

E-ACT

OPENING MINDS,
OPENING DOORS

DO YOU THINK BIG?

Candidate Information Pack



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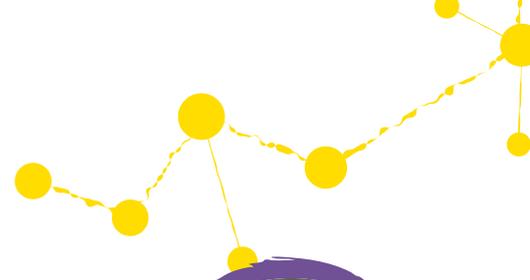
E-ACT West Walsall
Academy



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WELCOME



Thank you for considering E-ACT West Walsall Academy as the next step in your professional journey. We are proud to be a diverse, ambitious, and values-driven academy where every student is empowered to strive for excellence and grow into kind, creative, and confident individuals.

Our core values: Think Big, Do the Right Thing, Be Proud, and Show Team Spirit, are at the heart of everything we do. They shape our culture, guide our actions, and ensure our students not only achieve academically but also develop the character and skills needed to thrive in life.

As a member of our team, you will join a passionate and dedicated group of professionals who go above and beyond to support every learner. We believe every child deserves the highest quality education, regardless of background, and we work tirelessly to provide opportunities that nurture academic success, personal growth, and cultural enrichment.

Student wellbeing and safety are central to our ethos. We foster a supportive environment where everyone feels respected, valued, and secure, creating the conditions for students and staff alike to flourish.

If you're driven by purpose, inspired by possibility, and ready to make a meaningful impact, we warmly invite you to explore what makes West Walsall Academy such a special place to work.

Together, we strive for excellence and there's no limit to what we can achieve.



Laura Wilson,
Headteacher

Firstly, thank you for taking your time to explore this opportunity to be part of our E-ACT family.

E-ACT is a National and System Leader Multi-Academy Trust, we provide education in London, Birmingham, Bristol, Manchester, Oldham, Buckinghamshire, Northants, Sheffield, and Walsall. As one of the most established trusts in the country, we serve some of the most disadvantaged young people.

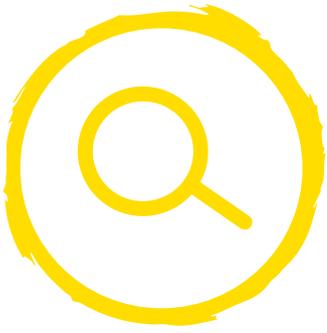
Our commitment to becoming 'best in class' is stronger than ever. At E-ACT, we bring our people-first culture to life through our comprehensive people strategy. We have been diligently refining our educational and operational strategies, governance, and organisational culture to ensure we provide the very best experience for our pupils and, of course, our staff.

My fellow colleagues at E-ACT are dedicated professionals who provide the very best for our children to thrive and to grow. We take great pride in serving our local communities and being part of a supportive trust we call E-ACT.

If you think this could be the role for you, please get in touch.



Tom Campbell
CEO



Academy statistics

AT A GLANCE



West Walsall Academy

Planned Admission Number

201 Across all years in the academy

Students on roll

1190 

EAL Students

54% 

Pupil Premium

53% 

Ofsted: Good (2023)

Ofsted Rated Good (2017)
Good rating maintained 2023

SEND Students

20% Enrolled in the Additional Resource Provision (ARP) for students with Autistic Spectrum Disorder
**overall*

West Walsall E ACT Academy is a mixed secondary school and sixth form serving around 1,200 students aged 11–18 in Walsall, West Midlands. Formerly known as Alumwell Business and Enterprise College, it gained academy status in 2012 and is one of E ACT’s institutions. The school’s mission is to enable every student to “strive for excellence,” blending academic ambition with strong community values. Ofsted rated the academy as Good in January 2023, highlighting high standards of behaviour, pupil safety, and a supportive environment where students feel valued and focus on learning effectively.



➤ Our Culture

WWA's culture emphasises its core values: Think Big, Do the Right Thing, Show Team Spirit, Be Proud, which shape behaviour, aspirations, and community engagement across the academy. Students report exemplary conduct and strong, respectful relationships both in class and during breaks, creating a calm and purposeful atmosphere for learning. Staff share a clear vision for high-quality education and work collaboratively with pupils and parents to turn ambitions into reality. The ethos promotes inclusivity, responsibility, and pride in achievement, whether academic, creative, or in service to others.

➤ Our Benefits

Joining West Walsall E ACT Academy offers staff the opportunity to work in a high-performing, people-first environment within the E ACT network of 38 academies. Staff wellbeing is taken seriously: the Trust offers programs such as Employee Assistance, cycle-to-work, and electric car schemes, alongside a supportive workplace culture that values inclusion, community, and excellence.

➤ Values, Ethos and how we work in the Trust?

Our vision is to Strive for Excellence. West Walsall Academy upholds E ACT's mission of Opening Minds, Opening Doors, ensuring background does not limit opportunity. Its values, Think Big, Do the Right Thing, Show Team Spirit, Be Proud, guide the academy's community spirit and drive for excellence in all students.

Let us introduce **OUR TRUST**



You will already know this, but we are a large multi-academy trust dedicated to providing exceptional education across our network of academies. Our mission is to inspire and challenge every student to achieve their full potential, and we are committed to creating a supportive and dynamic learning environment.

At E-ACT, we often refer to the wisdom of crowds and believe in the power of collaboration and innovation. Our team of passionate educators and staff work tirelessly to make a positive impact on the lives of our

students and the communities we serve. We are proud of our achievements and the progress we continue to make in delivering high-quality education.

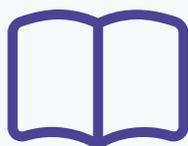
As you consider joining our team, we want you to know that at E-ACT, you will be part of a forward-thinking trust that values professional growth, inclusivity, and excellence.

We are excited about the future and the opportunities it holds for our academies, our staff, and most importantly, our students.



Pupils
25,000

Staff
3,500



93%

of academies GOOD or OUTSTANDING.

100%

of academies have leadership & management GOOD or OUTSTANDING.



Awards



Based in **6**
major cities.

Academies
38



Opening Minds, Opening Doors

Opening Minds, Opening Doors embodies our trust-wide strategy that empowers our academies to triumph.

We want to give our academies the best possible support and guidance, enabling them to provide an exceptional education that impacts on the achievements of our children and young people.

How do we do this?

Every day, all our colleagues demonstrate our three values:

THINK BIG

We dare to dream big. Pushing the boundaries to create extraordinary opportunities for our young people and staff alike.

DO THE RIGHT THING

We consistently make principled choices even when faced with adversity, guided by moral purpose that fuels impactful change.

SHOW TEAM SPIRIT

Together we foster a culture of collaboration to improve, support and progress, propelling us forward as a united force.

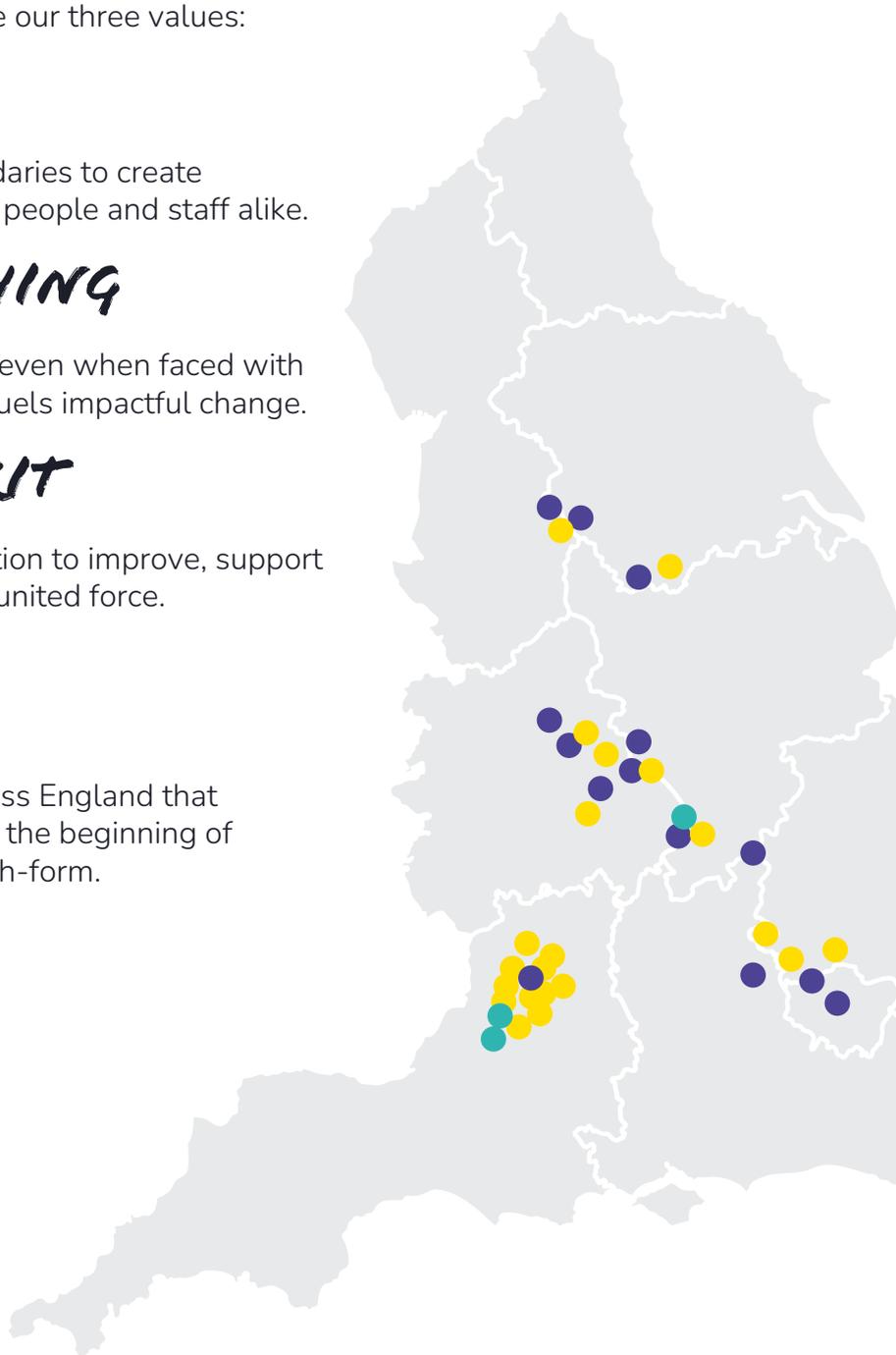
Our academies

We are proud to have **38 academies** across England that supports children and young people from the beginning of their education experience right up to sixth-form.

 **All-through Academies**

 **Primary Academies**

 **Secondary Academies**



OUR PRIORITIES

To put it simply, we are on a very clear mission.

We believe that it's our duty and privilege to change lives of our young people across England. And to achieve this we need the very best people working with us.

Do these priorities resonate
with **YOU?**



Did you answer **YES?**

Then **YOU** are what we're
looking for! Read on

People-first, always!

At E-ACT, we genuinely prioritise a people-first culture. We have developed our People Strategy to be a cornerstone of our Opening Minds, Opening Doors Strategy, playing a vital role in achieving our strategic priorities. This forward-looking strategy outlines our aspirations as an employer and envisions the experience of being part of the E-ACT family.

Every single role within E-ACT is crucial to fulfilling our mission. Whether you work in the classroom, the office, our national teams, or on our grounds, your contribution is valued and essential.



Our People Strategy has eight key objectives, each aimed at creating a supportive, inclusive, and dynamic environment for all.

How many mean something to YOU?





We invest in **YOU**

You've heard about our People Strategy, and the very first principle is our commitment to Continuous Professional Development (CPD) for educational excellence. We believe that when our educators and leaders grow, so do the students they serve.

We have a dedicated learning team that works across our entire trust, ensuring that all staff have access to the best resources and support. Additionally, we offer countless networking opportunities so you can connect with like-minded individuals across the trust.



I feel really energised and grateful to work in a trust that invests so much thought and care in its staff.

James Hughes,
Education Director – Primary



What do we OFFER?

Quite simply, we offer training and professional development for each and every one of our staff – which means our offering is large (very large!).

Here is a snapshot of what we offer:



Middle Leadership

- Diversifying Excellence in Leadership
- Early Years Clusters
- Aspiring SENDco Course

Senior Leadership

- Peer Review Training
- Exceptional Senior Leaders
- Road to Headship

Professional Services

- Apprenticeships
- Sector-leading Qualifications
- Strategic leader development

Qualifications

We partner with National Institute of Teaching to ensure our staff get the best possible training for their own growth.

The National Professional Qualifications we offer include:

- NPQEL (Executive Leadership)
- NPQH (Headship)
- NPQ SENCo (Special Educational Needs)
- NPQ LEY (Leading Early Years)
- NPQ LT (Leading Teaching)

Our Partners



Networking

Remember when we said we have a people-first culture?

We all thrive better together when we collaborate with like-minded people. We bring together our colleagues and other professionals from across the sector to join forces at our E-ACT Ideas Conference.

Our conferences represent what we are about, showcasing our diverse, passionate people.

E-ACT Ideas Conferences include



Women in Leadership

Bridging the Gap

Early Years Conference

THIS IS US!

#WeAreEACT

Sometimes, pictures just speak a thousand words. We celebrate our people—students, staff, and the communities we serve—through our annual events:



STAFF IMPACT AWARDS

The Staff Impact Awards shine a light on our dedicated colleagues who have made significant contributions to our Trust. These awards honour individuals and teams who have gone above and beyond in their roles, demonstrating excellence and commitment to our mission.





NATIONAL PUPIL CELEBRATION EVENTS

Our National Pupil Celebration Events bring together an extraordinary display of talent, creativity, and inspiration from across the Trust. These events showcase the diverse range of student achievements in areas such as music, poetry, art, and sports.



OUR BENEFITS



> Financial and Lifestyle

Generous Pension: Local Government Pension Scheme (LGPS) or Teachers Pension Scheme (TPS) - both defined benefit schemes

Life Cover: 3x pensionable pay

Cycle to Work: for healthy commuting

Annual Leave: 31 days for year-round employees

E-ACT

At E-ACT, we care about you and are committed to supporting your wellbeing, both in your role and beyond.

Our benefits package is thoughtfully designed to help you stay healthy, develop professionally, and maintain a balanced lifestyle.



> Professional Growth and Development

Opportunities: excellent Professional Development and Learning for all

Investment in staff development: including bespoke and tailored Trust INSET days

TLR progression: automatic progression through TLRs for teaching staff

Teacher pay scale: 9-point teacher scale from M1 to UPS3

TLR Payments: Full TLR payment for part-time teachers carrying out full responsibilities



> Culture and Wellbeing

People-first culture: that values every colleague

Employee Assistance Programme: free confidential counselling, financial advice, and more

Wisdom Wellbeing App: to support mental health and wellbeing

Collaborative working: we value teamwork and collaboration, encouraging a culture of shared knowledge and collective success.



BE PROUD



BE CONFIDENT



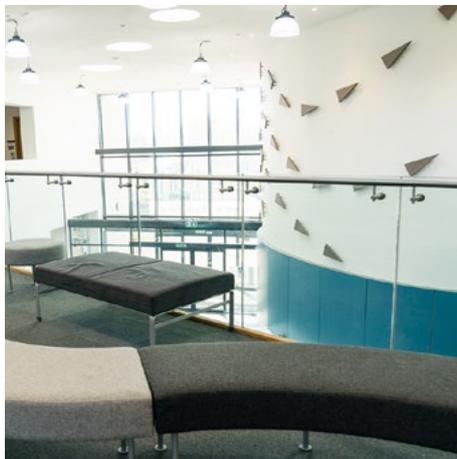
BE SUCCESSFUL



WW
E-ACT West Walsall
Academy



DO THE RIGHT THING



THIS IS US!

Visits to the Academy

How do you know if it's right unless you try? We always welcome candidates to our academy before the interview so you can truly get a feel for the place.



Fill Out Your Application Form

This is important! We can only accept applicants who fully complete our application form. This is due to safeguarding

References

Your referees will only be contacted if you are shortlisted.

You will need to provide two references:

1. From your most recent employer
2. Second reference details



Shortlisting

All of our shortlisting will be made against the criteria of the job role. Applicants who meet the specification will be invited to an interview.

Checks

If you attend the interview, don't forget to bring:

1. Photographic identification
2. Proof of the right to work in the UK
3. Proof of qualifications



Offer of Employment

We're excited to offer the successful candidate a job! We'll start with a phone call to share the good news, followed by a written offer sent via email or post. Please remember, this offer depends on satisfactory references, enhanced DBS clearance, and other necessary safeguarding checks.

If you're not selected this time, we'll let you know by email. Thank you for your interest!



How to **APPLY**

We hope this pack has given you a valuable insight into our Academy and Trust and the exciting opportunities we offer. We warmly invite you to visit us and experience the Academy in action.

If you would like to arrange a visit or have any questions, please don't hesitate to contact us using the details below. We look forward to meeting you and welcoming your application!

E-ACT Recruitment Team

✉ Email: recruit@e-act.org.uk

Thank you for your interest. We look forward to receiving your application.

Please read the supporting documentation carefully before completing and returning our application and equal opportunities form. If this role isn't quite right but you are interested in joining our talent pool then please email recruit@e-act.org.uk.

E-ACT is committed to safeguarding and promoting the welfare of young people and vulnerable adults, and all appointments are subject to enhanced Disclosure & Barring Service (DBS) checks and satisfactory references. E-ACT is also committed to promoting equality, challenging discrimination and developing community cohesion. We welcome applications from all sections of the community.

E-ACT

OPENING MINDS,
OPENING DOORS

Find your

THINK BIG



Sign up to our talent pool to receive the
latest vacancies and news from E-ACT

#WeAreEACT

 @educationeact  @E-ACTlearning

#thinkbig | #dotherightthing | #teamspirit