WELLSWAY
MULTI ACADEMY TRUST

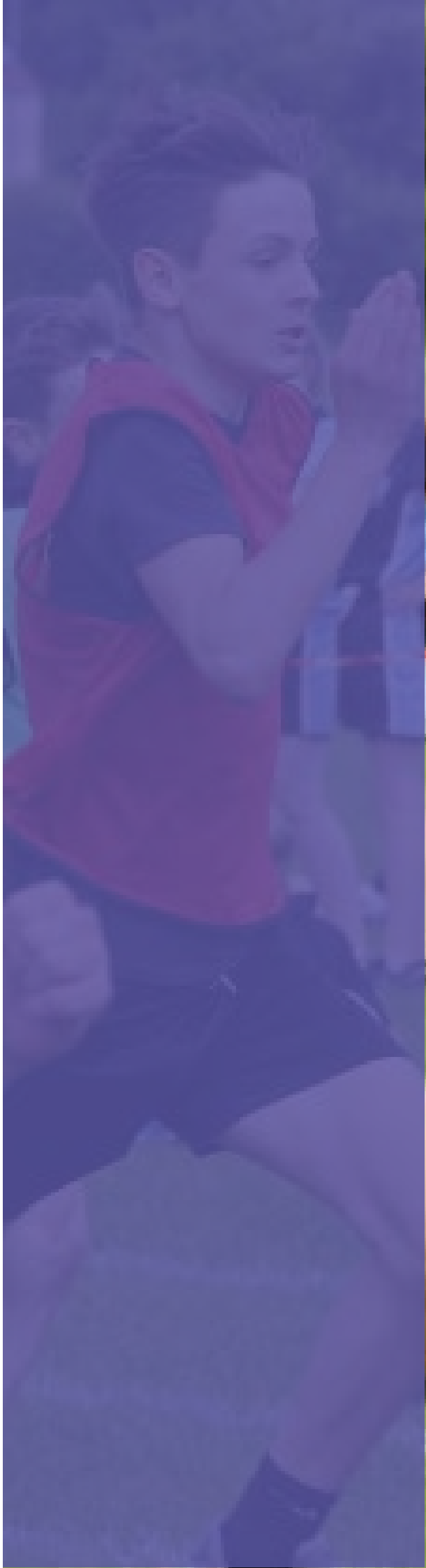


JOIN OUR TEAM

Recruitment information

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RECRUITMENT INFORMATION

- Welcome - Andrea Arlidge
- About Wellsway Multi Academy Trust:
  - Strategic vision and values
  - Trust schools
- Working for us
- Our application process
- Safeguarding
















A WARM WELCOME FROM CEO ANDREA ARLIDGE



Thank you for expressing an interest in joining one of the schools within Wellsway Multi Academy Trust. We are a cross phase Multi Academy Trust (MAT) established in 2014. We have steadily built up our Trust to 13 schools crossing secondary, primary and special sectors. We educate young people from 3 to 19 within our family of schools.

Our aim is to create a group of remarkable schools across Bristol, Keynsham and Bath areas delivering outcomes for learners that will place each school within the top 20% of similar schools nationally for progress made. We are committed to raising aspiration and never accepting second best. We are creating schools with a very distinctive culture and ethos centred on every student enjoying learning and expecting success. We have sought to reflect the culture that we are creating in our schools within our vision and values statement.

We are excited by the potential of our Trust to further improve our schools. The power of schools working in collaborative partnership is the opportunity to share and learn from one another. Our annual Trust conference (October 2018) was attended by over 650 delegates from our teaching, support staff and board members. We shared best practice and learned from one another. Benefits of being part of a MAT include wider opportunities for staff and pupils including;

- Greater opportunity for staff development and career progression
- Broader sharing of expertise; improved transition; access to specialist support
- Access to specialist facilities and resources
- Increased economies of scale.

We value our staff highly and want to be the employer of choice in the area. We offer competitive conditions of service and a culture that supports our staff to reach their maximum potential. As a Trust we are able to offer a comprehensive programme of continuing professional and leadership development (CPLD) opportunities for all staff, cross-phase, and for both teaching and support staff. We also have a strong school improvement team and are delighted to have been designated teaching school status as the Great Western Teaching School Alliance.

Those we recruit need to demonstrate that they share our values. We are looking to appoint people who are highly motivated to work with colleagues within and beyond their academy to pursue professional excellence, with a strong commitment to providing the highest standards of teaching for all children. There is an amazing momentum developing across the Trust and we are already having significant impact in our schools. We are looking to appoint people who share our values and want to develop their career within our Trust and look forward to receiving your application.

Once again, thank you for expressing an interest in joining us and I wish you luck with your application.

STRATEGIC VISION & VALUES



Strategic vision

- Wellsway Multi Academy Trust will become a strong local partnership of schools that is cross-phase with a fully inclusive range of provision
- The Trust will build a strong and cohesive identity whilst recognising that each academy within the Trust will have its own unique characteristics
- Collaboration and joint working will ensure that all academies in the Trust can share in, and benefit from, each other's strengths

Our values

- **Professionalism:** The Trust expects each academy to expect and uphold the highest professional standards in all aspects of its work
- **Education:** The Trust's primary purpose is education and priority will be given to allocating resources into the classroom and learning activities
- **Inclusion:** The Trust places inclusion at the heart of all its provision and seeks to develop a range of inclusive services to support learners with specific needs
- **Economic:** Gaining value for money is central to the Trust's operation and directors actively seek opportunities to develop joint educational provision and shared services across schools
- **Strategic:** The directors seek to develop a multi academy trust of optimum size, with economies of scale that create the capacity for the Trust to provide excellent support to all its schools, whilst retaining its local nature
- **Geographic:** Schools within the Trust will be located within a reasonable driving distance of the hub school, Wellsway, so that school-to-school support is possible
- **Moral:** Wellsway Multi Academy Trust has been established to support education within the wider local area.

OUR SCHOOLS

Primary

Chandag Infant School

Chandag Junior School

Cheddar Grove Primary School

Saltford CofE Primary School

St John's CofE Primary School

The Meadows Primary School

Wansdyke Primary School

Secondary

BEDMINSTER DOWN SCHOOL

IKB ACADEMY

SBL SIR BERNARD LOVELL ACADEMY

THE BATH STUDIO SCHOOL

WELLSWAY SCHOOL

Special

ASPIRE ACADEMY

For more information about Wellsway Multi Academy Trust see: wellswaymat.com

STAFF BENEFITS & WELLBEING







As a member of the Wellsway Multi Academy Trust team, you will be part of a very positive and highly skilled community, and would be joining at a really exciting time in the Trusts journey. We believe staff are our most important resource and are valued, supported and encouraged to develop personally and professionally throughout their career. The Trust is committed to its duties as an employer and places high importance on staff wellbeing offering a range of benefits to staff these include:



- Discounted sports centre and gym staff membership
- Free wellbeing support and medical cover with some cover for family members
- Cycle to work scheme
- Childcare vouchers
- Eye care vouchers
- Teachers/LGPS pension scheme (contributory)
- Career opportunities

APPLICATION PROCESS

All vacancies are advertised on individual school websites and the Wellsway Multi Academy Trust careers page: www.wellswaymat.com/careers.

Please complete the application form providing full details of your education and employment history, including any unpaid or voluntary work. Where there are gaps in your employment, please state the reasons why (e.g. gap year, career break, unemployed etc).

You can use the job description and person specification as your guide and give specific examples, where possible, to demonstrate how your skills and experience match the requirements for this post. Could you please provide details of two referees, one of which must be your current or most recent employer. Please provide their names, work email addresses and daytime contact numbers.

Once the form has been completed please sign the declaration on the final page. If you are submitting your application electronically, you can sign this page at the interview stage.

Completed applications should be submitted by email if possible, to the address specified on the final page of the application form.

Unfortunately we are unable to accept CVs. If you have a disability that prevents you from completing the application form, please contact the school to discuss.

Closing date and shortlisting

Applications received after the published closing date and time will not be accepted. After this time short listing will match your skills/experience against the criteria in the person specification. You will be selected for interview entirely on the contents of your application form and covering letter of application, so please read the job description and person specification carefully before completing your form. If you have not been contacted within one month of the closing date, please assume you have not been shortlisted. In this case, may we thank you in advance for your interest in this post and wish you the very best for the future.

We encourage you to browse our websites as it will give you an insight into the Wellsway Multi Academy Trust and its schools and would warmly welcome you to visit our schools. If you would like to take advantage of a tour, please contact the relevant school office to arrange a visit.

SAFEGUARDING

Wellsway Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Your suitability to work with children and young people will form part of the selection process. During interview the panel will explore issues relating to safeguarding and the promotion of child welfare with you.

Prior to appointment Wellsway Multi Academy Trust will apply for a satisfactory enhanced Disclosure and Barring check, a Children's Barred list check,

Posts are exempt from the Rehabilitation of Offenders Act 1974. All convictions, cautions and bindovers, including those regarding as 'spent' must be declared when applying: Exception being certain, minor cautions and convictions which are 'protected' for the purposes of the 'Exceptions' order. For more information please see the DBS filtering guidance.

Safer recruitment practice also includes the following checks; verifying original forms of identity, academic, professional and vocational qualifications, prohibition checks in relation to the children's workforce for teachers, a minimum of two satisfactory references, previous employment history checks, gaps in employment and health and physical capacity checks. In some settings a Declaration will be required in order to meet our obligations under the 'Disqualification under the Childcare Act 2006. We also require original identification of right to work in the UK. In all instances, original and valid documents will be required. We are unable to accept photocopies.

Please note that a delay in submitting the required documentation to allow the checks to take place may result in a delay in your start date.



Leading the way

WELLSWAY
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www.wellswaymat.com

Wellsway Multi Academy Trust is a charitable company limited by guarantee and registered in England and Wales with company number 07746787. The registered office is at Chandag Road, Keynsham, Bristol. BS31 1PH