



Oak Trees

MULTI ACADEMY TRUST



WHY JOIN US?

Introduction

Thank you for your interest in Oak Trees Multi Academy Trust. We are looking for talented staff, who share in our vision of 'Achieving Excellence Together'.

We are at an exciting time for our organisation. In 2024 we introduced the Oak Trees Multi Academy Trust People Strategy, a document which shows our clear commitment to recruiting, retaining and rewarding the very best people to work with us.

Our people are our most important resource and our catalyst for change. Are you the one to help us do this? We hope that you find everything you need in this brochure, and welcome you to get in touch with the academy you are applying for with any questions you may have.

Tony Lacey (Chief Executive)



Trust Mission and Values

Our vision at Oak Trees Multi Academy Trust is to 'Achieve Excellence Together'. Underpinning this vision and at the core of everything we do are our Trust values.

Inspiration



Being a positive role model by acting with kindness, honesty and resilience in order to motivate myself and encourage others.

Citizenship



Making a difference to my home, school, community and wider world through showing compassion curiosity and drive.

Collaboration

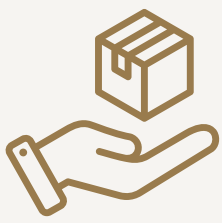


Achieving through actively playing my part and supporting each other to find solutions.

Expression



Having the confidence to present myself freely and honestly. To be receptive to the thoughts and ideas of others.



Our Offer to You

There are a number of offers that you will receive when you join the Oak Trees Multi Academy Trust that makes us stand out as an employer of choice. These include clear career progression paths, comprehensive CPD packages, a workload and well being package and opportunities to create positive change for the communities we serve.





Retain and Develop

We are recognised as a place where staff can develop their careers and achieve their ambitions through high quality professional development.

We offer:

- Career pathways and opportunities for all staff.
- A high quality induction programme.
- Quality and purposeful feedback is offered to all staff on a regular basis.
- Staff led Personal Growth Plans.
- High quality CPD for all staff.
- Executive coaching as an offer for leaders.
- Opportunities for staff to contribute to the central Trust team.



Well Being and Workload

We have built a culture that is pro-active and reflective to the demands and stresses of differing staff roles.

We offer:

- A well being charter.
- Open and approachable leadership teams.
- Strong communication processes that leave all employees informed and up to date.
- Cross school working to share best practice and reduce duplicated work.
- A staff forum committed to reducing workload and creating well being.
- Network meetings that help to form meaningful relationships across schools.
- A staff benefits package.



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Hear From Our Staff

" In 2021 I joined Oak Trees Multi Academy Trust as Headteacher of Great Meols Primary School. Oak Trees has a vision and values which match my own with a commitment to serve the communities in which the schools reside. The Trust's commitment to aligned autonomy has meant I can take the best decisions for my school whilst calling upon the expertise and high quality practices from colleagues across the Trust.

Meeting and working with leaders in schools and the Trust Central Team has helped me to further develop my practice and grow as a leader. I have benefitted from high quality CPD and I am fortunate to be able to have been given the opportunity to shape the Trust's People Strategy as part of the Executive Leadership Team. "

Rob Brown (Headteacher and People Strategy lead)





Hear From Our Staff

"Since joining Oak Trees MAT in 2017 as a teacher, I have been fortunate to embark on a rich and varied professional journey that has profoundly shaped my development as both an educator and a leader.

My initial role as a Lead Professional provided invaluable opportunities to engage in research-based practices, participate in a working group, and offer targeted support to colleagues both within my own school and across other schools in the MAT. This experience not only deepened my knowledge of effective pedagogy but also highlighted the power of collaboration and shared learning.

In 2022, I became an active participant in the Maths Working Group, where I engaged in lesson studies to explore and refine teaching strategies, carried out classroom observations to identify best practices and areas for growth, and contributed to reflective discussions that advanced both my own practice and that of my colleagues. These experiences strengthened my expertise in creating impactful learning experiences and underscored the importance of evidence-informed teaching.

Building on this foundation, this year I have expanded my impact as a Lead Professional by working across the MAT to support colleagues in a range of schools, sharing strategies to enhance pedagogy, teaching, and learning while fostering a shared culture of professional growth.

Alongside this, I took on key leadership roles, including FS2 Lead, where I focused on the development of foundational skills in early years, and UKS2 Phase Leader, overseeing the strategic planning and delivery of curriculum in Upper Key Stage 2. The MAT supported my application and successful completion of my NPQSL. Now, as Assistant Headteacher, I have the privilege of contributing to whole-school improvement and driving strategic priorities, supporting staff to deliver the best possible outcomes for all students.

Each of these experiences has been facilitated and encouraged by the MAT's commitment to professional growth, collaboration, and research-driven practice. The wealth of opportunities I have been afforded, from leading initiatives to engaging in reflective and collaborative work across schools, has allowed me to evolve into a confident teacher and leader. I am deeply grateful to Oak Trees MAT for enabling me to flourish and contribute to its vision of excellence, equipping me with the skills and confidence to make a meaningful difference in the lives of students and colleagues alike."

Ashlee Wise (Teacher, Church Drive Primary School)



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