

Enriching lives; transforming futures - starting with you.



# SMITH'S WOOD

A C A D E M Y

**JOB TITLE**  
CANDIDATE PACK



SMITH'S WOOD  
ACADEMY

PART OF THE FAIRFAX MULTI-ACADEMY TRUST



**FAIRFAX**  
MULTI-ACADEMY TRUST



# Welcome from the Principal



## Dear Candidate

Thank you for showing an interest in joining Smith's Wood Academy, part of Fairfax Multi-Academy Trust. Since I joined the Academy in February 2023, we have been on a clear trajectory to making small daily steps that result in big changes and everything we do is underpinned by our Academy values; ambitious, respectful, resilient. We are now one of the most improved schools for attendance in the Midlands, persistent absence has decreased, suspensions have halved due to a focus on behaviour for learning and progress at Year 11 in-year is predicting over half a grade improvement. There is now an exciting opportunity for you to become a vital part in Smith's Wood's transformation journey.

Smith's Wood is a large Academy with just over 780 students from Year 7 to Year 11. Located in the north of Solihull, the Academy serves students who live in the immediate locality, with close to 60% from a disadvantaged background, 20% on the SEND register and 2% EAL. It has the benefit of being a PFI build and as such has a wide range of modern, state of the art facilities at its disposal.

Smith's Wood is in a transitional state and I am excited about the collective spirit that is apparent as we embark on our next phase of continued growth and school improvement. The experience of being a key player in bringing about systematic change will be an essential part of the successful candidates portfolio. The current focus continues to be to prioritise the behaviour

and attitudes of the students, and the consistent application of expectations by all stakeholders. The staff and leaders at Smith's Wood have genuine care and passion for the Academy and the community it serves. We work at pace to ensure the best education can be delivered on a daily basis and the resources required to bring about the necessary improvements are being made available.

It is also an exciting time to join the Trust as we are now entering the next phase of our development, having established ourselves as a mature MAT. We have attracted and recruited a wide range of experienced central leaders who have worked in a range of different Trusts. Given this, and the extensive connectivity of members of the Central Team with other leading Trusts across the country, FMAT is very well placed to build on its existing strengths.

This role poses an opportunity for the right candidate to fulfil their vocational passion, whilst making a real impact, raising standards and consequently "enriching the lives, and transforming the futures" of our young people. They deserve nothing less.

**For any potential candidates that wish to have an informal discussion and tour of the school, please contact Linda Roe, by email at [l.roe@smithswood.fmat.co.uk](mailto:l.roe@smithswood.fmat.co.uk)**

**Steve Huntington | Principal**  
Smith's Wood 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.

## OUR VISION

Our vision is that every child within the Trust, regardless of their background, will attend an Academy that offers high-quality education.

This means:

- » Every child is recognised as an individual and has access to first-class pastoral care because we want them to be happy.
- » Every child benefits from a wide range of enriching opportunities because we place great emphasis on their personal development.
- » Every child benefits from dedicated leaders, teachers and staff who are relentless in their ambition to improve the quality of teaching in our academies because we know excellent teaching is key to transforming the futures of our students.

**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
- » Access to fully equipped gym
- » Access to on-site swimming pool

## 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.

- » Access to fully equipped gym
- » Access to on-site swimming pool



“The relationships we develop with our students really allow us to work closely with them and their families so that they can be the best version of themselves.”

*Nathan Stone, Associate Assistant Principal*

## 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



“

Smith's Wood Academy is a rewarding and supportive place to work, where my skills and contributions are truly valued.”

*Harj Sekhon, Office Manager*

## How to apply

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

[Smith's Wood Academy - TES jobs](#)

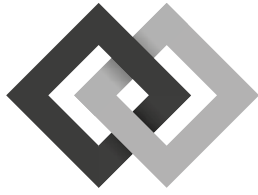
For candidates invited to interview, these responses will be explored further, together with the other elements of the Person Specification.

*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**



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