



# Candidate Information Booklet





## Message from the Principal

I am delighted that you are considering joining us at the Weston Favell Academy. We are always pleased to welcome new members to our growing team.

Weston Favell Academy is part of the Greenwood Academies Trust (GAT). I am proud to be Principal of this vibrant and inclusive school, serving the needs of our 1300 students and the local community. Weston Favell Academy is an improving school and last summer's GCSE results were the best in our history. In addition, our growing Sixth Form is sending ever increasing numbers of students onto prestigious universities and high quality apprenticeships as our results improve. This is the second consecutive year of significant improvement and we are confident this upward trend will continue.

It is our goal to equip young people with the qualifications, skills and characteristics that will help them to achieve their aspirations. Our motto, 'Be Inspired', is demonstrated throughout our curriculum. In addition to high quality teaching, our students can experience a broad range of extracurricular activities, trips and opportunities to help them develop into well rounded, confident adults. All students are encouraged to develop the key attributes of leadership, communication, resilience, organisation and initiative as part of our comprehensive pastoral programme.

We expect the highest standards of behaviour and effort at Weston Favell Academy. Boundaries are clear and success is celebrated. By working together, we can get the very best out of our students and go from strength to strength in the coming years.

I believe in Weston Favell Academy; this is a great place to work and learn. We have exceptional facilities and a bright, inspiring environment. If you are interested in joining us, I urge you to visit. I am confident you will like what you see and I look forward to welcoming you.

I hope this pack gives you the further encouragement to want to join us. We would love you to visit us to see our excellent learning facilities and the positive behaviour displayed from our pupils.

Please do not hesitate to contact me if you have any questions or would like to arrange a visit.

**Lorna Leventhal**  
**Principal**





## Training and Development

All staff, regardless of role, benefit from a wide range of Continuing Professional Development (CPD) opportunities. The academy promotes the CPD of all staff so that they contribute, as much as possible, to the education of our pupils and to the continuous development of the academy. As part of Greenwood Academies Trust, all staff have access to a wider range of development opportunities and because of the diverse staff across the Trust there is always someone you can call upon for advice and support to develop personal practice. In addition to informal support throughout our academy, the Greenwood Learning Alliance offers a wide range of formal CPD opportunities to provide numerous courses and workshops. All new staff receive a comprehensive induction and can be assured of regular, continuous, high calibre professional opportunities.

## Local Information

Voted in the top 33% of England's happiest places to live according to Rightmove, Northamptonshire offers affordable housing and is one of the UK's fastest growing counties. This means it is favoured by those wanting to strike a good balance between living and making a living. Due to its central location and idyllic countryside Northampton has one of the highest levels of employment in the country. It is home to thousands of companies, from technology and manufacturing to logistics companies. At the heart of England's communications network and within a one hour drive of London, Birmingham, Oxford and Cambridge, Northampton is perfect for commuting or relocating. Northampton itself is one of historical beauty with plentiful shops, cafes, bars, restaurants, museums and galleries. The surrounding areas are full of history and heritage.





# Greenwood Academies Trust

The Greenwood Academies Trust (GAT) is dedicated to enhancing young lives across the East Midlands. We focus on giving every child a real chance to succeed and transform schools in difficulty to ensure positive outcomes and consistently high achievement.

With 32 academies in the East Midlands, our long term aim is to develop the most successful and innovative group of academies in the country delivering outstanding progress and above average attainment in socially disadvantaged communities.

If you have any questions please contact the HR department on 0115 7483315 or email [vacancies@greenwoodacademies.org](mailto:vacancies@greenwoodacademies.org).

## Benefits of working for the Greenwood Academies Trust

**Making a difference.** If you really want to make a difference to the life chances of pupils then why not join an organisation that enables you to do just that?

GAT is a **well established multi academy trust** and has a track record of working to help raise standards in areas of social and economic deprivation and / or educational underachievement.

**A supportive leadership and central team.** GAT is led by educationalists who have significant experience in a wide range of schools with expertise in areas such as curriculum, SEND, staffing and finance. The central team provides a wide range of high quality services to academies, enabling them to focus on teaching.

**GAT is a not for profit educational charity.** We always prioritise our resources to achieve outstanding educational outcomes for our pupils.

**A close knit support network.** With academies across the East Midlands the chance of sharing best practice and collaborative working is second to none.

# Benefits of working for the Greenwood Academies Trust



We offer **extensive development opportunities**. We are keen to promote from within, so if you are looking for a career with real potential for progression, then GAT is the place for you.

Professional development is actively encouraged at all levels. **The Learning Alliance** is the CPD arm of the Trust which offers a programme of development courses to all employees. Find out more by visiting [www.greenwoodacademies.org/learningalliance](http://www.greenwoodacademies.org/learningalliance).

We ensure our **staff wellbeing**. All staff have access to a 24/7 confidential Employee Assistance Programme to help employees manage stress, access specialist counselling and information and feel supported.

We **support working parents**. Every employee is eligible for childcare vouchers for registered childcare providers, to offset some of the costs of being a working parent. The cost of the vouchers is taken out of your wages before tax and national insurance, meaning that you make a saving on the costs of your childcare every month.

**Helping you plan for the future**. Teachers joining the Trust will become a member of the Teachers' Pension Scheme. For support staff we adopt the Local Government Pension Scheme which is one of the most competitive in the country.

Candidates moving from the public sector without a break in service can be reassured that **continuous service will be honoured**.



**“Education is the most powerful weapon  
which you can use to change the world.”**

**Nelson Mandela**





## A message from our Chief Executive

Thank you for your interest in working for the Greenwood Academies Trust (GAT). For anyone looking for a career where you can make a difference, I can assure you that the GAT is the place for you.

Our academies are led by outstanding Principals. Whilst working to achieve our organisational core values each Principal is free to develop the curriculum and structures within their own academy to best serve their communities. The GAT does not impose a standard central curriculum or structure. We have created a Trust where each academy can evolve individually, developing best practice that can be shared both within the Trust and more widely meaning that staff can reap the benefits of a collaborative working style.

I am passionate about ensuring that our staff are involved in the Trust's future, feel valued and are given opportunities to succeed. The addition of the Learning Alliance to the Trust has helped to embed a strong culture of learning and development throughout our workforce by providing professional skills and learning opportunities to help staff invest in their futures.

I look forward to welcoming new staff to the Trust and hope that you can reap the benefits of working for a successful Multi Academy Trust and assist in our mission to inspire and transform the minds of tomorrow!



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

Chief Executive





In line with our continued commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults we apply safer recruitment practices across our selection process and all posts within the Trust are subject to an enhanced DBS with Barred List check in accordance with the requirements of the Disclosure and Barring Service (DBS), the Police Act 1997 and the DFE's Keeping Children Safe in Education guidance.

**Visits:** Prior to applying for a post we are happy to arrange a private conversation regarding the role or arrange a visit to the academy. Please contact the academy to arrange a mutually convenient time.

**Applying:** Application forms can be found on our website; alternatively you can call our recruitment line on 0115 7483344 to request a form to be posted out to you.

Completed application forms should be emailed to [vacancies@greenwoodacademies.org](mailto:vacancies@greenwoodacademies.org) or posted to the below address:

**HR Recruitment**  
**Greenwood House**  
**Private Road No. 2**  
**Colwick Quays Business Park**  
**Nottingham**  
**NG4 2JY**

**Shortlisting** will take place shortly after the closing date and candidates meeting the right criteria will be taken forward. We aim to contact all successful candidates within two weeks of the closing date.

**Interviews:** Shortlisted candidates will be contacted prior to interview with details of the proceedings.

Candidates should be aware that as part of the interview process any gaps or discrepancies on their application form will be explored.

**References:** References will be requested, where permission has been given, before interview for all shortlisted candidates and where necessary employers may be contacted to gather further information.

**Offers:** Any offers of employment will be made as soon as possible after interview and will be subject to satisfactory background checks.





## **Weston Favell Academy**

Booth Lane South  
Weston Favell  
Northampton  
NN3 3EZ



WESTON FAVELL ACADEMY

Please call on:  
**01604 402121**

Email us on:  
**[wfa-recruitment@westonfavellacademy.org](mailto:wfa-recruitment@westonfavellacademy.org)**

For more information please visit:  
**[www.westonfavellacademy.org](http://www.westonfavellacademy.org)**

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**[@WestonFavellGAT](https://twitter.com/WestonFavellGAT)**



Reception

