunities locally and nationally.





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. If we cannot help you do this, we regard ourselves as not having met our ambitions for you. The training is provided through a bespoke programme which will be tailored to meet your needs. We have been very successful in training new teachers and teachers in their early years and have had experience of successfully developing outstanding leaders across education for many years.

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 mentor 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.

- School Direct Training Programmes (towards QTS)
- Teach First Programme
- Mentor Training
- Subject Leader Training
- Leadership Development Training
- Teaching Leaders
- Challenge Partners Training
- Contribution towards Masters or Doctorates
- Leadership Coaching for middle and senior leaders

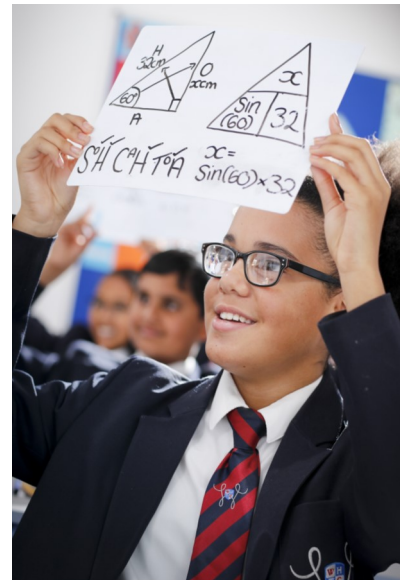
We review our training programmes regularly to ensure they meet the needs of our staff and often think outside the box to get the best for our staff. If you are hardworking, ambitious and believe that all pupils can and should succeed, we would love to hear from you.



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 +1.57 has been recognised as the 4th 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 be given the opportunity to reach their full potential. Our innovative curriculum allows our pupils to develop secure foundations in the core subjects while maintaining the breadth of an extremely 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, over 50% 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	2017	2018	2019
Progress 8 Score (National percentile rank)	+1.65 (1%)	+1.90 (1%)	+1.57 (1%)
% A*- C or 9 - 4 in English and maths	90	88	90
% EBacc	80	76	77
% 9 - 5 English	90	91	86
% 9 - 5 maths	81	84	86



East Lane Primary School

East Lane Primary School was 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 £14 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 and there are currently pupils from Reception to Year 5. Our results to date for Early Year, Phonics and KS1 have been amongst the highest in Brent and significantly above the national averages and we are looking to continue our excellent work as the school expands.

	ELPS	Brent	National
Reception			
% of pupils attaining a Good Level of Development	92	72	72
Average point score for Early Learning Goals	42	34	35
Year 1			
% passing the phonics screening check	98	83	82
KS1			
% of pupils reaching the expected standard in reading, writing and maths	93	65	65
% of pupils reaching greater depth in reading, writing and maths	45	11	11

Our curricular structure is different to 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 areas 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 is being set up to have the same values, ethos, expectations and standards as Wembley High Technology College and East Lane Primary School. It will be the third school in Wembley Multi-Academy Trust.

North Brent School will welcome 120 pupils in September 2020 and provide a unique opportunity for students to have their first years of their secondary schooling at Wembley High. Students will be taught alongside Wembley High students. Students will enjoy the same subjects, teachers and facilities as Wembley High. Once the brand new North Brent School building has been completed students will automatically transfer to North Brent School (planned for September 2022).



Meet Our Staff



Dr H. Kitching
Science

*PhD Chemistry,
University College London*

Wembley High has surpassed all my expectations of teaching. The school provides an outstanding environment in which to train and learn, with the consequence that

staff and students alike make rapid progress. Mentoring and support is provided by highly qualified and dedicated professionals who have great experience of the job, whilst current best practice is continually shared through insights and meetings to foster a culture of constant improvement. The support I have received during training has been exemplary and allowed me to go from tutoring small groups of pupils to being a Progress Leader in two years.

As a workplace the school provides a wonderful opportunity to develop your practice. This is largely due to the expectations and standards the students are held to being high – as a consequence, behaviour is excellent and teacher effort can be focused solely on teaching! Teaching bright students who are keen to learn and who really value their education is a joy, and seeing their hard work pay off with results in the top handful of schools in the country is very rewarding.



Mr S. Cummins
Maths

*BSc (Hons) Mathematics,
University of Warwick*

The high standards and expectations at Wembley High create an environment that enables both students and teachers to thrive. This ultimately enables teachers to prepare and deliver engaging lessons

that demonstrate their passion for the subject and promote academic excellence. Students are provided with a multitude of opportunities to both achieve and exceed their expectations and it is thoroughly rewarding to celebrate with students in their successes at the end of the year. All staff are given the time and resources they need to develop and progress within the school. There are limitless opportunities available to succeed and support will always be provided by a host of passionate and diligent teachers.



Mr T. Harris
Maths and Physics

*MA Aerospace Engineering,
University of Bath*

I cannot overstate the satisfaction of working with a group of students who believe that they will succeed with hard work, and consistently apply themselves to

do better.

I began working at Wembley as an unqualified teacher and stayed on to complete my training year. During that year, and since, the school has provided me with high quality structured training and mentoring which quickly developed me as a teacher. The spirit of reflective practise is woven into the culture of the school so that even outside of a training programme I am still improving.

In addition to developing classroom teachers, the school also invests in its staff when developing leaders. To have begun with no teaching experience to now shaping the direction of a highly successful department within one of the best schools in the country is a real privilege.



Ms S. Bharmar
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.

Meet Our Staff



Ms S. Johnson
Languages

*BA Modern Languages,
University of Oxford*

Developing provision for our most able linguists through the introduction of a fast track GCSE Portuguese course has highlighted how exceptionally driven and academically agile our students are. Training here equipped me with a broad repertoire of strategies to empower students of all abilities to speak a foreign language fluently and with increasing confidence.

Wembley High offers a range of personalised opportunities to develop as a teacher and as a leader. After the completion of my NQT year I have mentored new members of staff and lead KS3 Spanish and KS4 Portuguese. There are always new opportunities to learn and develop which is why working here is so rewarding.



Mr M. McNeil
Humanities

*BA History,
University of Kent*

East Lane Primary School has provided me with a great platform to begin my teaching career. Regular feedback from observations and development meetings led by subject specialists has resulted in my professional standards to continually improve. The expectations across the school are incredibly high which means schemes of work, leadership, behaviour of the children, and levels of the teaching are consistently high.

My passion for Humanities and English was quickly identified and I was encouraged to take a more active role within these subjects. I was guided in how to devise and plan schemes of work and I am now responsible for Humanities at the school. The children are incredibly eager to learn and I am continuing to see the development of their own skills and love for the subject.

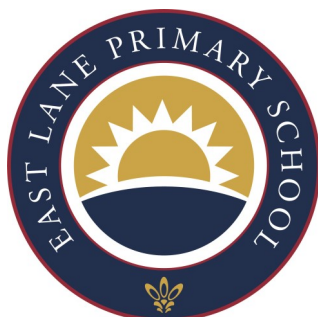
Contact Us

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,
HA0 3NT

www.whtc.co.uk
jobs@whtc.co.uk



East Lane Primary School,
East Lane,
North Wembley,
HA0 3NT

www.elps.co.uk
jobs@whtc.co.uk



North Brent School ,
c/o Wembley High Technology College,
East Lane, North Wembley,
HA0 3NT

www.whtc.co.uk
jobs@whtc.co.uk