

Brooke Weston Trust

Leadership
Academy



DIRECTOR OF TEACHING

PRINCIPAL

CHIEF EXECUTIVE

EXECUTIVE PRINCIPAL

Cohort 4

2023-25

Believing ■ Investing ■ Supporting

Welcome

This Leadership programme will develop your leadership skills to enable you to become a successful future leader of the Brooke Weston Trust.

The **Brooke Weston Trust Leadership Academy** programme is a unique opportunity only available to BWT staff and is the first of its kind in the country.

The Leadership Academy is all about us **believing** in you, **investing** in you and **supporting** you to become an excellent leader.

In return, we expect a commitment to BWT, an open mind and a willingness to be challenged to develop your thinking, embrace new experiences and work with others outside your current context.



“Leadership roles in a multi-academy Trust (MAT) take many forms and are not just limited to the traditional deputy and headship routes of the past. This programme will familiarise participants with the excellent opportunities and experiences open to them as high calibre BWT employees; whilst encouraging them to explore and gain a deeper understanding about how BWT works, the values that drive us as an organisation and how they can play a full part in its future success.

The programme will also help participants to refine their approach to planning a successful career within the rapidly developing multi-academy Trust systems and structures of today as well as preparing for emerging structures that will exist in the next ten years.

”
Dr Andrew Campbell
CEO, Brooke Weston Trust



Who should apply?

From September 2023, we are looking to recruit a cohort of around 20 colleagues from across BWT who:

- have a leadership responsibility and are ambitious to develop further
- have demonstrated in their career to date that they have the professional potential, personality and commitment to grow into our next generation of leaders
- have the full support of their Principal/Line Manager in applying

We are looking for people to whom we can entrust the future of BWT in years to come.

What's involved?

The Leadership Academy complements but does not replace or repeat the content of the National Professional Qualifications. We would encourage participants to continue pursuing these as part of their professional development.

External components of the Leadership Academy programme provided by Pentir Talent Management:

- Psychometric profiling to help you understand your own leadership style, strengths and weaknesses
- Personalised career planning advice informed by a nationally respected recruitment agency operating across the MAT sector
- Mock interview for a job role of your choosing

Internal components provided by BWT:

- Opportunity to hear from and question senior leaders from other sectors outside education
- Training sessions covering key aspects of what multi-academy trusts do, how they are held to account and how BWT, in particular, operates
- Exposure to different education contexts beyond your own academy
- Networking events with other participants
- Leadership development opportunity in a different context
- Celebration event at the end of the programme for participants to share their leadership journey

YOUR PROFESSIONAL DEVELOPMENT JOURNEY WITH BWT LEADERSHIP ACADEMY



NATIONAL QUALIFICATIONS FRAMEWORK



How to apply

Go to the BWT Leadership Academy section of the Brooke Weston Trust website: www.brookewestontrust.org/leadershipacademy

You will find:

- Information for applicants
- Leadership Academy prospectus
- Person specification
- Application form

Closing date for applications: Monday 2nd October 2023

Interviews: Wednesday 1st November 2023

Applicants informed if they have been selected: by Friday 3rd November 2023

Feedback for candidates not selected at this time: W/C 6th November 2023

Please send completed application forms, which must be endorsed by your Principal (or Line Manager if not working in a school setting) to the **Chair of the Leadership Academy Steering Group, Jane MacDonald**



Jane MacDonald
Chair of the Leadership Academy Steering Group

☎ 07730 130 314 ✉ jane.macdonald@brookewestontrust.org

Leadership Academy Charter



Promoting and living the values and expectations of BWT in all aspects of my professional life



Welcoming challenges to my thinking, retaining an open mind and being prepared to embrace new experiences outside my comfort zone



Giving my best at all times during the programme for the benefit of myself and others



Staying at BWT for at least two years from the start of my time on the Leadership Academy programme

The Steering Group

The Leadership Academy Steering Group, which is responsible for planning and reviewing the programme, consists of professionals from across the Trust. They have specialisms in both primary and secondary age ranges and a variety of subject knowledge and training experience, combining their skills to craft a dynamic and flexible programme to excite, challenge and upskill our leaders of the future.

Jane MacDonald | Chair of Steering Group, Director of Primary Training Hub

Dr Andrew Campbell | CEO of BWT

Julia Dickinson | Principal at Gretton Primary School | Cohort 1 Participant

Esther Fletcher | Vice Principal at Peckover Primary School | Cohort 3 Participant

Kevin Glesinger | Vice Principal at Brooke Weston Academy | Cohort 1 Participant

Grace Horne | Assistant Principal at Kettering Science Academy | Cohort 1 Participant

Anna Jenkins | Vice Principal at Corby Technical School

Gemma Marks | Director of Northamptonshire Teaching School Hub

Kerry Prior | Vice Principal at Corby Business Academy | Cohort 1 Participant

Sample programme

Here's a few examples of what the course may include:

■ **Leadership Academy dinner and programme launch:**

An opportunity to meet and network with colleagues from across the Trust structure and schools

■ **Motivational talk about leadership characteristics:**

The BWT 'fit' model and developing strong relationships

■ **Developing people within an organisation:**

How lessons learned in industry can feed into the classroom

■ **Examining external accountability:**

Guest speakers may include the Regional Schools Commissioner and Ofsted representatives

■ **MAT structure – how does Brooke Weston Trust actually work?**

This covers key details of our operation including our governance, finance and core services

■ **Successful leadership in challenging contexts:**

An opportunity to hear from some of the most inspiring school leaders

■ **Leadership skills, implementing changes and developing teams:**

Integrating the theory of leadership into effective practice

“

I'm really grateful for the opportunity to have completed the course alongside some inspirational leaders and a wonderful cohort of practitioners.

“

The programme has enabled me to reflect upon my practice as a leader, develop and refine my leadership skills over time whilst providing the unique and excellent opportunity to hear from a range of leaders across multiple contexts. It is truly unique and an excellent opportunity for all leaders.

“

The speaker's passion and honesty were phenomenal, igniting a real interest and enthusiasm in me – I was truly inspired by the belief that nothing is impossible.

“

I have thoroughly enjoyed the experience and have learnt a lot about myself as a person as well as the fundamentals of leadership. I have already recommended this to particular colleagues that I think would engage well with the programme. Thank you!

“

This was an extremely positive and engaging experience. I valued the sessions spent working with like-minded professionals and meeting truly inspirational individual presenters.

“

I think this experience was nothing like any other CPD I have experienced and has proved invaluable in helping me progress in my career.

Brooke Weston Trust

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Brooke Weston Trust

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