



*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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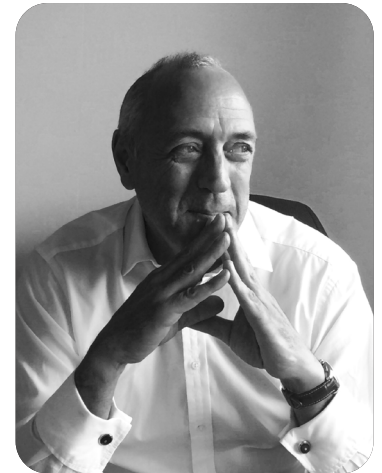
A note from the Chief Executive

"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



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.

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.

Vision

To ensure that all Hamwic pupils are entitled to a quality, enriching experience in all our schools, in a safe, inclusive environment that prepares them for their future and gives access to a range of opportunities for their next steps in life.

Our straplines are 'All about the child' and internally we use the strapline 'what about Sam?'

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.

Vision aims

- All schools are rated at least good by Ofsted
- All pupils make at least expected progress
- High level of attendance for both pupils and adults
- All pupils and adults kept safe and supported in environments that help them flourish
- All schools and the Trust are financially secure
- Governance to be effective and impactful at all levels



Key facts



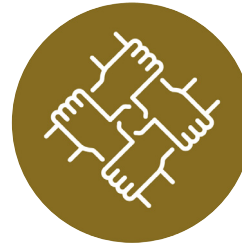
There are **12,112** pupils in our Trust



We have **1,644** staff working for us



We work across **4** local authority areas



We have **6** partnerships



We have **35** academies

*All
about
the Child*



*What
about
Sam?*

Ask yourself



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.

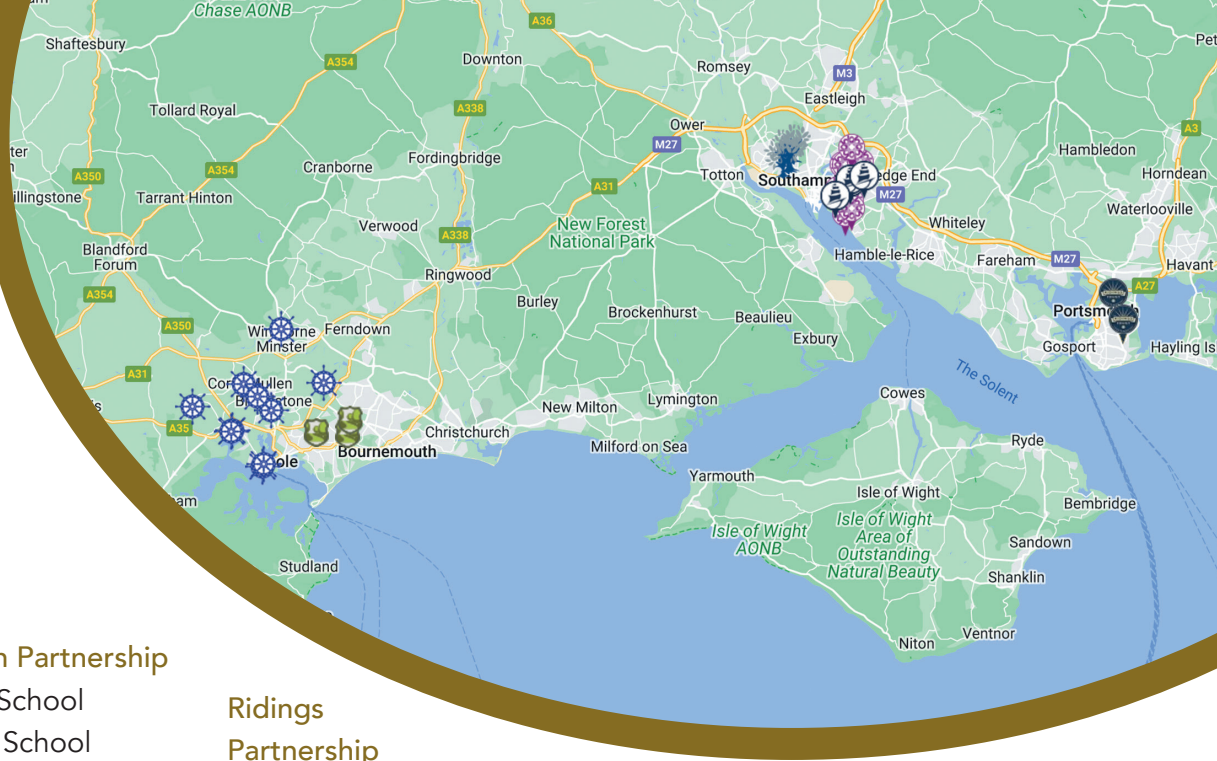
Managed Services Team

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.





Our Schools

Jefferys Education Partnership

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

Edwin Jones Partnership

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

Ridings Partnership

Gatcombe Park
Primary School
Westover Primary School

Hillary Partnership

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

Mayflower Partnership

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

Greenway Partnership

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

Visit our website
to view the
Hamwic Education
Trust Schools



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.



Our pupil entitlement

Our Team Non-Negotiables

- We are One Team
- We care
- We do not have to ask each other more than once
- We have a shared ambition for our schools and pupils and believe in what we do for Sam
- Everyone is equal
- We notice
- We make no assumptions

Strategic Intent

- The strategic intents for 2023/34 are set out below:
- Leadership development at all levels – building capacity
 - o Curriculum: Broad and diverse all through curriculum
 - o Quality First Teaching
 - o High standards of behaviour
- Data use – to use data to inform decision making at all levels.



In addition to the above there will be a focus on English, Maths and Secondary provision.

Apprenticeships

Apprenticeships are available at multiple levels and offer a great way of embarking on a new career or progressing and upskilling in your current one as part of your continuing professional development.

Through access to a range of apprenticeship courses, from level 3 to level 7, employees at Hamwic will receive tailored training and support both from the Trust/School and the apprenticeship provider. Hamwic Education Trust work with award winning and outstanding training providers.

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

Apprenticeships suitable for schools include:

- Teacher Apprenticeship – Level 6 (for those who already have a degree and wish to become a qualified teacher)
- Teaching Assistant – Level 3
- Teaching Assistant SEND – Level 3
- Early Years Educator – Level 3
- Sports Coach – Level 3 or 4
- School Business Professional – Level 4
- Business Administrator – Level 3
- IT Technician – Level 3 or 4
- Facilities Management – Level 4
- Operations/Departmental Manager – Level 5
- Senior Leadership Programme – Level 7



Apprenticeships

Annie Mewett – Level 5 HR Consultant Partner Apprenticeship

'It's been a challenging but interesting experience. A good mix of theory and practical assessments to enhance my exposure, experience and understanding in all HR practices.'



Catherine Smith – HR Support Level 3 Apprenticeship

'I gained my HR Support Level 3 Apprenticeship whilst working dealing with attendance/admissions and some HR. I've since been seconded to a secondary



school as their HR Officer and I'm planning to start my HR People Professional Level 5 Apprenticeship soon. Whilst it's hard work doing an apprenticeship at the same time as a demanding full-time job, in my opinion, it's the best way to learn.'

Esther Willetts – School Business Professional Apprenticeship Standard and ILM Level 4 Diploma for School Business Managers

'Having been in the role of a School Business Manager for the past six years I'm delighted to be able to work towards a School Business Professional Apprenticeship Standard and an ILM Level 4 Diploma for School Business Managers. My Headteacher and the Trust are extremely supportive which means I can fully engage in this exciting new opportunity.'



Continuing Professional Development (CPD)

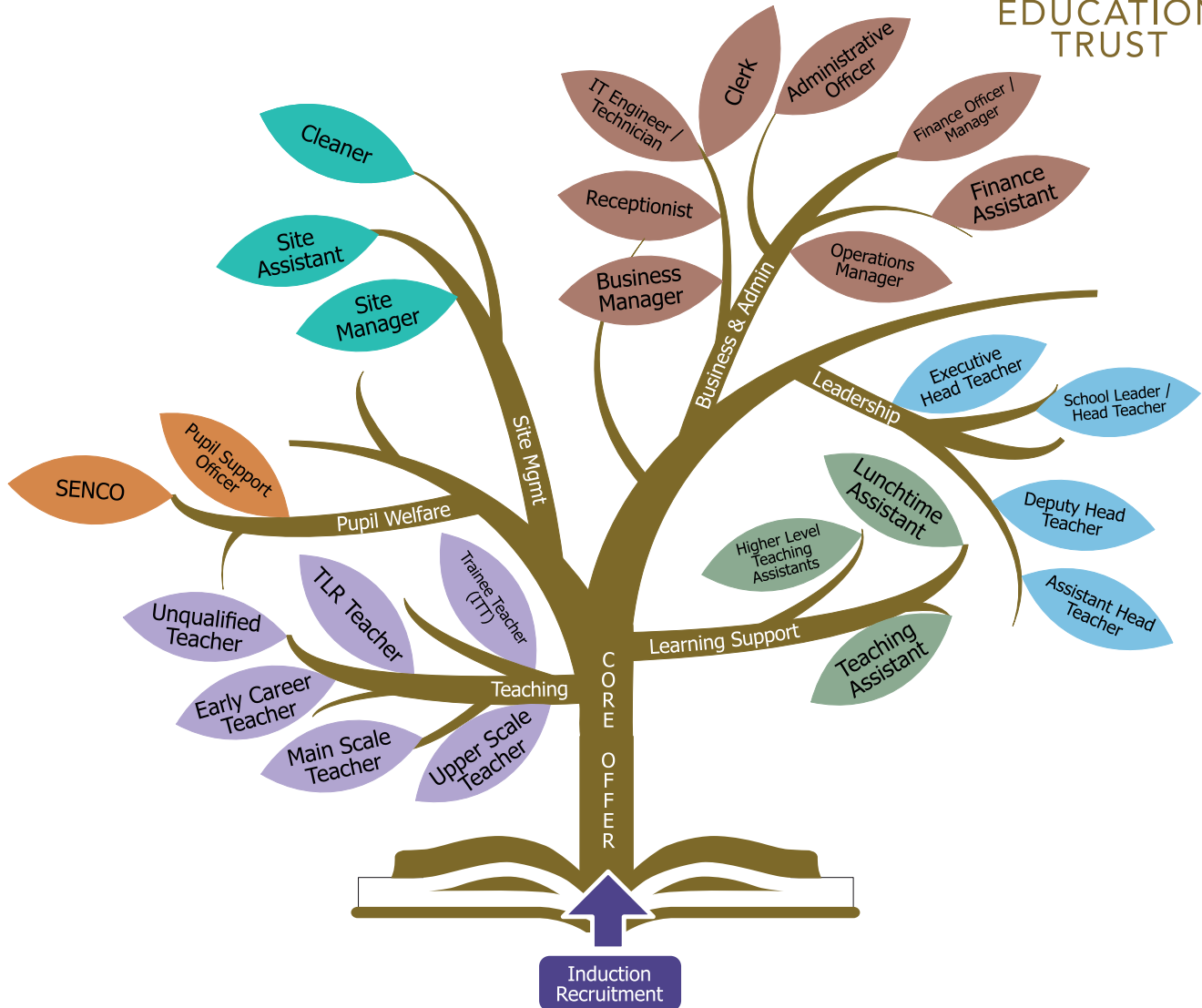
Hamwic Education Trust is fully committed to developing an outstanding workforce, where staff are supported and encouraged to reach their full potential.

Some of the fantastic learning opportunities include:

- Leadership development programmes for all
- Accredited and bespoke training programmes and apprenticeships
- Inspiring leadership and Business Manager conferences programmed throughout the year
- Excellent networking and collaborative working opportunities
- Outstanding professional development programmes
- Secondment and career progression opportunities at all levels

- A data-rich organisation, developing use of data to drive whole school improvements
- Performance management which focuses on developing employee skills and CPD





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.



Julie-Anne Palfrey -
Headteacher

'For me choosing which Trust to work in was as important as choosing the school. At Hamwic I am both well supported and challenged as a leader;

most days I see or speak to someone from the team. "All about the child," is the reality.'

Helen Davis - Business
Manager

'Hamwic have supported me with gaining my School Business Managers L4 diploma and provide fantastic CPD through on the job training and access to courses. I feel really supported in my role and we work as part of a team with the Trust.'





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



Staff testimonials



Neil Davies Site Manager
of Bishop Aldhelm's CE
Primary School

'I've been working for the Hamwic Trust for just over a year as a school site manager. The role is varied and challenging but I've got the Hamwic Estates

team to go to if I'm in doubt of the best way to approach an issue. There are also regular site manager meetings organised by Hamwic to keep us connected.'

Laura Bennett -
Headteacher

'Hamwic Education Trust put quite simply is 'all about the child'. Every decision, every conversation, every support, every challenge, comes back to what is best for the child. As a leader of education, we could not ask for more. Seven years with Hamwic, working in different schools across the trust, I know I have found my home for driving education and my family. A unique set of educationists who really do make a difference.'



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.

Here are some of the staff benefits and services that you can look forward to when you join the team at Hamwic Education Trust:

- Progression and Career Development - Secondment opportunities giving access to new learning and cross-phase working, leadership development programmes, conferences and access to apprenticeship schemes for all employees.
- Competitive Pension Schemes - Excellent pension schemes through the local government and teacher's pension.
- Generous Holiday entitlements for support staff. Many roles at Hamwic Education Trust are term-time only enabling employees to spend more time enjoying the things they want to do.
- Mental Health and Wellbeing – support offered through a number of services including free confidential counselling and access to the Trust's Mental Health and Wellbeing Practitioner.
- Employee Benefits Portal - staff can access a huge range of discounts provided via our partner Vivup. From discounts that reduce the cost of the weekly shop, to exclusive deals on holidays and keeping active.

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

Latest job vacancies

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

www.hamwic.org





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