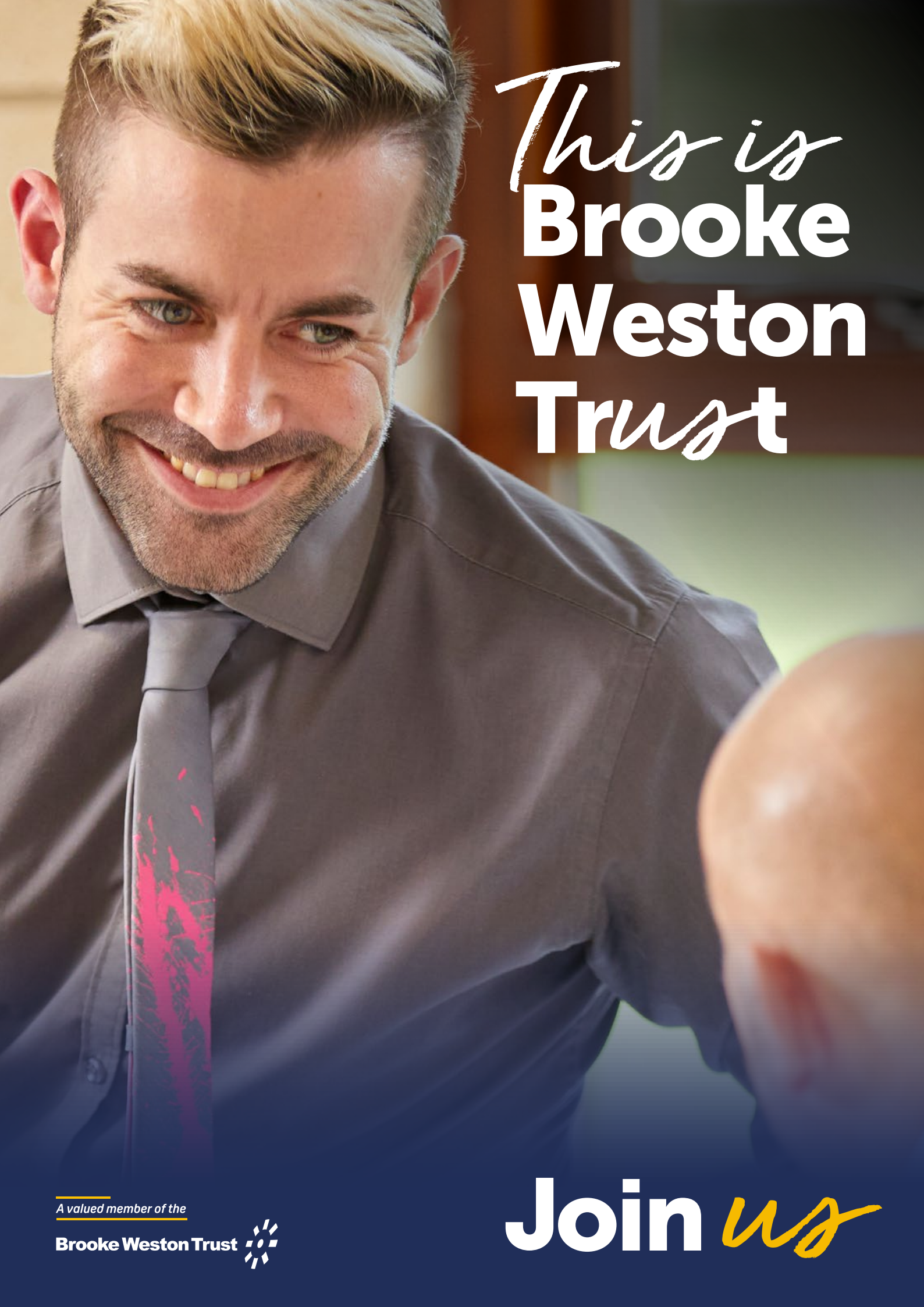

This is
Brooke
Weston
Trust
A valued member of the
Brooke Weston Trust
Join us

Trust *us*

The Brooke Weston Trust is a family of primary and secondary schools in Northamptonshire and Cambridgeshire. Our aim is quite simple; to provide high quality education and learning opportunities across our schools and to ensure that every child, no matter their background or starting point, leaves us with the necessary qualifications, skills and self belief to fulfil their potential.

We are proud to educate more than 7,000 students and employ more than 1,000 staff.

We have a growing reputation, both within the communities in which we operate, but also at a national level where the Brooke Weston Trust is seen as a 'can-do' organisation, taking on the challenge and responsibility of making a difference in some of the country's more challenging areas.

Dr Andrew Campbell
Brooke Weston Trust CEO

Our students

We are passionate and unrelenting in our desire to give all our students the best start in life academically and as citizens. Above all, we want them to be highly literate, able to access all the learning necessary to prepare them for a complex, changing, technological and competitive world. We want all our students to be ambitious for themselves and about their futures, whatever their starting point. We will provide the quality of opportunity and support for them to realise their ambitions.

To achieve this, all schools commit to the 'BWT Way' – a set of shared expectations of how our schools should be and how they should 'feel', defined by two questions we all ask ourselves frequently each day:

- Is this good enough for my own child?
- Am I caring enough to challenge enough?

Through a strong culture of positive relationships built on core principles of 'the BWT Way', we will know all our students well and care about them enough to challenge them enough. We want all our students to be healthy and happy. We want them to be confident and skilled communicators with the core values to make good choices and build successful relationships with others from similar and different backgrounds. To do this we must provide them with the cultural capital to be responsible and tolerant individuals able to make a positive contribution to society.

Our staff

We are equally as ambitious for our staff and promote a strong culture of professional collaboration and continuous improvement.

Being part of a multi-academy Trust gives our employees access to a wide range of high quality training and experience of working in a diverse range of educational settings. We also have our own Teaching School that delivers training and professional guidance to teachers at every stage of the profession.

As well as being a positive influence on both students and staff, we want to be valuable to the towns in which we operate, either by simple acts such as raising money for local good causes or as long term as working alongside parents and the community to add value, share ideas and promote life skills and opportunities.

We are proud of our staff, our students, and our story so far.

Come and join *us!*

@BWTrust

Trust *our* core values

Trust us to fulfil our mission

Our mission is to transform educational performance in communities where we work through our long-term commitment to improve student achievement and remove barriers to learning while providing opportunities for personal development.

Brooke Weston Trust schools operate in areas of low levels of social mobility – where people from disadvantaged backgrounds are most and least likely to make social progress (Corby is ranked 321st out of a possible 324 local authorities, Kettering is 301st, Fenland is 308th) . It is said that "Britain's deep social mobility problem, for this generation of young people in particular, is getting worse not better".

Therefore we are committed to transforming schools within our Trust, to providing students with the 'tickets for life' for further education, employment or other destinations beyond school.

We have five simple, yet effective core values that underpin all our work:

- **Ambition for All**
- **High Expectations**
- **Excellent Teaching and Support**
- **Working Together**
- **Contributing to Society**

Is this good enough for my child?

Trust *our* history

1991
Opening of Brooke Weston City Technology College by Prime Minister John Major

2007
Brooke Weston CTC converts to academy status

Brooke Weston Partnership (now Brooke Weston Trust) established

2008
Opening of Corby Business Academy (formerly Corby Community College)

2009
Kettering Science Academy opens as an all-through school

Prime Minister Gordon Brown performs the official opening of CBA

2012
Opening of Corby Technical School

Thomas Clarkson Academy and Beanfield and Gretton Primary Schools join the Trust

2013
Peckover and Oakley Vale Primary Schools join the Trust

2014
Education Secretary Michael Gove visits Brooke Weston Academy

2015
Corby Technical School visited by Prime Minister David Cameron and Education Secretary Nicky Morgan

2016
Kettering Science Academy is split into two age phases, Kettering Science Academy and Compass Primary Academy

2017
Opening of Little Explorers Preschool at Compass Primary Academy offering an additional 60 places

Opening of the extension at Corby Technical School with additional classrooms.

2018
Launch of the BWT Leadership Academy to develop the leaders of the future

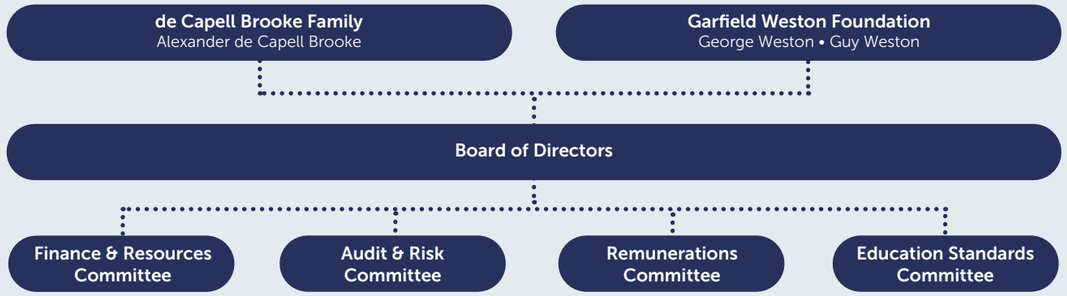
Launch of 'Believe Big' competition across our schools to empower our young people.

2019
Purpose built pre school opens at Peckover Primary School.

State of the art Sixth Form extension started at Kettering Science Academy

Brooke Weston Academy in Great Oakley, Northamptonshire was our original school. Its founders **Hugh de Capell Brooke** and **Garfield Weston** were instrumental in bringing high quality, innovative state funded education to the area. Their initial vision and support were instrumental in our growth and success. We have five primary and five secondary schools based in Corby, Kettering and Wisbech; each with their own strengths, personalities and ambitions, and united in a common purpose, working together as a family of schools.

Brooke Weston Trust Governance Structure



Beanfield Primary School
Farmstead Road, Corby NN18 0LJ
www.beanfieldprimary.org
@BeanfieldPri

Brooke Weston Academy
Coomb Road, Great Oakley NN18 8LA
www.brookeweston.org
@BWAcademy2016

Compass Primary Academy
Windmill Avenue, Kettering NN15 7EA
www.compassprimary.org
@Compass_Primary

Corby Business Academy
Academy Way, Gretton Road, Corby NN17 5EB
www.corbybusinessacademy.org
@CorbyBusinessAc

Corby Technical School
Cottingham Road, Corby NN17 1TD
www.corbytechnicalschool.org
@CTSCorby

Gretton Primary School
Kirby Road, Gretton NN17 3DB
www.grettonprimary.org

Kettering Science Academy
Deeble Road, Kettering NN15 7AA
www.ketteringscienceacademy.org
@KSAcademy1

Oakley Vale Primary School
Cheltenham Road, Corby NN18 8R
www.oakleyvaleprimary.org
@OakleyValePri

Peckover Primary School
Leverington Road, Wisbech PE13 1PJ
www.peckoverprimary.org
@PeckoverPrimary

Thomas Clarkson Academy
Corporation Road, Wisbech PE13 2SE
www.thomasclarksonacademy.org
@TCAwisbech

Trust *our* vision

Put simply, what we are doing is working...

Growth
We have expanding student numbers across our schools, both primary and secondary and our reputation for being a 'can-do' organisation with highly dedicated and professional staff is growing.

National Reporting
Four out of five of our primary schools are rated good or outstanding.

Benchmarks
We have had a sustained trend of improvement on Progress 8 measures across BWT secondary schools.

Advances
We have a sustained trend of improvement for progress in reading, writing and maths at KS2 across most of our primary schools

Oversight
We have appointed Trust Directors to oversee subject areas and increase collaboration across our secondary schools.

Focus
We have highly experienced Executive Principals who drive improvement and innovation.

Added value
We have a commitment to continuously improve – our students, staff, structure, organisation, finances, estates. Every area of our operation is scrutinised to make sure we are as efficient and effective as possible.

Proud to be part...
At our heart we are a family of schools who all share the same commitment and vision to give our students and staff the best education and life chances that we possibly can...

... you can trust us on that *too*.

Our schools at a *glance*

At Beanfield Primary School we work together as a community to provide a happy, secure and stimulating environment where children are motivated to learn, are valued as individuals and encouraged to reach their full potential.

We love our school because:
We acknowledge that every child is unique and individual. Our values underpin everything we do and alongside a dedicated, enthusiastic and committed team of staff, we endeavour to provide exciting and enriching experiences for our children. We bring together the local community and offer a safe and nurturing environment where children flourish.

Every child deserves the best start in life and that's what we strive to offer. We recognise that we can help our students make the most of their talents through our core values of Explore, Discover, Dream.

We love our school because:
Our children are our top priority and they are at the heart of our work. We value each as an individual and believe that education is most successful when there is a strong partnership between school and home. We have a dedicated and enthusiastic team of staff who are committed to providing the very best opportunities for our students, each and every day.

Gretton Primary is a small village school, which has a strong family feel. We have fantastic children and wonderfully supportive parents who enjoy getting involved with the life of the school. Our curriculum aims to inspire a love of learning and to develop children as self motivated, independent learners. We have high aspirations and expectations in everything we do and encourage the children to always achieve their very best.

We love our school because:
'We get a good education and the teachers make learning fun. Maths is great and we do interesting science investigations. We go on lots of school trips with our lovely friends in school.'

As a school we value each individual and their unique contribution to the life of our community. Tolerance and respect for others underpins every element of school life.

We love our school because:
All of our students are valued and all of their efforts are celebrated. This means that they grow into confident individuals who value their own worth and are well equipped for the next stage of their learning journey.

Peckover Primary School is in the heart of the thriving market town of Wisbech. We are lucky to have a diverse and vibrant community where everyone feels safe and special. It is a happy place to learn, where children, staff and parents are valued and welcome – a place where we all work together to achieve the best for each individual child.

We love our school because:
It is an exciting place to learn with a creative curriculum, rich in memories and opportunities. We are PROUD to be 'Team Peckover!'

Brooke Weston Academy is one of the most successful comprehensive schools in the country. Our focus on outstanding teaching, deep pastoral care and a creative curriculum means that every student thrives. We work hard to develop curiosity, a love of learning, resilience and kindness in our students.

We love our school because:
Although proud of our academic record we are about so much more than academic success. Each day the academy is filled with students participating in vibrant music, arts and drama, as well as engaging lessons in science, maths and the humanities among others. We offer an extensive range of sports, charity events, trips and expeditions, all of which combine to create a caring and highly successful academy.

We are committed to giving our students the best possible learning experience, valuing each individual and the skills they possess. We work hard to support them in becoming the contributors of the future, to believe in themselves, have dreams and take risks.

We love our school because:
'We pride ourselves on our exceptional standards of care and guidance and ensure that no child goes unseen. We believe in nurturing students' talents and working closely with parents to support students in their personal and academic development. Our dedicated staff work in collaboration with students to raise their academic attainment and foster a love of learning.

We aim to provide an inspirational learning environment that will equip students for careers within technical fields. We develop confident, independent learners who want to succeed and are proud of their achievements.

We love our school because:
We are a vibrant and close-knit community that develops the whole student. We have bright and attractive accommodation and our new extension has allowed us to expand our subjects, as well as accommodating our new Sixth Form.

We are an Academy that aspires to be the best at everything we do. We inspire achievement in our students and believe in developing the whole person through strong academic and pastoral support.

We love our school because:
We are a caring proactive community which has the students at the heart of everything we do. Students are treated as individuals at KSA and receive an education that is best tailored to their abilities and aspirations.

We embrace ambition for all, by all, and we aim to provide our students with the best opportunities to achieve the academic qualifications and skills to progress to university or the career of their choice. We want our students to realise their potential and excel.

We love our school because:
Our students come from a diverse range of ethnic backgrounds and this makes our school an exciting, supportive and inclusive place to work and learn. We serve our community and strive to make a real difference to our students, giving them aspirations and the tools to succeed.

Trust *us* with your career

Why work with us at Brooke Weston Trust?
We will grow your career in an educational setting where you can make a difference

'You hold the power to create, sustain and magnify ambition... It is a huge responsibility and privilege.'

A strong moral purpose
We are committed to transforming lives of students in our care and we look for inspirational leaders, educators and colleagues who share our belief that every child should have the best start in life

An improving trajectory
We have come a long way in terms of our growth and performance over the last 10 years, but there is much more exciting and challenging work to be done. Our exceptional teachers and support staff are on this journey to ensuring that we provide an inclusive and happy school environment for every student

Excellent opportunities for career progression
We have schools in many varied settings, from traditional village primaries to modern urban academies, so our range of expertise and the opportunities we can offer is as wide as our geographical reach.

The educational provision across our Trust is also expansive, including primary and secondary phases, SEND units, Outstanding and RI schools plus a Teaching School/Ambition Centre hub to name a few.

A collaborative and supportive workplace
Access to mentors, subject eaders and Principals, networking opportunities with other Trust colleagues, opportunities to be innovative and contribute to the strategic direction of BWT

Modern facilities and equipment
BWT colleagues benefit from working in a modern classroom and working environment with access to specialist equipment in a range of teaching and support staff roles

We are looking to recruit ambitious, focused and professional colleagues who can help us in the next step of our improving journey. Will this be *you?*

Trust *our* benefits

Car Salary Sacrifice Scheme
BWT offers a salary sacrifice scheme to enable BWT employees a tax efficient way to afford a brand new car

Bike2Work Scheme
You can borrow up to £1000 to buy a bicycle through the Bike2Work scheme

Staff Wellbeing
Access to Employee Assist, a confidential counselling service which has been developed to support the physical, emotional and psychological wellbeing of employees.

Finder's Fee Offer
£1000 bonus for any staff member who refers a new teacher who fills a vacancy in any of our schools.

Chartered College of Teaching
Subsidised membership with access to all training and accreditations

Breakfast and lunches
Subsidised meals for all members of staff, delivered by our in-house catering team with fresh and nutritious meals prepared every day in our kitchens.

Family-friendly policies
Generous policies for maternity leave, paternity leave, flexible working and discretionary leave.

Staff CPD
Access to the Brooke Weston Teaching School/Ambition Centre which offers a range of professional development programmes to all BWT staff, including leadership development programmes to BWT staff wishing to progress within their careers or for those seeking to start out a career in various professions, including teaching.

Trust *other* people's views

'It doesn't matter what your role is. You're in a place where you create hope.'

Head of Department, Brooke Weston Academy
We have got amazing experience. It makes a huge difference and we have a collaborative approach to our work and planning because, the more we share, the better our teaching is.'

Wellbeing Manager, Beanfield
'We are always hearing in the news about families struggling and we want to make sure that we do everything we can to make sure that they aren't families at Beanfield.'

Senior Vice Principal, Brooke Weston Academy
'Every member of teaching and support staff puts in 100% every single day encouraging our students to achieve at very high levels. We are privileged to work in an amazing professional climate.'

Trust Director of Subject
'My role is to build networks, discuss curricula and think about what teachers need to do their jobs to the best of their abilities. I love interacting with people, building relationships and making a difference.'

Principal, Thomas Clarkson Academy
'I bring resilience and a moral purpose to the role. Schools that I have taught in and the career choices I have made have been about balancing injustice and ensuring that all students can have the same opportunity to succeed as every other child through high quality education. We can create a better, fairer society by giving students equal opportunities to fulfil their potential.'

School finance officer
'I can see the advantages of sharing best practice and we do have regular finance meetings across the Trust. You have other people in the roles in the other schools and the next level up in the Trust that are bringing it all together. Everyone is supportive so that works really well.' –

Pentir
'We have been part of the journey that Brooke Weston Trust has been on around recruiting talent and now we are on the next phase; of developing talent within the organisation.'

Peckover Ofsted report
'Leaders, teachers and support staff form a committed and close-knit team'

KSA Ofsted report
'Pupils believe that many of their teachers "have a heart". This helps them to feel safe.'

Visitor to Brooke Weston Academy
'You have an amazing 'culture of learning' which I cannot commend you highly enough for. The "respect for each other" cannot be bought in and has to be nurtured and grown over time like any culture.'

Director, Brooke Weston Teaching School Alliance
'We have terrific staff and it is ensuring we are doing everything we can to provide them with professional learning opportunities that they want, or to support them in their classroom delivery.'

Principal, KSA
'The Brooke Weston Trust has very clear vision and values for our young people and our belief at KSA, about being the best you can be, resonates strongly with those. The support of my colleagues, especially Secondary Executive Principal Anne Hill, has been second to none. I have been encouraged and challenged in equal measure and so I am very clear on what my and my school's next steps are.'

Brooke Weston Trust, HR Manager
'Finding a Trust that matches your work ethic and philosophy played a big part in my decision to work here. There is a real interest in doing the right thing for our staff, a desire to really look after and value our people. We have just over 1,000 staff and everyone is doing a really important job so they need to be looked after, just as much as our students.'

Brooke Weston Trust Board Member
'The Brooke Weston Trust is, on the one hand, mature and experienced, but is also doing work that I believe in; taking underperforming schools in difficult environments and turning them around. I have met a number of Board Members and each was so different - but there were core values that went through every conversation. If you are joining an organisation, the closer your values and theirs, the more you can contribute. The Brooke Weston Trust has learned along the way, is continuing to develop and is also instilling and sharing best practice.'

'We meet across Trust schools as a Y2 team three times a year – looking at each other's books, sharing ideas and assessing each other against the Teacher Assessment framework so that has been a really good opportunity for me to develop my skills.'

Y2 teacher:

Sports teacher
'Being part of the Brooke Weston Trust means that I have the privilege of teaching sport across both primary and secondary age phases and also meeting lots of different colleagues, who have been very welcoming.'

Trust *our* senior leaders...

Thank you for your interest in pursuing your career with the Brooke Weston Trust.

Here at Brooke Weston Trust we are a close team of colleagues working in a family of well-established, forward-thinking schools. Our teachers, support staff and school leaders within the Trust are genuinely united by their deep commitment to make the biggest positive difference to the lives of the young people we educate.

Our teachers are enthusiastic about imparting their subject knowledge within schools that value learning and the growth of the whole child. We are proud of our collective aspiration for our children and each other as teachers and support staff. 'Ambition for All' sits at the heart of our approach and actions - we live and breathe this each day.

The Brooke Weston Trust was created 30 years ago to provide better opportunities for children living in challenging communities and we remain true to our original mission. Our first school opened in 1991 and, ever since, we have been improving the lives of children by understanding the demands that they, and those that teach them, face.

Fundamental to meeting our goal is ensuring the teachers and support staff who carry out this vital work are understood, listened to and valued. This means providing the highest quality leadership, resources and professional development programmes so that our staff can be exceptional at what they do. And we really know what it takes: all our senior leaders and decision-makers have extensive and successful track records of running excellent schools, transforming life chances in areas of deprivation.

Leyton Smith
Primary Executive Principal

Anne Hill
Secondary Executive Principal

We are proud of what our staff are doing and know we have been a strong force for good in the communities we serve, but there is so much more that you could help us achieve.

If you would like to know more about our high quality training and career opportunities, or would simply like to visit our schools to learn more about us, you are extremely welcome and we'd love to hear from you.

Come and join *our* Trust – we're not promising you an easy ride, but we can guarantee it will be a thrilling journey!

'Schools are completely different from any other kind of organisation and anyone who is whole-heartedly committed to what school is about is doing a job that is unique. It doesn't matter what your role is. You're in a place where you create hope.

'Firstly and most importantly you help keep our students safe. You help young people develop the skills to be resilient and overcome things. Academic skills are only part of the jigsaw. It is about giving them the personal qualities, or life tickets, as well as the learning opportunities, to be able to progress in life.

'You hold the power to create, sustain and magnify ambition for people. It is a huge responsibility and privilege. Without ambition and passion to learn all the other things don't happen.

'If you are ambitious for the young people in our Trust I absolutely commit that I will support any professional ambition you have. I want you to be absolute torch-bearers for these young people but you also deserve to be listened to about your career aspiration as, without you, we have nothing.'

Dr Andrew Campbell
Brooke Weston Trust CEO

Connect with us

For further details of our vision, our staff, our schools then please get in touch

@BWTrust
facebook.com/BrookeWestonTrust/

Talk to us

Tel 01536 684270
Email enquiries@brookewestontrust.org

For up to date information visit
www.brookewestontrust.org