



Vale Academy Trust

Recruitment and the Vale Academy Trust

Welcome to the Vale Academy Trust. I am pleased that you are considering working within our multi academy trust. The Trust was formed by local Headteachers and governors in October 2013. All of us felt that by forming a multi academy trust we would be able to support each other through challenging and changing times. We also realised that by working together we would be able to offer our staff far more opportunities. Since October 2013 our Trust has grown significantly within the local area of South Oxfordshire. We now work with six schools and support the educational provision for children from 3-18, including King Alfred's Academy which is currently graded as outstanding and is a National Teaching School. There are also five excellent primary schools within the Trust and more will join over the coming year, along with at least one other secondary school. We are also developing excellent links with a number of pre-school settings linked to our academies and it is expected that many of these preschools will become part of the academy trust over the coming year. Currently, we are responsible for the education of approximately 3300 young people and almost 500 members of staff spread across our schools, making us the largest employer within the local area. We expect our Trust to double in size within the next few of years.

Continuing professional development is at the heart of our Trust. We have a proven track record of developing our own leaders and this applies from trainee teachers through to headship. The Trust works very closely with Oxfordshire Teaching Schools Alliance (OTSA) to identify, recruit, train and develop staff at every level within our academies.

Newly qualified teachers are supported not only within each academy; they are also able to access development opportunities across our Trust and within OTSA. Young leaders are identified early and are offered a wide range of additional opportunities to sample leadership in a supportive way. Middle leaders have the chance to work with teachers in a similar role across our academies and we do all we can to look to promote from within the Trust.

For senior leaders the Trust will offer extensive opportunities to work with other leaders and Headteachers across the Trust. They will also have the opportunity to complete the OTSA Growing Future Leaders programme and will, where appropriate, be supported as they prepare for headship.

Additionally, the Trust supports staff in many other ways. There are wide-ranging opportunities linked to staff wellbeing across the Trust, including regular social events, staff weekends away and subsidised use of the swimming pool at the local leisure centre. The range of extra-curricular activities on offer involving taking young people all over the world is second to none within our Trust.

There is a growing Central Team of staff linked to Teaching and Learning and other key services within the Trust including; finance, operations, human resources and IT. The aim is to support the staff within each academy with excellent 'back office' services so that the main focus is on high quality teaching and learning.



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If you are successful in your application and join our multi academy trust, you will become a member of a dynamic, exciting and friendly group where we support each other whilst those who want to progress rapidly will have every opportunity to do so.

We look forward to welcoming you if you decide to join us.

A handwritten signature in black ink, appearing to read "Simon Spiers".

Simon Spiers

Chief Executive – Vale Academy Trust
National Leader of Education