



Windsor
Academy Trust



Pride In Excellence Unlocking Academic & Personal Potential

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Welcome



About

Windsor Academy Trust (WAT) is a leading multi academy trust that was formed to improve the quality of education through the sharing of ideas and best practice among its schools.



9 Excellent Schools

The Trust was established in 2011, when Windsor High School and Sixth Form, one of the first converter Academies, was approached by the Department of Education to be a sponsor. In the past 10 years we have grown into a hugely successful family of nine academies providing outstanding education to over 7,000 students aged 2 to 18.



850 Staff

We currently have five primary schools and four secondary schools located across the West Midlands, and are due to open a new free school in Smethwick in September 2022.

This is a highly exciting time for WAT as we open a new secondary free school in Sandwell in 2022.



7,000 Pupils

We are clear that young people achieve their best in a climate of high expectations where teachers are motivated and empowered. At WAT we combine a shared experience of primary and secondary schools and promotes student and staff collaboration across all our schools in our search for excellence. Teaching and Learning is at the core of all our work and this is underpinned by an extensive programme of professional learning for our staff.

We are extremely proud of what we have achieved for far, the Trusts vision is that through collaborative leadership, we will continue to grow and provide the highest quality education to enable every pupil to realise their full aspirations. A powerful component of this success has been the synergy of primary and secondary collaboration.

Dear Candidate

Welcome to Rivers Primary Academy. I am extremely proud to be Headteacher of this amazing school.

Our school belongs to a family of schools that form the Windsor Academy Trust. We work closely with the other schools in the Trust but particularly our closest primary school that is Goldsmith Primary Academy.

Our website gives you information and a flavour of our school which we hope you will find useful. There is always something happening at our school to celebrate!

Our school is growing. We currently have 2 classes per year from Reception to Year 5 and one in Year 6.

We are growing year on year, so that by September 2021 we will have 2 classes in each year group. We also have an amazing Nursery.

It is an exciting time at Rivers as we have recently moved into our brand new school building.

We have amazing facilities such as a studio that is used for art, music and dance, a science room that is also used for food technology. Rivers is the place to be as "We Inspire to Aspire!".



Lucy Wright
Headteacher

Goals & Aspirations



01 / Unlocking Personal Potential

To raise aspirations and unlock all children's personal potential; keeping them safe, enabling social mobility and creating happy and successful learners



03 / Empowering People

To attract, identify, develop and retain talent internally and externally so that there are excellent people working collaboratively, who are valued, supported and encouraged to innovate



05 / Sustainable Finance And Infrastructure

To have strong and sustainable finances a highly effective infrastructure that is scalable, driven by efficient operating systems.



02 / Unlocking Academic Potential

To maximise progress and attainment so all children can enter into a career or university of their choice, through the WAT curriculum, excellent Teaching and Learning and continued Academy improvement



04 / MAT Growth And Partnerships

To grow local learning communities and partnerships that provide opportunities for more children, within and beyond WAT



06 / Highly Effective Governance

To have governance that has impact, is socially just and is ethically sound at all levels

Why WAT Is Unique

Windsor Academy Trust's strapline is 'Pride in Excellence'. Our aim is to strive for excellence in all we do in order to achieve excellence for the children we serve. We want everyone within our WAT family to feel proud to be part of a very special and unique movement.

Our moral purpose is 'unlocking the academic and personal potential' of our children. We want our children to know how to learn, have a love of learning and to achieve the academic outcomes that will open the door for them to go onto a university or career of their choice. We place equal emphasis on unlocking children personal potential whereby children have the opportunity to discover their passions and talents, develop as leaders and develop a positive character.

Our lion illustrated in the diagram represents each child on top of a podium and therefore achieving their academic and personal potential. The podium is underpinned by our values of respect. Responsibility, collaboration and cooperation and strong Trust wide systems and structures.

// 01



Teaching and Learning

Our aims is to 'enthuse, inspire, engage, every lesson, every day' through our ten Teaching and Learning Principles driven through robust practitioner research

// 02



Professional Development

For all staff we are 'building leaderships, teaching and support staff capability for in-school and school-to-school support'

// 03



Leadership

Where we expect all children to be leaders of themselves and support the learning and personal potential of others. We expect children to be leaders 'always in all ways'

// 04



Enterprise

Here we are 'building an enterprise spirit and supporting children to discover and achieve their career dreams'

// 05



Enrichment

That 'provides exciting opportunities for children to pursue their passions, broaden their horizons and raise their aspirations'



Benefits of Working for WAT



CPD Programme

Opportunities for continuing professional development



Pension Scheme

Local Government Pension Scheme for Support Staff and Teachers Pension Scheme for Teachers



Free Annual Flu Jab



Salary Sacrifice Cycle Scheme



Holiday Entitlement

Starting at 26 Days Holiday (for Support Staff Employees) and Flexible Family Friendly Policies



Fitness Suite

Access to state-of-the-art fitness suite at Windsor High School and Sixth Form



Free Eye Tests

About Rivers Primary Academy

Rivers Primary Academy is a growing school home to over 360 students aged 3 to 11.

Located in the Blakenall area of Walsall, the school has gone from strength to strength since joining Windsor Academy Trust in 2013.

The school 'inspires to aspire' and prides itself on having exceptional outcomes and strong pastoral support for all our children and families, amongst many other things.

Rivers is a growing school that will be a two form entry throughout from September 2021. In 2019, outcomes at Key Stage 2 exceeded not only local averages, but national too.

The school have been on a remarkable journey over the past two years. Exam results have showed yet more improvement after making significant progress in 2019. This is down to the incredible work of students and staff who worked tirelessly to make this possible.

It is an incredibly exciting time to be part of Rivers Primary Academy as the school recently moved into its brand new school building. This has provided an outstanding learning environment for students and amazing facilities such as a studio that is used for art, music and dance, a science room that is also used for food technology.

Quite simply, Rivers is the place to be as "We Inspire to Aspire!"



Job Description

Person Specification



How To Apply

Application and Candidate Selection Process

We will:



Provide you with clear, accurate and timely information



Give you the opportunity to ask questions



Respond to enquiries promptly



Adopt a fair and consistent assessment process



Make sure you have all the documentation and details you need for your interview



Provide you with a full insight about what it's like to work for WAT and be a part of our family



Ensure all offers are fair and equitable

In return we will ask that you:



Be honest and upfront about your experience, goals and aspirations



Provide open and accurate information when submitting your application



Prepare yourself for the interview and research who we are and how we work



Safer Recruitment In Education: Information For Applicants

- WAT is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.
- We have a number of policies and procedures that contribute to our safeguarding commitment, including our child protection policy which can be viewed at windsoracademytrust.org.uk/governance.
- Sometimes we may need to share information and work in partnership with other agencies when there are concerns about a child's welfare.
- We will ensure that our concerns are discussed with parents/carers first unless we have reason to believe that such a move would be contrary to the child's welfare.
- We actively support the Government's Prevent agenda to counter radicalism and extremism.



What we will provide:

All applicants for all vacant posts will be provided with:

- a job profile outlining the duties of the post; including safeguarding responsibilities
- a person specification which will include a specific reference to suitability to work with children.

All applications for employment will be required to complete an application form online, containing questions about their academic and full employment history, and their suitability for the role.

In addition, all applicants are required to account for any gaps or discrepancies in their employment history.

References

References will be requested with your consent, at the selection stage directly from the referee.

Interviews

At least one member of each interview panel will have completed Safer Recruitment Training. The selection process for every post will include exploration of the candidate's understanding of child safeguarding issues.

Pre-employment checks

- An enhanced DBS check is required for all successful applicants.
- Prohibition, overseas and section 128 checks will also be completed if necessary.

Child Protection and Safeguarding Policy

View our Child Protection and Safeguarding policy at windsoracademytrust.org.uk/policies

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