



WATLING ACADEMY **RECRUITMENT PACK**

2025/26

ABOUT WATLING ACADEMY



Watling Academy is a thriving secondary school and sixth form situated on the western edge of Milton Keynes, encompassing the Whitehouse and Fairfields developments. Opening in September 2020, our school is a new and vibrant learning community for students aged 11-18. We are excited to have opened the Watling Academy Sixth Form to our first cohort of Year 12 students in September 2025, which will provide further educational opportunities for our students.

The Trust's mission – to provide the highest standards of **Education, Care and Opportunity** for all its students is underpinned by the 'Watling Way', exemplifying our core values of:



RESPECT



RESPONSIBILITY



KINDNESS

These values are not just words; they are integral to the way we interact, learn and grow together as a community. They are embedded in every aspect of school life – within lessons, during extracurricular activities, in social settings and in how we engage with others.

Our broad and balanced curriculum has been carefully designed to meet the diverse needs of our students, preparing them for future success both academically and personally. We are committed to encouraging our students to respect and care for the environment, giving them empowering knowledge to actively contribute to their communities and address sustainability challenges.

At Watling Academy, we believe in nurturing well-rounded individuals who are prepared to make a positive impact on their community and wider world.





WELCOME FROM THE HEADTEACHER

Applying to a new school is the beginning of an exciting journey and we are thrilled that you are considering Watling Academy.

Watling Academy is a school community that puts students at the heart of what we do; we are committed to achieving individual successes for all students, alongside supporting their personal and social development. Our core values of *Respect, Responsibility and Kindness* underpin life at Watling Academy and our most recent Ofsted report highlighted that “students live and breathe these values every day”.

As we enter our sixth year since opening, we continue to grow and develop, with our first cohort of Year 12s starting this year in our newly opened Sixth Form which is a significant milestone for our school. These developments present incredible opportunities for our staff to play a pivotal role in shaping the future of our school community.

The curriculum at Watling Academy has been carefully created by our staff to meet the needs of our school and wider community. Alongside the subject content, it is designed to encompass three key themes:

- Understanding the development of Milton Keynes
- The importance of STEM within our community and wider world.
- Tackling sustainability challenges we face across the globe.

Every member of our staff team is crucial to the success of our school community, bringing our values and curriculum to life. We are looking for individuals who are passionate about helping students to exceed their aspirations and who are ready to create an environment where students are able to learn.

We pride ourselves on offering a supporting and collaborative professional environment. As the school continues to grow, there will be opportunities for career progression and we are committed to supporting you on your journey to surpass your own professional goals.

I would encourage you to explore our website at www.watlingacademy.net for further information about our school.

Helen Fry
Headteacher

STAFF TESTIMONIALS



Head of Year & History Teacher

Working at Watling Academy is a rewarding experience. By being part of the Watling team, you'll feel empowered and valued as a member of staff, and there are plenty of opportunities to leave your own stamp on the school community and develop as an individual. Perhaps the most refreshing part of working at Watling Academy is being led by a Senior Leadership Team that is generous and approachable and offers endless support to all staff.

Family Liaison & Engagement Lead

Watling Academy has allowed and empowered me to use my initiative and professionalism as I support and guide not only students, but also their families. I feel exceptionally blessed and privileged to work with such fantastic colleagues. No matter how challenging and hectic the days are, as a team, we always support one another!

Deputy Operations Manager

Watling Academy is a supportive and friendly environment to work. The school cares about their staff and has various schemes to support wellbeing. SLT are approachable and always willing to support and help you if needed. The Wellbeing Team offer a staff buddy system which is a great opportunity to get to know colleagues from different areas of the school along with birthday buddies and afterschool sports activities for staff, which gets very competitive!

STAFF TESTIMONIALS



Head of Year, Computing & Social Care Teacher & House Champion

Working at Watling Academy has been a transformative experience for me. Starting my career in primary education, the transition to secondary education at Watling has been both challenging and fulfilling. In just two years, I've grown from an ECT to Head of Year, thanks to the school's open & supportive culture, combined with a wealth of resources and the encouragement of my colleagues. I am proud to contribute to the growth of both the school and its students and look forward to continuing this journey.

Deputy SENDCo & History Teacher

What I love most about working at Watling Academy is the people. Everyone is so friendly and helpful. I never have a day when someone doesn't ask me how I am or thank me for something I have done. It makes for a really lovely working environment! I started as an ECT and in 4 years I have been given so many opportunities, that I don't think I would have been offered in many other schools.

Reading Champion

Working at Watling Academy offers an opportunity to join a team of committed individuals who genuinely care about every member of their school community. I felt instantly welcomed into an environment where open communication is encouraged and with a leadership team who are approachable and visible throughout the school. There are many initiatives to actively promote staff wellbeing, maintaining a network of support as the school has grown, and where staff take the time to check in on each other, no matter how busy their own days may be.

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.

