



HAMWIC  
EDUCATION  
TRUST

*All  
about  
the  
child*

Work with us to make a difference

All  
about  
the  
child



## Welcome to Hamwic Education Trust

Hamwic Education Trust is one of the largest multi-academy trusts in the South of England. Established in 2011, we have a growing number of schools and partnerships spanning across Portsmouth, Southampton, Poole and East Dorset.



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## Work with us

Hamwic Education Trust is fully committed to developing an outstanding workforce. We are a friendly and supportive community of professionals working hard to ensure that our schools are enabling children to grow and develop for the future.

We have talented staff working in leadership, teaching and support roles throughout our schools and committed professionals working in the Managed Services Team covering education, safeguarding, HR, IT, finance and estates. This experienced team supports our schools and is responsible for the successful delivery of our multi-academy trust.

As an employer, we support our staff to grow through continuing professional development and there is a range of apprenticeships and other opportunities available throughout the Trust to extend your knowledge, skills and career prospects.

There is also the opportunity to start a career as

a teacher by applying to join Hamwic SCITT, a school-based route to gaining a Qualified Teacher Status (QTS) and a PGCE. You will train to become a teacher while working in the classroom as part of an established teaching team in one of our Partnership Schools.

Hamwic Education Trust has a successful record in improving schools with 31 Ofsted inspections since 2015, with one school graded as Outstanding, one as Requires Improvement and the remaining 29 schools graded as Good.

In 2021, we launched Hamwic Education Foundation, our fundraising charity that supports some of our most vulnerable and disadvantaged pupils throughout their time at school.

Hamwic Education Trust celebrates the uniqueness of our pupils, our staff and our schools and we aim for everyone to achieve their full potential through the pathways of opportunities available.



## Key facts



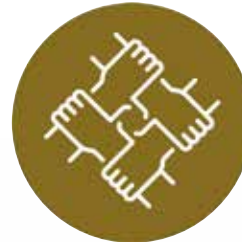
There are **11,405** pupils in our Trust



We have **1,867** staff working for us



We work across **4** local authority areas



We have **6** partnerships



We manage **35** academies

*All  
about  
the Child*



*What  
about  
Sam?*

Ask yourself

## Our ethos – Hamwic Education Trust

At Hamwic Education Trust we are passionate about delivering education and believe that every local school should be good enough for its community. To achieve this aim, we put the child at the centre of everything that we do. This concept is the driving force behind our ethos, vision and values – and also our decision-making.

## Our vision & values

At Hamwic Education Trust we have tried to capture the essence of what we are about in two simple statements.

### ***‘All about the Child’***

*At Hamwic Education Trust, we aim to put the child at the centre of everything we do. We believe that by doing this, it drives our ethos and values to do the best we can for our children.*

### ***‘What about Sam’***

*Sam is the name we have given to the notional Hamwic child. By asking ourselves ‘What about Sam?’ we ensure that we put our pupils at the heart of our decision making.*



## A note from the Chief Executive

*"A key strategy to ensure we do the best by our pupils is our 'one team approach'.*

*Investing in our staff through a strong development programme and a combined common purpose is what underpins our drive for school improvement.*

*Leaders, teachers and support staff at both school and trust level work together as one team to deliver the Hamwic vision."*

Robert Farmer, CEO



## Staff benefits

At Hamwic Education Trust we offer a wide range of staff benefits and passionately believe in facilitating our staff to be able to constantly learn and develop professionally within a supportive community.

We are committed to improving expertise through continuing professional development and place a strong emphasis on this throughout the Trust whether you join us as an experienced teacher, an ECT or a member of our support team.

There are lots of other reasons why you should join the team at Hamwic Education Trust. Here are some of the staff benefits and services that you can look forward to when you join the team at Hamwic Education Trust:

### 1. Progression and Career Development

There have been many successful secondment opportunities which have given employees access to new experiences and cross-phase working – some of which have resulted in promotion to senior posts.

To support your career progression, we have leadership programmes, the apprenticeship scheme (see page 13) and opportunities to enhance current skills or learn new ones through fully funded short courses and professional training. For more information about Continuing Professional Development opportunities – see page 10.

### 2. Competitive Pension Schemes

Hamwic Education Trust employees can be part of a highly competitive pension scheme to help you plan for the future. Our support staff are eligible to join the Local Government Pension Scheme (LGPS) and our teaching staff can join the Teachers' Pension Scheme.

### 3. Generous Holiday Allowance

Support staff receive generous holiday entitlements in the first instance, plus bank holidays and the number of days of holiday increases with the length of service. Many roles at



Hamwic Education Trust are term-time only so if you have a family, you get to share their holidays.

#### 4. Mental Health and Wellbeing

Hamwic Education Trust offers the services of Education Support, the only UK charity dedicated to supporting the mental health and wellbeing of teachers and education staff. All our teachers and education employees can receive immediate, confidential support including advice and counselling by telephone and online.

#### 5. Free Counselling Service

The Employee Assistance Programme (EAP) is a free staff counselling service provided by Hamwic Education Trust and offered through Health Assured. Employees can access confidential counselling intended to deal with personal problems that might adversely impact work performance and health and wellbeing.

#### 6. Employee Benefits Portal

Staff can access a huge range of discounts provided via our partner Sodexo. From discounts that reduce the cost of the weekly shop, to exclusive deals on holidays and keeping active.

#### 7. Gym Membership

Employees can join selected Everyone Active Leisure Centres and pay a special rate per month to include access to the gym, exercise classes and swimming pool.



## Continuing Professional Development (CPD)

Hamwic Education Trust is fully committed to developing an outstanding workforce, where continuing professional development is supported and encouraged and where we can shape the potential of all our staff.

The Trust offers employees several learning opportunities and these include:

- Induction programme for all employees provided at Trust and school level with access to face-to-face training and mentoring
- Accredited and bespoke training programmes run in partnership with external providers, including NPQMH, NPQSL and NPQH for those looking to progress in leadership roles
- Inspiring leadership and Business Manager conferences programmed throughout the year
- Networking opportunities and the ability to work collaboratively to share best practice and expertise with colleagues
- Excellent professional development programme to meet individual needs
- Secondment and career progression opportunities for both teaching and support staff
- Access to a range of apprenticeships at all levels
- A data-rich organisation, developing use of data at all levels to enhance individual teacher knowledge and drive whole school improvements
- Performance management which focuses on developing employee skills and rewarding success





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## Train to teach – Hamwic SCITT

Hamwic SCITT, as part of the Hamwic Education Trust, provides the highest quality training using the full range of our resources and professional expertise. This training is grounded in research-led practice and is focused on helping all young people in our trust reach their very fullest potential.

We believe that the highest quality inspirational teaching and classroom-based action research is the vehicle by which a new generation of inspirational and highly effective teachers will develop.

Every child within our Partnership of schools deserves the highest quality provision. Our new teachers will impact on their lives by improving outcomes and developing confident independent members of the community.

Hamwic SCITT is a school-based route to gaining Qualified

Teacher Status (QTS) and a PGCE is awarded by Bath Spa University. It offers the opportunity to train to become a teacher while working in the classroom and being part of an established teaching team in one of our Partnership Schools. Alongside this practical school-centred training, our trainees engage in research-based enquiry through their PGCE with Bath Spa University





## Apprenticeships

Through access to a range of apprenticeships, employees at Hamwic can receive tailored training and support, whether they are looking to embark on a new career or progress in their current one.

Benefits of an apprenticeship:

- Valuable hands-on experience working whilst learning
- Develop key skills to progress in your working life
- Earn and learn at the same time
- A clear career trajectory with lots of opportunities to progress
- Be 'job ready' for the role you have trained for, with training paid for by your employer and/or the Government
- Working alongside experienced staff that can support and guide

The time it takes to complete an apprenticeship varies but typically it can take between one and four years to complete. Apprentices work towards

the knowledge, skills and performance of their chosen apprenticeship in the workplace, with some programmes being delivered at college/ university or onsite at the apprentice's school base.

At the end of the apprenticeship, employees will receive a certification of any qualifications achieved and guidance as to further progression.

Where possible, employment will be offered to an apprentice following successful completion.

Apprenticeships suitable for schools:

- Teacher Apprenticeship (for those who already have a degree)
- Teaching Assistant
- Early Years Educator
- School Business Professional
- Business Administrator
- Technician
- Facilities Management

## Working at Hamwic Education Trust

There are lots of fantastic opportunities to work at our schools and within the head office. Some roles are available term-time only which may appeal to individuals looking for a more flexible working arrangement. Here is an overview of the types of roles available.

### Managed Services Team

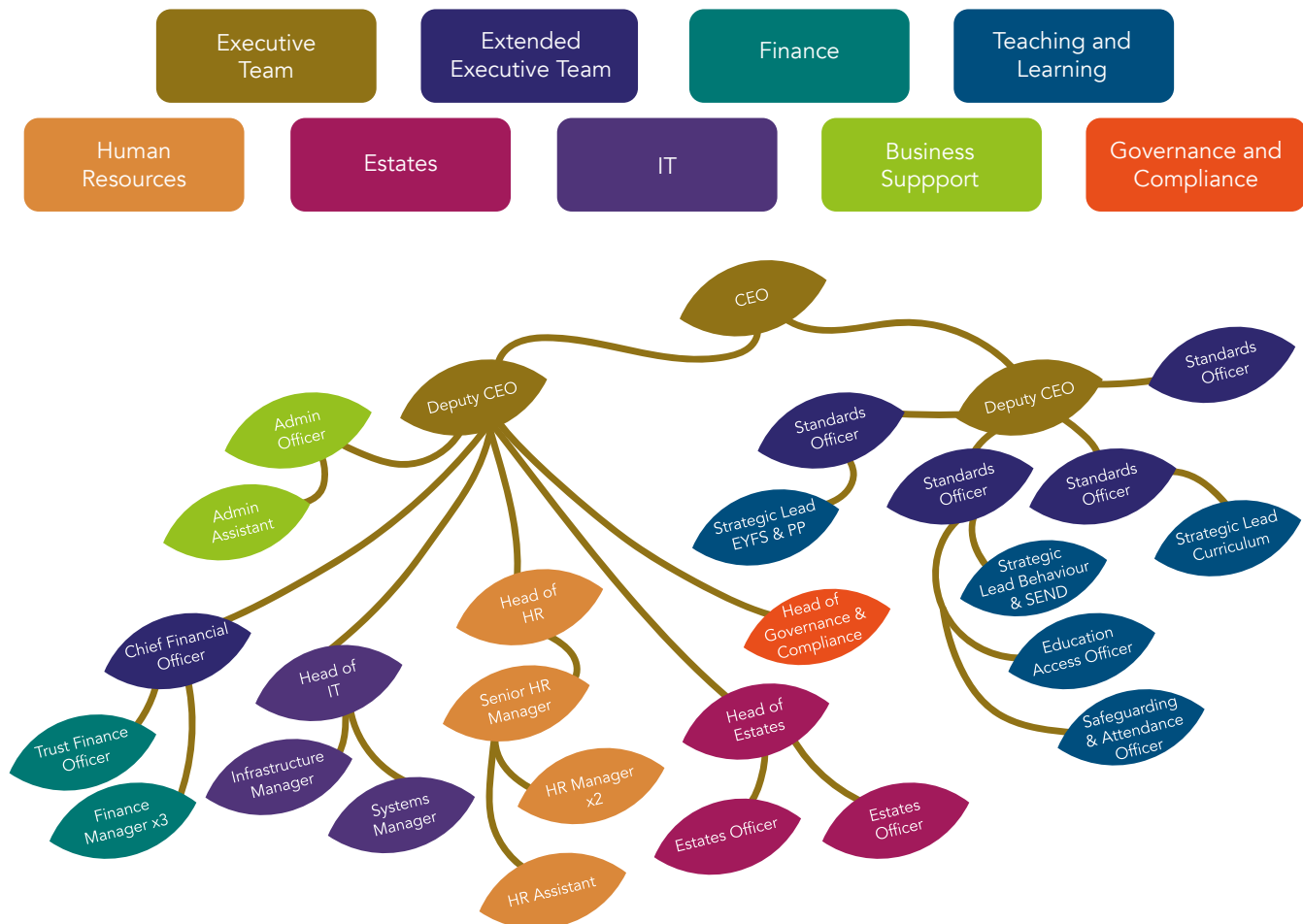
The Managed Services Team is at the centre of our delivery as a multi-academy trust. They

are talented and committed professionals who provide their knowledge, experience and skills to help drive our schools and the Trust forward.

Working in the Managed Services Team will mean you are based in our Southampton head office and depending on your role, you might also regularly visit our schools located across Hampshire and Dorset.



## The Hamwic Organisation & Structure



## Hamwic Education Trust schools

Hamwic Education Trust has a growing number of schools incorporating primary and secondary education and we operate across four local authority areas: Southampton, Portsmouth, Poole and East Dorset.

There is a wide range of opportunities to work in our schools including head teachers, teachers, teaching assistants, site managers, afterschool club supervisors, catering staff, reception staff.







Hollybrook Infant School  
Hollybrook Junior School  
Shirley Infant School  
Shirley Junior School  
Southampton Hospital School  
Upper Shirley High  
Wordsworth Primary School



Beechwood Junior School  
Glenfield Infant School  
Harefield Primary School  
Ludlow Infant School  
Townhill Infant School  
Weston Park Primary School  
Weston Secondary School  
Weston Shore Infant School



Gatcombe Park Primary School  
Westover Primary School



Bearwood Primary School  
Hamworthy Park Junior School  
Henbury View First School  
Hillbourne Primary School  
Lytchett Matravers Primary School  
Springdale First School  
Twin Sails Infant School  
Upton Infant School  
Upton Junior School  
Wimborne First School



Sholing Infant School  
Sholing Junior School  
Thornhill Primary School  
Woolston Infant School



Bishop Aldhelms C of E Primary School  
Livingstone Road Infant School  
Livingstone Road Junior School  
Talbot Primary School



View videos of our staff talking about what it is like to work at Hamwic Education Trust.

## Staff testimonials

Hamwic Education Trust is a friendly and supportive community of talented professionals working hard to ensure that our schools enable children to grow and develop for the future. Here are just some of the comments made by members of our team about what it is like to work at the Trust. You can also view video testimonials from our staff on our website.

### Abbie Wilkinson, Standards Officer

*"Hamwic Education Trust is a family. We're looking out for one another, wanting the best and advocating for the children in our care, and making sure that when they leave us, they have every option available to them."*

### Matt Ankers, Finance Manager

*"I've recently started some CPD and I'm doing my Chartered Accountancy qualification through the apprenticeship levy, and I feel I am able to ask for help and support if I need it."*

### Donna Fox, Standards Officer

*"Working at Hamwic Education Trust is great. It's hard work but the team has fun together and we share together. We're always asked to challenge and think about whether we can do it better, so we're always driving forward."*

### Stuart Bonney, Strategic Lead (SEND & Behaviour)

*"Hamwic supports me to work collaboratively with national organisations in the area I work. This means I have the autonomy to make decisions and know it's based on the latest research and guidance. It really is a forward-thinking Trust."*

### Lucy Farmer, Admin Assistant

*"I've been part of the Hamwic Team for six months now, having worked in a school within the Trust for many years. It has been so lovely to see how passionate the team are about the schools and the children and staff within them."*

## Joining our team & how to get in touch

If you would like further information about working for the Trust, please contact us using the details below:

t: 023 8078 6833

e: [recruitment@hamwic.org](mailto:recruitment@hamwic.org)

## Latest job vacancies

The latest job vacancies for the Trust and our schools are published on our website.

[www.hamwic.org](http://www.hamwic.org)





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