

WORKING FOR
WOODBIDGE
TRUST



INSPIRING SUCCESSFUL FUTURES FOR ALL

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Welcome from the CEO

Welcome to Woodbridge Trust. A Trust that is committed to our vision of, **"Inspiring successful futures for all"**.

We would like to take this opportunity to thank you for your interest in our Trust. We hope that the information contained within our careers page is informative and helps you to decide whether Woodbridge Trust and any of our vacancies align with your skills, qualities, and experience.

Woodbridge Trust is a growing Academy Trust within the Bolton area. The Trust was formed in 2018 and currently consists of two schools, a partner college and an extensive outreach service. There are currently over 1,400 children and young people within the Woodbridge family across Bolton and the surrounding areas.

The Trust currently specialises in meeting the needs of pupils with a wide range of special educational needs including those with learning difficulties, Autism, and physical and sensory needs. We believe passionately that education enables our children and young people to have a better future.

As a family of schools and an outreach service, spanning primary, secondary, 6th form and post-19, we have a significant responsibility to ensure that our students are fully prepared for adulthood.

We are devoted to giving our students the best possible chance in life. We strive for each of our schools and settings to be the best they possibly can be. Our staff are highly committed with the singular objective of ensuring that each and every one of our students are inspired to have successful futures.

We are very clear that each of our schools and settings are unique and we support them to promote their individual identity. We have a shared belief of high expectations and supportive collaboration that is underpinned by our values of kindness, respect and integrity. We insist on positive relationships, achieving success by ensuring that students and staff have the best possible experience each day.

If you believe Woodbridge Trust is for you, we welcome your application. If there are currently no vacancies that you suit your skills, qualifications and experience then please join our talent pool. Our Trust is growing and we will continue to seek our talented individuals to join our dedicated teams.

Mike

Mike Sidebottom
CEO Woodbridge Trust

VISION, VALUES AND PRINCIPLES

VISION

“Inspiring Successful Futures For All”

VALUES

INTEGRITY – To be open and transparent, actively embracing equality and diversity and having an honest, inclusive and respectful culture within which all at Woodbridge can trust.

RESPECT – Here at Woodbridge Trust we value everyone and treat people with dignity and professionalism.

KINDNESS – The quality of being friendly, generous and considerate. Too often we underestimate the power of a smile, a kind word, a listening ear, an honest compliment, or the smallest act of caring, all of which at Woodbridge Trust we believe have the potential to turn a life around.

PRINCIPLES

Our principles add depth to our values, supporting our vision and provide clear guidance on expectations for all who work in Woodbridge Trust:

- o Develop strong character traits that align to our Trust values: **Integrity – Respect - Kindness.**
- o Collaboratively offer Excellent Education for all.
- o Ensure everyone is an active and valued member of our community
- o Ensure bold and dynamic leaders are developed at all levels to create a culture of continuous improvement.
- o Maintain a strong culture of professional development ensuring excellent teaching, positive relationships and enjoyment every day!
- o Ensure a model of internal challenge and self-review to establish the success of the Trust offer.
- o To be open and connected, actively seeking collaboration to ensure the continuous and sustainable development of our Trust.



WOODBIDGE TRUST

Working for Woodbridge Trust

At Woodbridge Trust we are always looking to take on talented and impassioned individuals who align with our values of **Integrity – Respect - Kindness**. We want our staff and students to thrive and we pride ourselves on the work we do to motivate both staff and students alike. Through building strong relationships, between staff and students across the trust, our aim is to enable people to flourish and grow their skills. Whether you are a Senior Leader, Teacher or a member of our Support staff we care about your career and want to help you feel valued and supported in your job.

Here are some of the many reasons why you should consider working for us:

- National terms and conditions in line with the School Teacher's Pay and Conditions document ("STPCD"), the Burgundy Book (for Teachers) or the NJC Green Book (for Support Staff).
- Automatic enrolment into either the Teachers' Pension Scheme or the Local Government Pension Scheme
- Active focus on wellbeing; the trust and each of its settings are signed up to and committed to the DfE Education Staff Wellbeing Charter
- EAP Health and wellbeing Helpline scheme
- Occupational Health
- Teachers protected PPA and the ability to work from home
- Acknowledgements of special birthdays, retirements and births
- Excellent facilities and working environments
- Access to high quality professional development and progress towards personal learning goals
- A clear progression route supported by rigorous implementation of appraisal systems and Staff Development systems with clear intended outcomes
- Strong, supportive, highly skilled teams with high staffing ratios
- Established Induction processes and support for Early Career Teachers, staff new to schools and staff new to different roles
- Access to CPD and training for **all** staff
- Access to updated technology to enable all staff to be the best they can be in terms of facilitation of teaching and learning
- Many edible treats throughout the year
- Senior Leaders with an open-door policy
- Flexible and Family Friendly Policies



WOODBIDGE TRUST

Here's what our staff and parents say.....

I receive amazing support from everyone at this Trust. I love the fact that my child goes here! This is an amazing Trust with truly amazing staff!

Coming to work each day feels like a privilege

I ADORE working at Woodbridge Trust

100% of staff are proud to be a member of Woodbridge Trust

There is a culture where everyone feels valued and staff are trusted

Being a member of staff at Woodbridge Trust feels like being part of a huge family

The Trust offers Excellent educational needs for students.

I feel very proud and lucky to be a part of the Woodbridge team.

Woodbridge Trust goes above and beyond to support everyone who works for them.



***staff survey 2024**

Woodbridge Trust is a great place to work, with exciting career opportunities for staff to progress.

Leaders are extremely supportive, helpful and welcoming and I already feel like a valued member of the team.

Woodbridge Trust Leadership Framework

Effective Leadership isn't just about holding a position of authority, it's about inspiring and guiding others towards a common goal. The Woodbridge Trust Leadership Framework is closely aligned to our vision and values. The framework emphasises the fundamental abilities, perspectives and characteristics of successful leaders, and is considered essential for all leadership roles within Woodbridge Trust and our settings.

Principles	Leader Competencies
 <p>Develop strong character traits that align to our Trust values: Integrity - Respect - Kindness</p>	<ul style="list-style-type: none"> • To be empathetic and understanding of contexts, timing and personal situations with strong emotional intelligence. • Leadership style underpinned by integrity, respect and kindness; to those around and to self. • Listens to the views of others and acts in line with the values and purpose of the Trust. • Demonstrates the ability to provide honest feedback, address underperformance, with clarity and always in the best interests of the individual, setting and Trust. • Creating a shared vision which balances the rationale of settings to align as one Trust. • A resilient individual, who knows when to and is not afraid to ask for help. • Able to critically question & reflect, whilst knowing when and where that is appropriate. Comfortable to challenge to enable and strive for improvement, equity and fairness. Inclusive in language used and intent of actions. Courage to promote autonomy.
 <p>Collaboratively offer Excellent Education for all</p>	<ul style="list-style-type: none"> • Committed to inspiring successful futures for all at Woodbridge Trust. • Protects time to connect and collaborate with staff across the Trust as a vital part of improvement. Reaches beyond and sees the importance of being outward facing both in terms of own learning and also the civic responsibility to their school, Woodbridge Trust and the larger community. • Actively establishes external relationships and communications, building links and partnerships that are reciprocal and mutually beneficial, aspirational and inclusive. • Can clearly and effectively communicate what success looks like - when to see it and expect it with young people, teams, parents, organisations, the partnership and larger community. Poses a full understanding of current picture - improvement strategies needed and implementing them effectively. • Professional learning is in place for individuals and the team to reach their potential • Visionary and determined, with a commitment to ensure individuals and the team reach their potential.



Ensure everyone is an active and valued member of our community

- Leads a motivated teams where wellbeing is fundamental, time is valued, and all feel safe to contribute.
- Understands and sees the importance of a consistently high performing and functioning team, based on deep knowledge of the people. Uses knowledge of effective teams with clarity around their roles which are underpinned by core values.
- Builds, creates and recruits strong team players, embracing difference and promoting equality, diversity and inclusion.
- Demonstrates operational excellence shown through preparation, professionalism, effective and precise communication.
- Supports and empowers team members to develop their skill set and celebrate success. Inspires and influences as needed – knowing when to support and challenge.



Maintain a strong culture of professional development ensuring excellent teaching, positive relationships and enjoyment every day

- Not afraid to make and learn from mistakes and embrace challenge through engagement in dialogue and professional learning, coaching, training, reading, research. Self-aware with the ability to receive and provide constructive feedback in a way that will maximise impact on behaviours, and on young people.
- Self-reflective with the ability to approach situations with humility, openness and a willingness to listen and learn. Proactive and reactive with a thoughtful and considered mindset allowing flexibility and adaptability. Open minded and able to demonstrate perseverance. Enthusiastic and self-motivated.
- A collaborative thinker and learner who challenges conventional ways of thinking.



Ensure bold and dynamic leaders are developed at all levels to create a culture of continuous improvement

- Leading with purpose across the Trust.
- Creates an inclusive working culture within an environment of challenge and support, where conditions for all to thrive are established.
- Lays the foundations for a culture of high expectations and belief in each other, modelling what can collectively be achieved – a place where great things can happen.
- Works collectively - knowing own role and positive impact on young people.
- Ensures all feel safe to contribute, and there is a fair and inclusive working culture.



Ensure a model of internal challenge and self-review to establish the success of the Trust offer

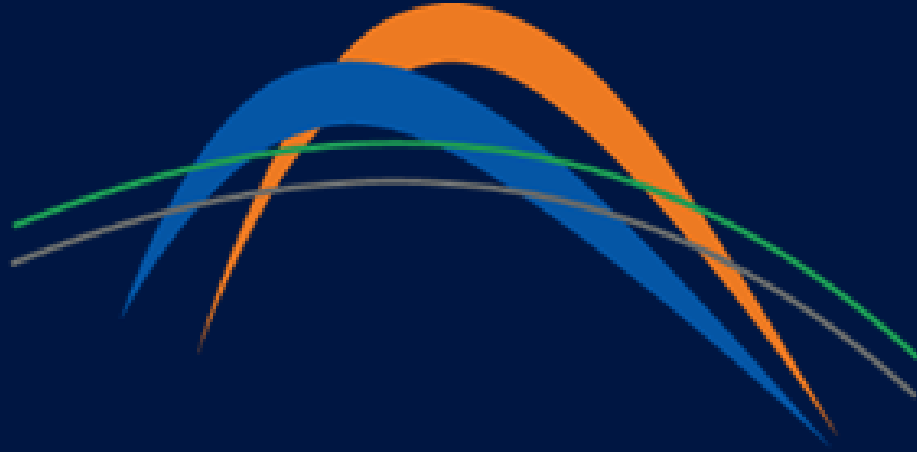
- Enables and celebrates meaningful impact at all levels through people, systems, protocols and actions with a relentless focus on high standards and people thriving.
- Offers professional challenge and support to all colleagues, focusing on the shared purpose whilst modelling **integrity, respect and kindness**.
- Courage to have conversations where impact needs to improve, knowing when to support and challenge.
- Ability to review evidence and data to reach informed judgements.
- Skilled at implementation of planning, ambitious about what improvement looks like and how to achieve and sustain.



Actively seek collaboration to ensure the continuous and sustainable development of our Trust.

- Knows the team, their needs, drivers and motivations, develops trust, making time to listen.
- Sources and implements professional learning to develop others, recognising and supporting needs.
- Identifies plans for effective CPD at individual, team, organisation or partnership level, in line with career stage expectations and succession planning.
- Is clear about the process of leading and implementing change including planning, communicating and adapting as required.
- Engages with experiences and partnerships to support the development of personal and academic potential.
- Ensures the team knows and feels they matter and care, investing in them as a professional.

Please be prepared to be assessed on any of these during the interview process.



WOODBIDGE TRUST

In partnership with...

