



# 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 Multi 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 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, many of the local villages and Haslemere. The schools enjoy excellent reputations in the local area for examination success and the breadth of educational opportunities provided. Both Weydon and The Ridgeway School are 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. Every school in the Trust delivers a bespoke curriculum to ensure that all students are equally supported and challenged in their learning.

In some schools there is the opportunity for students to follow AS courses and as a MAT we have the capacity to deliver small group vocational packages.

## Curriculum

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

[www.veydonschool.surrey.sch.uk](http://www.veydonschool.surrey.sch.uk)

[www.ridgeway.surrey.sch.uk](http://www.ridgeway.surrey.sch.uk)

[www.fhes.org.uk](http://www.fhes.org.uk)

[www.woolmerhill.surrey.sch.uk](http://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	Chris Kirk Leadership/Business/Finance
Swati Wills Finance/Business/HR	Vacancy	

### 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)
Vacancy (Woolmer Hill) Finance, Business, Leadership & Risk Assessment	Chris Hyland Finance Audit & Compliance	Ralph Johnson Finance Audit & Compliance	Robert Williams ICT Business Communication

### HEAD TEACHER STRATEGY BOARD

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

### 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	LGB Woolmer Hill School Chair: Sue Stathers	LGB Farnham Heath End Chair: Robert Williams	LGB Ridgeway School Chair: Mark Rosling
Sub Committees Staffing & Curriculum Health & Safety Finance	Sub Committees Teaching & Learning Finance & Resources Pay	Sub Committees Teaching & Learning Finance, Staffing & Premises Pay	Sub Committees Facilities & Resources Performance & Standards

For Further Information visit our Website

[www.veydonmat.co.uk](http://www.veydonmat.co.uk)

