HAMWIC EDUCATION TRUST

Weston Park Primary and Weston Shore Infant Schools

APPLICANT PACK

Welcome to Weston Schools

Safe - Responsible - Respectful

Weston Park Primary School and Weston Shore Infant School share a clear and ambitious vision for the future:

to create endless opportunities for our children

We are two schools united by one strong, positive staff team. We believe that children thrive when policies are implemented consistently and with care. Our team is passionate about the transformative impact that educators can have on a child's learning and life chances. We want our children to have choices, to follow their passions — and to do that, they first need a great education.

We also believe that working successfully with children and the wider community requires staff who are passionate, positive, and committed. That's why staff well-being is a top priority. We operate as a highly effective team across two sites, and we are proud to offer professional development that is second to none. Our coaching-based approach supports staff in achieving their goals and growing as reflective, skilled practitioners.

We are passionate that our unique children deserve to be equipped with the essential knowledge and skills needed to be successful: in the next stage of their education; in their homes; in their local communities and in the wider world. Our curriculum reflects our ambition that every child is able to make safe choices and develops a deep spiritual, moral, social and cultural understanding.

QR Code for a virtual school tour

We aim to put the child at the centre of everything we do. We are aspirational for every child. Through staff dedication, commitment and a consistent approach, we aim to create opportunities, possibilities and choices for children that could be endless.

Welcome to Weston Schools

We aim to provide equal opportunities for all groups of children and therefore our main objective is to safeguard the interests of all children and staff and enable them to learn and to teach. We believe that preventing inappropriate behaviour is more effective than simply reacting to it when it occurs.

Weston Park pupils throw support behind UK City of Culture 2025 bid

Our aim is to create a safe, positive and productive learning environment based on the principles of consistency, fairness and engagement.

If you'd like to join our team, you'll need to be a true team player — open to development, reflective, and committed to high standards for yourself and others. Most importantly, you'll be ready to make a meaningful impact on the lives of children who need us to be fair, consistent, and determined to provide a balanced, inspirational, and progressive learning experience.

The Schools hosted their annual 'World Cup' competition. The children have competed alongside and against their teachers at an annual football match

We warmly invite you to meet our team, meet our children, and see for yourself the difference we're making — and the difference you could make.

Weston Park and Weston Shore are a fully inclusive and accessible schools where every pupil is treated and provided for as an individual.

School vacancy page

www.weston-park.org.uk **recruitment@weston-park.org.uk** **02380 448962**

Key facts about our school

1 mile from Weston Shoreline and 2 miles from Southampton City Centre

Over 85 Employees across the Federation

Ofsted Good Provider

'Staff enjoy being part of the Weston team and enthuse about their many professional development opportunities'. Ofsted Oct 2023

Schools across Hampshire and Dorset competed against each other for their own version of the Olympics in Southampton, coined 'The Weston Olympics'.

Weston Park Primary

515 Children

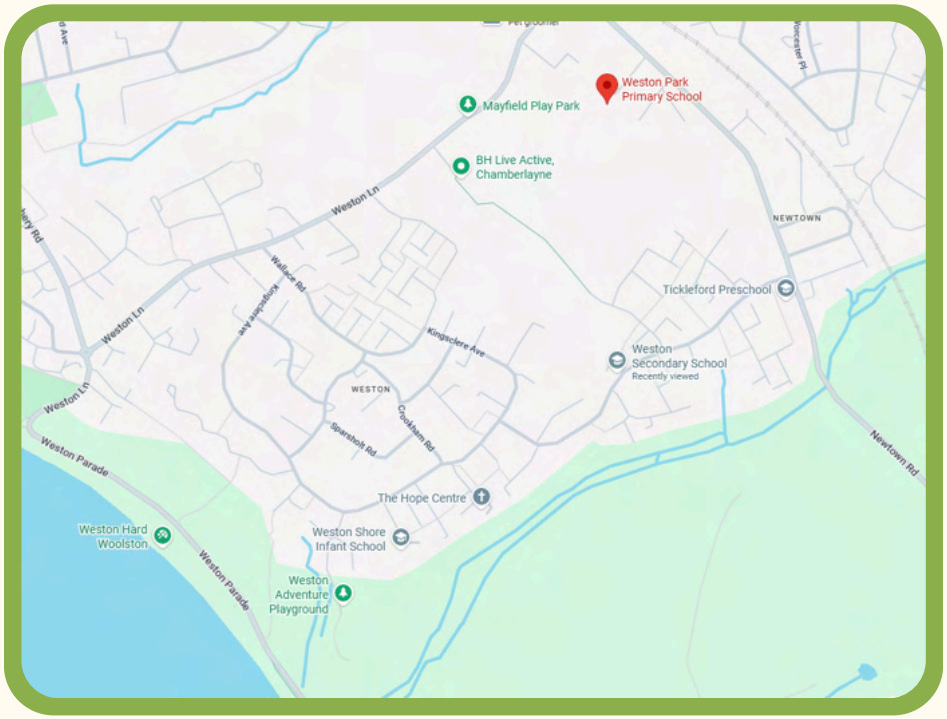
18 Classes 6 in KS1 & 12 in KS2

Edwin Jones PARTNERSHIP

Weston Shore Infant

90 Children

3 Classes

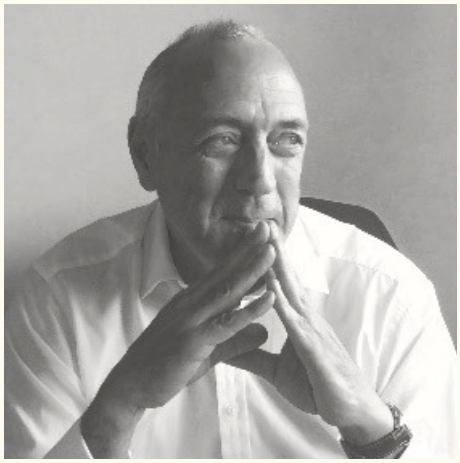


Champion School – Little Wandle Letters and Sounds Revised

Proud to be a Little Wandle Champion School

We meet the Little Wandle 16 Standards of Excellence and share our best practice with other member schools

Welcome



I would like to welcome you to the Hamwic Education Trust and introduce you to our organisation.

As Chief Executive Officer, I have responsibility for the organisation of HET and the schools within it. Working alongside a strong executive team, talented school leaders and dedicated managed services staff, I co-ordinate the work of our schools on behalf of the trustees, governors, school leaders and staff members who represent our community.

HET is a learning community of schools working collaboratively together to nurture and develop our pupils, improving and widening their opportunities for the future. We celebrate the uniqueness and individuality of our pupils, staff and schools and bring professional expertise and experience together striving to secure the highest possible achievement for all.

I hope you share our sense of excitement to pursue the opportunities that will further build on the successes of HET to meet the needs of our local communities, within the context of a rapidly developing educational landscape.

Robert Farmer
Chief Executive Officer

Vision & Ethos

HAMWIC EDUCATION TRUST

Vision:

At Hamwic, we are dedicated to ensuring that all our pupils receive a high-quality, enriching learning experience in a safe and inclusive environment. Our commitment to excellence is reflected in our broad curriculum, which not only prepares pupils for their future but also opens doors to a diverse array of opportunities.

Ethos: "All About the Child"

We place the child at the heart of everything we do. By asking "What about Sam?"—our notional Hamwic child—we ensure that our pupils are always at the centre of our decision-making processes. This approach drives our ethos and values, motivating us to do the best we can for every child.

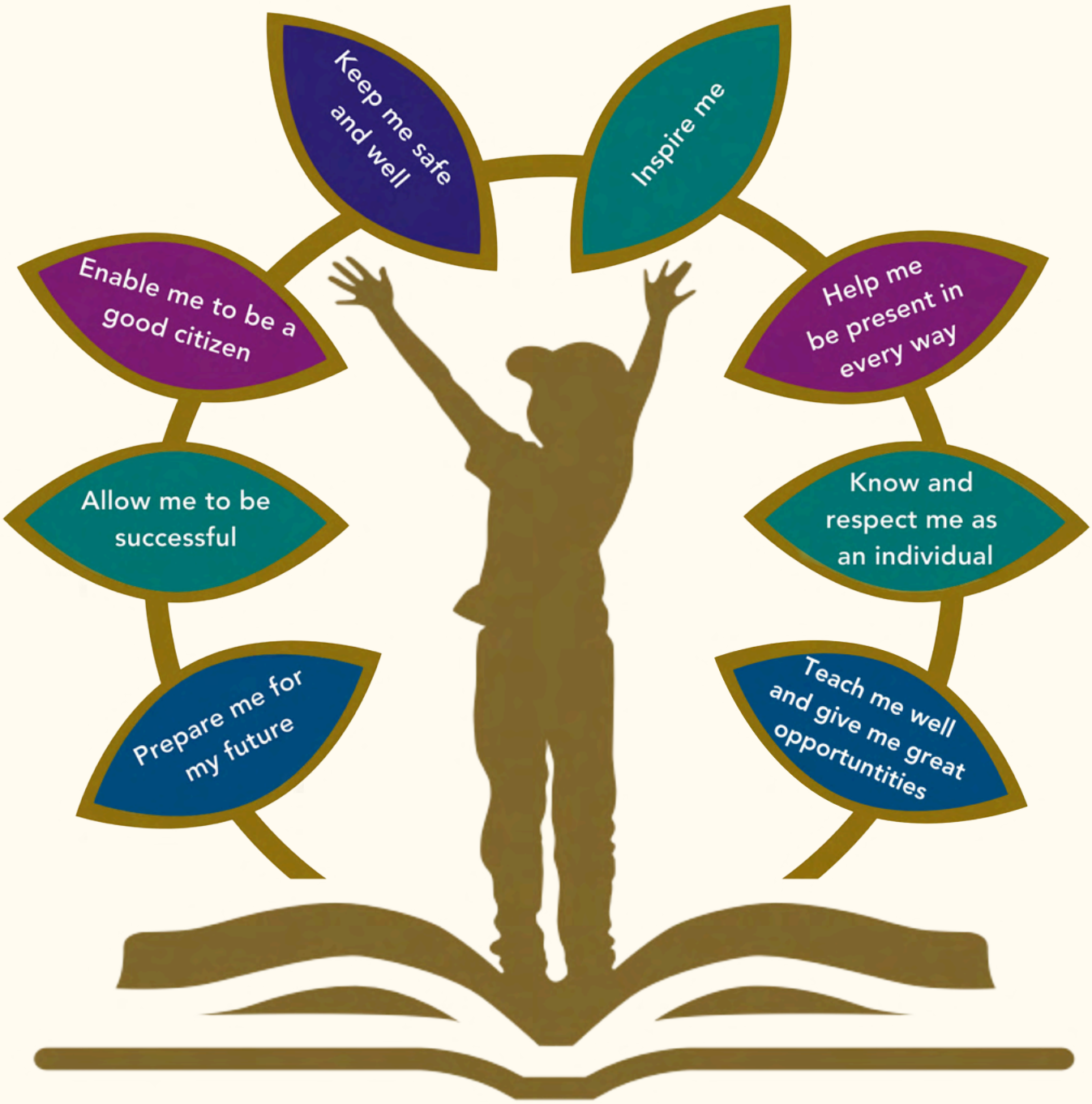
Strategic Aims:

All pupils and adults within HET flourish as individuals and together in a safe, inclusive environment to promote learning by:

- All pupils making exceptional progress and outcomes are reliably above average
- High levels of attendance for all pupils
- All adults excel in their roles and reach their full potential, supported by high levels of attendance and a strong commitment to professional development
- All schools rated at least 'expected' by Ofsted across all categories
- All schools and HET being financially secure
- Governance is purposeful at all levels and contributes to the success of pupils and adults
- Embracing technology and being at the forefront of innovation and technology to empower pupils and staff with the right tools to enhance education.

Vision & Ethos

HAMWIC EDUCATION TRUST



Sam's Entitlement

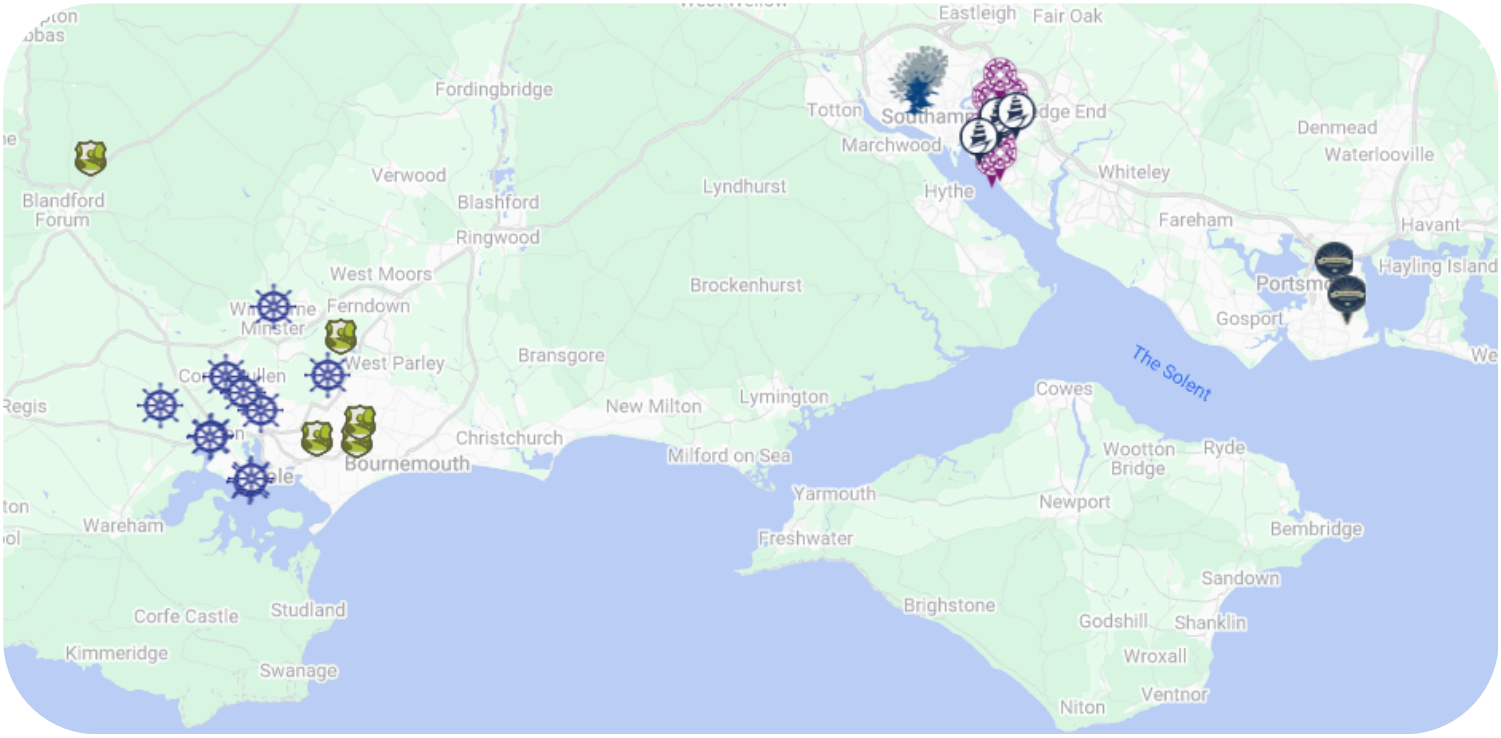
What sets us apart?

All about the child

HAMWIC EDUCATION TRUST

HET'S APPROACH

- Embrace technology and be at the forefront of innovation to empower pupils and employees with the right tools to enhance education
- HET and Schools work in partnership collaboratively. We succeed together (One Team)
- We take a collective responsibility for delivering excellence for all our schools
- We don't believe in a standardised approach to education
- We celebrate individuality – not corporate education
- We are a learning organisation committed to improving ourselves and others
- Our schools help shape HET and what we offer
- Our strength is our people, who we value and develop



Key information about HET

HAMWIC EDUCATION TRUST

HAMWIC SUPPORT SERVICES

All about the child

HAMWIC EDUCATION FOUNDATION

There are **12,197** pupils in our Trust

We have **1837** staff working for us

We manage **37** academies

We have **6** partnerships

We work across **4** local authority areas

HET Partnerships & Schools

HAMWIC EDUCATION TRUST

Jefferys Education Partnership
Southampton

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

Mayflower Partnership
Southampton

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

Hillary Partnership
Poole/Dorset

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

Edwin Jones Partnership
Southampton

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

Greenway Partnership
Poole/Dorset

Bishop Aldhelms CE Primary School
Livingstone Road Infant School
Livingstone Road Junior School
Pimperne Primary School
Talbot Primary School
Hampreston CE VA School

Ridings Partnership
Portsmouth

Gatcombe Park Primary School
Westover Primary School

Work with us

HET 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 employees 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 HET to extend your knowledge, skills and career prospects.

HET 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.

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 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

HET Foundation

HAMWIC EDUCATION FOUNDATION

Launched in 2021

The HET Foundation is our fundraising charity to provide support for some of our most vulnerable and disadvantaged pupils throughout their time at school. Supporting our pupils is a priority and this Foundation enables HET to help those who need it most. They aim to provide for basic needs and support pupils in ways that will boost their learning, confidence and self-esteem.

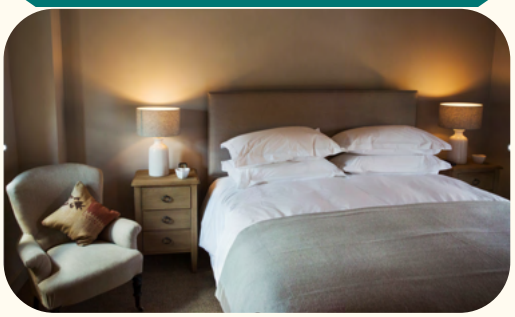
The Foundation provides:

Christmas boxes to over 500 children each year

Music lessons and school trips

Family welfare support

White goods, furniture and beds to families



There are at least two fundraising events every year involving pupils, parents and employees from across HET.

Please use this QR code for more information

Benefits of working with us

HAMWIC EDUCATION TRUST

You will be part of a team that is committed to making a difference to the lives of all employees, children and communities our schools are in.

Career development

HET has a strong culture of collaboration and best practice, with professional development and career planning at its centre. No matter what stage in your career, or what role you do, HET invest in all employees with coaching, mentoring and a wide range of training programmes, qualifications and opportunities.

Financial Well-being

Competitive pension schemes, plus enhanced AVC scheme for support staff

Automatic pay progression

Enhanced Paternity pay

Discounts on shopping, leisure and travel

Eligible for Blue Light Card

Health & Well-being

Employee assistance programme that offers face to face counselling sessions.

Plus, free access to a digital gym, wellbeing studio, podcasts, nutritional recipes and guides and much more!

Generous annual leave entitlement for support staff

Free access to Headspace app

Flexible working approach

Applying for a position

If you would like to join our team, or find out more about working for HET, please visit our website for your next exciting role. We are always looking for talented individuals who want to make a difference. Our latest job vacancies for the managed services team and our schools are published on our website.

visit: **www.hamwic.org**
email: **recruitment@hamwic.org**
tel: **02380 786833**

Use the QR code to go to our vacancies page

Applying for a position

Please visit our website for information about a role and complete and submit an application form. We encourage you to apply as soon as possible as we may interview and offer to an applicant before the closing date should we receive sufficient applications.

Safeguarding statement

Hamwic Education Trust (HET) are committed to safeguarding and protecting the welfare of our pupils and we expect all staff and volunteers to share this commitment.

All posts are subject to a safer recruitment process which includes enhanced criminal record and barring checks, scrutiny of work and training history, robust referencing, and other vetting checks.

Our safeguarding system is underpinned by a range of policies and procedures which encourage and promote safe working practice across HET.

All HET employees will be required to undergo continuous professional development to maintain safe working practices and to safeguard our pupils.

Equality, diversity & inclusion

We aim to ensure that no job applicant suffers discrimination because of any protected characteristics. When recruiting or on promotion, we will aim to take steps to improve the diversity of our workforce and provide equality of opportunity. Our recruitment procedures are reviewed regularly to ensure that individuals are treated on the basis of their relevant skills and abilities.