



*This is*  
**Brooke  
Weston  
Trust**

# Trust *our* core values

## Trust us to fulfil our mission

The Brooke Weston Trust is a family of primary and secondary schools in Northamptonshire and Cambridgeshire.

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. 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?

*This is*  
**Brooke Weston Trust**

### Benchmarking:

We aim for the highest standards in all we do

### Hearts & Minds:

Our mission, vision and family values

### The BWT Way:

We do some things the same but value difference

### Family First:

We are one family and one team

### Ambition for All:

Investing in great people makes great schools



# Our *schools*



### 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.

### Focus

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

### Collaboration

We work together to share expertise across a range of specialist areas.

### 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*.



# 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

## 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.

We also have an Ambition Hub which can provide CPD to all staff at any stage of their career.

## A collaborative and supportive workplace

Access to mentors, subject leaders 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

## Staff CPD

 All staff have access to the Ambition Hub. The Ambition Hub provides professional development opportunities for staff with diverse roles across the Trust, as well as for staff at differing career stages. The Ambition Hub is also home of the Northamptonshire Teaching School Hub, meaning all staff have access to high quality professional development programmes in a range of different areas. Great for teachers wishing to progress within their careers or learn new and exciting skills.

## Pay

 Teachers – Teachers on our Main Pay Scale receive automatic annual pay progression each September. All of our teachers and leadership roles are part of a supportive and developmental approach to performance and career progression.

## Support

 Members of our support team receive automatic annual pay progression each September up to the top of their grade. All of our colleagues are part of a supportive and developmental approach to performance and career progression.

## Discounted access to our BWT Schools Extended Provision

 BWT employees can get 20% off the cost of childcare with access to our Trust schools extended provisions and wrap-around care facilities.

## Flexible and Family Friendly Policies

 BWT have generous policies for maternity leave, paternity leave, flexible working and discretionary leave. All staff have the right to request flexible working from the first day of their contract. We include an informal stage in our flexible working policy to ensure that any concerns or worried can be discussed and talked through and explored with a senior manager before having to proceed to a formal stage.

## Emotional and Legal Support

 All staff have free access to Health Assured, a confidential counselling service which has been developed to support the physical, emotional and psychological wellbeing of employees, as well as offering legal advice. Health Assured also offers staff access to a wellbeing portal with a number of resources, guides and plans for a healthy lifestyle.

## Collaborative Working

 As a family of 10 schools in a close geographical area, we have the luxury of being able to work collaboratively with those doing similar roles in different schools, picking up best practice and sharing great ideas. For example, to support our staff to develop the best curriculum possible, we believe in collaborative planning and sharing ideas and best practice. We have a team of subject specialist Directors of Subject, who support this collaborative approach and are up to date with the latest subject developments.



## Breakfast and Lunches

 Subsidised meals for all members of staff who chose to eat in our restaurants and dining areas. BWT is proud to provide all of our catering in-house with fresh and nutritious meals prepared every day in our kitchens delivered by our in-house catering teams.

## Finder's Fee Offer

 The most important and valuable asset of our Trust is the committed and passionate staff who contribute to improving the life chances of our young people. However, recruiting good quality teachers can be difficult at times.

To help us recruit yet more excellent teachers into our organisation BWT offers a 'finder's fee' of £1000 (per teacher recruited) to any member of staff, whatever their role in the Trust, who introduces a new teacher who fills a vacancy in any of our schools, and is still employed as a good teacher 6 months down the line.

## Additional Benefits

 All staff can borrow up to £1000 to buy a bicycle through the Bike2Work Scheme and save up to 42% on the cost of bicycles and/or safety equipment, reducing your carbon footprint as you go! The Trust also offers a salary sacrifice scheme to enable our employees a tax efficient way to afford a brand-new car. Put simply, an employee can swap some of their salary before it is taxed, which means they get more car for a lot less.

BWT also BWT subsidises the membership to the Chartered College of Teaching, which enables teachers to get aced to training and accreditations, and is a fantastic source for personal CPD.



# Trust *us*

'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



## Come and join *us*!



## Connect with *us*

If you would like to talk to us about any existing or upcoming vacancies within the Trust we would love to hear from you!

Tel 01536 684270

Email [enquiries@brookewestontrust.org](mailto:enquiries@brookewestontrust.org)

[www.brookewestontrust.com](http://www.brookewestontrust.com)

 @BWTrust

 [facebook.com/BrookeWeston](https://facebook.com/BrookeWeston)

 [brooke-weston-partnership](https://brooke-weston-partnership)