



Staff Prospectus



Welcome from John Winter, CEO of Weydon Multi Academy Trust

Thank you for your interest in the position.

As CEO of WMAT I am delighted and humbled to be leading this collaboration of academies. This is an opportunity to make an even greater difference to the lives and education opportunities of our students. As individual schools it is important that we retain the local context and identity of our academy, however, I hope we can build even greater strengths by bringing groups of specialist professionals together to facilitate massive gains for us all.

The power of subject leaders working together will bring real rewards and reduce workload, which in turn will impact positively on staff wellbeing. Sharing best practice will bring about energy and motivation amongst both teaching and associate staff.

Our MAT is not about creating a franchise model (McDonalds of Education); but it is about realising the real benefits that can be achieved by joint planning, senior staff support and learning from mistakes. It is likely that finding the perfect balance between standardisation and the individual expression of each academy will take time and evolve naturally as we progress together.

Of course any change brings with it feelings of concern but motivation and excellence come from autonomy, mastery and impact so as a Trust we must do everything in our power to keep to these principles.

Our ambition is clear; to make WMAT a Trust that is outstanding both for the students that learn here but also for the staff that work here.

I am very much looking forward to meeting everyone and working with you all.

Thank you for the interest you have shown in working in our Trust.

A handwritten signature in black ink, appearing to read 'John Winter'.

John Winter

CEO





About the Trust

Context

Weydon iMulti Academy Trust consists of Weydon School, Farnham Heath End School and Woolmer Hill School all of which are 11-16 mixed comprehensive Academies. Weydon also has with Teaching School Status,

The Ridgeway School is an outstanding Special School and also forms part of our Trust. The schools within the Trust serve Farnham and many of the local villages. And Haslemere

The school enjoys an excellent reputation in the local area for examination success and the breadth of educational opportunities provided. Both Weydon and The Ridgeway School are Ofsted Outstanding

Admissions

Students come to our schools from a number of partner schools, with whom we work closely to ensure a smooth transition. Currently, at 16, students move on to Farnham, Alton, Farnborough or Guildford Colleges.

We have applied to open a Sixth Form with a proposed post 16 Centre which will cater for 300 students within about 20-25 subjects.

Care and Guidance

All of our schools have trained counsellors, nurses and child protection teams to support the students and staff within our schools.

We believe in the personalised learning agenda: to equally support and challenge all students. We have a condensed Key Stage 3 for Years 7 and 8. At Key Stage 4, students have the opportunity to take between 9-11 subjects to GCSE level. A number of students will also follow AS courses within the option system. A small group of students opt for a more flexible vocational package at Key Stage 4. Groups in Key Stage 4 within the core subjects are increased to 11 instead of 9 across the year, allowing small class sizes.

Curriculum

Curriculums are managed at individual school level. You can visit the school websites to find more details:

www.weydonschool.surrey.sch.uk

www.ridgeway.surrey.sch.uk

www.fhes.org.uk

www.woolmerhill.surrey.sch.uk



Investing In You

What you can expect

Our excellent staff make us outstanding. If you apply and are successful you will be supported and developed through our extensive CPD programme organised in conjunction with our teaching school. Regardless of your experience or level of responsibility you will have a range of opportunities to ensure you are always improving and learning.



Arriving as an NQT

You will be employed and trained through i2i, our teaching school alliance. We have developed an excellent support program which includes:

- Weekly NQT meetings with a focus on teaching and learning and meeting professional standards.
- A preparation day which will prepare you for all you need to know on your first day.
- A programme of outstanding teacher observations.
- A professional mentor.
- An online community to share teaching strategies and ideas.
- Developmental observations and classroom support.
- Access to online professional development route map.
- Access to our professional development library.

For Experienced Teachers

To be outstanding we believe you must be an enthusiastic learner with access to high quality development opportunities.

If you have been teaching for some years you can expect:

- To join our Improving Teacher Programme (ITP) or our Outstanding Teacher Programme (OTP) led by facilitators accredited by the London Challenge Team.
- Use of IRIS to see your lessons in a completely new way.
- Join our triad Staff Development programme using our 'Route Map' from CUREE.
- Carry out an action research project or apply to study for an MPhil or PhD.
- Join an innovation group to develop areas such as the use of digital technology in the classroom.
- Apply for Specialist Leader of Education status as part of our teaching school.
- Be part of positive success orientated culture;
- Join our Shadow Middle Leadership training programme. and
- Examination Board training.

For Middle and Senior Leaders

If you join us as a Middle Leader you will benefit from bespoke development including:

- Middle Leadership Training as part of our accredited programme through teaching schools. Areas such as managing and leading people, how to develop Teaching and Learning and data analysis are covered.
- Assigned a peer mentor.
- Leadership Team member will provide you with one-to-one support and guidance on areas such as managing a budget and holding staff accountable for performance.
- Access to i2i Partnership, our Teaching School, curriculum groups to share good practice with other schools.
- Opportunity to join the Shadow Leadership Team and training programme.
- Opportunity to access NPQML and NPQSL.

Staff Benefits

- WMAT performance bonus scheme and pay scales.
- State-of-the-art facilities and learning environment.
- The Hub staff social area, staff workrooms.
- Free gym access to our fantastic Fitness Centre.
- Staff sport, exercise classes and yoga.
- Whole staff social events.
- Free lunch for those duty staff who eat in The Restaurant.
- iPad Air and laptop to assist with your planning and teaching.
- Free tea and coffee at break time served in The Hub / Staff room.
- Assisted car maintenance agreement with local garage.
- Health insurance cover through Westfield Health.
- Pension scheme and long term sickness cover.
- Opportunities to visit other countries such as Iceland, Ghana, USA and Sri Lanka as part of school visits.



WEYDON MULTI ACADEMY TRUST

MEMBERS

Objectives, Strategic Overview, Appointment of Trustees

Peter Brinsden
Chair & Finance

Professor Roni Brown
Educational Leadership

Professor Barry Carpenter
Specialist Provision

Lin Le Versha

Educational Leadership

Alan Mason

Business, Finance & HR

TRUSTEES

Vision/Ethos/LGB's accountability through KPI's to Members. CEO/Finance Director/Finance accountable to Audit & Compliance Committee (see Scheme of Delegation)

Peter Brinsden
Chairperson

John Winter
CEO

Mark Rosling
HR & Business Management

2 x Trustees
(tbc)

Nicholas Aronin
Finance, Business, Leadership &
Risk Assessment

Chris Hyland
Finance Audit & Compliance

Ralph Johnson
Finance Audit & Compliance

Robert Williams
ICT Business Communication

LOCAL GOVERNING BODIES

KPI's, Development Plan, Finance, Staffing, Curriculum (see Scheme of Delegation)
The amount of delegation to LGB is dependent upon Ofsted category.
The KPI's are set using FFT data benchmarking. Is also dependent upon Ofsted category.

LGB

Weydon School
Chair: Peter Brinsden

Sub Committees
Staffing &
Curriculum
Health & Safety
Finance

LGB

Woolmer Hill School
Chair

Sub Committees
Teaching & Learning
Finance & Resources
Pay

LGB

Farnham Heath End
Chair: Robert Williams

Sub Committees
Teaching & Learning
Finance, Staffing &
Premises
Pay

LGB

Ridgeway School
Chair: Mark Rosling

Sub Committees
Facilities & Resources
Performance &
Standards

HEAD TEACHER STRATEGY BOARD

Establish the
blueprint for the
Trust. Ensure that
the Vision, Ethos and
Standards are
achieved

At Key Stage 3

Our students follow subjects broadly in line with the old National Curriculum guidelines. However, our curriculum is condensed into two years which reflects and enhances progress made at Key Stage 2 by schools within our confederation. In addition, our whole school theme days provide the opportunity for students to develop knowledge through inclusive learning activities, styles and intelligence.

At Key Stage 4

Our students follow the EBac curriculum as well as having the opportunity to choose from a stimulating and extensive range of academic and vocational pathways. A three year programme at Key Stage 4 allows students to follow extra academic subjects as part of an enriched curriculum.

The Future

The opening of our new sixth form, together with our two college model of Castle and River, represents an exciting future.

The school has embraced the Digital Learning revolution and is rolling out an Apple iPad for every student.

Further Information

www.veydonmat.com

