

**FAIRFAX**

MULTI-ACADEMY TRUST

**Enriching Lives and  
Transforming Futures –  
starting with **you.****

# Welcome from the CEO

Dear Applicant,

Thank you for your interest in joining the Fairfax Multi-Academy Trust (FMAT) team. I hope that the information in this pack is valuable in providing you with the information you need to assist you in your application and, more importantly, help you to develop your understanding of what it means to work within the FMAT community and its family of academies situated across the West Midlands.

FMAT was established in 2014 by a group of dedicated individuals who were committed to “*enriching the lives and transforming the futures*” of our students. Over the last decade, we have created efficiencies by centralising various business and educational teams and improved outcomes through strategic collaborative work, all of which is of great benefit to our students, staff, and the wider community.

Our vision is that every child within the Trust, regardless of their background, will attend an Academy that offers an outstanding quality of education.

What do we mean by ‘outstanding quality of education’?

- ◆ Every child is recognised as an individual and has access to first-class pastoral care because we want them to be happy.
- ◆ Every child benefits from a wide range of enriching opportunities because we place great emphasis on their personal development.

- ◆ Every child benefits from dedicated leaders, teachers and staff who are relentless in their ambition to improve the quality of teaching in our academies because we know excellent teaching is key to transforming the futures of our students.

Further information can be found [here](#).

Wishing you every success in your application.



**Simon Jones**  
CEO



# Welcome from the Chair

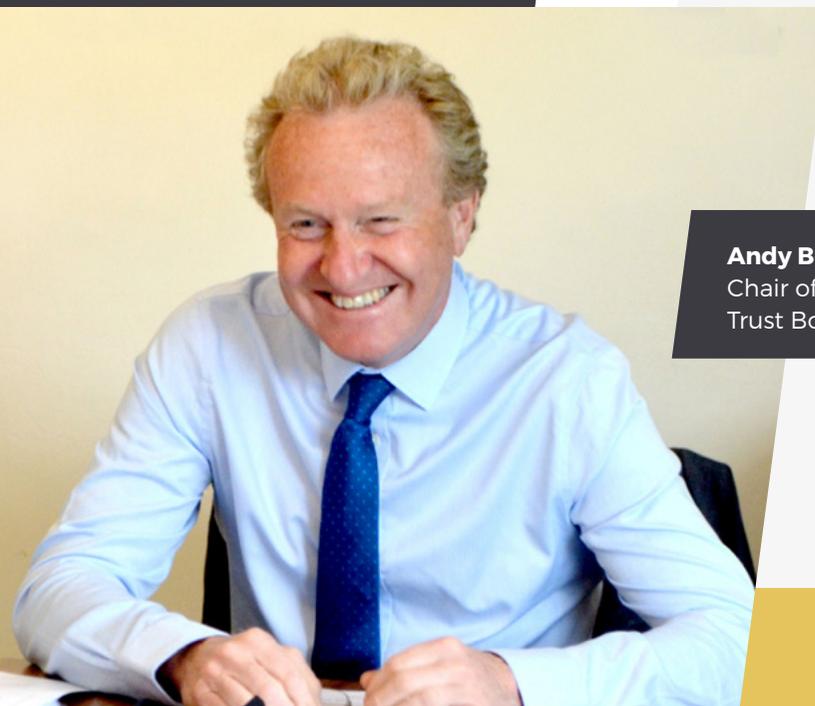
FMAT is governed by the Board of Directors, a group of individuals who are dedicated to volunteering their professional expertise and time to support the Trust. Their responsibilities include holding the CEO to account for the educational performance of the organisation and its students, the effective and efficient management of staff, overseeing the financial performance of the organisation (making sure money is well spent), and ensuring clarity of vision, ethos and strategic direction for the Trust and its Academies.

Our mission is to “enrich the lives and transform the futures” of every one of our students, and we achieve this by ensuring students have access to a broad and wide-ranging curriculum whilst being supported in a structured, kind and caring environment. Placing a great emphasis on personal development, too, students also have access to a variety of extracurricular opportunities.

The Trust is a values-led organisation underpinned by the following five values:

- ◆ **Excellence:** We strive for the highest quality to ensure excellent outcomes and personal achievements.
- ◆ **Dedication:** We believe there is dignity in hard work and effort.
- ◆ **Ambition:** We aim to be the best that we can be in all that we do.
- ◆ **Integrity:** We believe in openness and honesty and have a real sense of moral purpose.
- ◆ **Tradition:** We believe in good manners, kindness and respect.

We welcome applicants who share our key values and can contribute to delivering the Trust's mission.



**Andy Best**  
Chair of the FMAT  
Trust Board



# Vision & Values



## OUR MISSION

Our Trust was formed in 2014 and has grown to include four academies, which provide education to over 4,000 students within the Birmingham and Solihull regions. The Trust is firmly rooted in its mission to 'enrich lives and transform futures', and our moral purpose ensures that we aim to achieve this within a diverse range of communities, serving children from ages 4 to 18 years.

We achieve our mission by ensuring our students access a broad and wide-ranging curriculum whilst being supported in a structured, kind and caring environment. Our students have access to extensive extracurricular opportunities because we place great emphasis on their personal development.

## OUR APPROACH

FMAT's philosophy is that each Principal leads and make decisions within their Academy whilst operating within a framework that adheres to the Trust's Mission, Vision and Values.'

The Trust's Strategic Aims filter down into every area of our organisation through the Annual Delivery Plan, Academy Improvement Plans, and individual Performance Management Objectives, which ensures that all employees are ultimately working together to achieve our mission to "Enrich Lives and Transform Futures".

Centrally, there is an established business function, which includes Finance, HR, Estates, Communications and Marketing, Data and Governance. Within the central Education Team is the School Improvement Team (SIT), which includes Leads in the following areas: Pastoral, Maths, English, SEND and Professional Learning. Following the Trust's Model of School Improvement and using the concept of CSI (Challenge, Support and Intervention), they support our Academies to bring about improvements.

## OUR VISION

Our vision is that every child within the Trust, regardless of their background, will attend an Academy that offers high-quality education.

This means:

- ◆ Every child is recognised as an individual and has access to first-class pastoral care because we want them to be happy.
- ◆ Every child benefits from a wide range of enriching opportunities because we place great emphasis on their personal development.
- ◆ Every child benefits from dedicated leaders, teachers and staff who are relentless in their ambition to improve the quality of teaching in our academies because we know excellent teaching is key to transforming the futures of our students.

## OUR VALUES

Our mission and vision are underpinned by our values, which guide all our activities every single day in order to support all our students to achieve their full potential regardless of background.



### EXCELLENCE

We strive for the highest quality to ensure excellence in outcomes and personal achievements.



### DEDICATION

We believe there is dignity in hard work and effort.



### INTEGRITY

We believe in openness and honesty and have a real sense of moral purpose.



### TRADITION

We believe in good manners, kindness and respect.



### AMBITION

We aim to be the best that we can be in all that we do.

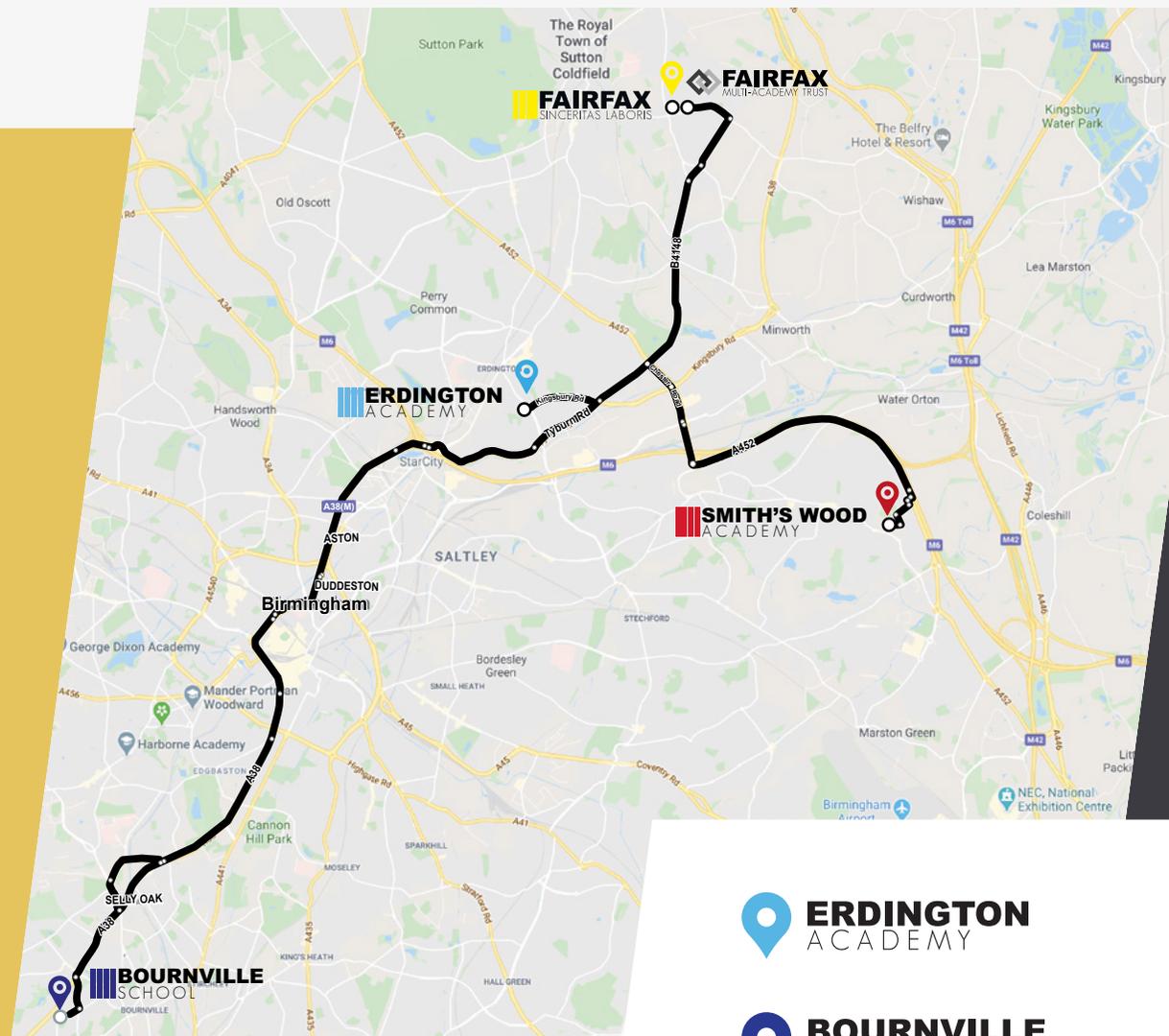
# Our Academies

Our four academies in and around Birmingham offer a high quality of education, recognising that all our children are individuals and delivering exceptional pastoral care to ensure their happiness.

Whilst we place strong emphasis on academic achievement, we take a holistic view of education and maintain exciting extracurricular programmes to create the well-rounded young adults of tomorrow. We're also creating outstanding careers that could take you anywhere within our network – and take your future anywhere you want to go.

FMAT's philosophy is that each Principal leads and make decisions within their Academy whilst operating within a framework that adheres to the Trust's Mission, Vision and Three-Year Strategic Aims.

Read on to discover more about each of our fantastic schools.



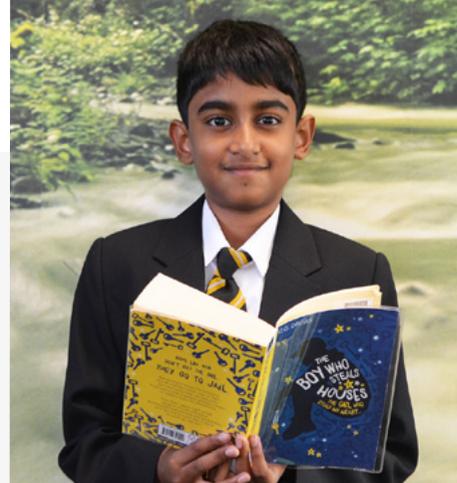
 **ERDINGTON**  
ACADEMY

 **BOURNVILLE**  
SCHOOL

 **FAIRFAX**  
SINCERITAS LABORIS

 **SMITH'S WOOD**  
ACADEMY





## ERDINGTON ACADEMY

In the centre of cosmopolitan Birmingham, Erdington Academy offers a calm, purposeful environment that stimulates and recognises excellence. Converted to an Academy in 2016, the school is proud to be a popular, oversubscribed choice within the area.

Deeply committed to traditional values of hard work, respect and courtesy, Erdington does whatever it takes to create confident, responsible citizens who excel in modern Britain, whatever their backgrounds.

With an exceptional extracurricular programme, Erdington is determined to improve the current Good Ofsted ranking to become Outstanding. Your talent will help us make it happen.

Erdington has a strong culture of sharing practice and development in a supportive and nurturing professional environment.

## BOURNVILLE SCHOOL

Bournville is a traditional all-through school with a proud history and a bright future. Passionate about ambition, dedication, integrity and excellence, the school wants the very best for its students and actively challenges them to shape their lives and those of the people around them.

In a modern setting with a large staff car park, Bournville educates students from early years to Year 11, which brings the advantage to everyone for consistency of not having to change schools at different times of a child's school life. This also means the school staff know the students very well as they grow up.

While the most recent Ofsted inspection found that the school 'Requires Improvement', it has a far-reaching transformation plan in place. You can be part of it and be the catalyst that takes us to the next level.

## FAIRFAX SINCERITAS LABORIS

Fairfax Academy is a unique place of education that instils the values of *Sinceritas Laboris* (dignity in labour), which serve as the cornerstone of the school's educational philosophy.

With an emphasis on good manners, kindness and respect, we have a real sense of moral purpose that is reflected in the well-rounded, high-achieving young people that attend the school.

Equally passionate about building fast-paced careers, Fairfax Academy is excited by the prospect of moving from Good to Outstanding with your assistance.

Recognising the importance of staff wellbeing, the school has implemented a comprehensive support system to ensure that our educators and support staff thrive both personally and professionally.

## SMITH'S WOOD ACADEMY

Smith's Wood Academy in Solihull aims to offer an outstanding education to 900 students from Year 7 to Year 11.

Recognising that every child is an individual, the school places strong emphasis on pastoral care and a rich extracurricular programme that releases potential and creates a lifelong love of learning.

With the school's last **Ofsted inspection** rating the school as Inadequate, there is much to be done – meaning you can look forward to the challenge of your career as you help turn the school around and begin the transformational journey towards Outstanding.

# Birmingham

Birmingham is the UK's second-largest city and is a diverse, economically successful location for music, sport, and literature in the Midlands.

Birmingham hosted the 2022 Commonwealth Games and is the home to Cadbury's, Peaky Blinders, Duran Duran, and many more.

Its manufacturing roots contribute £4 billion to Birmingham's economy, but its service industries have overtaken this.

## Housing Costs

For a major city in the world, accommodation prices are reasonable. As with anywhere, prices vary from area to area. Some examples are below.

## Monthly Rental Prices

- ◆ 1-bedroom city-centre flat/apartment: **£550+**
- ◆ 1-bedroom flat/apartment outside the city centre: **£340+**
- ◆ 3-bedroom city-centre flat/apartment: **£900+**
- ◆ 3-bedroom flat/apartment outside the city centre: **£650+**



## Home Purchase Prices

- ◆ Average property price: £268,987
- ◆ Semi-detached: £278,480
- ◆ Terrace: £217,703
- ◆ Flat/apartment: £161,698

## Eating Out

You'll never be short of choice when it comes to dining in Birmingham. There are always new restaurants opening and food festivals happening across the city, catering for every tastebud.

Ask your colleagues or read [this article](#) from Time Out to find your next foodie experience.

## Transport

Birmingham has an excellent transport system, allowing for easy navigation of the city and beyond. From buses to trains and trams, you'll not find it hard getting around.

Reported ticket costs are:

- ◆ Midland Metro Single (Stage 1): £2.60
- ◆ Bus, tram and train:
  - ◆ one-day ticket: £8.50
  - ◆ monthly season ticket: £85
  - ◆ annual season ticket: £1,020 - £1,510

## Things to do

Birmingham has a vibrant cultural scene, world-leading museums, art galleries, and urban festivals all built around a vast network of canals.

### History & Culture

With a reputation for making jewellery and toys, 40% of all the UK's handmade jewellery is still produced in Birmingham's Jewellery Quarter.

The Birmingham Hippodrome is a popular theatre, and Birmingham Museum and Art Gallery has multiple galleries. As well as this, Ikon is an internationally praised contemporary art venue.

### Music & Nightlife

From Resorts World Arena to indie nights at The Sunflower Lounge and classical performances at the Symphony Hall: whatever your taste, there is something for you.

### Out & About

There are lots of cycling and walking routes throughout the city, with parks and canals aplenty. With an international airport network of motorways, no trip is far away from the Midlands.



# Wellbeing

## How we support employee wellbeing at FMAT

Members of staff benefit from the far-reaching work of the Trust-wide team and strategic network groups. These groups work collaboratively across the Trust to ensure the best practice is shared and that strategies for effectively reducing workload are explored and implemented. Colleagues from all academies form the membership of these groups, and new members of staff are encouraged to become active participants once they have settled into their new roles.

### Mental Wellbeing Support

- ◆ **Counselling** – every employee has access to four hours of free, confidential counselling
- ◆ **Wellness Hub** – an online wellness centre that provides webinars, mindfulness, meditation and lots more to support wellbeing
- ◆ **Mental Health First Aiders** – across all Trust sites
- ◆ **Hub of Hope** – for mental health service providers
- ◆ **Wellbeing updates** – wellbeing leads send regular briefings that cover a range of topics. If there is anything you'd like covering, let us know!
- ◆ **Education support** – the only UK charity dedicated to supporting the mental health and wellbeing of teachers and education staff in schools, colleges and universities
- ◆ **Menopause awareness training** – available via the National College

- ◆ **Stress management guide** – available via the National College
- ◆ **High-quality staff training** – evidence shows that learning and development have a positive impact on job satisfaction and overall wellness
- ◆ **Trust-wide email communication guidance** – to support colleagues in managing their electronic wellbeing

### Physical Wellbeing Support

- ◆ **Free flu jab** – vouchers offered via FMAT during the Autumn term
- ◆ **Access to fitness programmes** – including yoga, HIIT and more via Perkbox
- ◆ **Access to physical activities** – during our Trust-wide wellbeing week
- ◆ **Diet and nutrition webinars** – via Perkbox

### Financial Wellbeing Support

- ◆ **Educational support** – apply for grants in times of financial difficulty
- ◆ **Salary sacrifice scheme** – for bike, cycling accessories and tech purchases
- ◆ **Flexi Perks** – each month, every member of staff receives 10 Flexi Perk credits to spend on a variety of perks
- ◆ **Perkbox subscription** – access to rewards and benefits enabling financial savings across a range of essentials, including your weekly shopping, insurance and holidays
- ◆ **Financial management** – advice and guidance webinars hosted by Perkbox



## Next Steps...

We hope the information contained in this pack offers a useful insight into what you can expect from a career with Fairfax Academy Trust.

We welcome applications from dedicated and ambitious professionals that are keen to join a Trust that is focused on empowering colleagues to reach their full potential.

All our vacancies can be found by visiting our

**CAREERS PAGE.**



*FMAT is an equal opportunities employer. If you have a disability, please let us know, and we will ensure that any reasonable adjustments are made.*

*FMAT is required to undertake various checks to meet our requirements with safeguarding and employment law.*

