ALLIANCE SCHOOLS TRUST

WATLING PRIMARY SCHOOL

RECRUITMENT PACK

2025/26

Watling PRIMARY SCHOOL

ABOUT **WATLING PRIMARY SCHOOL**

Watling Primary School opened its doors in September 2023, with its continued growth seeing the opening of its Nursery last academic year. At full capacity, it will be a 3-form entry school, with places for a total of 630 pupils from Reception to Year 6 and 39 children in the Nursery. The school will serve the local community, providing places for children as they move into the rapidly expanding western area of Milton Keynes.

At Watling Primary School, the Early Years Foundation Stage Framework guides the curriculum. The school values enquiry-based learning, fostering critical thinking from Early Years through to Key Stage 1 and 2. The school has developed its own set of learning characteristics, promoting them throughout its teaching approach. This underpins a commitment to equipping pupils with the knowledge, skills and attributes to become confident, ambitious, and well-rounded individuals who contribute positively to society.

In addition to the Primary National Curriculum, the school emphasises the STEM subjects of Science, Technology, Engineering, and Maths. Outdoor learning is also a key part of the provision, connecting children to nature through Forest School and supporting mental, physical and emotional well-being.

Watling Primary School also teaches children the importance of respecting and protecting the environment, with a focus on sustainability at local, national, and global levels.

WELCOME FROM THE HEADTEACHER

Welcome to Watling Primary School and thank you for your interest in joining our team.

Our Watling Way school values of Wonder, Aspire, Teamwork, Learn, Include, Nurture and Ground-breaking encompass the behaviours and learning characteristics we encourage of all members of our school community, not least of all our staff. Our vision is to create a learning community where all members feel valued, respected and empowered to develop to their full potential by 'nurturing a passion for learning.'

We are very proud of our logo and the way in which it reflects our school community. Each of the distinctive shapes represents and celebrates the individual and the position of each shape creates a 'W' within the negative space. When the shapes are brought together, they align to make a whole.

We are now looking for people to strengthen all aspects of our existing team and join us on this incredible journey. Together we have an opportunity to continue to develop an amazing school and local community, built on positive relationships and the pursuit of excellence.

At Watling Primary School, you'll have the opportunity to work closely with a fantastic team of like-minded individuals who have done an incredible job of establishing our new school and our unique approach to learning, while also helping to shape the school's future direction. We offer leadership opportunities with the autonomy to make impactful decisions, as well as extensive career progression as our school continues to grow. We prioritise staff well-being, fostering a positive learning environment for all, and our state-of-the-art indoor and outdoor facilities—including a purpose-designed staff room and dedicated work room—ensure you have the space and resources to thrive. We encourage innovation, offering the chance to explore bold, new approaches to delivering educational excellence, alongside a commitment to professional development, succession planning, and further career opportunities both within our school and across the wider Trust.

We encourage prospective candidates to come and see for themselves what it is that we do. We are confident that a visit to Watling Primary School will convince you that you want to be part of our team. To join one of our presentations and tours, please email watlingprimary@thedenbighalliance.org.uk

I look forward to sharing our wonderful school with you and hope to meet you in person soon.

Vikki Pegg
Headteacher

STAFF TESTIMONIALS

★★★★★

Assistant Headteacher

Watling Primary School has nurture at the heart of all it does for the children, their families and staff as well. I have felt valued as a teacher from day one. The wellbeing and workload for staff is a priority for the Headteacher and this is reflected in the day-to-day running of the school.

What I love about working at Watling Primary School is that no one is afraid to try something new and be a little bit different. We are always pushing boundaries and making bold choices to set us apart and improve the education of our children. The school has built an environment where being brave is celebrated and mistakes are encouraged as part of the learning journey.

Class Teacher

Watling Primary School has a warm and friendly working environment where respect and kindness are evident throughout. Everyone is treated as equals, and teamwork is a priority, whether you're a long-standing staff member or new to the team. I've been trusted to take ownership of my teaching and wider responsibilities, with my knowledge and expertise valued and listened to. The school offers clear opportunities for growth, including leading subjects I'm passionate about, and wellbeing is always a priority. It's a brilliant place to work!

Admin Assistant

From my very first day, I was welcomed into a supportive and positive community. Watling Primary School embodies inclusivity and a groundbreaking approach to the well-being of its pupils, staff and every school day. What I love most about Watling Primary School is the strong sense of belonging. Each member of the team is genuinely invested in the success of our community, which is echoed in the Headteacher's profound dedication to growth and development of staff. With access to ongoing professional development opportunities, I have been able to evolve my skills and knowledge in ways I never thought possible.

ABOUT OUR MULTI-ACADEMY TRUST

Allied

Loyal

Learning Focused

Inclusive

Ambitious

No-nonsense

Community Focused

Empathetic

The Alliance Schools Multi-Academy Trust consists of six schools in Milton Keynes; 2 secondaries and 4 primaries. We also deliver a Maths Hub and we are a delivery partner for Early Career Framework.

The vision of the Trust is to unite the collective strengths of its schools to deliver exceptional **Education, Care and Opportunity** for everyone within its learning community. Through meaningful collaboration and partnership, each school retains its distinctive character while working as true allies - celebrating diversity, empowering lives and driving ambition and achievements for all.

Our Shared Services Team is committed to delivering an exceptional service with our schools so that each school can have an increased focus on teaching and learning. We have a Scheme of Delegation that empowers schools to meet the needs of the students in their care.

OUR TRUST
MISSION AND VALUES

EDUCATION

We aim to achieve outstanding outcomes for all students, regardless of ability or background.

CARE

We are a big organisation with a small feel and offer individualised care to our students.

OPPORTUNITY

We have a responsibility to enrich, broaden and deepen students' learning by providing valuable experiences inside and outside the classroom.

OUR TRUST
MISSION

In the Alliance schools, we deliver for our children, staff and communities through collaboration, partnership and innovation.

- *An inclusive, ambitious and successful EDUCATION*
- *A culture of CARE, loyalty and empathy*
- *Inspiring and memorable learning OPPORTUNITIES*

WHY WORK FOR ALLIANCE SCHOOLS?

PAY

Our salaries are nationally benchmarked and aligned to STPCD and NJC scales, with annual cost of living increases and performance based pay rises.

PENSION

All teachers are entitled to receive the Teachers' Pension, while associate staff are automatically enrolled in the Local Government Pension Scheme.

LEARNING & DEVELOPMENT

We pride ourselves on prioritising staff development with support from experienced leaders and partnerships with the SCITT, Maths Hub and Early Careers Framework.

MENTAL HEALTH

From Day 1, all staff will have access to an Employee Assistance Program (EAP) and on-site support from HR and trained mental health first aiders. Our policies are designed to support you through various life stages, including flexible working arrangements and menopause support.

PHYSICAL HEALTH

Our Cycle to Work scheme promotes healthy and sustainable commuting options. We also give all staff the option to have a free flu jab annually.

LIFE OUTSIDE WORK

We understand the importance of work-life balance and have policies in place to support it. That's also why all staff have an additional leave entitlement so they don't miss out on important personal events like weddings and graduations.

LIFE IN MILTON KEYNES

Established just over 50 years ago, Milton Keynes is a diverse, welcoming and expanding place. Beautiful open spaces sit alongside popular leisure attractions, there's lots on offer culturally, and our friendly neighbourhoods feature high quality community facilities with easy ways to get around on foot and by bike as well as by car.

Milton Keynes is 40 minutes from London, 30 minutes from London Luton Airport and a stop on the West Coast Mainline, connecting Scotland and the North West with the capital.

We're known to be a 'smart city', leading the way in projects like autonomous vehicles and robot deliveries, and we have a strong economy with plenty of highly skilled jobs. We also have a great deal of unexpected history with rural villages and busy towns like Bletchley (home of The Codebreakers).

Facilities include a large shopping centre (over 190 stores), a 1400 seat theatre, a municipal art gallery, two multiplex cinemas, an ecumenical central church, a 400 seat concert hall, a teaching hospital, a 30,500 seat football stadium, an indoor ski-slope and a 65,000 capacity open-air concert venue. Seven railway stations serve the Milton Keynes urban area (one inter-city). The Open University is based here and there is a small campus of the University of Bedfordshire.

Most major sports are represented at amateur level; Red Bull Racing (Formula One), MK Dons (association football) and Milton Keynes Lightning (ice hockey) are its professional sports teams.