



***“Aiming for Excellence in  
all our academies”***

**Employee Information Booklet**





Dear Applicant,

Hatton Academies Trust is a family of academies in the Wellingborough area working together to provide the highest standards of Primary and Secondary education to our children. We are dedicated to sustaining our position as a centre of academic excellence from 3-18 years of age, for the benefit of all our children. Our Trust comprises a co-educational, comprehensive academy for 11-18 year old students and three primary academies.



Our Academies are exceptional places to study and work. We have a proud history of educating young people from Wellingborough. Our mission is to develop the potential of all students, both in the classroom and outside by “aiming for excellence in all that we do” and encouraging students and staff to do the same.

Our most valuable asset is our talented and dedicated team of highly qualified teaching and support staff. They provide care, guidance, support and inspiration to all students in a learning environment characterised by high standards of behaviour and mutual respect.

We take a lead role in the Hatton Teaching School Alliance; taking the professional development of all our staff very seriously. We offer a range of development opportunities including Initial Teacher Training through Schools Direct, a range of courses and we offer support to other schools with our Specialist Leaders of Education.

This booklet gives you a flavour of what your life with the Trust could be like. We hope that you choose to join our friendly and supportive team. Please do contact us if you would like to visit any of our academies, to talk about your application, or simply to just meet us and see what we can offer you.

**Robert Hardcastle**  
**Acting Chief Executive Officer**

# Location

Located in the market town of Wellingborough, Northamptonshire we are surrounded by beautiful countryside and rural villages. Northamptonshire offers easy access by road to many major towns and cities across the country.

With 3 major rail links from the newly enhanced railway station, **including a 45 minute journey directly to London St Pancras**, we are at the heart of the country. As a result of new transport hubs and infrastructure, a strong housing market and a vast array of indoor and outdoor activities, living in Northamptonshire provides an excellent quality of life. The exciting new development at Stanton Cross is the largest growth Wellingborough has seen since the 1960s, including new homes, shops, schools, commercial space, a town park, community centre and doctor's surgery together with major improvements to roads and public transport.



# Well-Being & Support

Your physical, emotional and mental well-being is paramount in creating a happy and healthy Team. We work on the principle if you are happy, healthy, and have good energy, the welfare and learning of the children in our care will follow.

Our Staff Well-Being programme offers:

- Access to Occupational Health advice
- Free Counselling Service
- Free healthy lunch for staff on lunchtime duty (SCH)
- Regular social events & wellbeing initiatives

Staff at Sir Christopher Hatton Academy have the opportunity to showcase their skills and talents in our ***curriculum enrichment programme***.

Hatton Academies Trust are committed to the National Agreement “Raising Standards and Tackling Workload” and as such we are committed to the concept of “**Rarely Cover**” for Teaching Staff.

We have a team of professional and dedicated support staff across the Trust providing support to curriculum leaders and teachers by undertaking activities which do not require the specific skills of a teacher and thus help the Trust to support the work force agreement:

- IT Support
- HR Support
- Finance & Payroll
- Administration
- Estates Management
- Curriculum Support
- Pastoral Support
- Exams & Data Support
- Technician support



"It's been a real eye-opener working in a school environment - many people probably think only of the lessons delivered to pupils, but there are lots of people supporting Teaching and Learning to make sure that happens successfully every day. There is a wide variety of employment opportunities within the Trust academies and lots of different types of people work here - I manage to learn something new every day".

Sarah Caffel, Personnel Assistant

# Pay and Benefits

Hatton Academies Trust provide a comprehensive range of benefits designed to enhance the work / life balance of our colleagues which are not offered by all multi-academy trusts and academies: (subject to Terms & Conditions)

- Full School Teachers Pay and Conditions, including continuous service, for Teaching Staff
- Enhanced NJC terms and conditions of employment for Support Staff including continuous Local Government service
- Flexibility – with full / part / term-time opportunities
- Generous holiday allocation and public holidays
- Excellent Pension Schemes
- Maternity / Paternity / Adoption Leave & Pay
- Sickness scheme to supplement statutory entitlement and incapacity benefit
- Eye Care Voucher Scheme
- Discounted Corporate Gym memberships at Diana's and Waendel Leisure Centre
- Discounted Hair and Beauty Treatments at Quattro Lounge, Wellingborough
- Money Saving discounts from big brands (eg Sainsburys, Virgin Holidays, Pizza Express and many more)
- Relocation Assistance (by negotiation)
- Priority school admission criteria for employees' children
- At Sir Christopher Hatton Academy a laptop is provided for every teacher together with timetabled lessons for in-school research & CPD.



• Subject to eligibility. T&C's apply

## Equal Opportunities & Safeguarding



Hatton Academies Trust are an Equal Opportunities employer and welcome applications from appropriately qualified persons regardless of gender, race, religion, disability or age. We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. All successful applicants are required to complete an enhanced Disclosure Bureau Service check and any offer of employment will be subject to satisfactory references and occupational health clearance.

# Induction, Training & CPD

We will provide the means to ensure that every colleague will be thoroughly trained in the basic needs of his or her employment. New staff to the Trust will begin this training through a detailed and considered induction programme. The induction programme for NQTs follows the regulations for the statutory induction period as laid out by the Department for Education. Professional development links to new colleagues are already being updated to meet the aspirations of the early career framework (ECF) which comes into place in September 2021.

We have an established CPD programme and use a range of internal and external training personnel and organisations to ensure that training is relevant and of a high standard. We will agree a Career Development Plan, identifying objectives for professional development for all new staff at the end of the first year.

Sir Christopher Hatton Academy is the lead school for the Hatton Teaching School Alliance and we take the professional development of all our staff very seriously. We offer a range of development opportunities for our staff including Initial Teacher Training through Schools Direct, our very successful NQT and NQT+1 programmes, Improving Teacher Programme, Outstanding Teacher Programme and onto leadership development such as NPQML and NPQSL. We aim to support our staff through identifying talents and developing skills and leadership / SLE potential.

As a Trust we actively encourage collaborative working and offer

- A diverse range of job and career options
- Plenty of scope for career progression
- Structured training and personal development

With such a wide range of jobs and potential career paths, you won't be surprised to learn that your career could develop quickly, for example by moving between Academies if appropriate opportunities arise.



# Appraisal & Performance Management

Supporting the performance and progression of our staff is a key priority and an investment in you and your professional development. Performance Appraisal is a supportive and developmental process designed to ensure that all colleagues have the skills and support they need to carry out their role to a high standard.

Teaching staff appraisals follow the framework set out in the Education Regulations 2012. There is a clear and consistent assessment of the overall performance of teachers and leaders to support their development within the context of the Hatton Academies Trust's plan for improving educational provision and performance.

Support staff follow a Performance and Appraisal Development Programme which promotes effective communication and teamwork. The aim is to support all staff to achieve the highest levels of job performance while experiencing a greater sense of individual job satisfaction and accomplishment.

All colleagues have an annual appraisal and performance related pay review. Pay increments are awarded subject to meeting clear criteria which have been developed by a team of teachers for teaching staff performance management. These criteria show clear expectations of staff so that you can plan your career development and CPD. Performance appraisal for all colleagues is an on-going process, the essence of which is to enhance open, honest constructive and timely communication between colleagues and managers / supervisors.



# Sir Christopher Hatton Academy

Graded as **Outstanding** by Ofsted in January 2015, and confirmed in 2016, Sir Christopher Hatton Academy are pleased to be Wellingborough's first high performing convertor academy and academy sponsor and we are extremely proud of our reputation as the leading comprehensive academy in the local area.



Sir Christopher Hatton Academy is committed to maximising the life chances for our students. Every decision is based around our students' future in the broadest sense which is why the academy is judged by OFSTED as twice "outstanding" and why colleagues are proud to work here; after all, isn't this why we joined the teaching profession? In 2018, 70% of our sixth form students went onto university, of which 22% went to Russell Group universities.



Our curriculum is **BROAD**, providing each pupil with a wide range of concepts, experiences, knowledge and skills; **BALANCED** so that each area of the curriculum is allowed sufficient time for its contribution to be effective; **RELEVANT** so that all activities contribute to an education that prepares students for opportunities, responsibilities and experiences of adult life and **DIFFERENTIATED** with the timetable constructed in such a way that students are grouped for subject teaching but enjoy Form groups and PHSE lessons with students of all abilities.

One lesson each week is for "Enrichment" where staff offer a range of extra-curricular activities to enrich the experiences of our students and develop a range of talents and interests. In addition, teaching staff are given timetabled opportunities to undertake in-school research or student mentoring

Every teacher is allocated a laptop and has timetabled lessons for in-school research and CPD. Our Marking policy is based on quality not quantity. The Specialist Mathematics and Computing designation demonstrates our commitment to raising standards in the sectors most sought after by Business, Industry and Higher Education.

At Key Stage 3, all students take part in the HBAC (Hatton Baccalaureate) which enables students to demonstrate the full range of skills both in and outside of school.





# Ecton Village Primary Academy

I am very proud to be the Principal of Ecton Village Primary Academy supported by a highly skilled and dedicated team of teachers and support staff. The academy is a small village school, housed in a traditional Victorian building. With a maximum of 14 pupils in each year group we create a nurturing yet academically ambitious environment in which our children learn. Mixed age classes allow those who need challenge to be accelerated and those who need extra input to be supported.



Children can start our school the term after they turn 3. Our pre-school children share three areas with our reception class children and are taught by the same staff as our reception class. This setup ensures a smooth transition into full time school.

The staff at Ecton Village Primary Academy have high expectations of all the children, and would like them to leave the school as confident, polite and independent young people, with the appropriate skills, values and learning to become successful in the next phase of their education. We aspire to instil the values of Independence, Resilience, Ambition, Co-operation and Honesty (I REACH): to give the children the skills to succeed in whatever they do, across all areas of school life and beyond.

Our school is dedicated to providing the best possible education for every pupil in a stimulating and safe environment. We use a full spectrum curriculum in which the Arts are just as important as English and Maths.

We are committed to all aspects of education and development, encouraging families to work in partnership with us to realise our aim, of successfully helping each child to achieve their full potential.



We are very proud of the children who attend Ecton Village Primary Academy and all of their achievements! You are always welcome to arrange a visit and I would be delighted to show you what makes Ecton Village Primary Academy such an exceptional and rewarding school experience.

**Mrs Kate Cleaver**  
Principal

"I have been given opportunities to progress professionally in a number of different areas: develop my leadership skills; embrace change and challenge whilst being supported "

Kate Cleaver, Principal

# Victoria Primary Academy

At the heart of everything we do for children and families is our safe, stimulating and inclusive learning environment where every member of our community is valued and respected. As part of this, we have developed strong relationships with parents and carers to ensure that children reach their full potential.



In our happy and caring academy we continually strive to provide an exciting, relevant and challenging curriculum. Parents and carers receive a learning journey each term which outlines what the children will be investigating and finding out about, this helps parents and carers to become fully involved with the education of their children.

We are proud to be a multicultural academy with 2/3 of our children coming from a variety of different backgrounds and cultures from across the world. More than half of our pupils speak English as an additional language with more than 40 different languages spoken by children across the school.

Our mission statement is **Creating Learners without Limits**. This encapsulates our aim to ensure that all children become the very best that they can be and have a sense of pride and achievement in what they do and who they are.

The academy has a long history, Victoria Board Schools were established in 1895. The original buildings were designed by W. Talbot Brown and still remain on Gordon Road. More recently, Victoria has undergone a series of extensions and refurbishments to give us our amazing and well-resourced modern building where 420 children learn each day.



"The atmosphere here is special and so different from other schools. Our children are brilliant and they are the reason I love teaching here."

Jo Costanzo, Year 5/6 Lead

# Oakway Academy

PRIDE values underpin our ethos and practices and visitors will see, hear and experience Passion, Responsibility, Independence, Determination and Enjoyment. Children, families and staff are passionate about our lively and busy academy and work together to ensure continued rapid progress and successes.



We have an increasing roll of nearly 600 pupils organised in 22 classes across seven year groups. The curriculum ensures children have access to exciting and engaging progressive learning opportunities which provide them with a wealth of different experiences. French, swimming and music lessons are taught each week to enrich the children's educational experiences. A dedicated team of PE teachers deliver a high quality PE and Sport curriculum to all children and motivate children to take part in sporting competitions.

Our academy has a large senior leadership team with a clear structure of middle leaders with responsibilities for subjects and specific areas. There are approximately 80 members of staff who each belong to a staff team. All teams meet regularly ensuring effective communication and ongoing professional development. Our Inclusion team has a wide range of skills and expertise that support the teaching and learning team in continually improving standards.

The safe and secure grounds of the academy are an enviable asset including large playgrounds, an extensive playing field (with drained football pitches) and several nature areas. Summer 2016 saw the completion of a £2.5 million build project. This was a really exciting project that has provided internal spaces that reflect the vision for the academy.

Children, families and staff at Oakway Academy work together Growing PRIDE to ensure an enjoyable and memorable educational journey.



**"Oakway Academy is a warm & welcoming environment to work in—full of dedicated staff. I have been able to progress my career as a teacher & take on the additional responsibility as Computing & ICT subject Leader."**

**Abby Skinner, Class Teacher**



## So what are you waiting for?

Come and join the 350 other people who have chosen Hatton Academies Trust. Start your working life or choose to start a new career with us today.

You can find out what opportunities we currently have available by visiting our website:

[www.hattonacademiestrust.org.uk](http://www.hattonacademiestrust.org.uk)

Contact the Personnel Office—01933 231274 / 221417

Email: [personnel@hattonacademiestrust.org.uk](mailto:personnel@hattonacademiestrust.org.uk)



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