

Working at Westfield Academy



Striving for excellence

Westfield Academy strives for excellence everyday and cares deeply about students' education. We look for passion and dedication in all our teaching and support staff, including its leaders. After all, it's what makes us thrive and continually improve the education we offer.

The students are from a range of diverse backgrounds, who are keen to learn and view school as an opportunity to broaden their future prospects. Our students have a wide range of talent outside the classroom in sport, music and creative arts.

Our vision and values

Our Academy values of **Believe** | **Strive** | **Achieve** are driven through all student and staff conversations and in every lesson. Working independently and collaboratively, staff work tirelessly to ensure all students are offered the same varied and abundant experiences, irrespective of their background. As a member of staff, you will be equally supported by our collaborative culture, providing you with the platform necessary to succeed in your chosen field.

Our environment

Westfield Academy enjoys state-of-the-art facilities such as purpose-built Drama, Music, Art and DT classrooms, a number of fully stocked ICT rooms, a Dance Studio and a Multifaith Prayer Room. There is also a detached Sports Centre, newly renovated with a Functional Fitness Suite and Gym.

Training opportunities

We offer a teacher professional improvement programme tied into appraisal, which includes a specialist induction programme for ECTs. Trainee teachers also have unlimited access to opportunities for self-development and intensive weekly Continuing Professional Learning (CPD). Support staff are given the opportunity to train in parallel with teaching staff, ensuring the needs of our students are met from all levels within the Academy.

We also have a variety of CPD pathways to support you through whatever education pathway you wish to develop, as well as delivery on all of the NPQ courses.

Our involvement with Hertfordshire University and the Assessment Only Teacher programme, London Metropolitan University and Coventry University for PGCE placements has enabled us to train and recruit fantastic and committed staff.

Staff wellbeing

Workplace culture and the happiness of our staff is paramount. In our commitment to our wellbeing strategy, we offer a range of benefits and support to our staff. Some of the key benefits are:

- a whole school wellbeing strategy for staff and students alike;
- gym and functional fitness suite for staff and students;
- weekly 'Butterfly' sessions for teaching staff to encourage / improve upon teaching capabilities;
- average of 7-8 INSET days throughout the year with flexibility to add additional days if required;
- workload challenges are understood – publicised deadlines and annual calendar consultations;
- marking policies are adapted on department basis and actively encourage collaborative planning;
- after school activities, arranged by staff internally, such as Badminton, Yoga, Football and Tennis;
- two canteens, both of which can be used by staff, serving hot and cold food;
- annual Christmas party, funded in part by our Trustees, and an end-of-year summer BBQ;
- cycle to work scheme, with ample space for bike storage;
- occupational health referrals;
- annual flu vaccinations for all Academy staff, where needed.

Our commitment to you

The Trustees, Headteacher and Senior Leadership Team are extremely keen to continue to recruit high quality staff to the school. They are committed to supporting professional development and ensuring that Westfield Academy continues to be an inspiring and supportive environment in which to work.

T. Body BA (Hons), MA Headteacher



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